

ENHANCING  
SUPPORTING  
PERFORMING  
REALIZING  
EXPANDING



2006 TRIEC ANNUAL REVIEW



# REFLECTING

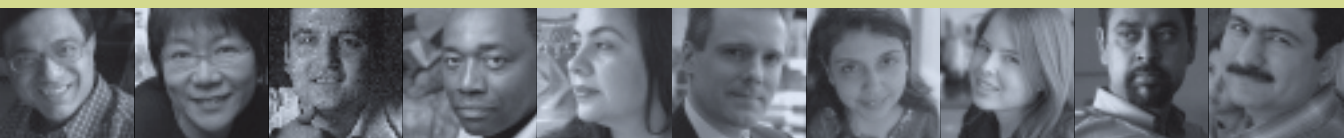
Established in 2003, TRIEC was created to address a need of the Toronto Region — effective integration of immigrants into the labour market.



# TRIEC

Toronto Region Immigrant  
Employment Council

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< **Jyoti Shukla, India**

The Mentoring Partnership Program Alumnus  
Employment Counselor, Dixie Bloor Neighbourhood Centre



# A Profile of TRIEC

## **Our commitment, our goals, our responsibility**

Immigration is vital to the sustained economic growth of the Toronto Region. More than 100,000 new immigrants arrive each year to the Greater Toronto Area, contributing cultural, social and economic diversity to the region. Over 40,000 of these immigrants have an undergraduate degree or higher.

Since its formation in 2003, The Toronto Region Immigrant Employment Council (TRIEC) has worked collaboratively with a diverse group of stakeholders including employers, post secondary institutions, service providers, community organizations, regulatory bodies and all three orders of government.

70% of Mentoring  
Partnership mentees found  
full time employment.

## Goals

The goal is to assemble these key players to find and implement local, practical solutions that lead to meaningful employment for skilled immigrants.

To achieve this, TRIEC has identified three core objectives:

1. Increase access and availability of services and programs to immigrants that will facilitate their effective inclusion in the labour market.
2. Work with key stakeholders to build their capacity to better relate to skilled immigrants.
3. Work with all orders of government (federal, provincial and municipal) to increase public policy and programming coordination and cooperation in the Toronto Region.

TRIEC is dedicated to finding solutions and ensuring action to remove the barriers that immigrants face when entering the labour market.

48,000 unique visitors  
to the [hireimmigrants.ca](http://hireimmigrants.ca)  
website per year.



# Leadership Message

## A new year, a new organization

It is our pleasure to report that TRIEC has had another successful year. Since its creation three years ago, the organization has succeeded in engaging leaders from all sectors of society to become part of the movement to implement local solutions that are successful in attaching skilled immigrants to the labour force.

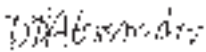
In 2006, the TRIEC message continued to gain traction with corporate partners, governments and the general public. The public awareness initiatives were ambitious. They included a week long program of activities in June recognizing achievement and celebrating success, followed later in the year by a media campaign featuring provocative television and print ads that have sparked response and action. The Mentoring Partnership found mentors for almost 900 newcomers, Career Bridge created approximately 150 internships for skilled immigrants, and [hireimmigrants.ca](http://hireimmigrants.ca) continued to engage increasing numbers of employers about the successful assessment and hiring of global talent. And finally, TRIEC launched the Immigrant Success Awards to recognize employers that demonstrated excellence and innovation in recruiting and retaining skilled immigrants.

This success has not been predicated on the work of a few individuals. Instead it is the direct result of the collective efforts of many partners – colleges, universities, immigrant organizations, employers, and all orders of government. Together we have created a movement that recognizes and promotes the benefits skilled immigrants bring to the Toronto Region. Every year, more and more individuals and organizations are asking how they can become involved.

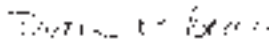
Given the growth of this movement, the time has come for TRIEC to become its own organization. In 2007, TRIEC will take the necessary steps to incorporate as a not-for-profit charitable organization with a board of directors. The Maytree Foundation, which was pleased to support the creation of TRIEC, looks forward to a new working relationship with this new organization. Ratna Omidvar, Executive Director of the Maytree Foundation will serve as the Chair of its Board.

