

**Employment Sub-Council Employment Year 2 DRAFT Implementation Plan**

Strategic Plan Theme	Activities	Resources Required	Accountability	Timelines	Success Indicators
<p><b>#1 Communication/Integration: To ensure that immigrants seeking employment may expect to receive accurate, timely and consistent information to support them in their job search</b></p> <p>1. Build on existing capacity ie. www.welcome.london.ca. (New URL forthcoming) Use of existing networks to enhance communications amongst services that assist people to become employed, i.e., ESCLM and NIC to ensure that information is both current and accurate.</p>	<p>Review portal for content and any deficiencies/additions. Conduct review of other employment service related websites for immigrant clients.</p> <p>Identify required upgrades and collaborate with Portal Steering Committee and Portal sponsor Develop CA to facilitate those upgrades.</p> <p>Identify strategies/process to keep this information current.</p> <p>Market site to ensure usage by both immigrants and Employment and training sector.</p>	<p>LMLIP Volunteers and representation from the Portal Steering Committee. Nathan Ross and Anne Langille to collaborate with Jill Tansley, City of London.</p>	<p>The LMLIP Employment Sub-Council and the LMLIP Central Council.</p>	<p>Draft Report to be provided to the Sub-Council at January 2012 meeting.</p> <p>Draft report submitted for approval by the LMLIP Central Council, February 2012.</p> <p>Final implementation of changes ready for implementation in April, 2012</p>	

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<p><b># 2 Employer Connections:</b></p> <p><b>Enhance the link between immigrants and London Middlesex employers leading to successful employment by supporting existing initiatives and by collegially identifying and developing new strategies.</b></p> <p>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 the Sub-Council will select one tactic/project where we can collaborate with LMIEC to enhance the connection between immigrants and employers. A working group will be established to align ourselves with LMIEC as we did with ESCLM in terms of the Common Assessment Process and identify success factors.</p>	<p>Establish Working group of Sub-Council Members who will identify one project/tactic that will be undertaken collaboratively between the LMIEC and the LMLIP Employment Sub-Council during 11-12.</p> <p>Plan and deliver an event /strategy.</p> <p>Evaluate impact.</p>	<p>LMLIP Employment Sub-Council volunteers and LMIEC staff/management. Phil Hunt, Jennifer Hollis, Saira Cekic and Anne Langille</p>	<p>LMIEC Project Manager, Employment Sub-Council working group and LMLIP Central Council.</p>	<p>Planning and recommendation of activity/project for approval by the Employment Sub-Council and LMLIP Central Council, Spring 2011.</p> <p>Execution for completion by March 31, 2012.</p>	

<p><b>3. Develop a checklist of keys to success for immigrant employment ie. creating a check list with information of what an immigrant needs to land a job; to be able to sell their skills; interview techniques- how to present themselves; how to be successful once they have become employed; what employers need from employees, etc. Existing workshops on soft skills may be utilized as a resource. RBC Foundation may provide the community with a peer to peer mentorship program. Need to utilize 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.</b></p>	<p>Establish Working Group of Sub-Council members and representatives from existing mentorship programs.</p> <p>Design messages for immigrants seeking employment.</p> <p>Choose medium for distributing these messages ie. Electronic, print etc.</p>	<p>Working Group Employment Sub-Council, representative(s) of existing mentorship programs.</p>	<p>As under Resources Required and the LMLIP Central Council</p>	<p>Project Plan created, June 2011</p> <p>'Success messages' created for delivery by October , 2011.</p>	
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