



Annual Review 2008. Our first five years.



TRIEC

Toronto Region Immigrant
Employment Council

Vision

A Greater Toronto Region that prospers by fully engaging the contributions of skilled immigrants.

Mission

TRIEC creates and champions solutions to better integrate skilled immigrants in the Greater Toronto Region labour market.

Objectives

- To convene and collaborate with partners, creating opportunities for skilled immigrants to connect to the local labour market.
- To work with key stakeholders, particularly employers, building their awareness and capacity to better integrate skilled immigrants into the workforce.
- To work with all levels of government, enhancing coordination and effecting more responsive policy and programs for skilled immigrant employment.

TRIEC stands for Toronto Region Immigrant Employment Council.

Founded by Maytree and the Toronto City Summit Alliance, TRIEC is taking action on a key issue facing the Greater Toronto Region: the underutilization of skilled immigrants' education, talent and experience.

TRIEC is uniquely positioned to confront the issue in a different way – a collaborative way. TRIEC believes that by bringing together all the parties affected by this issue – employers, regulatory bodies, educators, labour, community groups, government and immigrants – together we can develop local, practical solutions that are 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 approaches to this goal in areas such as policy development, program development, capacity building, public education, and research. We connect companies to programs that can help them hire better; we educate the public through media and events; we work with immigrant serving organizations to help expand their capacity to service newcomers; and, we bring together partners in new and unique ways.



Toronto City Summit Alliance



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A Message from the Council Chairs

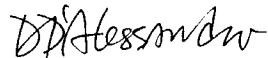
It is hard to believe how much has been achieved in the five years since TRIEC began helping skilled immigrants integrate smoothly into the Greater Toronto Region: over 3,000 mentors have helped over 4,000 new immigrants navigate the job market; hundreds of media articles have raised public awareness of the issue; and, 225,000 unique visitors have logged over a million hits to the hireimmigrants.ca web site.

It is, in a word, astounding.

Yet, there is more to be done. The next 12 months will be challenging and uncertain, given the economic events of the year past. Companies are struggling with fewer resources, while individuals face employment uncertainty. At the same time, organizations need to continue to develop talent and expand their markets.

And while much of the focus is on the economy today, we can't take our eye off broader trends. Canada's workforce is aging, and when the recovery takes hold, we will once again face significant shortages of skilled labour. Organizations need to maintain and build talent today so that they are ready for the eventual recovery. Keeping immigrant talent top of mind is an important step; developing the systems now that will guarantee effective immigrant integration is paramount.

TRIEC will play a key role in ensuring the Greater Toronto Region business community is equipped with the tools and solutions it needs to prosper. An equally important role will be played by the business community itself. Over the last five years, a number of key business leaders have established strong relationships with TRIEC and their organizations have moved the marker on immigrant integration. As we look to our next five years, TRIEC challenges other organizations, large and small, private and public, corporate and non-profit, to do the same.



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



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

A Message from the Board of Directors

2008 marked the beginning of a new era for TRIEC. While its first five years were spent turning ideas into action, under the guidance of Maytree and the Toronto City Summit Alliance, and in collaboration with community and civic leaders across the Greater Toronto Region, TRIEC now launches into new territory.

With incorporation complete, a board of directors in place, and a council dedicated to using its insight and influence to further our vision, we see TRIEC as more than just the programs it has developed – we see it as a civic movement. A movement involving individuals and organizations from all walks of life – immigrants, employers, educators, regulatory bodies, and others – working with and alongside government to imagine and implement solutions.

TRIEC's work has been recognized both domestically and internationally. Cities across Canada are learning from the TRIEC model, and many are using it as the backbone for setting up their own, locally-led, immigrant employment councils. TRIEC has been asked to speak to delegations from around the world, from New Zealand to Sweden to Singapore, to share our successes and challenges, and help inform immigrant integration practices and policies overseas.

However, we also know that our work in the Greater Toronto Region is not done.

The current economic conditions present us with significant challenges. As our stakeholders and partners adapt to new economic realities, so must we. Understanding this new reality, the board of TRIEC recommitted itself to a strategic vision – a Greater Toronto Region that prospers by fully engaging the contributions of skilled immigrants. We know that the economic recovery will come, and in anticipation of that recovery, it is all the more important for TRIEC to double its efforts in preparing local organizations with the capacity and resources to tap into immigrant talent pools.