The new organization will be headed by Elizabeth Mclsaac as Executive Director. We are pleased that Elizabeth accepted the post. She is no stranger to TRIEC, having worked with the Maytree Foundation for a number of years in the creation and set up of TRIEC.

We look forward to another year of new ideas, new partnerships and much success.



TRIEC Chair  
**Dominic D'Alessandro**  
President and CEO,  
Manulife Financial



TRIEC Co-Chair  
**Diane Bean**  
Executive Vice-president  
Corporate Affairs and  
Human Resources,  
Manulife Financial



TRIEC Founding Board Chair  
**Ratna Omidvar**  
Executive Director,  
The Maytree Foundation





# BUILDING

TRIEC is about identifying and building concrete solutions to break down employment barriers for skilled immigrants.



# TRIEC Programs

## The Mentoring Partnership — *Building social capital*

Launched in November 2004, the Mentoring Partnership is a collaboration of community organizations and corporate partners that bring together skilled immigrants and established professionals in occupation-specific mentoring relationships. The program is delivered by a coalition of community organizations in the City of Toronto and the regions of Halton, Peel and York.

Through the program, mentors give 24 hours of their time over a four-month period. Mentors contribute to the process by sharing their knowledge, experience and professional networks. Meanwhile, mentors develop coaching and leadership skills, become more aware of the issues immigrants face and help to support new immigrants as they find their way in the Canadian economy and society.

### 2006 Highlights

- > More than 870 matches made
- > Within four months of completing the program, more than 550 mentees found full time employment

With the addition of new mentors and partner organizations, the program has registered over 1,300 mentors, matched more than 1,500 mentoring pairs and enlisted over 40 organizations from the private, public and voluntary sectors as corporate partners. TD Bank Financial Group leads the Partnership's list of top 5 corporate partners with more than 100 mentors registered since the program's inception. (All figures as of December 2006.)

### Top 5 Corporate partners include:

- TD Bank Financial Group
- The City of Toronto
- Deloitte LLP
- Ontario Power Generation
- Toronto and Region Conservation Authority

### Other Corporate Partners

- AMEX Canada
- Association of Certified Chartered Accountants
- The Boston Consulting Group
- The Brampton Board of Trade
- Chartered Institute of Management Accountants Canada
- Canadian Information Processing Society Toronto
- Centennial College
- The City of Brampton
- The City of Mississauga
- Ernst & Young LLP
- Franklin Templeton Investments
- GE Canada
- Hewitt Associates Canada
- Housing Services Inc.
- Indian Institute of Technology Alumni Canada
- The Institute of Chartered Accountants of Ontario
- KPMG LLP
- Lucent Technologies Canada Corp.
- Manulife Financial
- Markham Board of Trade
- The Ministry of Training, Colleges and Universities
- The Mississauga Board of Trade
- PricewaterhouseCoopers
- RBC Financial Group
- The Region of Peel
- Ryerson University
- The Toronto Board of Trade
- Toronto Community Housing Corporation
- Toronto Transit Commission
- The Town of Markham
- United Way of Greater Toronto
- United Way of Peel Region
- United Way of York Region
- The University of Toronto
- York Region Newspaper Group
- York Technology Association

*Funding in 2006 provided by Service Canada, TD Bank Financial Group, The Ontario Trillium Foundation, The Maytree Foundation, Region of Peel and The United Way of Peel Region.*

< **Alan Rego, India**  
Career Bridge Alumnus  
Manager, External Affairs, Procter and Gamble Canada

Visit [www.TheMentoringPartnership.com](http://www.TheMentoringPartnership.com)



## hireimmigrants.ca — *Building new partnerships*

The hireimmigrants.ca program provides employers with the tools and resources to accelerate the integration of skilled immigrants into their organizations.

As the focal point for much of the program's work, the hireimmigrants.ca website continued to expand in 2006, developing and supporting a learning community of employers and Human Resource professionals.

Weekly e-tips are promising practices developed by employers on how to better integrate skilled immigrants into the workplace and include updates on relevant seminars, articles and resources. The e-tips are archived online for employers' future use.

