




IMMIGRANTS




Contents

Immigrants	1
Who is an immigrant?	1
Are there challenges hiring immigrants as truck drivers?	1
With these potential challenges, why consider immigrants at all?.....	2
Where do I learn more?	3
How does this fit together?.....	4
4.1 Building a Diverse Driving Force	5
Definitions	6
Tools	6
<i>Assessing your workplace — Are you ready?</i>	6
<i>Diversity readiness checklist for immigrants</i> 	7
<i>Where do I start?</i>	8
<i>Respectful workplace policy statement</i> 	10
<i>Harassment complaint procedure</i> 	10
<i>ACME trucking</i>	11
4.2 Working With Immigrant Serving Agencies	13
Definitions	13
Tools	14
<i>Working with your local immigrant serving agency</i>	14
<i>ACME trucking</i>	16
4.3 Strategies to Attract Immigrants	17
Definitions	17
Tools	18
<i>Attracting potential drivers</i>	18
<i>ACME trucking</i>	21

 Indicates you will find a customizable document on the Toolbox CD.

Contents

Temporary Foreign Workers	1
What is a temporary foreign worker?.....	1
What do I need to know about temporary foreign workers?	1
Provincial Nominee Programs.....	4
Where do I learn more?	5
How does this fit together?.....	6
5.1 The Business Case for Temporary Foreign Drivers	7
Definitions	8
Tools	8
<i>Do Your Research</i>	8
<i>The Cost of Temporary Foreign Drivers</i>	9
<i>Plan, Plan, Plan!</i>	10
<i>Are You Ready? — Checklist</i>	12
Readiness Checklist for Temporary Foreign Drivers 	12
<i>ACME Trucking</i>	13
5.2 Labour Market Opinions.....	15
Definitions	16
Tools	17
<i>Plan for Concurrent Activity</i>	17
<i>Get to Know the Experts</i>	17
<i>Be Prepared and Do Your Homework</i>	17
<i>ACME Trucking</i>	19
5.3 Developing a Temporary Foreign Driver Recruitment Strategy	21
Definitions	22
Tools	22
<i>Selecting a Country to Recruit From</i>	22
<i>Attracting Temporary Foreign Drivers</i>	23
<i>Should We Recruit By Ourselves or Use a Third-Party Recruiting Agent?</i>	25
<i>ACME Trucking</i>	27

 Indicates you will find a customizable document on the Toolbox CD.