



Immigrant Services Society of BC (ISSoBC) is being recognized as a Great Place to Work®

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ISSoBC is being recognized as one of this year's **Best Workplaces in Canada**. This list, and related stories, will appear in a special national report on Monday April 6th, 2009 in *The Globe and Mail*.

ISSoBC's philosophy is to focus on hiring the best people and to provide clients with the best service. To help address the demands of the work in assisting clients deal with the complex challenges of immigrant settlement and integration, the 275-plus employees of western Canada's largest multi-ethnic immigrant-serving agency work in an environment that is team-oriented, supportive and caring. Respect for co-workers, clients and the community is a value shared by all. A commitment to diversity and teamwork both within the organization and the community is translated into action by providing first-language services in more than 50 languages and in the numerous collaborations with community partners to provide services. While operating in a sector that is known for offering comparatively lower compensation packages, ISSoBC is diligent in making every effort to provide generous staff benefits that offset the lower wages and to create ways to make constant improvements to work/life balance.

"I believe we have the best of the best in our staff" says Patricia Woroch, CEO. "People here want to make a difference and they do. Staff are remarkably creative, innovative, dedicated and committed to providing quality services each and every day and are always willing to go the extra mile".

ISSoBC is a not-for-profit, charitable organization helping immigrants build a future in Canada. Governed by a Board of Directors drawn from the community and staffed by more than 275 employees, ISSoBC is the largest provider of adult English as a Second Language training and the largest provider of settlement services in western Canada. As the largest multi-ethnic immigrant-serving agency in western Canada, ISSoBC provides services throughout the lower mainland and works extensively with communities to help welcome newcomers. Services provided include settlement services, English language programs, employment assistance services and a variety of community development programs. ISSoBC also operates the only refugee reception center in BC, helping government assisted refugees settle within BC.

This list of "Best Workplaces in Canada" is compiled by Great Place to Work® Institute Canada. The competition process is based on two criteria: two-thirds of the total score comes from a 57-statement survey completed by a random selection of employees, along with their open-ended comments about their organization; the remaining one-third of the score comes from an in-depth review of the organization's culture, including an evaluation of HR policies and procedures. This offers a rigorous representation of the organization from an employee perspective, and an overall portrait of the workplace culture. Together, they provide crucial data relative to the five trust-building dimensions of a great place to work®: credibility, respect, fairness, pride, and camaraderie.

This year's list received over 230 nominations and approximately 30,000 employees (actual number is 29,812) participated in the 2009 "Best Workplaces in Canada" survey.

For information on how to participate in next year's "Best Workplaces in Canada" list or on how to create a Great Place to Work®, please contact the Institute at bestworkplaces@greatplacetowork.ca or visit www.greatplacetowork.ca.