

WALK OF FAME

This year, for our 5th annual Walk of Fame celebration, ACCES is recognizing outstanding employers and our highly skilled candidates who have joined their workplaces.

These employers have gone above and beyond in strategically working with ACCES to achieve exemplary results. All of the employers have hired ACCES candidates in professional positions that align with candidates previous work experience and academic accomplishments.

The recipients of this year's Walk of Fame awards are employers who have connected with ACCES candidates through various programs and services, have participated in job fairs, advisory committees and recruitment events. They have progressive hiring strategies and processes in place as well as first-rate training programs and promising opportunities for advancement.

Congratulations to the Walk of Fame recipients for 2011!



Carlson Marketing Ltd.

Elsa Garcia

Specialist, Bilingual Talent Acquisition

Over the past year, ACCES Employment has been a key component of Carlson Marketing's recruitment strategy. The customer service-focused organization has hired eight candidates since ACCES first connected with Elsa Garcia, Bilingual Talent Acquisition Specialist at Carlson Marketing.

"Our relationship has been a really good fit," says Elsa, "Any time I have a recruiting request, I receive high-quality candidates within a couple of days. A large number of new immigrants are very qualified and we believe in hiring people with international work experience, not just Canadian work experience," says Elsa. "The people we have hired can leverage a wide variety of skills that they acquired from their previous occupations in their countries of origin."

Kambiz Atabaki came to Canada from Iran with his wife in the summer of 2010 to pursue a career in the travel industry. After several months of little success, he turned to ACCES for assistance in achieving his employment goals.

"When you immigrate, you may not have the experience some employers are looking for. You're searching, but you really need someone to help you," says Kambiz, who spent 12 years working in tourism operations in Iran before immigrating to Toronto in pursuit of a better life. "ACCES really helped me to become familiar with the hospitality and tourism industry in Canada."

Soon after Kambiz registered with ACCES, a job at Carlson Marketing opened up; his resume was submitted, he interviewed and was successful in securing a position as a travel consultant. Elsa, who contacts ACCES for candidates to fill positions regularly, says that Carlson Marketing has confidence in its relationship with the organization. Recently Elsa worked with ACCES to organize a very successful career fair, and in the coming year, Elsa says Carlson Marketing will continue to work with ACCES to recruit excellent talent to its organization. "We are an organization that values the skills of internationally trained professionals and we want to be a part of their success in Canada," says Elsa.



“ACCES plays an effective role in terms of providing opportunities for new Canadians and, in turn, we at Aero Plastics have been very responsive to what ACCES has to offer,” says Zahir, adding that he has been very impressed with ACCES’ candidates. “They have superior skills, admirable work ethics and simply want to be given an opportunity to prove themselves,” he says.



Aero Plastics Inc.

Zahir Kassam

Principal and Owner

A year and a half ago, Zahir Kassam, President and CEO of Aero Plastics, was struggling to recruit highly skilled engineers for his company. Frustrated by the lack of success from his advertising efforts, he contacted ACCES Employment for his recruitment needs. His decision to connect with ACCES proved to be positive and beneficial. The first candidate hired through ACCES was highly successful and possessed the strong set of skills he required. Since then Aero Plastics has hired three other ACCES clients to fill full-time positions.

He credits the staff at ACCES for their knowledgeable, engaged and balanced approach in helping pre-screen and recruit candidates. “The ACCES team works in partnership with us to ensure successful placements. They help identify requirements and provide strong matches. We value their contribution in the process and we have been very impressed with the calibre of candidates that ACCES has provided us with.”

Zahir, an engineer who holds a Master of Business Administration

(MBA), came to Canada from Kenya as a teenager and understands how difficult it is for newcomers to “break into the system.” He firmly believes that it’s important to provide that “spark of opportunity” to talented new Canadians and he is proud that his company is able to provide those opportunities to other professionals.

“We have seen the effectiveness of ACCES’ recruiting system,” says Zahir. “I am delighted to be honoured by ACCES at this year’s Walk of Fame as it’s been a mutually beneficial outcome.”

Mark Pinto is one of Aero Plastics recent hires. Mark and his wife and son came to Canada in the summer of 2009. Prior to immigrating to Canada, the family lived in Dubai where Mark had worked as an engineer for 12 years. After arriving in Canada and experiencing several months of unsuccessful job searching, Mark visited ACCES and enrolled in the Engineering Connections program. It was through the program that he was referred to Aero Plastics, where he was hired on as a Process Engineer for a specific project; however, when the project ended Zahir offered him a full-time position as a Customer Relationship Coordinator. He accepted.

“The opportunities given here have been very good. I always like new challenges,” says Mark.

“ACCES is basically turning lives around so it’s a pleasure to be involved with their organization and there’s definitely going to be more collaboration and greater use of their services in the future,” states Zahir.



“We have a strategic recruitment plan specifically targeting newcomers to Canada and ACCES plays an important role in it. If we don’t tap into this global talent then we may not be as competitive,” says Chandra Williams, Senior Manager, Human Resources, Corporate Diversity at TD. “We believe in ACCES’ programs and support them.”

