

Internationally Educated Professionals Bridging Program



**2017 Career Conference
Saturday, November 18th**

www.yorku.ca/makemore

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IEP Bridging Program Career Conference –New Careers Start Here! Agenda Overview

Time	Event	Location
9:30 am	Registration – Come Early to sign up and network over Coffee	
10:00 am	Opening Remarks – York University IEP Bridging ✓ Program Faculty Director, Art Noordeh	Vari Hall Auditorium D
10:15 am	Panel Discussion “Big Opportunities in New Places” Speakers include: ✓ Canadian Federation of Independent Business , Corinne Pohlmann the Senior Vice-President, National Affairs and Partnerships ✓ Professions North/Nord , Heejung (lois) Kahng, Employment Liaison Officer ✓ Futurpreneur Canada , Scott Bowman, Senior Director Ontario ✓ Information and Communications Technology Council (ICTC) , Maureen Ford, Program Manager	Vari Hall Auditorium D
11:15 am	What’s Trending in Hiring – Meet with recruiters and HR professional association to gain tips on trends in your sector and succeeding in hiring processes. 1. HR – with the Human Resources Professional Association (HRPA) Learn more about the HRPA - how to join, the chapters, mentoring and networking with other HR professionals. 2. Finance - Trends in Hiring in the Finance Sector - with Dianne Hunnam-Jones , Robert Half District President, Eastern Canada 3. IT "Talent acquisition in the Disruptive Technologies" - with Fernando Blasco , Vice President at The ADIUVO Group & AG Globe Services	Vari Hall Seminar Rooms
12:15 pm	Networking Lunch at the Underground Restaurant - Make new connections and meet up with Program Alumni and Guests, over lunch.	
1:15 pm	Workshops on Building Your Career and Social Capital. Including: ✓ How to Start a Business - with Enterprise Toronto ✓ Build your Social Capital - Volunteer or Join a Board - with DiverseCity on Board , the City of Toronto and Civic York ✓ Finding a Job – The benefits of the Online Platform with Magnet ✓ Finding a Job – Find out more about Mentoring and Employment Services with JVS	Vari Hall Seminar Rooms
2:15 pm	Employment Marketplace - Recruiters, employers and services available to talk to students about opportunities in their field. SunLife Financial, TD Bank Group, Robert Half, Professions North/Nord, The ADIUVO Group, SRA Staffing, the City of Toronto, Enterprise Toronto, DiverseCity on Board, Magnet, Civic York.	Vari Hall Atrium

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10.00 AM OPENING REMARKS

**Welcome Remarks and an Introduction to the York University IEP Bridging Program,
Art Noordeh, Program Faculty Director**

10.15 AM PANEL DISCUSSION - BIG OPPORTUNITIES IN NEW PLACES

Guest Speakers:



**Corinne Pohlmann, Canadian Federation of Independent Business,
Senior Vice-President, National Affairs and Partnerships**

Canadian Federation of Independent Business is a not-for-profit, non-partisan advocacy organization that represents small business owners to all levels of government across Canada, in every sector of the economy. It is funded solely through its membership, and it receives its policy direction through regular surveys on a variety of issues. As such, the CFIB is a key resource on a wide range of small business and public policy issues. **For more information visit <http://www.cfib-fcei.ca/>**

Biography: Corinne Pohlmann, Senior Vice-President, National Affairs and Partnerships

Corinne Pohlmann is Senior Vice President, National Affairs and Partnerships for the Canadian Federation of Independent Business (CFIB), a not-for-profit organization representing more than 109,000 small and medium-sized business members across Canada. Corinne is based in Ottawa and is responsible for CFIB's strategic direction on federal legislative issues, and sensitizing governments to the needs of Canada's independent businesses. Corinne also oversees CFIB's Economics function, Products and Partnerships division, CFIB's Atlantic Canada legislative team and a number of marketing initiatives. Since joining the Federation in 1998, Corinne first worked in research, where she authored several research reports on a variety of public policy and economic issues. In 2000, Corinne became CFIB's Director of Provincial Affairs based in Edmonton where she represented the interests of Alberta and NWT members to all levels of government and in 2006 she relocated to Ottawa to take on the responsibility of National Affairs. Over the