In 2006, four tele-seminars focused on topics relevant to better integrating skilled immigrants including:

- > planning and sourcing skilled immigrant candidates;
- > the Sangha decision by the Canadian Human Rights Commission that not hiring immigrants because they are overqualified is discrimination;
- > building buy-in from hiring managers and;
- > understanding cross cultural communication challenges and solutions

A regional resources section was added to the website to help employers across the country access local resources, such as finding job-ready immigrants, bridging programs, language training and credential assessment providers.

Event partnerships were integral in engaging employers across the GTA and in various sectors. Key partners included the Brampton Board of Trade and the Toronto Financial Services Alliance.

hireimmigrants.ca is continuing to work with post-secondary educational institutions on integrating website content in Human Resources management courses.

Going forward, hireimmigrants.ca will focus on reaching out to small and medium-sized enterprises and connecting them with tools and resources that work for them.

### **2006 Highlights**

- > Attracted over 48,000 unique visitors to the site
- > Over 7,000 downloads of workshops and tools
- > More than 650 people subscribed to the weekly e-tips
- > Attracted 136 participants to tele-seminars – in addition, over 350 downloads of the audio files from the website.

*Funding for hireimmigrants.ca is provided by the Ontario Ministry of Citizenship and Immigration and The Maytree Foundation.*

Visit [www.hireimmigrants.ca](http://www.hireimmigrants.ca) for more information.

# IS Awards



## Recognizing innovation and excellence

2006 was the inaugural year of the Immigrant Success (IS) Awards.

TRIEC launched the awards to recognize employers that have demonstrated innovation and excellence in providing immigrants the opportunity to use their skills and experience in the workplace.



The following organizations and individuals were recognized for a proven record of achievement in recruiting, retaining and promoting skilled immigrants in the workplace.

### **Small Employer: i3DVR International Inc.**

i3DVR International Inc. relies on skilled immigrants to become a premier provider of digital video technologies. In fact, i3DVR's entire Research and Development department – over 20 percent of i3DVR's entire workforce – is comprised of skilled immigrants. i3DVR also offers on site ESL training for its employees.

### **Mid-size Employer: Family Service Association of Toronto**

In the early 1990s, FSA reformatted its job postings, abandoning detailed lists of required skills and training to open the door to applicants with international experience. Interview panels frequently include immigrants who better understand the candidate's experience.

### **Large Employer: Ernst & Young LLP**

Ernst & Young (EY) is a leader in supporting immigrants on the job – almost one quarter of the 3,400 people working for EY in Canada are skilled immigrants. Over the last two years almost 45 percent of experienced hires in the firm's Assurance and Advisory Business Services practice were international candidates.

### **Influencer: St. Michael's Hospital**

St. Michael's Hospital Mentors for Foreign Professionals Project began as a three-year pilot, and the program grew from seven to 120 mentor-mentee pairs within five years. Over 80 percent of those mentored have gained full-time employment, further education or a more defined career path. Eighty percent of mentors found the experience so valuable that they volunteered to mentor again.

### **Individual**

#### **Amy Go, Executive Director, Yee Hong Centre for Geriatric Care**

Amy worked with colleges and community agencies to secure Ministry of Health support to launch CARE for Nurses – a pilot project to help internationally trained nurses get their licenses. In the past four years, CARE has helped 400 immigrant nurses work in their field.

#### **Ken Pustai, Senior Vice-president, Human Resources, TD Bank Financial Group**

As senior vice-president, Human Resources at TD Bank Financial Group, Ken spearheaded the Diversity Leadership Council, which views hiring immigrants as not merely an HR matter, but a business imperative. With Ken's leadership, TD also created a new position – Vice-president of Diversity Initiatives and Programs – to ensure TD hires the most skilled candidates, regardless of background.

*The 2006 IS Awards were funded by Human Resources and Social Development Canada, sponsored by RBC Financial Group, and presented in partnership with Canadian HR Reporter and The Toronto Star.*



# Public Awareness Campaign

## Raising awareness, celebrating success

In 2006, TRIEC launched an awareness campaign designed to engage both employers and the general public in becoming an active part of the solutions needed to improve skilled immigrants' access to employment.

The first phase of this effort saw the launch of "World of Experience" week, which ran from May 29 to June 2, 2006. TRIEC presented an exciting week of events profiling immigrants who have made the Toronto Region their home, and the employers and others who contributed to their success.