I would like to thank council Co-chairs Dominic D'Alessandro and Diane Bean for their unflagging support and enthusiasm for our work. I would like to extend my sincere appreciation to my fellow board members who have worked with TRIEC in this first year of independence, and to Fraser Milner Casgrain for their work in setting up our incorporation. I would also like to thank Maytree for its unwavering support of the TRIEC idea.

Finally, I would like to thank Elizabeth McIsaac and her excellent team at TRIEC for being the force that brings all our ideas to life.



Ratna Omidvar

Ratna Omidvar, Chair, TRIEC Board of Directors, and President, Maytree

A Message from the Executive Director

TRIEC began five years ago with a handful of good ideas. The programs that came out of these ideas, developed in partnership with employers, all levels of government, the community sector, colleges and universities, and individual leaders, have collectively garnered success and helped change the lives of thousands of skilled immigrants in the Greater Toronto Region.

In the last five years, the Career Bridge program has provided over 960 internships; The Mentoring Partnership has matched more than 4,000 immigrants with mentors, connecting them to new networks and opportunities; we have deepened our efforts in providing support, information and advice to employers; and, we have continued and sustained our efforts in public education and awareness. These successes are moving the marker on immigrant employment, but there is still more to be done.

As we move into our next five years, we are looking at new areas of work that have immediate and direct impact. We plan to return to our practice of convening stakeholders to identify the ideas and innovations that will lead to success, and then take those ideas and seed them into action. Work is already underway to explore the potential of immigrant networks and how these can be supported and leveraged to create better linkages to employment opportunities.

We are looking to a broad array of stakeholders and opportunities for fresh ideas, and anticipate a busy year working with all our partners to make the Greater Toronto Region the destination of choice for skilled immigrants.

At its heart, TRIEC is about partnership, and I would like to express appreciation to our service delivery partners who have been the leaders in connecting immigrants to the solutions we have developed together. I would also like to thank our corporate partners who have opened their doors and encouraged the participation of their employees. And to our government and other funders, thank you for your ongoing support and commitment.

Finally, my sincerest appreciation to the TRIEC team – their hard work and professionalism have brought partnerships and ideas to reality.



Elizabeth Mclsaac, Executive Director, TRIEC

"As an international professional services company that advises clients on business, technology and operations, Caggemini is always on the lookout for highly-skilled potential employees.

With pre-screened candidates and no placement fee, the CASIP-TRIEC Job Developers Network saves Caggemini time and money. Since January we've hired three Network referrals including Bebi. We value the skill set she brings to the role of supply chain specialist, as well as her ability to communicate well with people of different cultures.

Our customers expect us to be innovative and to perform their business tasks better and more effectively. Hiring skilled immigrants increases our competitiveness, our potential to be an industry innovator and our ability to attain higher levels of customer satisfaction."

Jane Diercks



Caggemini's Jane Diercks, Vice-president, Americas Outsourcing Services and Bebi Chu, Supply Chain Specialist

Working with Employers

Much of TRIEC’s work involves engaging employers, building their awareness, and increasing their capacity to better integrate skilled immigrants into the workforce. In 2008, TRIEC focused on delivering practical, “how-to,” knowledge to employers, as well as better coordination of employer outreach.

hireimmigrants.ca

hireimmigrants.ca

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

In 2008, the hireimmigrants.ca web site was revamped to make it more intuitive and functional, allowing employers greater access to the tools, resources and case studies available. Since 2005, the site has attracted over 225,000 unique visitors, with 30 per cent of traffic driven by referring sites, demonstrating increased relevance and credibility.

Also in 2008, the hireimmigrants.ca tele-seminars evolved into webinars, allowing participants a more interactive experience. The series addressed topics such as cultural competency and measuring workforce diversity.

How-to HR Workshops for those with hiring responsibilities

By year end, TRIEC and Ryerson University's Chang School had delivered eight workshops to 200 human resources professionals and hiring managers.