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last few years, Corinne has participated in numerous national consultations and committees on a wide variety of small business issues, including the SME Advisory Committee to the Minister of International Trade, the Advisory Committee on Small Business and Entrepreneurship, as well as the Deputy Minister Advisory Committee on Citizenship and Immigration. Corinne was born and raised in Montreal where she attended McGill University - graduating with both a Bachelor and a Masters Degree in Geography.



Professions
NORTH*NORD

Heejung (lois) Kahng,

Professions North/Nord, Employment Liaison Officer

Professions North/Nord (PNN) is an initiative of Laurentian University that assists employers with labor shortages, and internationally trained professionals (ITPs) in finding employment in Northern Ontario at no cost. **For more information visit <http://www.professionsnorth.ca/>**



canada™

Scott Bowman Futurpreneur Canada, Senior Director Ontario

Futurpreneur Canada is the only national, non-profit organization that provides business planning resources, financing, and mentoring to aspiring business owners aged 18-39. Our internationally recognized mentoring program hand matches young entrepreneurs with a business expert from a network of more than 2,800 volunteer mentors. **For more information visit <http://www.futurpreneur.ca/en/>**

Biography: Scott Bowman Futurpreneur Canada, Senior Director Ontario

Scott Bowman served as a political staffer from 2003-2008 at Queen's Park for several MPP's and Cabinet Ministers. He left Queen's Park in 2008 to launch his own fitness business which was focused on fitness competition logistics. Scott took his government and entrepreneurial experience to Futurpreneur Canada in August 2010, taking on the role of Director, Government Relations. He actively promoted entrepreneurship as a key component to help solve youth unemployment to governments across Canada. As well, he was instrumental in securing partnerships between the Federal Government and several Provincial Governments and Futurpreneur. In July 2012, Scott took on the role of Senior Director, Ontario at Futurpreneur. Since taking the lead of the Ontario team, he built a team which has been focused on extending Futurpreneur's resources into communities across Ontario. In the first 2 years leading the team, the team realized a 158% increase in the number of people Futurpreneur served in Ontario. Scott continues to focus his energies on presenting opportunities, building connections, and motivating young people to see themselves as potential successful business owners.

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Maureen A. Ford, Program Manager, Talent Innovation, Information and Communications Technology Council (ICTC)

The Information and Communications Technology Council (ICTC) is a national center of expertise for the digital economy. ICTC is the authoritative source of technology, economic, and labor market research; an independent and neutral policy advisor to business and governments across Canada; a large network of industry, educational institutions, and policy makers representing the digital economy in Canada and a leader in innovative talent strategies and solutions for the digital economy. ICTC's mission is to strengthen Canada's digital advantage in the global economy through trusted research, innovative talent solutions and practical policy advice; and to foster innovative and globally competitive Canadian industries empowered by a talented and diverse digital workforce.

For more information visit <https://www.ictc-ctic.ca/>

Biography: Maureen A. Ford, Program Manager, Talent Innovation, Information and Communications Technology Council (ICTC)

Maureen Ford is Program Manager of the ICTC initiative that connects employers to newcomer ICT professionals who are employment-ready after completing ICTC's IWES bridge training program. IWES is a workforce-solution bridge training program that prepares and assists internationally educated and experienced ICT professionals to secure employment and continue their career in Canada's Digital economy. ICTC is a not-for-profit national center of expertise for the digital economy. Through trusted research, innovative talent solutions, and practical policy advice, ICTC fosters industry economic development and consumer engagement in a global market.

