

London & Middlesex Local Immigration Partnership

Employment Sub-Council

Wednesday January 19, 2011 (10:00- 12:00)

Location: Kinsmen Recreation Centre, 20 Granville St, Rm 4

Present: Anne Langille, Ammar Dakhil, Nancy McQuillan, Lisa Pace, Martin Withenshaw, Nathan Ross, Gord Fansher, Jennifer Hollis and Huda Hussein.

Regrets: Shakil Popatiya, Sally Bennett, Jennifer Dierolf (Y.O.U)

Welcome & Introductions

Anne welcomed members and thanked group for their commitment.

Approval of Meeting Minutes

Minutes from Nov 10, 2010 meeting approved

Report backs from working groups:

a. With regard to the Common Assessment Process (CAP), it was noted that OCASI is looking at our model in London and that Carol Stewart from ESCLM is in touch with them to build on this model for the whole province. CAP is a good tool in terms of referral and familiarity from both the service stand point and client's. Adjustments made by the working group is still valid.

b. Privacy group is reviewing rights and responsibilities for the immigrants and the code of conduct. It was noted that the group would like members to send any template on code of conduct and privacy policies, to Nathan Ross. Such existing examples will provide the group with some tools to build on.

c. Collaboration with Education sub-Council – it was noted that there will not be fast outcomes and that the group will be connecting regularly to share information on market demands and program designs. The group will invite members from different bodies that provide ESL, Bridging programs and relevant programs for immigrants to the table and will talk about process, mechanism and information sharing. A meeting will be booked to continue the discussion.

Update on Central Council Meetings

Anne highlighted that communication was one of the identified overarching themes in the Plan and that the Central Council is now moving forward with the Strategic Multimedia Communication Plan. Huda noted that the Strategic Multimedia Communication Plan is underway and that a media consultant will be retained to work on developing a multimedia plan and issue specific key messages targeting both the ethnic and the host communities. Sub-councils will be the content generators of messages.

Other Updates: Jennifer Hollis also noted that LMIEC has retained the services of Honey Design – with a focus on business audience – a focus of “Source internationally, Hire Locally”. This is targeted to employment outcomes.

Action: Sohail Khan from Skills International may be invited to speak to the group on the Canadian Integration Program (CIIP), a pilot program funded by the Government of Canada, Federal Skilled Workers Program. This program provides assistance to individuals awaiting immigration, currently from China, India and the Philippines, in order to expedite their transition to employment once in Canada.

Year 2 Priorities

Given that the Sub-Council has only had six months to develop and deliver on Year 1 Implementation Plans and the context of the rather fluid environment we determined that it was reasonable to focus on Year 2 priorities/implementation plan and wait till mid-year 11-12 to develop Year 3 priority actions and an implementation plan. Discussion around the Year 2 plan began at this meeting and will be finalized at the March meeting, so that implementation can begin April 1, 2011. The following 11-12 priorities are being considered:

1. Build on existing capacity and link it to www.welcome.london.ca. Use of existing networks to enhance communications amongst services that assist people to become employed, i.e., ESCLM and NIC

It was noted that currently NIC has a simple mechanism of posting information. Information circulated without being categorized based on employment, education etc. Discussion took place around the need for one website for all

immigrants: do we want to build on existing resources ie. the Immigration Portal; how about a 211 for London and Middlesex? It was noted that the LMIEC on the Portal has the highest number of visits. This demonstrates the fact that there is interest from individuals overseas who are considering migrating to Canada. However, members of the sub-council acknowledged that they had only a cursory knowledge of the Portal and its contents, links etc....so the following 'homework' was assigned:

Action: All members to review the Immigration Portal: Familiarize themselves with its content and identify opportunities to add to the employment section.

2. Through the London Middlesex Immigrant Employment Council (LMIEC) promote all existing resources available to employers to encourage them to hire immigrants, including Skills International database. Based on this strategy we need to select one tactic/project where we can collaborate with LMIEC to enhance the connection between immigrants and employers. A working group may be established to align ourselves with LMIEC as we did with ESCLM in terms of the Common Assessment Process and identify success factors

3. Develop a checklist of keys to success and opportunities for peer to peer mentorship – creating a check list with information of what a client needs to land a job; to be able to sell their skills; interview techniques- how to present themselves; how to be successful; what employers need from employees, etc. Existing workshops on soft skills may be utilized as resource. RBC Foundation may provide us with peer to peer mentorship program; need to clarify mentorships programs (i.e., mentoring organization may not necessarily hire the mentee). Need to get corporate champions and debunk myths about hiring process among immigrant communities by communicating to them statistics of those who have been employed in all sectors.

Wrap up and next meeting

Anne informed group about the upcoming Internationally Educated Professionals Conference that will be held at the Lamp Lighter on March 3 from 12 to 7:00 P.M. There will be 200 IEPs and 100 employers. This is funded by CIC and sponsored by COSTI and Cross Cultural Learner Centre.

Next meeting of the Employment Sub-council is March 23, (5:30-7:30) at Kinsmen

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