### EVENTS INCLUDED

#### The Mentoring Partnership Awards:

2006 was the inaugural year for The Mentoring Partnership awards, honouring mentors, mentees, and corporate partners who have contributed to the success of The Mentoring Partnership program. The winners included:



#### MENTOR OF THE YEAR:

**Karen Rubin**, Vice-president and Group Counsel, American Express

**Veronica Seeto**, Director, Software Development, Whitehill Technologies Inc.

#### MENTEE OF THE YEAR:

**Cesar Guerra**, Researcher, Strategic Intelligence, Ontario Ministry of Economic Development and Trade

#### SPECIAL ACHIEVEMENT AWARD:

**Agni Shah**, part time professor, semi-retired consultant and activist volunteer

*Sponsored by TD Bank Financial Group.*



#### 20 Journeys:

Located in the Atrium at BCE Place, this special exhibit provided a visual essay of the immigrant

experience including powerful portraits and stories of immigrants, detailing their experiences and the highs and lows of their journey to achieving success in the Toronto Region workforce.

*Funded by Citizenship and Immigration Canada.*



**The Immigrant Success (IS) Awards:** The inaugural awards recognized achievement and innovation in hiring and integrating skilled immigrants into the workplace. *Funded by HRSDC. Sponsored by RBC Financial Group.*

**Promising HR Practices in Financial Services:** A hireimmigrants.ca feature seminar hosted in partnership with the Toronto Financial Services Alliance (TFSA) highlighted three companies that have benefited from recruiting and retaining skilled immigrants and outlined why and how this practice helped their business. The event featured keynote speakers and over 100 participants from the financial services sector. *Funded by Ontario Ministry of Citizenship and Immigration*

**Living the Dream:** A day-long seminar with motivational speaker Mike Lipkin that included close to 500 immigrants. Participants had the opportunity to learn successful self-marketing strategies on launching a career in Canada. The day began with a panel discussion featuring the federal and provincial Ministers of Citizenship and Immigration, and City of Toronto Mayor David Miller. *Sponsored by Deloitte*

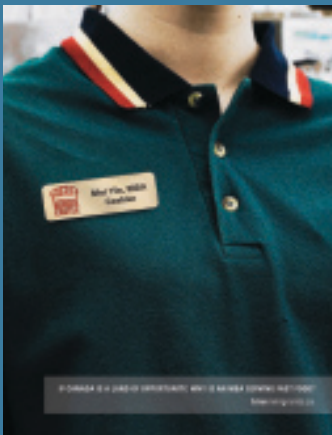


To highlight the week, the Toronto Star released a special section on immigrant employment, entitled New Home, New Job, and Canadian HR Reporter, the leading national publication for the HR profession, put out a special

recruitment and staffing issue featuring the IS Award winners.

### Public Awareness Ad Campaign

The end of 2006 saw the launch of the second phase of the campaign, featuring award winning television advertisements and posters developed and designed pro bono by advertising agency Ethos JWT. The objective of the campaign was to raise awareness of the underemployment of skilled immigrants. The first series of commercials began airing on Toronto television stations in December 2006. *Funded by of Citizenship and Immigration Canada, Ontario Ministry of Citizenship and Immigration and Manulife Financial.*



Images from the 2006 TRIEC Public Awareness Ad Campaign.



# Intergovernmental Relations Committee

## Working with Government

TRIEC's Intergovernmental Relations Committee (IGR) brings together representatives from the three orders of government – federal, provincial and municipal – to share information and enhance coordination on the issue of immigrant employment in the Toronto Region.

### **To Employment: Services for Skilled Immigrants in the Toronto Region**

The committee undertook an analysis of existing government programs and initiatives related to labour market entry of skilled immigrants. The result has been the completion of the report *To Employment: Services for Skilled Immigrants in the Toronto Region*, which follows the life cycle of skilled immigrants as they move toward labour market integration. Each section provides an overview of the programs and services being offered in the Toronto Region, an analysis of the gaps and overlaps in funding and service delivery, and recommendations for policy consideration.

