

North West Scarborough Local Immigration Partnership

Cluster 1: Education, Language and Employment - Meeting Minutes

Date: December 14th, 2010

Location: Mennonite New Life Centre of Toronto – 2600 Birchmount Rd. – Unit A/B

Attendees: Jorge Silvestri (MNLCT), Helen Yang (YMCA NIC), Neelu Nagi (City of Toronto), Helena Huang (ACCES) Mani Mahadeva (NWS LIP), Rezwan Karim (NWS LIP), Michelle Davis (NWS LIP)

1. Welcoming

- Introductions of each participant as seen above
- Regrets were sent from absent cluster members

2. Review Worksheet Feedback

(Please refer to the following chart for Cluster 1)

3. Next Meetings

There are no more cluster meetings due to changes in the future working structures and mechanisms that will be put in place with the inception of phase 2.

Community Summit January 11th, 2011 – Scarborough Hospital Auditorium, 3050 Lawrence Avenue, 5:30pm-8:00pm

Partnership Council January 18th, 2011 – Afghan Association of Ontario (AAO), 100 Tempo Avenue, Ste. 305, 9:30am-12:00pm

Cluster 1: Education, Language and Employment - December 14, 2010

Goal:

- Identify our strengths and opportunities
- Highlight key steps required to enhance our strengths and move forward our opportunities
- Identify stewards and participants
- Estimate the time duration and resource requirement

Strategy	Major Activity	What services/ activities do we have in this area?	What opportunities exist for us to take advantage of?	Key Steps We Recommend	Who needs to lead? Who else needs to be involved?
Increase access to professional training and employment opportunities for newcomers in their community	<ul style="list-style-type: none"> • Employment service organizations expand networking with leading recruiting agencies and employers in Scarborough and Toronto 	<ul style="list-style-type: none"> • Employment Ontario and Employment service organizations have their network with number of employers • Employment agencies (HR Recruiting companies) have connection with number of employers • Job developers network exists in Scarborough • Organize employer event - employers explain their expectations • There are larger companies have HR person deals newcomer recruitment separately • YMCA- Bank partnership: YMCA screen first & then Bank recruit potential candidates 	<ul style="list-style-type: none"> • Employers (Bank, firms, etc) need qualified trained candidate with Canadian experience • Number of banks ready to recruit newcomers, but expected trained personal • There are programs from different agencies in Downtown (Ex: Skill for Change) directly connect clients with potential employers • TRIEC has good connection with leading employers in Toronto 	<ul style="list-style-type: none"> • Form a Working Committee • Use staff to outreach small and medium level employers (requires funds) • Connect with TRIEC to network with more larger employers(requires funds) • Continue existing networks – training, information sharing (requires funds) • Continue job fairs to connect newcomers and employers (\$\$) • Organize employer event - employers explain their expectations to Employment services and newcomers (requires funds) 	<p>Working Committee / Partnership Council</p> <p>MP staff to engage employers to lobby on behalf of newcomers</p> <p>Regulatory bodies, Business Associations, BIA's, Private Businesses</p> <p>First few activities are Short Term and then on-going Some others are Long Term</p>
	<ul style="list-style-type: none"> • Create opportunity for the newcomers to acquire volunteering or internships in their 	<ul style="list-style-type: none"> • Subsidized placement is available but limited • Employment readiness program • ELT program help to get volunteer opportunities – but 	<ul style="list-style-type: none"> • WORLD SERVICE CARGO Practice Firm of Working Skills Centre – train client to gain work experience • Career bridge paid internship program 	<ul style="list-style-type: none"> • Networking and pathways for clients • Expand employers - service providers networking • Awareness on 	<p>Working Committee/ Partnership Council</p>

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	professional field faster	<ul style="list-style-type: none"> limited options ▪ Bridging program – funded by Provincial Government (Credential assessment to be done) ▪ City of Toronto has a volunteer program (now open for Ontario work clients) to register to volunteer for 300 available positions 	<ul style="list-style-type: none"> (Credential assessment to be done) ▪ Internationally Educated Professionals (IEP) Annual Conference for newcomers to gain information and build networks 	<ul style="list-style-type: none"> accreditation process and connect with regulatory bodies (requires funds) ▪ Assistance of Educational institutions to train, retrain & updating (requires funds) ▪ Provide more incentive for employers to hire train & retrain newcomers 	<p style="text-align: center;">On-going</p>
	<ul style="list-style-type: none"> ▪ Increase pool of mentors who have expertise in varying professional fields to help newcomers 	<ul style="list-style-type: none"> ▪ Each employment service organization have a set of mentors ▪ TCDSB has paid mentorship to their clients ▪ Mentorship program with colleges – graduates from colleges intern with MNLC 	<ul style="list-style-type: none"> ▪ TREIC mentorship program is available for entire Toronto 	<ul style="list-style-type: none"> ▪ Advertise and recruit more mentors (requires funds) ▪ Connect with TRIEC to increase access to mentors and their networks faster ▪ Explore possibility to allocate fund to pay honorarium to mentors(requires funds) 	<p style="text-align: center;">Working Committee/ TRIEC</p> <p style="text-align: center;">Short Term/ On-going</p>
Explore possibility of improving access to support systems for working parents.	<ul style="list-style-type: none"> ▪ Improve access to childminding and other support services for newcomer parents during their job search 	<ul style="list-style-type: none"> ▪ Fund is available for occasional child care (Issue – child adjustment) 	<ul style="list-style-type: none"> ▪ CIC provides fund for occasional child minding ▪ Child minding is available for language program at the same location 	<ul style="list-style-type: none"> ▪ Negotiate with funders to streamline available child minding service to accommodate occasional needs(requires funds) ▪ Explore additional resources to increase the capacity to accommodate more children (requires funds) ▪ Network among all the childcare service providers ▪ Advocate with the City of Toronto and other relevant authorities to expedite daycare fee subsidy approval for 	<p style="text-align: center;">Working Committee</p>

