

# North West Scarborough Local Immigration Partnership

## Cluster 1: Employment, Education & Training Meeting – Minutes

Date: November 25<sup>th</sup>, 2010

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

Attendees: Jorge Silvestri (MNLCT), Lingling Zhu (MNLCT), Helen Yang (YMCA NIC), Hanna Cabaj (TCDSB), Helena Huang (ACCES) Mani Mahadeva (NWS LIP), Rezwan Karim (NWS LIP), Michelle Davis (NWS LIP)

1. Welcoming
2. Appoint Chairperson/ Cluster 1 representative
  - Elected Chair person Jorge Silvestri to represent in the Steering Committee
3. Worksheet
  - Feedback: (Refer to following chart for Cluster 1)
4. Next Meeting
  - **Next Cluster 1 meeting will be held on December 14<sup>th</sup>, 2010 at 2600 Mennonite New Life Centre of Toronto – Unit A/B from 2:30pm to 4:30pm**

## Cluster 1: Education, Language & Employment – November 25<sup>th</sup>, 2010:

Goal:

- Identify our strengths and opportunities
- Highlight key steps required to enhance our strengths and move forward our opportunities
- Identify stewards and participants

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?
<b>Increase access to professional training and employment opportunities for newcomers in their community</b>	<ul style="list-style-type: none"> <li>• Employment service organizations expand networking with leading recruiting agencies and employers in Scarborough and Toronto</li> </ul>	<ul style="list-style-type: none"> <li>• Employment Ontario and Employment service organizations have their network with number of employers</li> <li>• Employment agencies (HR Recruiting companies) have connection with number of employers</li> <li>• Job developers network exists in Scarborough</li> <li>• Organize employer event - employers explain their expectations</li> <li>• There are larger companies have HR person deals newcomer recruitment separately</li> <li>• YMCA- Bank partnership: YMCA screen first &amp; then Bank recruit potential candidates</li> </ul>	<ul style="list-style-type: none"> <li>• Employers (Bank, firms, etc) need qualified trained candidate with Canadian experience</li> <li>• Number of banks ready to recruit newcomers, but expected trained personal</li> <li>• There are programs from different agencies in Downtown (Ex: Skill for Change) directly connect clients with potential employers</li> <li>• TRIEC has good connection with leading employers in Toronto</li> </ul>	<ul style="list-style-type: none"> <li>• Use staff to outreach small and medium level employers</li> <li>• Connect with TRIEC to network with more larger employers</li> <li>• Continue existing networks – training, information sharing</li> <li>• Organize employer event - employers explain their expectations to Employment services and newcomers</li> </ul>	
	<ul style="list-style-type: none"> <li>• Create opportunity for the newcomers to acquire volunteering or internships in their professional field faster</li> </ul>	<ul style="list-style-type: none"> <li>• Subsidized placement with employers is available but limited</li> <li>• Employment readiness program</li> <li>• ELT program help to get volunteer opportunities – but</li> </ul>	<ul style="list-style-type: none"> <li>• WORLD SERVICE CARGO Practice Firm of Working Skills Centre – train client to gain work experience</li> <li>• Career bridge paid internship program (Credential assessment to be done)</li> </ul>	<ul style="list-style-type: none"> <li>• Networking and pathways for clients</li> <li>• Expand employers - service providers networking</li> <li>• Awareness on</li> </ul>	

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?
		<ul style="list-style-type: none"> <li>limited options within Scarborough</li> <li>▪ Bridging program – funded by Provincial Government (Credential assessment to be done)</li> </ul>		<ul style="list-style-type: none"> <li>accreditation process and connect with regulatory bodies</li> <li>▪ Assistance of Educational institutions to train, retrain &amp; updating</li> <li>▪ Provide more incentive for employers to hire train &amp; retrain newcomers</li> </ul>	
	<ul style="list-style-type: none"> <li>▪ Increase pool of mentors who have expertise in varying professional fields to help newcomers</li> </ul>	<ul style="list-style-type: none"> <li>▪ Each employment service organization have a set of mentors</li> <li>▪ TCDSB has paid mentorship to their clients</li> <li>▪ Mentorship program with colleges – graduates from colleges intern with MNLC</li> </ul>	<ul style="list-style-type: none"> <li>▪ TREIC mentorship program is available for entire Toronto</li> </ul>	<ul style="list-style-type: none"> <li>▪ Advertise and recruit more mentors</li> <li>▪ Connect with TRIEC to increase access to mentors faster</li> <li>▪ Explore possibility to allocate fund to pay honorarium to mentors</li> </ul>	
<b>Explore possibility of improving access to support systems for working parents.</b>	<ul style="list-style-type: none"> <li>▪ Improve access to childminding and other support services for newcomer parents during their job search</li> </ul>	<ul style="list-style-type: none"> <li>▪ Fund is available for occasional child care (Issue – child adjustment)</li> <li>▪ Subsidized childcare is available if client engage five days a week. There is no long waiting period now, if apply thru settlement workers</li> </ul>	<ul style="list-style-type: none"> <li>▪ CIC provides fund for occasional child minding</li> </ul>		
	<ul style="list-style-type: none"> <li>▪ Advocate with the City of Toronto and other relevant authorities to expedite daycare fee subsidy approval for working parents</li> </ul>				

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<b>Increase access to Language training programs through coordination among service providers.</b>	<ul style="list-style-type: none"> <li>Explore opportunities to have language training centres located at easily accessible location</li> </ul>				
	<ul style="list-style-type: none"> <li>Advocate with CIC to open eligibility for LINC classes to citizens</li> </ul>				
	<ul style="list-style-type: none"> <li>Explore possibility to streamline childminding support of all the language training programs to provide daycare support or provide subsidy for daycare expenses.</li> </ul>				
	<ul style="list-style-type: none"> <li>Improve referrals - clients to locations that provide weekend and evening classes</li> </ul>				
	<ul style="list-style-type: none"> <li>Language training in the work place</li> </ul>			<ul style="list-style-type: none"> <li>Commitment from Employer to allocate specific time each week.</li> </ul>	
<b>Enhance services in multiple languages and improve access to language interpretation services.</b>	<ul style="list-style-type: none"> <li>Establish a pool of interpreters/ translators to service across different sectors</li> </ul>				
	<ul style="list-style-type: none"> <li>Explore the opportunities for sponsorship in training volunteer interpreters to obtain a formal, professional interpreter/ translator qualification</li> </ul>				

<b>Strategy</b>	<b>Major Activity</b>	<b>What services/ activities do we have in this area?</b>	<b>What opportunities exist for us to take advantage of?</b>	<b>Key Steps We Recommend</b>	<b>Who needs to lead? Who else needs to be involved?</b>
	<ul style="list-style-type: none"><li>▪ Create funding provision to hire interpreters when needed</li></ul>				