

INCLUSIVE HIRING FOR HIGH-PERFORMANCE TEAMS

Developed in collaboration with MacEwan University and the Newcomer Centre



COURSE DESCRIPTION

This **7-hour** course equips HR professionals to **hire for fit, capability and long-term success** in **diverse and multicultural workplaces**. Participants will learn how to design inclusive hiring systems that attract newcomer talent, reduce bias, improve onboarding outcomes and strengthen retention while maintaining fairness, legal defensibility and organizational performance.

Specifically designed for intermediate level HR professionals, talent acquisition specialists, people & culture leaders and hiring managers with HR responsibility.

The course goes beyond interviews to address the full hiring-to-retention pathway through interactive, case-based, discussion-driven training and helps participants gain an applicable **Hiring for Success Action Plan**.

KEY TOPICS

MODULE 1

Foundations of Inclusive & Culturally-Intelligent Hiring

MODULE 3

Culturally-Inclusive Interviewing & Selection Practices

MODULE 2

Job Analysis & Inclusive Role Design

MODULE 4

Hiring Decisions, Onboarding & Retention Linkages

LEARNING OUTCOMES

- **Design inclusive hiring processes** that align job requirements with real performance needs, not proxies such as “Canadian experience.”
- **Apply cultural intelligence (CQ)** to hiring decisions, interviews and selection discussions.
- **Conduct structured, bias-aware interviews** that fairly assess skills, potential and transferable experience.
- **Evaluate newcomer and internationally trained candidates** using evidence-based assessment methods.
- Make **defensible hiring decisions** that balance organizational fit, equity and business needs.
- **Integrate hiring with onboarding** and early-stage retention strategies to reduce turnover.

CUSTOM TRAINING DELIVERY



Exclusive to Corporate Training, we'll bring the learning directly to your team.



Tailored to your organizational context, priorities and intended outcomes.



On campus at MacEwan University, on-site at your location or online.



Build shared skills, strengthen collaboration and apply learning right away.

LET'S TALK TRAINING

Contact us to book a consultation.

780-497-5402 | corporatetraining@macewan.ca



Email to inquire