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11:15 AM MORNING WORKSHOPS - VARI HALL SEMINAR ROOMS

**WHAT'S TRENDING IN HIRING?
MEET WITH RECRUITERS TO GAIN TIPS ON TRENDS IN YOUR SECTOR AND
SUCCEEDING IN HIRING PROCESSES**

Workshop Descriptions:

Workshop 1



Human Resources
Professionals
Association

York Region Chapter

HR-Jacqueline Cabildo, Director of Students and Seniors Engagement; **Boski Verma**, Territory Marketing Specialist; **Renee Rotman**, President of HRPA York Region Chapter, Human Resources Professional Association (HRPA)

The Human Resources Professionals Association (HRPA) is the professional regulatory body and the professional association for Human Resources professionals in Ontario, Canada. It oversees more than 20,000 members in 28 chapters across the province. It connects members with an unmatched range of HR information resources, events, professional development and networking opportunities and annually hosts Canada's largest HR conference. In Ontario, HRPA issues three levels of professional certification: The Certified Human Resources Professional (CHRP) designation for practitioners entering the profession and working in administrative capacities; the Certified Human Resources Leader (CHRL), for practitioners working in fully professional capacities; and the Certified Human Resources Executive (CHRE), for senior executives. **For more information visit <https://www.hrpa.ca/>**

Biography Jacqueline Cabildo, Director of Students and Seniors Engagement

Jacqueline Cabildo has over 15 years of Human Resources, Administration, Information Technology, Facilities Management, Vendor Management, Contract Negotiation, Implementation, Project Management, and Change Management experience working with various industries at different levels.

Jackie is a Certified Human Resources Practitioner (CHRP) and a Certified Human Resources Leader (CHRL). She has a Human Resources Management Post-Diploma from Seneca College, a Master of Business of Administration (MBA) degree from Athabasca University and a Bachelor of Administrative Studies (BAS) degree from York University. She has also completed a Project Management Certificate from University of Toronto and an Adult Education / Staff Training Certificate from Seneca College.

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Jackie is an active volunteer member of the HRPY York Region Chapter. She is the Director of Students and Seniors Engagement, and previously she was the Director of Membership and a Co-Chair for the HRPY York Region Mentorship Program, Virtual Mentorship Program and Graduate Mentorship Program. She also sits on the Complaints Committee of HRPY. She is a Co-Ambassador for AGS LeanIn and she was a Co-Chair for the LEAD Mentorship Program at Allegis Global Solutions. Jackie Cabildo climbed the corporate ladder and she is currently a consultant for AGS providing best practice including program health check, quality assessment, training and works with various projects related to workforce management. She was MSP Operations Lead at Allegis Global Solutions responsible for a number of MSP Clients working on special projects and providing guidance and leadership in assessing current technology and processes and recommends and/or implements more efficient and robust HR processes. She is proficient with web-based applications VMS tools (Beeline and Fieldglass). Jackie will share the latest HR trends including what the Managed Service Provider (MSP) and Recruitment Process Outsourcing (RPO) and working with Agencies. She will also discuss Crowdsourcing and GIG economy and what's in the pipeline.

Biography Renee Rotman is a **Certified Human Resources Leader (CHRL)**, with over 9 years of progressive experience in employee relations, change management, leadership development, coaching, facilitation and employee engagement. Renee is currently a Senior HR Consultant at Morneau Shepell. Renee currently serves as the Chapter President for the HRPY York Region Chapter, and has been on the Board of Directors since 2014 - holding previous roles as the Director of Volunteer Management and Director of Education. As well, Renee volunteers with a local community agency which serves new immigrants, leading workshops and providing coaching on interviewing skills within the Canadian market. In 2013, Renee was the recipient of the HRPY York Region's first annual "Rising Star" award. Renee was also honoured in 2011 as one of the "Top 20 Under 40" volunteers in the local community and received the "Young Professional, Excellence in Volunteering" award. Renee holds a Master's degree in Human Resources Management from York University, a Post-Graduate Certificate from George Brown College and an Honours Bachelor of Arts in Criminology from the University of Western Ontario.