TD works with ACCES on a number of initiatives, including: sponsoring the Talk English Café®, participating in ACCES career fairs and guest speaker events for both IT and banking professionals, numerous Speed Mentoring® events, mentoring ACCES clients through The Mentoring Partnership, actively participating on the Financial Services Connections™ bridging program advisory committee, and corporate training for their employees through our Workplace Communication Advantage™ program.



TD Bank Group

Chandra Williams

Senior Manager, Human Resources, Corporate Diversity

Since 2007, TD Bank Group has developed a strong relationship with ACCES Employment. As a result, TD is now celebrating an impressive milestone of hiring more than 100 ACCES candidates. The partnership between ACCES and TD is very dynamic, as the bank also sponsors, partners and participates in many of ACCES’ programs and services.

“ACCES has experience and programs that we’ve been able to leverage,” says Chandra, adding that she has confidence in and is proud of the relationship. “We’ve gained a better understanding of the community we’re trying to reach through our relationship with ACCES.”

Romulo Carandang, an ACCES alumnus, came to Canada with his family of five in the summer of 2009 from the Philippines. With more than 10 years of experience in the financial industry with a focus on compliance, a very unique position and often a challenging one to break into, Romulo understood that establishing a network of contacts consisting of financial industry leaders was going to be the key to his success in Canada.

“ACCES provided me with a road map,” says Romulo. “Without these programs, I wouldn’t have met people in the industry. New immigrants have the skills and the education but we need to develop our networks and I got that through ACCES.”

It was at a Speed Mentoring® event in June 2010 that Romulo met with the Chief Compliance Officer from TD. Not long after that, he was interviewed and hired by the bank.

TD aims to provide an inclusive environment for all of its customers and employees. Chandra says that the partnership with ACCES assists in helping to make that a reality. “I see this continuing because we have had great success with it so far. It’s a strong relationship and a strong partnership.”



“I’m thrilled with the people that I have hired from ACCES because they are all skilled, hard-working individuals,” says Tina, “If I’m looking to fill a position, I know that I can count on ACCES to refer me qualified prospects.”

Crew Chief has opened their doors to many newcomers and has hired candidates for a variety of positions ranging from receptionists to foreman.

Each of these employees is grateful for the opportunity to gain Canadian experience and to utilize their education and skill set in a highly efficient work environment.

“Canadian experience and place of birth doesn’t matter,” says Tina; “We just need people who are hard working.”



Crew Chief Conversions

Tina Sharma

President

For the past two years, Tina Sharma, President of Crew Chief, a leader in innovation in the North American truck conversion industry, has been utilizing ACCES Employment services to fulfill their growing business’ recruitment needs. Since the relationship developed between the two organizations, Crew Chief has hired eight candidates from ACCES.

Robert Duncan, an ACCES alumnus and a foreman at Crew Chief, registered with ACCES after searching for more than a year for gainful employment. His decision to get involved with ACCES quickly turned the frustrating situation for the father of two into a tailspin of positivity. With over 15 years of experience, Robert possessed the right qualifications for the foreman position.

From a small shop operating out of Tina and her husband Sam’s basement 15 years ago, Crew Chief is now a booming business operating out of a sprawling 25,000 square foot facility. As they have built their reputation on quality workmanship, they too have now distinguished themselves as an organization that possess the ability to identify talent and dedicated candidates that continue to assist them in their organization’s development and growth.

Tina is honoured to be joining this year’s Walk of Fame and looks forward to ongoing success with this mutually beneficial partnership as she continues to grow her company. “ACCES is just wonderful,” she says. “They’re a good organization that is really helping people.”



“We’re very well aligned with what ACCES does,” says Elizabeth Braine, Senior Manager in Health and Public Service Practice at Accenture, who was introduced to ACCES through a contact at the United Way Toronto. “Our partnership with ACCES is central to us in achieving our goals of helping people and organizations build the skills they need to succeed. ACCES runs excellent programs with very high quality candidates. And we’ve been very pleased with the candidates we’ve hired so far.”



Accenture

Elizabeth Braine

Senior Manager, Health and Public Service Practice

Over the past two years, Accenture and ACCES Employment have developed a dynamic partnership. Accenture has made it a strategic priority to show their support to ACCES and new Canadians by participating in several ACCES initiatives such as the IT Connections program, START program and Speed Mentoring®. They have also hired three ACCES candidates, and support ACCES as a donor.

On a regular basis, Accenture employees visit the IT Connections program to provide tips on how to write resumes, enhance participants job search skills and conduct mock interviews. That’s how Thomas George first connected with Accenture. Thomas came to Canada with his wife and two children in 2010 after living in the Middle East for 12 years. He turned to ACCES shortly after arriving and enrolled

in the IT Connections program. Thomas participated in a mock interview with an Accenture employee and mentioned that he had recently applied for a position at Accenture. Before long, he had a real interview with the organization and shortly afterwards was offered a position at the company as an Oracle Consultant.

“Being in a new land has its challenges, but many of those challenges were overcome with the assistance of ACCES,” says Thomas, adding that he turned to ACCES on the advice of a friend who also had great success at ACCES. “ACCES made the job hunt easier and having the opportunity to meet industry experts provided a real boost to my confidence.”