The first ever Canada-Ontario Immigration Agreement was signed in 2005. In 2006, Citizenship and Immigration Canada and the Ontario Ministry of Citizenship and Immigration held joint consultations across Ontario to gather input for the implementation of the agreement. The report *To Employment* was submitted to this consultation process and provided an important contribution to shaping the resulting strategic plan.

### **IGR Committee members**

Chair: Naomi Alboim, Fellow and Adjunct Professor, School of Policy Studies, Queen's University

### **Government of Canada**

- > Canadian Heritage
- > Citizenship and Immigration Canada
- > Industry Canada
- > Service Canada

### **Government of Ontario**

- > Ministry of Citizenship and Immigration
- > Ministry of Economic Development and Trade
- > Ministry of Training, Colleges and Universities

### **Municipal Governments**

- > City of Toronto
- > The Regional Municipality of Halton
- > Region of Peel
- > York Region

**Sibaway Issah, Ghana** >  
Career Bridge Alumnus  
Buyer, St. Michael's Hospital



# I N S P I R I N G

TRIEC's approach is positive and collaborative — never before have people from business, government and labour across the Toronto Region come together on the issue of immigrants entering the labour market.



# Working in Partnership

## Career Bridge Program

The Career Edge Organization, a private not-for-profit organization that has provided career launching internship programs across Canada since 1996, has operated the Career Bridge internship program since 2003. The Career Bridge program was developed in response to Canada's labour market demand for internationally-qualified professionals to acquire relevant Canadian work experience. A bridge between industry and immigrants, the program creates paid internship opportunities – from four to twelve month's long – at a wide range of employers that are committed to providing relevant work experience to professional level newcomers.

2006 was an important year for the Career Bridge program. The program continued to strengthen its position within the market by reaching a significant and important milestone – placing its **500th** Career Bridge intern in December. The Government of Ontario demonstrated a strong commitment to the Career Bridge program by setting a new record of hiring 71 Career Bridge interns in fiscal 2006/2007, creating tremendous opportunity for these internationally qualified professionals.

Some of the contributing factors that led to the success of Career Bridge this past year included the expansion of the program beyond the core Toronto market. The recent launch of the Career Bridge program in Hamilton was completed successfully with the assistance of local agencies and the support of business and local government. Additional market expansion included the launch of the Career Bridge Accelerated

Marketing Campaign, an outreach project funded by the Government of Ontario. This marketing campaign is increasing the awareness of the role of Career Bridge's internship solution in providing exceptional talent to employers.

### 2006 Highlights

- > 500th Career Bridge intern placed in 2006
- > 112 new host organizations (employers) joined the Career Bridge program
- > Over 85% of Career Bridge interns found full time employment in their fields
- > To ensure that Career Bridge candidates possess high levels of business English language skills, a team of highly trained and qualified ESL screeners perform assessments in-house

Visit [www.careeredge.ca](http://www.careeredge.ca) for more information.

## CASIP

The Consortium of Agencies Serving Internationally-trained Persons (CASIP) is comprised of eight community-based employment organizations and community colleges that have worked together since 1998 to enhance service delivery to internationally-trained persons in the Toronto Region, thereby maximizing their employment potential and their contribution to Canadian society.

CASIP works closely with TRIEC to coordinate employment services for immigrants across the Toronto Region. They are working together to improve service effectiveness and increase employment opportunities for immigrants through the sharing of best practices, the identification of gaps in service, and through the development of innovative initiatives that make the link between skilled immigrants and Toronto Region employers who are facing shortages in their skilled workforce.

### 2006 Highlights

Through partnerships, TRIEC and CASIP have achieved the following:

- > Matched over 1,500 mentors and mentees through The Mentoring Partnership
- > Promoted Skills International, an online job posting site where almost 200 companies have searched over 1,600 profiles to find pre-screened internationally educated professionals who match their skill requirements
- > Delivered a series of sector-specific job fairs, providing employers with a broad introduction to the skills and talents of immigrants across the Toronto Region

CASIP, along with other service associations such as Ontario Network of Employment Skills Training Projects and Ontario Council of Agencies Serving Immigrants, contributed to the re-design of the training and employment services system in Ontario resulting from the Labour Market Development Agreement that took effect January 1, 2007. The leadership work of these groups will advance the opportunities and supports for internationally trained professionals and trades persons and support the economic and social integration of immigrants to Ontario.

