



## BACKGROUND

### The Toronto Region Immigrant Employment Council (TRIEC)

The Toronto Region Immigrant Employment Council (TRIEC) creates and champions solutions to better integrate skilled immigrants in the Greater Toronto Region labour market.

TRIEC believes that by bringing together all stakeholders – employers, regulatory bodies, educators, labour, community groups, government and immigrants – together we can develop local, practical solutions in everybody's best interest: solutions that everyone will believe in; solutions that everyone can take part in; and solutions that will work.

Since 2003 TRIEC has taken a variety of leading-edge social and economic approaches to this goal in areas such as policy development, program management, capacity building, and public education. We connect employers to programs that help them hire better; we educate the public through media and events; we work with immigrant-serving organizations to increase coordination; and we bring together partners in new and unique ways.

## Objectives

### 1. To work with key stakeholders, particularly employers, building their awareness and capacity to better integrate skilled immigrants into the workforce.

TRIEC initiatives include:

- **hireimmigrants.ca** – provides employers with interactive tools and resources to accelerate the integration of skilled immigrants into their organization. [www.hireimmigrants.ca](http://www.hireimmigrants.ca)
- **How-To HR Workshops** - increasing companies' capacity to recruit, select and integrate skilled immigrants through complimentary workshops. [www.triec.ca/HRworkshops](http://www.triec.ca/HRworkshops)
- **The Immigrant Success (IS) Awards** – recognize leadership and innovation in recruiting and retaining skilled immigrants. [www.isawards.ca](http://www.isawards.ca)
- **20 Journeys** – a traveling exhibit of powerful photographs and stories of skilled immigrants. It details their experiences, their journeys to achieving success, and the programs and employers that have shared in their milestones. [www.triec.ca/20journeys](http://www.triec.ca/20journeys)

### 2. To convene and collaborate with partners, creating opportunities for skilled immigrants to connect to the local labour market.

TRIEC has launched:

- **The Mentoring Partnership** – brings together recent skilled immigrants and established professionals in occupation-specific mentoring relationships. This partnership provides mentors with valuable professional development skills, while providing mentees with the local insights and access to professional networks that only a one-to-one professional connection with a mentor can offer. [www.thementoringpartnership.com](http://www.thementoringpartnership.com)

TRIEC has partnered with:

- **Career Bridge** – operated by Career Edge Organization, the Career Bridge program is a low-risk, cost-effective paid internship program that allows small and large Canadian organizations, across many industries, to tap into the skilled immigrant talent pool. Participants gain valuable Canadian work experience while employers add skills and diversity to their workforce. [www.careerbridge.ca](http://www.careerbridge.ca)
- **CASIP** –The Consortium of Agencies Serving Internationally-trained Persons (CASIP) is a network of community agencies in the GTA that provides employment and training services for internationally-trained persons. CASIP agencies can also pre-screen candidates and provide coordinated recruitment at no cost to the employer. [www.casip.ca](http://www.casip.ca)

### **3. To work with all levels of government, enhancing coordination and effecting more responsive policy and programs for skilled immigrant employment.**

TRIEC works with various governments, ministries and departments, so they are better aware of what each is doing, and can better coordinate policy and programming around issues of immigrant labour market integration.

## **How TRIEC Came to Be**

In 2002 the Toronto City Summit – a conference of leaders representing the city’s various sectors and communities – was held to assess the Toronto region’s strengths and challenges, and shape future directions to move the region forward. Following the Summit, the Toronto City Summit Alliance (TCSA) was formed to address the challenges the Summit identified as critical to a shared future.

One of the challenges identified by the Toronto City Summit Alliance was immigration – more specifically the labour market integration of skilled immigrants. Employment is a key benchmark in settlement, and immigrants face many barriers to employment in the Toronto Region. To face this challenge, the TCSA, along with Maytree, formed TRIEC – the Toronto Region Immigrant Employment Council.

### **For further information about TRIEC, please contact:**

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