To give back, Thomas has returned to ACCES as an Accenture employee to conduct mock interviews with current ACCES clients in the IT Connections program.

Honoured by the Walk of Fame recognition, Elizabeth notes that Accenture is already looking ahead at new ways to get involved and has “a lot of great ideas for the future.” For starters, she says Accenture recently instigated a process to alert ACCES of all of its relevant job openings so that highly skilled candidates can easily be put forward for consideration. “We have a lot in common with ACCES. It’s definitely a very synergetic relationship,” she says. “I’m very happy with the progress we’ve made and the relationship we’ve forged.”



When a position becomes available, Tim says he always starts his search at ACCES because the organization truly understands his employment needs. His company is not simply looking for skilled engineers, but is looking for skilled engineers that can help him compete in the global market.



Napier-Reid

Tim Otton
President

Napier-Reid, a professional engineering company, has been utilizing ACCES Employment's services over the past five years for recruiting internationally trained engineers. "We're in a very tough and competitive business that needs high quality people and I've been able to get those people through ACCES," says Tim Otton, President of Napier-Reid.

"Our business is international so we need people who can also bring knowledge to help us with our export business," says Tim.

Masoud Mozafari, an ACCES alumnus registered at ACCES after arriving in Canada from Iran with his wife. Masoud

registered for ACCES' Engineering Connections program. Soon after, ACCES arranged a job interview for Masoud at Napier-Reid in which he was successful in securing a position. Recently, Masoud celebrated his one-year anniversary at Napier-Reid.

"I know lots of people who have years of experience in the engineering sector but still find it challenging to find work. ACCES has a great program for engineers to help them improve their chances of securing employment," says Masoud.

As for Napier-Reid, Tim is continuing to focus on what is best for the company—and that includes hiring skilled people. As his company grows, he intends to continue working with ACCES to meet his recruitment needs.



BDC's HR Business Partner Ellen Austin pre-screened the first group of candidates provided by ACCES, but quickly realized that that was an unnecessary step. "We are extremely impressed with the quality, professionalism and experience of the candidates presented," says Ellen. "We've



Business Development Bank of Canada

Ellen Austin

HR Business Partner

In May 2010, ACCES Employment began working with the Business Development Bank of Canada (BDC), a Crown corporation of the Government of Canada, dedicated to supporting Canadian entrepreneurs through innovative financing and consulting solutions. BDC hired approximately 100 new employees in Ontario alone last year. Of those recent hires, 10 were ACCES candidates.

now come to have so much confidence in ACCES that every two months, we select a date and ACCES arranges for 10 to 15 candidates to come to our offices for interviews. Our employees participate in the interviews; it is a win-win for everyone."

Ellen says that the candidates from ACCES bring a diverse perspective to the company. "Employers want to hire the best candidates and in today's

market the whole world is your candidate pool. When you can bring a diversity of perspective and ideas to the table, it only makes your organization stronger."

Julia Beykun, an ACCES alumnus who came to Canada from Russia with her husband in July of 2010, spent several months looking for work in the financial services sector before turning to ACCES in October. In a matter of months she enrolled in the Financial Services Connections™ program, interviewed with BDC and was hired on with the financial institution as an Account Manager.

"The workplace is a little different from back home because of the cultural differences. But there are a lot of similarities as I previously worked for an international corporation," says Julia. "When I came here, the team members were so open and willing to share their experiences with me so that I could learn from them," says Julia.

As BDC's relationship continues to grow with ACCES, Ellen looks forward to ongoing successes with this mutually beneficial partnership. "I see our partnership as limitless," she says.



“The turnaround time is great. Whenever I put in a request, I get a response right away and within a few weeks we have someone very skilled working in the position,” says Miriam, who began working with ACCES after learning about the organization at a career fair.



Toronto Transit Commission

Miriam Marcello

Placement Specialist, Student Program Human Resources

Since 2004, the Toronto Transit Commission (TTC) has had over 50 ACCES Employment candidates fill volunteer positions and 10 candidates have gained full-time employment. Miriam Marcello, the Placement Specialist in the Human Resources Department responsible for filling all volunteer placements in the organization, says that she’s had great success with ACCES volunteers.

Sreedevi Chittari is a former ACCES client who completed a volunteer placement and was then hired on full-time. She recently celebrated her one-year anniversary working as a senior clerk for the TTC. Sreedevi was born in India and previously worked in Dubai in the HR field before immigrating to Canada in 2009.

“Even though I had so much experience, I felt very new when I came to Toronto and it was really challenging to get a job,” says Sreedevi, who came to Canada with her husband for a chance at a better life. “ACCES really helped; they gave me so much encouragement. Once I started my placement at the TTC, I felt more confident because I realized that the job was the same as back home. My supervisor then recognized my skills and encouraged me to apply for a full-time position.”

For the future needs at the TTC, Miriam knows that she’ll continue to call on ACCES for highly skilled candidates. “The TTC strives to reflect the demographics of the city and often times, internationally trained workers possess specialized knowledge, skills and experiences, which can be a real asset.”