

## **What do you think is the problem?**

1. I believe the problem is multi-dimensional, my degrees are not Canadian acquired and I believe Canadians subtly discriminate against or are biased towards Canadian qualification. Also, my qualification at the Master's level in HR with no acquired qualification or experience in Canada puts me at a distinct disadvantage, because I am sometimes seen as overqualified for lower or middle level positions and I would not be considered for higher level HR positions without the Canadian training or experience. In addition, approximately 70%-80% of Canadian HR jobs ask for the CHRP designation, which is considered the standard for HR practices in Canada. This is baloney, since what could be covered in an 8th month certification program that is not covered in a Masters program in the same discipline. I also believe that the gatekeepers or the HR professionals are usually less qualified, especially in small or medium size businesses and deliberately keeps applicants out who may become competitors for the same positions (this last bit is purely speculative).

## **Have you tried an entry-level job in HR?**

2. I have applied for positions at every level in the HR field, after two years and over 600 applications I have not been invited to one interview. I am currently in a program to acquire my CHRP designation and the cover letter and resume used to apply for many of these positions was given a grade of 52 out of 55 by a professor who is a Consultant Recruiter in Canada, so you can see my lack of success is not due to a faulty or poor cover letter/resume.

## **What have you done to search for a job?**

3. First I got registered with one of the non for profit organization that provides assistance to foreign trained professional, completed a two week training with them, covering resume writing, Canadian Labour Market, Cold Calling, understanding the Canadian work culture etc. Worked with one of their counselors and a job developer, sending out resume, making cold calls to employers, attending job fairs. After this I was assigned to a mentor, (an HR Director) for 3 months, who assisted me with networking, reviewed my resume, assisted me with calling other employees and who provided me with excellent HR professional advice and feedback. After the completion of my official mentorship program, I volunteered for 3 months at my mentor's place of business, conducting research on some HR best practices. During this period and as part of the assistance provided by my mentor, I conducted several information interviews for the research I was

doing, as well as for job search information and networking. I could not be hired by my mentor's organization as it had an already fully staffed HR department. I am also registered with several HR Recruiting Agencies and some General Recruiting Agencies. In addition to applying for position via the web, using the postal system, I have also done drop off and walk in, all with no success.

**How have you lived during this 2 years? Through your savings?**

4. Primarily through savings and family assistance.

**have you requested "information interviews"?**

5. Yes as previously mentioned.

**What immigration centers or programs have you used to search for employment?**

6. JVS, COSTI, IPLACE, Canadian Accreditation Centre for Internationally Trained Professionals, YMCA

**Do you think it might be a CV problem, or your selling skills, the email address you use?**

7. Based on my answer to question 2, I know it is not a CV problem; I have not had the opportunity to sell myself since I have not had an interview. Employers have sent-back automated responses to my email address so I do not think that it is a problem.

**Have you looked for a job in a low-skill non-HR related position? for how long do you expect to continue in this situation?**

8. Yes I have. I am currently pursuing studies towards my CHRP designation and am hoping that this will open some doors. I am also considering some other options.

**What is your advise to other professionals coming to Canada?**

9. My advise to internationally trained HR professionals is to come prepared to do your HR professional certification within the first few months of settlement, especially if your degree (s) are not acquired in North America. It should also be noted that my situation may be atypical of the normal experience, although my discussion with others seem to

suggest that it happens more frequently than not. I have also been told that getting the first job opportunity is often very difficult but once you have gotten that initial job the process is much easier the next time around.

Hope this is helpful.