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				<ul style="list-style-type: none"> working parents (requires funds) • Connect Childcare providers to language centres with child minding programs to form a network 	
Increase access to Language training programs through coordination among service providers	<ul style="list-style-type: none"> • Explore opportunities to have language training centres located at easily accessible location 	<ul style="list-style-type: none"> • 	<ul style="list-style-type: none"> • 	<ul style="list-style-type: none"> • Coordination of meetings with agencies that have space that is in easily accessible (requires funds) • Co-locate the language classes where possible (requires funds) 	
	<ul style="list-style-type: none"> • Streamline language classes and be flexible with eligibility criteria to provide opportunity to all immigrants to improve language skills (official) 	<ul style="list-style-type: none"> • ESL- for citizens, permanent residents, conventional refugees and refugee claimants • LINC- for conventional refugees, living caregivers and permanent residents • LINC,SLT & ELT – YMCA does benchmark assessment • ESL – Language centers do the assessment 	<ul style="list-style-type: none"> • Coordinated Language Assessment and Referral System (http://atwork.settlement.org/sys/atwork_library_detail.asp?doc_id=1004520) 	<ul style="list-style-type: none"> • Advocate with CIC to open eligibility for LINC classes to citizens • Streamline language bench mark assessment for all the language programs (requires funds) • Following the CBL assessment, client will be connected to a counselor to select most appropriate language training program • Improve referral services - help clients to access to weekend and evening classes offered by member agencies (requires funds) 	<p>Working Committee</p> <p>Short Term</p> <p>On-going</p>
	<ul style="list-style-type: none"> • Explore the possibilities to streamline childminding support for all the language training programs and provide daycare 	<ul style="list-style-type: none"> • Subsidized childcare is available if client engage five days a week there is no long waiting period now, if apply thru settlement workers • All the LINC centers provide Child minding support • However, none of the ESL 	<ul style="list-style-type: none"> • 	<ul style="list-style-type: none"> • Advocate with funders to provide resources to provide child minding for ESL and language programs • Explore possibility of provide child subsidy for clients following ESL 	<p>Working Committee</p>

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	support or provide subsidy for daycare expenses.	class offer child minding program		classes (similar to TCDSB program) (requires funds)	
	<ul style="list-style-type: none"> ▪ Increase the availability of Language training in the work place 	<ul style="list-style-type: none"> ▪ TCDSB has been providing language training in the work place 	<ul style="list-style-type: none"> ▪ Some main stream agencies are interested in improving language skills of their employees 	<ul style="list-style-type: none"> ▪ Call for expression of interest for language class in the work place ▪ Terms of Reference with employers ▪ Commitment from Employer to allocate specific time each week ▪ Periodic evaluation of the progress and revisit ToR for better working relationship (requires funds) 	Working Committee
Enhance services in multiple languages and improve access to language interpretation services	<ul style="list-style-type: none"> ▪ Establish a pool of interpreters/ translators to serve across different sectors 	<ul style="list-style-type: none"> ▪ MCIS provide professional service, but fee involved ▪ Some settlement agencies within Scarborough has staff capacity to serve diverse community ▪ 211 – over the phone interpretation services 	<ul style="list-style-type: none"> ▪ Access Alliance provide free language interpretation services ▪ Settlement service providers in Scarborough are willing to work in collaboration and forge partnership where appropriate 	<ul style="list-style-type: none"> ▪ Identify existing staff with potential skills ▪ Provide training in partnership regulatory body or professional association - obtain license to do official translation(requires funds) ▪ Identify individual licensed interpreters and translators ▪ Share the information among the organizational network about locally available individual translators(requires funds) ▪ Connect employers with language training providers ▪ Create funding provision in budgets to hire interpreters as needed (requires funds) 	Working Committee Long Term On-going
	<ul style="list-style-type: none"> ▪ Explore the 	<ul style="list-style-type: none"> ▪ MCIS provide training and 	<ul style="list-style-type: none"> ▪ 	<ul style="list-style-type: none"> ▪ Create a pool of 	Working

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	opportunities for sponsorship in training volunteer interpreters to obtain a formal, professional interpreter/ translator qualification	grant certificates to individuals to serve as licensed translators and/or interpreters <ul style="list-style-type: none"> ▪ 211 provides interpretation over the phone 		volunteers interested to be trained and work as translators /interpreters(requires funds) <ul style="list-style-type: none"> ▪ Provide training to obtain certificate to function as interpreters ▪ Training of front-line staff on interpretation ▪ Obtain working commitment from trained individuals ▪ Explore the possibility of resource mobilization to give honorarium to volunteer translators ▪ Train front-line staff in multiple languages (requires funds) 	Committee Long Term On-going

Additional feedback from meeting participants:

- There are ongoing program support employment such as “Integrated Local Labour Market Planning”
- City of Toronto website – TELMI provides Toronto employment labour market information
- Some professional may not be able to get any job in their field in Toronto as there is less demand.
- Agencies should give attention to sustainability and job retention
- Child minding and daycare services should work together