

## **Working Committee # 2: Employment, Education & Training**

### **Meeting Minutes**

**Date:** July 19, 2011

**Time:** 10am to 12pm

**Location:** VPI Inc. Scarborough North Employment Services, 3443 Finch Avenue, Scarborough, M1W 2S1

**Attendees:** Helenna Huang (ACCES Employment), Kitt Hunter-Wolff( VPI-Inc Scarborough North), Hanna Cabaj ( TCDSB), Mhalakshmi Samiappan (Resident), Stacey Verhaeghe (VPI-Inc Scarborough North), Tom Zizys ( consultant), Rezwan Karim (NWS LIP)

### **Agenda**

- **Welcoming and Objective of the meeting**

Rezwan welcomes everyone in the meeting and requests for a self introduction.

He explains the objective of the meeting that the consultant will share the findings from census data analysis on labour market trend in NWS and discusses how to proceed with the plan to interview some local employers. Rezwan shares that he will update about the first quarters achievements and the priority activities for the 2<sup>nd</sup> quarter.

- **Tom shares some findings from 2006 census data (that is the latest available data) analysis. Key findings are as follows:**

- Tapscott (378.9 Census Tract- CT) and Milliken (376.6 CT) are the two major employment area in NWS.
- 40% jobs in the Milliken are office job and 40% jobs in Tapscott is manufacturing job
- Chinese speaking people are the leading residents in NWS followed by Tamils
- In many of the CTs, over 50% of the residents cite Chinese as their mother tongue; among a number of CTs, 17-29% of all residents speak Chinese at work;
- Among a limited number of CTs, and 7-16% cite Tamil as their mother tongue
- 23-33% male and 18-25% female are working in the manufacturing sector (depending on the CT)
- Taking one CT that has a high proportion of workers in manufacturing and a high proportion of newcomers from China, 48% male are from Engineering background and 38% female are from business background.
- The highest percentage of lone parents (24%) lives in North East corner of Tapscott who has a significant low income.
-

- **Activities undertaken during first quarter**

-Tom reported that the meeting with Toronto Economic Development was not worthy in terms of getting some reference to the potential employers.

- The meeting with Chinese Professional Association of Canada (CPAC) was updated by Tom and Rezwana-

- CPAC was established in 1992 and currently has 26,000 members. 70% of the members have Bachelor degree, 20% have Masters and 10% has a PhD. 90% of the members are living in Ontario, most in the GTA and a large proportion in Scarborough.
- Professional division- 30-40% members are from Engineering background, 18-20% is from IT. In the recent years most of the Chinese professionals coming to Canada are from Health Care ( family doctor, Pharmacy, Caregiver), finance & accounting background.
- CPAC offers GATEWAY bridging program to the Accounting professionals in partnership with Certified General Accountants (CGA) which is funded by provincial ministry
- Mentoring programs on Health care – funded by RBC bank
- Career training and job search workshops
- CPAC shared that despite of having a strong technical capacity, newcomer Chinese professionals face challenges for their career advancement as they need workplace communication, leadership and management skills to be improved.

Tom suggested the WC to come up with some ideas of what incentive LIP can offer to CPAC to work together. Members proposed the idea to explore whether to replicate CPAC success model with other community associations such as Tamil professional or business association.

Rezwana updates that LIP team contacted with Toronto Region Immigrant Employment Council (TRIEC) in order to get support to initiate or expand mentorship programs by the employment service agencies in LIP Council. TRIEC shared that they are unable to expand partnership with new agency at this point due to the resource limitations but will be happy to conduct an information session with the Employment service providers of LIP. A follow up will be made with TRIEC to find a suitable time to have this orientation sometimes in 3<sup>rd</sup> quarter.

Rezwana also reports about the preparation with education round table meeting scheduled to be held in 3<sup>rd</sup> quarter. LIP team has already communicated with Seneca College, Centennial College and George Brown College and they have agreed to join the round table meeting. He also shared that LIP will contact with University of Toronto and Ryerson University. Kitt suggested inviting Humber College and some private colleges such as Medix, Trios, Durham and JRS College.

- **Discussion on activities for the second quarter**

- **Interview key informants- Identify key informants and share questionnaire**

A discussion was held about the major employers in NWS and how to get connected with them to conduct the key informant interview to learn their hiring process and expectations from the newcomer job seekers. Wal-Mart, Home Depot, Chinese medicine facility, lots of small businesses around Tapscott, commercial banks, some offices at Milliken are some of the key employers as identified by the members. Rezwana shared the feedback from Management Committee that they suggested about the workers unions and Scarborough Hospital to contact for the proposed interview. There was a discussion whether to target all three sectors such as Health care, retail and manufacturer. Tom suggested to target one sector which is Health care otherwise employers from different sector might come up with so many different ideas that will be difficult to address.

A list of employers and a questionnaire will be prepared by Tom to be shared with Committee members to finalise before moving forward with the employers' interview.

- Create an inventory of skills development programs (employment related)**

LIP team develop a template and will share with the members for their inputs.

- **Work closely with existing employment networks to exchange knowledge and labour market information**

Helenna shared that Consortium of Agencies Serving Internationally-Trained Persons (CASIP) lead by ACCES Employment is a network body of eight employment agencies and colleges who aims to share strategies, best practices to deliver better results to immigrants and employers. She will check with the CASIP program management how they can work together with LIP council.

- **Any Other business**

Kitt invited everyone to attend the open house on July 20<sup>th</sup> from 1.00 pm to 3.30 pm at their new location 3443 Finch avenue East.

- Next meeting will take place on September 14<sup>th</sup> from 10.00 am to 12.00 pm, venue- TBA
- Rezwana thanks everyone for their valuable contribution and wraps up the meeting.

-----