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Workshop 2

rh Robert Half Business and Finance – Trends in Hiring in the Finance Sector.

Dianne Hunnam-Jones, District President, Robert Half

Founded in 1948, Robert Half is the world's first and largest specialized staffing firm. The company, based in Menlo Park, California, has 325 staffing locations worldwide and offers job search and management tools at roberthalf.ca. Additional insights on the latest hiring trends also can be found in the company's newly released 2018 Salary Guides. Robert Half once again was named to FORTUNE® magazine's "World's Most Admired Companies" and was the highest-ranked staffing firm. (March 1, 2016).

For more information visit <https://www.roberthalf.ca/en>

Biography: Dianne Hunnam-Jones, District President - Eastern Canada

Dianne Hunnam-Jones is a District President at Robert Half. Her area of responsibility currently includes managing the strategic direction of the RH operation in Ontario, Quebec and Manitoba. Dianne has spent over 25 years in the recruitment industry and has experienced all phases of the job market cycle first-hand. Dianne is thoroughly familiar with the specialized staffing skills that are currently in demand and is an expert in the employment trends within the accounting and finance, and administrative sectors. Under Dianne's direction, Robert Half has achieved great success in establishing itself as a leading provider of highly skilled professionals. Prior to joining the organization, Dianne consulted with major national companies, primarily focused on training and human resource issues. Dianne holds a bachelor of commerce in marketing and industrial relations from Witwatersrand University in Johannesburg, South Africa.

Workshop 3



IT - Talent acquisition in the Disruptive Technologies. Fernando Blasco, Vice President, The ADIUVO Group & AG Global Services

Adiuvo is a Consulting and Technical Recruitment firm focused only on Fintech, IT, InsurTech and Disruptive Technologies. Global offices in Fintech Hubs: Toronto. Sourcing Centre of Excellence (sister company AG GLOBE) in Philippines and operations in UK, Singapore, USA and headquartered here in Toronto to assist organizations worldwide. Engaged with start-ups and ramp-ups and Tier 1/2/3 companies in several

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countries with difficult to fill positions in these verticals. **For more information visit <http://www.adiuvogroup.com/>**

Biography: Fernando Blasco, Vice President, AG Globe Services

Fernando is a recruitment professional. He is passionate about delivering success with deep experience of 3P (product-process-people), and networking in the Renewables, Mining, Fintech, IT, Disruptive Technologies sectors around the world. He is currently working as a Vice President at AG Global Services. In the past, he has worked at Drake Global Tech as a Global Director Business Development and Drake International as the Director of National Accounts. He is also Vice President and Board of Director at Hispanotech, a not-for profit Canadian corporation with the mission to promote the success and be the voice of Hispanics in Canada's technology sectors.

12:15 PM NETWORKING LUNCH

@ THE UNDERGROUND RESTAURANT, YORK LANES

**JOIN US FOR A FREE LUNCH BUFFET AND
NETWORK WITH CONFERENCE PARTICIPANTS**

Remember to come back to your workshops by 1.15 pm

Coffee, Tea and Fruit will be served at the Employer Marketplace at 2.15 pm

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1:15 PM AFTERNOON WORKSHOPS - VARI HALL SEMINAR ROOMS

BUILDING YOUR CAREER AND SOCIAL CAPITAL

Workshop Descriptions:

Workshop 1



How to start a Business - Jason Li, Small Business Advisor, Economic Development & Culture, Business Growth Services, Enterprise Toronto

Enterprise Toronto is a one-stop source to start and grow your small business. Our team of small business advisors can help you make the right decisions during your business start-up and help develop your management capabilities as your business venture grows. The services include one to one business plan review consultation, business registration and incorporation, training, entrepreneur mentorship and programs such as Summer Company and Starter Company. **For more information visit**

<https://web.toronto.ca/business-economy/business-start-ups/small-business-centres/>

Biography: Jason Li, Small Business Advisor, Economic Development & Culture, Business Growth Services

As a Small Business Advisor with Enterprise Toronto, Jason has assisted hundreds of entrepreneurs launching and growing their businesses for many years. He graduated from University College London in UK with a MSc. Degree in Information Science with a scholarship from British Council and has the experience of working in both public and private sectors in China, Britain and Canada. Jason is well connected in a network of government agencies, not-for-profit organizations and other business service providers engaged in economic development. He has many articles published in professional journals including the one for a Swiss Bank project on Chinese public company disclosure.

