

The Association for New Canadians

Foreign Credential Recognition

ENGAGE, ENHANCE, EMPLOY

Presented to:

The Province of NL Immigration
Symposium

Presented by:

Eileen Kelly-Freake

September 18, 2006



Overview

- The ANC
- Community Based Approaches
- Initiatives that are Working
- Provincial Initiative to Address FCR
- Next Steps



The Association for New Canadians (ANC)

“To empower newcomers with the skills, knowledge, and information necessary to become independent contributing members of the community.”

—ANC Mandate

What We Do: Engage



- Coordinated approach to service delivery
 - Provides comprehensive settlement services
 - Offers in class and one-on-one ESL instruction
 - Delivers a full suite of career/employment services
 - Fosters partnerships with health, education, justice, NGO, community & business sectors
 - Delivers public education programs
 - Maintains strong volunteer base

Who We Serve?

- Refugees
 - Government assisted
 - Privately sponsored
 - Asylum seekers
- Immigrants
 - Investors
 - Business/PNP Immigrants
 - Entrepreneurs
 - Self-employed
- Foreign Skilled Workers
- International Students & Families



AXIS

Acquiring **e**xperience; integrating **s**kills

“A lighthouse in an ocean full of information and options.”

Reza, Research Associate, NL Centre for Health



Newcomer Challenges We Address

- The complexities of international documents
- Limited contacts/employment networks
- Language/communication barriers
- Little or no Canadian work experience
- Limited knowledge of workplace norms
- Access to professional associations and skilled trades

What is Working?

Our Approach: Enhance



- Personal and immediate service
- Small center using integrated approach
- Long-term career support & follow-up for clients
- Extended our network of business partners
- Targeted presentations to the business community
- Bridge-to-Work programs

Our Successes

- Over 70% of clients secure employment
- Established credibility and trust in working with local employers
- Built Strategic Partnerships with Federal, Provincial and Municipal governments.
- Initiated alliances with the Public Sector as well as Business & Industry.
- Liaised with Sector Councils, Regulatory Agencies and Professional Associations.
- Customized client driven programs



A Strategic Alliance:

Coordinating Committee on Newcomer Integration (CCNI)

- The ANC established CCNI in 1998
- Partners include:
 - Canadian Heritage
 - Citizenship and Immigration Canada
 - Atlantic Canada Opportunities Agency
 - Human Resources and Skills Development Canada
 - Human Resources, Labour and Employment
 - Public Policy and Research Centre, Memorial University
 - Federation of Municipalities/Municipality of St. John's
 - The Association for New Canadians



Bridges-to-Work

Strategic Transitions & Employment Partnerships



- STEP work placements are a collaborative opportunity where businesses host a skilled worker in an unpaid career placement for 6-10 weeks.
 - Newcomers gain valuable work experience in a Canadian career setting.
 - Employers have access to human resources with skill sets matched to employer requirements.

Mentoring Link



- Assists internationally-trained workers to gain knowledge of the Canadian workplace
- Program matches newcomers with volunteer mentors working in their fields of expertise
 - Mentees have an opportunity to build networks and learn the requirements of their field in Canada
 - Mentors support and guide mentees as they conduct their job search and prepare to enter the labour market

Portfolio Development



- A Portfolio can be used to:
 - Demonstrate proven skills and experience to employers.
 - Determine if prior knowledge and skills are sufficient to earn credit toward post-secondary training.
 - Support continued professional development and training.

Enhanced Language Training (ELT)

- Internationally trained workers gain:
 - Occupational specific language and orientation skills for effectiveness in the workplace.
 - Professional language instructional modules prepared for: business, engineering, education, and medicine.



Onsite Career Information Resource Centre



- Career/Labour Market Information
- High speed computers, internet, fax, telephone
- Extensive research library resources
- Newspapers; business directories; resource materials; professional organization publications; post secondary calendars as well as applications.

Cultural Sensitivity Presentations/Workshops

- Provide training in diversity awareness to change attitudes and foster openness.
- Help employers understand the immigrant experience.
- Equip employers with the tools to create an inclusive work environment.

Foreign Credential Recognition Initiative

Community Based Strategy for
Newfoundland & Labrador

Streamlining Immigrant Workers' Experience: Towards Access to Internships

- The FCR Provincial Initiative is multi-dimensional and intended to engage 4 key groups:
 - Immigrants
 - Employers
 - Service providers
 - Province of Newfoundland & Labrador

Key Goals: Employ

- Help reduce labour market shortages and grow the economy of NL
- Promote the benefits of accessing an international workforce
- Provide relevant Canadian experience to immigrants
- Provide employers with a connection to the international workplace
- Further utilize the services and programs of the ANC
- Support the Provincial Immigration Strategy

Phase I – Employer Feasibility Study

- Research will focus on:
 - Assessing skills shortages faced by provincial employers
 - Examining barriers encountered by immigrants
 - Determining employer incentives to support labour market integration

Additional Proposed Phases

- Design
 - Develop a comprehensive plan in response to the research
 - Design marketing materials to promote hiring of immigrants
- Delivery
 - Education & Promotion
 - Financial support for Internships
 - Development of an online employer and immigrant matching system
- Evaluation/Recommendations
 - Recommend future employment-related opportunities

Upcoming Initiatives

- Business Liaison Officer
- Job Fairs
- Support Services for Immigrant Entrepreneurs
- Online Career Services

Final Thoughts: Mobilizing Resources

- We have the infrastructure to accommodate more newcomers.
- We need to increase capacity building to support attraction and long-term integration of newcomers.
- We will explore creative grants / loans for immigrants during the credential assessment process.
- We plan to initiate a speakers bureau of employers who have implemented effective strategies.

Thank-you



Head Office and Settlement Services

144 Military Rd.

St. John's, NL

Phone: (709) 722-9680

Fax: (709) 754-4407

AXIS

10 Smithville Crescent

St. John's, NL

Phone: (709) 579-1780 (AXIS)

Fax: (709) 579-1894

www.anc-nf.cc