

NEWS RELEASE

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80% OF EXECUTIVES BELIEVE BETTER INTEGRATION OF SKILLED IMMIGRANTS WOULD BENEFIT THE ECONOMY

Launch of toolkit to facilitate integration of immigrant managers

Montreal, February 27, 2019 - The Ordre des administrateurs agréés du Québec (OAAQ) is pleased to announce the official launch of a [toolkit](#) [in French only] and the Référentiel de compétences du gestionnaire dans le contexte d'affaires québécois, to facilitate the integration of immigrant managers into corporate decision-making positions. The project, which is supported by the Conseil emploi métropole (CEM), will contribute to the greater inclusion of immigrant professionals in management positions and thereby meet the needs of Quebec companies.

This toolkit was created with input from numerous experienced managers with a variety of profiles, backgrounds and career paths in Quebec's public and private sectors. It features practical, concrete tools for immigrant managers and immigration applicants, in order for them to get a better understanding of the key competencies required in the ability to integrate quickly. It is also aimed at managers wishing to create winning conditions to foster diversity and provide the best possible welcome to foreign-born managers, while reaping the lasting benefits of an inclusive strategy for their company.

Disappointing statistics in the current economic context

According to a survey by the OAAQ, **56%** of executives have the perception that Quebec is doing a good job of encouraging access for immigrants to management positions. However, while **80%** of executives acknowledge that better integration of skilled immigrants would benefit the economy, **only one in four** say they have an actual policy or program to encourage the advancement of immigrants.

"Quebec's statistics for integrating immigrant managers into executive positions are hardly flattering, and the employability level for these immigrants is a far cry from comparable rates for other managers in the province," said Jacques Cusson, C.Adm., FCMC, president of the Ordre des administrateurs agréés. "It was therefore natural for the OAAQ, which has a mission to promote responsible management practices, to develop concrete, practical information tools to support decision making and facilitate the integration of immigrant executives in our organizations."

Roadblocks in hiring immigrants for executive positions

The survey also found that among the main roadblocks in promoting immigrants to management positions in Quebec companies are the **equivalency or recognition of degrees (33%)** and **cultural barriers (25%)**.

"The OAAQ is proposing a concrete response to both companies and immigrant managers, to address these obstacles by providing a frame of reference that identifies the professional competencies required to work in a management position in Quebec, as well as a self-assessment so they can identify which skills and attitudes they need to improve in order to strive for executive jobs," explained Francine Sabourin, C.Adm., the OAAQ's executive director. "There is also a section especially made for immigrant managers that deals with cultural codes, management styles and the business context in Quebec."

Critical need for qualified, skilled workers

Audrey Murray, CEM and CPMT President : “by 2026, our province will need 1.4 million people to replace or fill new positions within the labor market. More than 20% of these people will come from immigration. In the metropolitan region, it is 30% of the renewed workforce that will come from immigration. The toolkit that was launched today aims to support the integration, as well as the increase of the number, of foreign-born managers. It offers concrete tools for businesses who wish to put forward an inclusive strategy. For immigrants, it provides key factors for success in obtaining a management position in Québec. The CEM is proud to have supported this initiative.”

About the toolkit

The Ordre has demonstrated innovation and creativity in developing a set of tools to support the efforts being made by various economic, community, social and political players to enhance the employability of foreign-born executives. In a 2016 study, the Chamber of Commerce of Metropolitan Montreal identified a number of solutions to facilitate and accelerate the integration of immigrants to management positions. These solutions include the identification of the skills immigrants need to improve and knowledge of cultural codes and management styles in the Quebec context.

The kit also includes videos, topical articles and testimonials that will be useful not only for immigrant managers but also company executives, especially in Quebec’s small and mid-sized businesses.

The toolkit is available at adma.qc.ca/trousseaoutils

About the Ordre des administrateurs agréés

The Ordre des administrateurs agréés is the regulatory body for management and governance in Quebec. Its members, who are identified by the title of chartered administrator (C.Ad.), are multidisciplinary and work in all sectors of the Quebec economy, in planning, management and counsel, making them true experts in their field. They are executives, managers and expert consultants in such areas as management, governance, property management, financial planning, project management and public administration.

About the Conseil emploi métropole

The CEM is the largest group of labour market representatives in the Montreal Census Metropolitan Area. It brings its members and partners together to discuss major labour issues in the CMA. Through consultation, it proposes strategies for action and advises the Commission des partenaires du marché du travail (CPMT) and the Ministère du Travail, de l’Emploi et de la Solidarité sociale.

About the survey

The Ordre des administrateurs agréés du Québec asked the firm Léger to evaluate the perceptions of Quebec workers when it comes to the presence of immigrants in executive positions and the tools to promote their integration and career progression in Quebec.

To achieve these objectives, a Web survey was conducted from February 8 to 11, followed by an identical survey from February 15 to 19, 2019 with a total sample of 1,081 Quebec workers, aged 18 or over, and able to speak French or English. The sample includes 257 respondents in decision-making positions and 824 respondents in other types of positions.

Using Statistics Canada data, the results were weighted by sex, age, mother tongue, region, education, and the presence of minor children in the household to make the sample representative of the entire population under study.

As a comparison, the margin of error for a probability sample of 1,081 respondents would be $\pm 3.0\%$, 19 times out of 20.

The [complete results](#) of the survey conducted by the firm Léger are available online in the section Toolkit.

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