





Best Practices for Employing Newcomers


As employers, embracing diversity in the workforce isn't just about meeting quotas: it's about unlocking a wealth of talent, perspectives, and experiences that can drive innovation, foster creativity and enhance organizational performance. **One often overlooked source of this diversity is newcomers.** In this guide, we'll explore the myriad benefits of hiring newcomers and provide practical tips for employers looking to tap into this valuable talent pool.


Benefits of Hiring Newcomers

- **Diverse Perspectives**

Newcomers bring unique perspectives shaped by their diverse backgrounds, cultures, and experiences. This diversity of thought can lead to more innovative solutions, better decision-making, and enhanced creativity within your organization.
- **Adaptability and Resilience**

Newcomers have often faced significant challenges and adversity in their lives. As a result, they tend to be highly adaptable, resilient, and resourceful, qualities that are invaluable in today's rapidly changing business environment.
- **Work Ethic and Loyalty**

Many newcomers come from backgrounds where hard work and determination are fundamental values. As employees, they often demonstrate a strong work ethic, loyalty to their employers, and a willingness to go above and beyond to contribute to the success of the organization.
- **Cultural Competence**

Employing individuals from diverse cultural backgrounds enhances your organization's cultural competence. This can improve communication and collaboration both internally and externally, leading to stronger relationships with clients, customers, and partners from different cultural backgrounds.
- **Retention Support**

Local CWS staff assist newcomers with job readiness training, onboarding assistance, interpretation, and case management support to ensure a smooth transition to the workforce and ongoing support for the employer.

Practical Tips for Employers



Cultivate Inclusive Hiring Practices

Create a welcoming and inclusive recruitment process that actively seeks out newcomers. Consider partnering with your local CWS resettlement office to identify potential candidates and provide support throughout the hiring process.



Foster Mentorship and Support Networks

Pair newcomers with mentors or colleagues who can provide guidance, support, and encouragement as they navigate their new roles and adjust to life in a new country.



Offer Language Support

Provide language support and resources, such as on-site English language classes or translation services, to help new comers integrate into the workplace and overcome language barriers.



Provide Cultural Sensitivity Training

Offer cultural sensitivity training to all employees to foster a more inclusive work environment and ensure that everyone feels respected and valued regardless of their cultural background.



Celebrate Diversity

Celebrate the diversity of your workforce through cultural events, diversity training workshops, and other initiatives that promote inclusion and appreciation for different cultures.



“In a world that is increasingly becoming more diverse, refugee inclusion is not just a moral imperative; it is essential for building more compassionate and sustainable communities. Collaborating with organizations like CWS is crucial in creating meaningful opportunities for refugees, fostering understanding, and promoting a future of dignity, equality, and hope for all.”

— JESSICA REYES, GORDON FOOD SERVICE