Providing an HR consultant at no-cost

TRIEC offered a complimentary HR consultant to support the many small- and medium-sized employers that lack the resources to develop diversity strategies. Each organization performed an audit then worked on developing and implementing a diversity plan, including skilled immigrant-focused policies.

Coordinating employer outreach and support

Launched in partnership with the Consortium of Agencies Serving Internationally-trained Persons (CASIP), the Job Developers Network facilitates more coordinated outreach to employers and sharing of job leads. Employers connect to a larger skilled immigrant talent pool, while newcomers gain access to more job opportunities. To date the network has shared over 275 job leads.

Funding for hireimmigrants.ca is provided by the Government of Ontario and Maytree. Funding for hireimmigrants.ca webinars is provided by Citizenship and Immigration Canada. www.hireimmigrants.ca

hireimmigrants.ca launched by local leaders, Dominic D’Alessandro (Manulife), Roger Martin (Rotman) and Gordon Nixon (RBC)



The Mentoring Partnership



The Mentoring Partnership (TMP) is a collaboration of community organizations and corporate partners that brings together skilled immigrants and established professionals in occupation-specific mentoring relationships.

Through the program, mentors give 24 hours of their time over a four-month period to help their mentees navigate the job search process by sharing their knowledge, experience and professional networks. Mentoring is a means to close knowledge gaps, create relationships, and support immigrants so both they and Canada can benefit.

Immigrants participating in the program possess the education, experience and language skills needed to excel in the workforce. What they require are the connections and insight that can only be gained from professional relationships.

In 2008, TMP completed over 1,100 mentoring matches, bringing the total number to over 4,000 completed since the program launched in 2004. Eight hundred new mentors joined the partnership, expanding the roster to over 3,000. A program evaluation completed in 2008 found that of those mentees who completed the four-month program, among those surveyed, 80 per cent found work, 85 per cent of these in their field of expertise.

Much of the work in 2008 focused on engaging and re-engaging corporate partners, particularly in high-need and underrepresented professions, and planning around quality assurance and expansion. This important work will help ensure the success of the program as it is replicated in Ontario and across Canada.

Organizations that achieved Corporate Partner status in 2008

Air Canada Jazz	Ontario Public Service
Fraser Milner Casgrain	Pepsi-QTG
Microsoft Canada	

Partner Organizations

In Toronto, TMP operates through ACCES Employment Services, Centre francophone de Toronto, Community MicroSkills Development Centre, COSTI Immigrant Services, Humber Institute of Technology and Advanced Learning, JobStart, JVS Toronto, Seneca College of Applied Arts and Technology and Skills for Change.

In Halton, TMP operates through Sheridan Institute of Technology and Advanced Learning.

In Peel, TMP operates through ACCES Brampton, Dixie Bloor Neighbourhood Centre and Malton Neighbourhood Services.

In York, TMP operates through COSTI.

Funding for TMP in 2008 was provided by Employment Ontario, the Ontario Ministry of Citizenship and Immigration, TD Bank Financial Group, Manulife Financial, Maytree, the Region of Peel and United Way of Peel Region. www.TheMentoringPartnership.com





ERNST & YOUNG TOWER

“Most skilled immigrants already have valuable skills, they just need help translating them into the Canadian context,” says Ernst & Young’s Charles Marful, who has been a mentor to newcomers from Iran, Ecuador, Kenya and Argentina.

After being matched by COSTI, Charles advised Veronica Martel about earning the CGA designation, leveraging her international experience as a senior accountant, and how to break into the Canadian workforce. Veronica soon found employment in her field. “Although we’re from different countries, our similar professional backgrounds meant that Charles understood my capabilities.”

Charles also gains insight from his mentees: “I often work with colleagues from other countries and through The Mentoring Partnership, I have enriched my perspective on how international professionals work in other markets.”

Charles Marful, Director, Human Resources, Tax Practice, Ernst & Young with his former mentee Veronica Martel, Financial Administrator, International Consolidated Industries Inc.

Nytrix Limited has found global success with the ingenuity of its diverse workforce – more than two-thirds of its employees are skilled immigrants, including top executives. The small innovation consulting and venture technology firm, with over \$4-million in annual revenues, does not require Canadian work experience.