Workshop 2



DiverseCity onBoard



OLUNTEER York Region



Build your Social Capital - Volunteer or Join a Board - Lori Bortherton, Outreach & Stakeholder Engagement Coordinator, DiverseCity onBoard; **Robyn Cook and Lianne Neumann**, City of Toronto and **Paula Bandi** Community Outreach Representative at Volunteer York Region

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DiverseCity onBoard is an internationally recognized program that bridges the diversity and inclusion gap in governance across Canada by ensuring that not-for-profit and public-sector governance bodies more closely reflect the lived reality of their communities. It delivers online governance training through an easy-to-use, self-paced, learning platform that is available to everyone and provides a unique board matching service for individuals and organizations that enables pre-screened members of under-represented groups to connect with not-for-profit boards as well as with agencies, boards, and commissions of the municipal, provincial, and federal governments. DiverseCity onBoard promotes full inclusion, working with individuals and organizations to create effective boards and reap the benefits inclusion provides.

For more information visit <http://diversecityonboard.ca/>

Volunteer York region is_a community outreach organization that provides a database for volunteer opportunities within non-profit organizations, community events and services.

For more information visit <https://civicyork.ca/>

City of Toronto Public Appointments: The City of Toronto needs residents to serve on high-profile, challenging, and exciting boards of directors for City agencies and corporations. Get involved and share your skills! **For more information visit <https://secure.toronto.ca/pa/home.do>**

Workshop 3



Magnet

Advancing Careers, Businesses
and Communities

Finding a Job – The benefits of the Online Platform - Susan Mangar, Project Lead (CHRP, CHRL), Magnet

Magnet is a not-for-profit social innovation founded by Ryerson University, in partnership with the Ontario Chamber of Commerce. It utilizes a collaborative “Community Hub” model of post-secondary institutions, not-for-profits, government, labor, and industry partners working together to one common platform, towards one common goal: to address unemployment and under-employment of Canadians. It utilizes an advanced job matching technology that efficiently matches people with opportunities reflecting their skills, preferences and talent. Magnet can provide real-time labor market intelligence and actionable information on job seeker activity. It fills a glaring knowledge gap by bridging the demand and supply side of the labor market and provides a more accurate assessment of the economic needs of communities.

For more information visit <https://magnet.today/>

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Workshop 4



JVS TORONTO
Helping People Succeed

Finding a Job – Find out more about Mentoring and Employment Services - Anna Bernstein, Employment Counsellor, JVS

JVS Toronto believes that every individual has opportunities for employment. Since 1947, JVS Toronto has empowered people to maximize their potential at work and school by providing career, employment, and educational and vocational assessment services. We support over 21,000 individuals annually gain access to meaningful employment. We put individuals on the path to success by uncovering a deeper understanding of abilities at school or work, and provide strength-based approaches that lead to better performance. Our strong employer network counts on us to connect them to the right human resources. JVS Toronto offers a variety of customized employment programs to newcomers to Canada and Internationally Trained Professionals. JVS Toronto has a strong expertise in mentorship programs, including in-person, online, ethno/sector-specific and Corporate Connections group mentoring and has been recognized in the community as one of the leaders in mentoring initiatives.

