



complex world | CLEAR SOLUTIONS™

Top Employers Summit 2011

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New Canadians



About Myself

➤ Pauline Gavilanez, CHRP

Manager Human Resources Tetra Tech

Responsible for strategic HR services

Champion for New Canadian Programs

Introduction to TETRA TECH

- Leading provider of consulting, engineering, and technical services worldwide.
- A diverse company, with expertise in the fields of science, research, engineering, construction, and information technology.
- 14,000 employees with 330 offices located around the world
- Strong focus on Int'l expansion

Our Culture

Tetra Tech stands for People, Passion and Performance and is trusted globally.

From the philosophies of our founding members, to this day, it's Tetra Tech's people that define who we are. By realizing that our employees are our greatest asset, we believe that is what defines us as an industry leader.

We truly are an International company that recognizes and values diversity and as a result we have been selected as one of the Best Employers for New Canadians for the past four years!

Employee Testimonials



“I joined Tetra Tech in September 2010, just 3 weeks upon my arrival to Canada. I found much support from the company and my colleagues during my first steps here.”

**Sherif Younan, Civil Engineer Infrastructure,
Winnipeg, Manitoba**

Designing A New Canadians Program

1. Find common goals (design program around it)
2. Determine who the company advocates and champions are
3. Get involved in the community including pairing up with partners
4. Evaluate the program
5. Make necessary improvements

1. Common Goals

- Work experience
 - New Canadians – we provide North American experience
 - Internationally trained experts
- Language skills
 - We have New Canadians that want to learn English
 - We benefit from their language
- Cultural sensitivity
 - We both benefit

Common Goals - TT' s Strategy

- Mentoring Program
- Language and cultural training
- Technical training
- Help obtaining professional designations
- Partnering with community organizations

Employee Testimonials



“I know Tetra Tech has many programs even special ones geared to new Canadians, that’s one of the reasons I like this organization.”

**Wei Han, Technical Specialist in Energy,
Mississauga, Ontario**

2. Company Advocate/Champion

- Role of the company advocate:
 - Find partners and solicit community involvement
 - Stay tapped into trends (immigration, recruitment, training)
- What are the benefits?
 - Showcase successes
 - Bring awareness across the company
- To succeed this roles needs:
 - Support at the Executive level

3. Get Involved in the Community

- Great community partners TT has teamed up with in the past:
 - TRIEC (The Mentoring Partnership)
 - Maytree (ALLIES)
 - Ontario Chamber of Commerce
 - OSPE
 - ACCES Employment
 - Career Bridge
 - KEYS Employment Expertise
 - Colleges and Universities (Ontario)

4 & 5 Evaluate the Program and Make Necessary Adjustments

- Evaluation Metrics
 - % of mentees converted to become employees
 - Quality and Quantity of work produced
 - Effectiveness of our new Canadian pipeline
- Expanded growth and career opportunities of our employees
- Retention rate of employees in the program
- Evaluate affects of training

Cost VERSES Benefit

Employee Testimonials



“I have been in many countries for business in the last 20 years and mingled with the people but have never seen such a wonderful working area.”

**Ramin Eftekhari, Staff Manager – Electrical in Energy,
Mississauga, Ontario**