“It’s important for us to conduct business in international markets, such as China and India, which are typically inaccessible without intimate cultural and linguistic knowledge. Thanks to our team, we have seized valuable overseas opportunities,” says Av Utukuri, Nytrix’s president.

In 2008, Nytrix was recognized by TRIEC: “Winning an IS Award generated a lot of buzz and media coverage about our company, and gave us an opportunity to highlight the benefits of an immigrant-inclusive workforce.”



Nytrix Limited’s Ted Chen, Director of Product Development and Av Utukuri, President and Chief Technology Officer.

Immigrant Success Awards



The Immigrant Success (IS) Awards recognize innovative employers and outstanding individuals who have demonstrated leadership by effectively including skilled immigrants into Greater Toronto Region workplaces.

By showcasing the success of the IS winners, TRIEC hopes to inspire more local employers to tap into the wealth of international experience, education and talent that skilled immigrants contribute to the workforce.

In 2008, TRIEC welcomed CBC Toronto as a valuable new media partner to the IS Awards, joining existing partners Canadian HR Reporter and the Toronto Star. This partnership allowed TRIEC to disseminate our message to a wider audience through promotion and editorial coverage on radio and television. At the awards ceremony, hosted by CBC anchor Diana Swain, TRIEC presented the inaugural CBC Toronto Business Leadership Award to recognize a business owner, CEO or senior manager who demonstrates leadership, vision and a commitment to integrating skilled immigrants into the workplace.

2008 IS Award Winners

RBC Best Immigrant Employer Awards

Nytrix Limited and CH2M HILL Canada Limited

Canadian HR Reporter Individual Achievement Award

Jane Lewis, Country Human Resources Manager, Procter & Gamble

CBC Toronto Business Leadership Award

Fiona Macfarlane, Americas Chief Operating Officer, Tax, Ernst & Young

Toronto Star Immigrant Champion Award

Patricia O'Connor, Coordinator of Field Programming, IESW Bridging Program, The Chang School, Ryerson University

2008 IS Awards Selection Committee

Kim Clark, CBC Toronto

Hilda Gan, iTRANS Consulting

Bob Hepburn, Toronto Star

John Hobel, Canadian HR Reporter

Salman Kureishy, The Chang School, Ryerson University

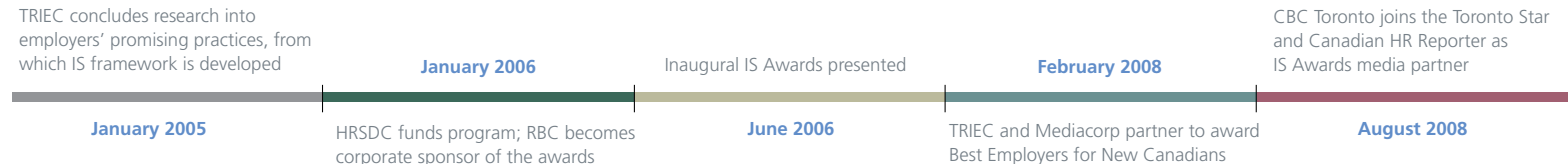
Jennifer Lynn, LCI Associates Inc.

Sischa Maharaj, Rotman Corporate Connections Centre, University of Toronto

Justin Ramesar, Human Resources Professionals Association

Norma Tombari, RBC

The 2008 IS Awards were sponsored by RBC with media partners Canadian HR Reporter, CBC Toronto, and the Toronto Star. www.isawards.ca



Raising Awareness of the Issue

An important part of TRIEC’s work focuses on educating the public and employers about the barriers immigrants face in the labour market, and the solutions everyone can take part in.

Getting the Message Out

In 2008, TRIEC established new relationships with print, broadcast and online media, and strengthened existing partnerships with media in the Greater Toronto Region. For the third year, TRIEC worked with the Toronto Star, which published *New Workers, New Skills*, a special section about immigrant employment. TRIEC also contributed to various multi-language, regional and trade publications to raise the profile of the issue.