Newcomer Employment Services:

<https://www.jvstoronto.org/find-a-job/newcomer-employment-services/>

The Mentoring Partnership:

<https://www.thementoringpartnership.com>

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2:15 PM EMPLOYMENT MARKETPLACE IN THE VARI HALL ATRIUM

RECRUITERS, EMPLOYERS AND SERVICES AVAILABLE
TO TALK TO STUDENTS ABOUT OPPORTUNITIES IN THEIR FIELD



ADIUVO Group

Adiuvo is a Consulting and Technical Recruitment firm focused only on Fintech, IT, InsurTech and Disruptive Technologies. Global offices in Fintech Hubs: Toronto. Sourcing Centre of Excellence (sister company AG GLOBE) in Philippines and operations in UK, Singapore, USA and headquartered here in Toronto to assist organizations worldwide. Engaged with start-ups and ramp-ups and Tier 1/2/3 companies in several countries with difficult to fill positions in these verticals. **For more information visit <http://www.adiuvgroup.com/>**



DiverseCity onBoard

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Enterprise Toronto and Toronto Appointments

Enterprise Toronto is a one-stop source to start and grow your small business. Our team of small business advisors can help you make the right decisions during your business start-up and help develop your management capabilities as your business venture grows. The services include one to one business plan review consultation, business registration and incorporation, training, entrepreneur mentorship and programs such as Summer Company and Starter Company. **For more information visit**

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For more information visit <https://www.roberthalf.ca/en>



SRA specializes in the Information Technology staffing business since 2002 and has effectively recruited thousands of Information Technology candidates for public and private organizations across North America. SRA has built a network of talented individuals from diverse backgrounds and experiences to help keep its clients competitive and assist them in meeting their technology goals and strategies. We are the supplier of Information Technology resources to all the levels of the Governments including the Government of Canada, where we have in place TBIPS, TSPS standing offers and supply arrangements, the Cities of Regina, Calgary, Burnaby and Ottawa along with the provinces of British Columbia, Alberta, and Ontario. We also have supply arrangements with Scotia Bank, TD Canada, MUFU, Versa Pay, Wawanese Insurance, Payworks, University Health Network, Accenture, Telus (Vancouver), OICR, and more. SRA attributes its 15 years of ongoing success to its continuous commitment to quality services throughout the duration of each project. By following our established Quality Assurance practices, SRA has built a strong client base and generates 80% of its revenues from repeat customers. SRA is a proud member of ITAC (Information Technology Association of Canada), MISA (Municipal Information Systems Association), and attends ECRUG and WCRUG Conferences to stay up to date with current trends in the IT industry.

For more information visit <http://www.srastaffing.com/>

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Sun Life Financial

We are in the business of helping Canadians achieve lifetime financial security and live healthier lives. And as a leader in Group Benefits, Group Retirement Services and Individual Insurance and Wealth, we do so by offering a full range of trusted products and services that put our clients' needs first. Working from our financial centers across the country, our advisors form the largest dedicated life, health and investment services network in Canada. We have nearly 4,000 advisors in more than 1,200 communities across the country. They are equipped with the latest industry data, knowledge and best practices to be able to provide Canadians with solutions to achieve lifetime financial security. Sun Life is there to help individuals build savings and protect themselves and their families and live healthier lives. We help small and large businesses and associations protect their employees through our benefit solutions – including innovative wellness programs – and retirement options. We help public and private sector companies strengthen their balance sheets with innovative financial solutions. For more information visit <http://www.sunlife.ca/nancy.chen>



The Toronto-Dominion Bank & its subsidiaries are collectively known as TD Bank Group (TD). TD is the sixth largest bank in North America by branches & serves approximately 22 million customers in a number of locations in key financial centres around the globe. Over 85,000 TD employees represent the strongest team in banking. Delivering legendary customer experiences is who we are & is part of being the Better Bank. Visit our Careers page to learn more about TD & why TD is a great place to work.

For more information visit <https://www.td.com/careers/why-td/index.jsp>

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**For more information on the program contact:
Bridging Program for Internationally Educated Professionals
York University**

Room 2005, Victor Phillip Dahdaleh Building
4700 Keele Street, Toronto, ON, M3J 1P3
Tel. 416.736.5620 Email: makemore@yorku.ca



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