



JOIN A SELECT GROUP OF YORK BUSINESS LEADERS TO LEARN MORE...

TRIEC is taking action on an unfortunate reality of the labour market – the underutilization of skilled immigrants' education, talent and experience. TRIEC looks for local solutions to local issues. As such, BUILD York – Business Utilizing Immigrants' skills and Leveraging Diversity – hopes to connect York Region employers to successful strategies and programs to help your businesses access the skills, knowledge and experience of skilled immigrants. These include:

The Mentoring Partnership

The Mentoring Partnership brings together skilled immigrants with established professionals in comparable specific mentoring relationships. Mentors gain leadership and cross-cultural awareness training, while mentees gain access to professional networks and knowledge that can only be gained in practice. Nearly 80 per cent of mentees that complete the program find work in their field of expertise within three months. www.themsa-to-irgpartnership.com

Career Bridge

The Career Bridge program responds to Canada's labour market demand for internationally-qualified professionals. A bridge between industry and immigrants, the program creates paid internship opportunities from 4- to 12-months. Immigrants who enter the program are pre-screened for language skills, educational qualifications and international experience. Several participating employers have reported such success with the high caliber of applicants that they created additional internship opportunities. Nearly 80 per cent of interns are hired in their field after the internship, many by their host organizations. Career Bridge is run by the Career Edge Organization. www.careerbridge.ca

How-to HR Workshops for Employers

These free employer workshops focus on practical approaches to the cultural complexities of successfully recruiting, hiring and integrating skilled immigrants. Participants learn:

- Sourcing, screening (telephone and resume) and interviewing techniques to effectively recruit immigrant professionals, as well as
- How to improve individual and organization cultural competence through case studies, exercises and role play.

Employers will also be introduced to York Region's community agency job developers who can connect them directly to pre-screened skilled immigrant candidates. www.itsimmigrants.ca

BUILD IT in York

In response to employer input, TRIEC is convening a working group of York Region Information Technology employers and other key stakeholders to explore effective strategies to fix employers with skilled immigrant talent in the IT field. Key York Region IT employers, the COI, will be providing input on the kinds of recruitment, onboarding and retention supports that would help employers access and integrate skilled immigrant talent to meet the labour market shortages in the IT sector.

RSVP to the December 5th BUILD York event by calling Rachel Ingram at 416.944.1946 or 563 or email ringran@triec.ca by November 27th.