### CASIP Partners:

ACCES  
COSTI  
Humber Institute of Technology and  
Advanced Learning  
JobStart  
JVS Toronto  
MicroSkills  
Seneca College  
Skills for Change



# Leadership and Volunteers

## Our thanks

TRIEC would like to extend our gratitude and thanks to the many outstanding donors, funders and volunteers who have provided significant support to the programs and initiatives undertaken this year.

### Funders and Sponsors

Citizenship and Immigration Canada  
Deloitte LLP  
Human Resources and Social Development Canada  
Manulife Financial  
Ontario Ministry of Citizenship and Immigration  
RBC Financial Group  
TD Bank Financial Group  
The Maytree Foundation  
The Ontario Trillium Foundation

### The Mentoring Partnership

#### Advisory Committee

**Chair: Mario Calla, COSTI**  
Julie Bannerjea, KPMG  
Jo Anne Barnard, City of Toronto  
Chris Benjamin, TRCA  
Sheila Bello, Ontario Ministry of Citizenship and Immigration  
Connie Bonello, Deloitte LLP  
Lisa Butler, Manulife Financial  
Mario Calla, COSTI  
Betty Crossey, Service Canada  
Teresa Damaso, Service Canada  
Phat Diep, Service Canada  
Nitin Dhora, Dixie Bloor Neighbourhood Centre  
Dan Eng, Canadian Information Processing Specialists  
Kelven Goodridge, Toronto and Region Conservation Authority  
Barbara Janik, Dixie Bloor Neighbourhood Centre  
Ed Kothiringer, COSTI  
Rose Lee, City of Toronto  
Rebecca McGregor, JobStart  
Patricia McNeil, Service Canada  
William Molson, Deloitte LLP  
Lynn Petrushchak, Dixie Bloor Neighbourhood Centre  
Susan Ross, United Way of Peel  
Heather Sant, JobStart  
Lynn Sassoon, TD Bank Financial Group  
Byron Smith, TD Bank Financial Group  
Sandra Welch, Region of Peel  
Shelley White, United Way of Peel  
Jacob Wolpin, City of Toronto

### Hireimmigrants.ca Advisory Committee

**Chair: Norma Tombari, RBC Financial Group**  
Sheldon Leiba, The Brampton Board of Trade  
Cathryn Lohrisch, Cathryn Lohrisch & Co.  
Kamran J. K. Niazi, Robert Half Financial Services Group  
Susan Medeiros, Sun Life Financial  
Daniela Perciasepe, Enbridge Gas Distribution Inc.  
Susan Silverman, The Resourceful Group

### Immigrant Success Awards

#### Selection Committee

**Chair: Norma Tombari, RBC Financial Group**  
Barb Conway, Carswell  
Brian Daly, The Toronto Star  
Malcolm Gabriel, Bell Canada  
Gerlinde Herrmann, The Herrmann Group  
Kathy Lockwood, Manulife Financial  
Raja Ramanathan, Bayer Inc.  
Anil Verma, Rotman School of Management

### TRIEC Council Members

**Chair: Dominic D'Alessandro, President and CEO, Manulife Financial**  
**Co-Chair: Diane Bean, Executive Vice President, Corporate Affairs and Human Resources, Manulife Financial**

### Post-Secondary Institutions

Angela Hildyard, University of Toronto  
Anne Sado, George Brown College  
Bev Balenko, Durham College  
Rhonda Lenton, York University  
Robert Gordon, Humber College Institute of Technology and Advanced Learning  
Sheldon Levy, Ryerson University

### Employers

Diane Brisebois, Retail Council of Canada  
John Farrow, LEA International  
Mary Federau, MDS Inc.  
Stephen Green, Green and Spiegel, representative of the Toronto Board of Trade  
Zabeen Hirji, RBC Financial Group  
Allan Mark, Ernst & Young LLP  
Yezdi Pavri, Deloitte LLP  
Dr. Colin Saldanha, Saldanha Health Centre

