



MOSAIC

Winter 2012

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MOSAIC

1720 Grant Street
Vancouver BC
V5L 2Y7
Ph: 604-254-9626
mentors@mosaicbc.com
www.mosaicbc.com

Workplace Connections

Mentorship Program

This program pairs job-seeking, skilled immigrants with Canadian professionals who volunteer as mentors.

Mentors offer informal, one-on-one support to their newcomer partners for three months.

Working Papers

A newsletter for
Workplace Connections Participants

6 Focused Steps for Your New Year's Job Search

The start of a new year is an ideal time to look for a job, as you are fresh with enthusiasm and positivity from making resolutions. Here are a few steps to help you stay on track and reach your professional goal:



1. Create a job search plan and execute it.

One of the biggest problems with being unemployed is the loss of sense of structure, which alone can be self-defeating. Write out a "Job Search Contract" and be specific about the when, where and how. Follow through with your plan and chart your progress. Treat your job search as a fulltime job!

2. Volunteer. Volunteering is altruistic behaviour, not only are you giving back, you are also giving your body a boost that it could really use right now. Volunteer for a job you want to get direct "on-the-job" experience in. People take note when you do something for free, get their contact info and follow up! One connection with the right person can lead to your next job!

3. Get a cheerleader. Find friends who are willing to be there for you, and call during your darkest hours. Don't slide into self-pity or frustration; instead find someone who will help hold you up. Write down a list of friends that can give you positive, constructive feedback for your job search.

4. Learn from your mistakes. If you think you goofed in an interview, then review what you think you did wrong, and use that information to learn how to answer the questions better. If you weren't picked for the job, ask how you did and what you could do better, you need the feedback! It will help you avoid making the same mistakes at the next interview. Stay in contact with the interviewer, there may be a job opening in the near future.

5. Get out of the house. Successful job seekers are constantly on the move, making contacts, meeting people, learning things and having fun. Getting out can have a significant impact on your disposition. Remember, people are attracted to positive people; negative auras repel everyone. You need to make sure you maintain a positive outlook.

6. Don't give up. Don't talk yourself out of moving forward. It is absolutely OK to have your down days, but you can't dwell there. Avoid getting a case of the 4 "CCCCs": On the Couch with the Curtains closed watching CNN and eating Chocolates. You need to nurture yourself to sustain the positive energy and psychological well-being it takes to look for work.

Don't be afraid to give first

An interview with Lucian Savluc,
CapturePlay's Marketing and Customer Experience Director

CapturePlay has been working with MOSAIC for the past 6 months, generously offering mentoring and internships to newcomer job-seekers in the IT field. All of the interns have thoroughly enjoyed their time at CapturePlay and, with the endorsement of the company, most of them have managed to find full-time employment.



We met with Lucian Savluc to ask about the company's experience with diversity and newcomer talent.

MOSAIC: What has inspired you to offer to the newcomers this internship program?

Lucian: Ken Gordon (from Skills Connect) invited me at the Vancouver Public Library last year to speak at an event for IT skilled immigrants. The scope was to deliver a technical presentation. Seeing the audience — and remembering my first days here in Canada 9 years ago — I decided to tell them a story instead: how I got the job in my profession here.

The hardest part for newcomers is to get the chance to prove their skills. And I realized that CapturePlay can help while also getting help from newcomers — a win-win situation. We discussed this idea with the board and we agreed the internship program was worth a try.

MOSAIC: What do you see as being the value-added element of diversity in your workplace?

Lucian: Diversity has both challenges and benefits. Challenges are mostly for the newcomers; they have to learn and adapt to a work environment where the rules, communication and customs may be quite different compared with the country they came from. And probably this is the most important part of the internship: they learn how it is to work in a North American high tech company.

We treat our permanent employees and our interns the same. And we demand exactly the same involvement and dedication to them as we ask for our full timers. We are offering exactly what no school here can offer — firsthand experience and training.

We also learn a lot from our interns. We are developing a worldwide platform and we have to learn about the cultural aspects of each area where we promote our product.

MOSAIC: How would you describe a typical day of work for interns?

Lucian: We use an agile approach and the latest project management tools and practices; everything is structured quite well. At the same time, each of us is having a lot of liberty in implementing the tasks and goals. We encourage innovation and initiative and we embrace the "*work hard play hard philosophy*". We are doing our job very well but we also try to build a fun and pleasant work environment.

A work day is starting in the morning around 10 AM. After we check our correspondence, we have a short scrum meeting where each team member is presenting the tasks finished the day before, the tasks planned for the current day, problems encountered and what we learned. We turn back to our computers and we update our tasks lists in BaseCamp accordingly. After that, we proceed to execute these tasks.