### **Labour**

John Cartwright, Toronto-York Regional Labour Council

Janice Gairey, Ontario Federation of Labour

Winnie Ng, Canadian Labour Congress

### **Occupational Regulatory Bodies**

Kim Allen, Professional Engineers Ontario

Anne Coghlan, College of Nurses of Ontario

Dr. Rocco Gerace, College of Physicians and Surgeons of Ontario

Edwina McGroddy, The Institute of

Chartered Accountants of Ontario

Doug Wilson, Ontario College of Teachers

### **Post-Secondary Institutions**

Bev Balenko, Durham College

Robert Gordon, Humber College Institute

of Technology and Advanced Learning

Angela Hildyard, University of Toronto

Sheldon Levy, Ryerson University

Rhonda Lenton, York University

Anne Sado, George Brown College

### **Credential Assessment Service Providers**

Timothy Owen, World Education Services

### **Community Organizations**

Mario Calla, COSTI Immigrant Services

Paula DeCoito, The Social Planning Council of Peel

Debbie Douglas, The Ontario Council of Agencies

Serving Immigrants

Dr. Longhuan Kim, Chinese Professionals Association of Canada

Amanuel Melles, United Way of Greater Toronto

Uzma Shakir, South Asian Legal Clinic of Ontario

Carlos Sebastian, Policy Roundtable Mobilizing Professions and Trades

Dr. Joseph Wong, Yee Hong Community Wellness Foundation

### **Expert Advisors**

Naomi Alboim, Queen's University

Usha George, Joint Centre of Excellence for Research on Immigration and Settlement

Jennifer Lynn, Lynn Communications

David Pecaut, Toronto City Summit Alliance

Jeffrey Reitz, University of Toronto

Ravi Seethapathy, Engineers Without Borders

### **Funders**

Maureen Adams, United Way of Greater Toronto

Alan Broadbent, The Maytree Foundation

Rahul Bhardwaj, United Way of York Region

Martin Connell, Toronto Community Foundation

### **Municipal Government**

Mayor Donald Cousens, Town of Markham

Mayor Susan Fennell, City of Brampton

Mayor David Miller, City of Toronto

Mayor Ann Mulvale, Town of Oakville

Bill Fisch, Regional Chair and CEO, York Region

Emil Kolb, Regional Chair, Region of Peel

Joyce Savoline, Regional Chair, Regional Municipality of Halton

Shirley Hoy, Chief Administrative Officer, City of Toronto

### **Council Board and Secretariat**

Elizabeth McIsaac, Executive Director

Ratna Omidvar, Chair

Over 1,500 Mentoring matches made in 2006.



# Statement of Revenues and Expenditures

Toronto Region Immigrant Employment Council (an initiative of The Maytree Foundation)  
For the year ended November 30, 2006

	2006	2005
<b>REVENUES</b>		
<b>Unrestricted revenues</b>		
The Maytree Foundation	\$ 166,405	\$ 223,489
<b>Restricted revenues</b>		
Province of Ontario – Ministry of Citizenship & Immigration	280,281	34,337
Citizenship & Immigration Canada – Ontario Region	246,234	163,863
Citizenship & Immigration Canada – Promotions	234,276	102,538
TD Bank Financial Group	135,711	12,254
Human Resources & Skills Development Canada – Foreign Credential Recognition	106,649	30,435
The Ontario Trillium Foundation	64,419	–
Human Resources & Skills Development Canada	–	304,924
Heritage Canada	–	10,330
	<b>\$ 1,067,570</b>	<b>\$ 658,681</b>
<b>Other revenues</b>		
Sponsorships	40,000	–
Donations	26,356	–
Other income	14,250	–
	80,606	–
<b>Total revenues</b>	<b>\$ 1,314,581</b>	<b>\$ 882,170</b>
<b>EXPENDITURES</b>		
<b>Staffing</b>		
Salaries & benefits	576,957	352,547
Interns	12,379	12,379
	<b>\$ 589,336</b>	<b>\$ 364,926</b>
<b>Programs and communications</b>		
Public awareness campaign	203,959	–
Hireimmigrants.ca	134,668	318
World of Experience	105,178	–
Immigrant Solutions Awards	74,477	13,041
The Mentoring Partnership	50,655	228,316
Secretariat – Communications	38,861	13,660
Secretariat – Convening	15,594	62,351
Employer Promising Practices	–	116,474
	<b>\$ 623,392</b>	<b>\$ 434,160</b>
<b>General and administrative</b>		
Rent, common area maintenance & taxes	45,207	28,814
Office supplies, postage, and other miscellaneous	21,408	7,270
Accounting and office administration	20,094	15,283
Travel & conferences	8,527	6,782
Telephone & conference calls	2,052	4,482
Meeting costs	1,902	10,671
	<b>\$ 99,190</b>	<b>\$ 73,302</b>
<b>Capital expenditures</b>	<b>\$ 2,663</b>	<b>\$ 9,782</b>
<b>Total expenditures</b>	<b>\$ 1,314,581</b>	<b>\$ 882,170</b>
<b>Total revenues over expenditures</b>	<b>\$ –</b>	<b>\$ –</b>