The program is quite flexible, and for the interns is only 6 hours per day. They have a lunch break they can take whenever they want (we are reimbursing the lunch and transportation). If they have a personal problem or not feeling good, they can work from home.

We assume from the beginning that they will do their best for the job and, with a very few exceptions, we were right. At the end of the day, each of us checks the tasks and plans for the next day. We have also weekly team meetings, and monthly company meetings. The interns are part of all these, no difference. And because we wish to build a strong company culture, time to time we have team lunches and company parties of course.

MOSAIC: What feedback have you received from newcomers who completed their internships?

Lucian: Highly positive. I included here a quote from a former intern which reveals some insights:

"I started to work as an intern at Capture Play. Of course, I was afraid, if they would not understand me, or I would not understand them? Can I do my job well? My fears were proven wrong. [...]"

Interview Cont'd

I was involved in all team's life. My duties were interesting. Whenever I asked I always received irrefragable answers. If I need help, they always helped me. I have felt myself not as a stranger, but as a competent team member. I took part in biweekly meetings, prepared and presented my reports. I participated in the ad campaigns and playathons, did weekly statistics, and tracked bugs. I enjoyed the tasty BBQ wings at the Summer Party, and petted Saber, the most handsome dog in Vancouver. Thank you guys! You are paying forward!"

Monika S. (After the internship position, she obtained an Application Support Analyst position with ZE PowerGroup).

MOSAIC: What would you say to employers who are still reluctant to employing or offering internships to newcomers?

Lucian: It's worth it. They only have to prepare it well in advance, to establish the processes, training kits and a team leader. In our case, the most capable from them was picked to assist the team.

There are so many high skilled newcomers here in Canada... why don't give them a chance to prove it. With minimum resources but with a lot of determination, there is no company that cannot implement such a program.

We are totally open to share our experience with any organization interested in this.

MOSAIC: Any piece of advice for job-seekers?

Lucian: Don't be afraid to give first (this works on both sides, for job-seekers and for employers). Show you are good. Be open to learn. Take chances. But be careful when you select your internships/volunteer work. You have to choose the one that is really meaningful to your planned career. Once you are there, put your whole effort and dedication. It will pay off.

In Profile: Mentor Callum Campbell

Callum is a Professional Engineer registered in BC as well as a member of the Royal Institute of Naval Architects. He holds a B.Sc. in Mathematics from the University of British Columbia as well as a M.Sc. In Maritime Engineering Science from the University of Southampton. Callum is an extremely patient and resourceful mentor, currently on his third match with Workplace Connections.

Tell us a little about your work:

I'm a professional engineer and naval architect working in North Vancouver. I'm involved with the design and engineering of new ships. I coordinate with designers and engineers, equipment vendors, shipyards, ship-owners, operators, and regulators. I specialize in passenger ferries for local waters.

One word or sentence that describes the people in your field is ...

We're mainly doers. We like to see ships get built.

The advice you would give to someone wanting to work in your field is ...

Be ready to collaborate.

The thing you like best about your work is.....

A successful ship launch.

If you were to give one piece of advice to someone starting their first job in Canada, it would be...

Do your best to relate your past experience to the industry as it exists in Canada.

Favorite movie?

Das Boot.





How a MOSAIC Job Developer can Help You Find a Job

By Sudeh Jahan

Are you looking for a job and finding it a challenge? Let us support you! By joining MOSAIC Employment Services, you will benefit from the expertise and experience of our Employment Counsellors and the solid network of employers set up by our professional Job Developers.

As MOSAIC Job Developers, we attend Job Fairs, Networking and Professional Associations' events. We also meet one-on-one with employers to better understand their hiring needs. Some of our employer partners are: **Clearly Contacts, Shaw, Deloitte, Purdy's Chocolate, Future Shop, Maxxam, and New York Institute of Technology, etc...**

We will give you tips and advise on your job search. We'll show you the hidden job market and job vacancies that are posted especially for MOSAIC candidates. And, most importantly, we will connect you with a suitable employer and advocate on your behalf to make sure that your resume is not overlooked.

Once you have a solid job target and are equipped with a professional resume, **you are ready to team up with the MOSAIC Job Developer!**

All you have to do is call MOSAIC Employment Programs at 604-708-9300 to connect with a job developer who will link you to the job market.

Upcoming Workplace Connections Events!

Thursday, February 23rd:

Peer Mentor Panel

Thursday, March 15th:

Resume Writing Workshop

Thursday, April 19th:

*Learn to Speak with Confidence
~ with Guest Speaker Jim Francis*

All meetings held at:

**MOSAIC
1522 Commercial Drive
6:30-8:30pm**

**Please register by:
E-mail: mentors@mosaicbc.com
Phone: 604-254-9626, ext. 295**