# Balance Sheet

Toronto Region Immigrant Employment Council (an initiative of The Maytree Foundation)

For the year ended November 30, 2006

	2006	2005
<b>ASSETS</b>		
<b>Current</b>		
Restricted cash	\$ 474,329	\$ 223,564
GST receivable	12,521	10,198
Contributions receivable	17,261	62,760
<b>Total assets</b>	<b>\$ 504,111</b>	<b>\$ 296,522</b>
<b>LIABILITIES</b>		
<b>Current</b>		
Due to The Maytree Foundation	\$ 29,413	\$ 80,930
Due to related party	–	582
Deferred contributions	474,698	215,010
<b>Total liabilities</b>	<b>\$ 504,111</b>	<b>\$ 296,522</b>
<b>Surplus</b>	<b>–</b>	<b>–</b>
<b>Total liabilities and surplus</b>	<b>\$ 504,111</b>	<b>\$ 296,522</b>



# Moving Forward

As TRIEC moves forward to incorporate as a not for profit charitable organization in 2007, the organization will be governed by a group of leaders who have demonstrated commitment and leadership in advancing the goals of TRIEC.

## CHAIR



**Ratna Omidvar**  
Executive Director  
The Maytree Foundation

## MEMBERS



**Naomi Alboim**  
Fellow and Adjunct Professor  
School of Policy Studies  
Queen's University



**Mario Calla**  
Executive Director  
COSTI



**Murray Coolican**



**Sue Cummings**  
Senior Vice President, Human  
Resources, TD Canada Trust



**Zabeen Hirji**  
Chief Human Resources Officer  
RBC Financial Group



**Diane Jeffreys**  
Partner, Advisory Services  
KPMG LLP



**Kamran Niazi**  
Division Director, Robert Half  
Financial Services Group



**Yezdi Pavri**  
Managing Partner  
Deloitte LLP



**David Pecaut**  
Chair, Toronto City Summit  
Alliance



**Alan Rego**  
Manager, External Affairs  
Procter and Gamble Canada



**Sanish Samuel**  
Treasurer, Avana Capital  
Corporation



**Phil Schalm**  
Program Director, Gateway for  
International Professionals,  
Ryerson University



**Shelley White**  
Chief Executive Officer  
The Untied Way, Region of Peel

# TRIEC Staff

## Secretariat

**Elizabeth Mclsaac**, Executive Director (*effective February, 2007*)

**Lillian Manea**, Communications Consultant

**Stephen Wilson**, Communications Consultant (*effective October, 2006*)

**Zheni Nasi**, Project Development Coordinator

**Roberto Baca**, Webmaster

**Andrew Chung**, Administrative Assistant

## [hireimmigrants.ca](http://hireimmigrants.ca)

**Kevin McLellan**, Manager

**Claire DeVeale**, Communications Coordinator

## The Mentoring Partnership

**Loreli Buenaventura**, Manager

**Sujit Fonseca**, Communications Coordinator

**Stella Mejia**, Agency Liaison





# TRIEC

Toronto Region Immigrant  
Employment Council

170 Bloor Street West, Suite 901  
Toronto, Ontario M5S 1T9  
Canada

TEL 416.944.1946

FAX 416.944.8915

[www.triec.ca](http://www.triec.ca)



Citizenship and  
Immigration Canada

Citoyenneté et  
Immigration Canada