In addition, the hireimmigrants.ca program launched a media campaign aimed at small- and medium-sized employers to raise awareness about the benefits of hiring skilled immigrants. The campaign, entitled “Do yourself a favour, hire a skilled immigrant,” highlighted the global demand for skilled immigrants and prompted local employers to consider why they were not effectively tapping into this talent pool.

The hireimmigrants.ca awareness campaign was funded by the Ontario Ministry of Citizenship and Immigration, and Citizenship and Immigration Canada.

20 Journeys: A visual essay of the immigrant experience

20 Journeys is a traveling exhibit featuring powerful photographs and compelling stories of skilled immigrants in the Greater Toronto Region labour market. The exhibit details the experiences of newcomers in the workforce, their journeys to achieving success, and the programs and employers that have shared in their milestones.

In 2008, TRIEC updated the exhibit with new faces and narratives of immigrants who come from many walks of life, and many professions, but all share one common goal – establishing a successful career in Canada. The exhibit features immigrants from India, China, the Philippines, Singapore, Bangladesh, Lebanon, Israel, Ghana, Nigeria, Dominica, Mexico, Argentina, the Ukraine, and the United Kingdom.

In 2008, 20 Journeys was exhibited at the Bramalea City Centre, Markham Civic Centre, Halton Regional Centre, Toronto Reference Library and the 2008 Top Employer Summit, presented by Mediacorp, publishers of Canada’s TOP 100 Employers. The exhibit has garnered tremendous media coverage and continues to be requested for other venues.

20 Journeys is funded by Citizenship and Immigration Canada. Visit www.triec.ca/20journeys to view the portraits and read the stories.



Dominic D’Alessandro’s Open Letter to the Prime Minister of Canada published as an op-ed in the *Globe and Mail*

June 2006

1st *New Workers, New Skills* special section released

January 2007

Employer-targeted hireimmigrants.ca awareness campaign launched

August 2004

20 Journeys exhibit launched

June 2006

Award-winning public awareness ad campaign launched

February 2008



Marcelo Sagel's career has soared since he arrived in Canada. "By flying an air ambulance in northern Ontario, I learned that if you can land on remote territory in winter, you can handle anything." It was quite a change for the pilot from Argentina.

Marcelo then moved to Toronto, looking for work with a larger company. After getting nowhere with emails, he changed tactics: Marcelo dropped in at Porter Airlines and asked to speak directly with the chief pilot. "Those two minutes of face-to-face contact made all the difference." In 2007, he was hired.

Marcelo shares his story through TRIEC's 20 Journeys exhibit: "I'll be happy if I inspire others and raise awareness about the skills that immigrants have to offer."

Marcelo Sagel, Pilot, Porter Airlines

By tapping into immigrant networks, employers have access to a wider array of diverse, talented candidates who can enrich their business. Just ask CGI's Young Park.

In November, Young attended TRIEC's The Power of Networking event where she met Jatin, an IT professional from India. Impressed by his experience and skills, Young followed up with Jatin about job opportunities. Jatin now works in CGI's consulting services division, which includes staff from over 16 countries.

"As a leading IT services company, we hire the most talented people with the most appropriate skill sets and education, irrespective of nationality," Young says. "Connecting with immigrant networks provides our company with another valuable channel to find the best and brightest professionals to join our team."



CGI's Young Park, Sector Vice-president, Consulting Services and Jatin Sanghavi, Senior Consultant, Systems Integration and Consulting Services division.

Immigrant Networks

When it comes to the job search process, who you know is often just as important as what you know. Skilled immigrants who recently arrived in Canada are at a distinct disadvantage where connections are concerned, and this often creates barriers to finding employment. To address this issue, TRIEC is exploring how to better support immigrant networks. In 2008, TRIEC hosted an event for immigrants that showcased how effective networking can contribute to a successful job search.

The Power of Networking

On November 1, 2008, TRIEC presented The Power of Networking, a free all-day workshop that helped sharpen the networking skills of new immigrants, and connect them to professional resources to help advance their job search in Canada. The event was attended by close to 500 skilled immigrants from the Toronto Region.

Mike Lipkin, a world-renowned motivational speaker, hosted the event. Lipkin, himself an immigrant, offered tips and tools for participants on how to use networking to find opportunities and success in the Canadian workforce. Participants then attended roundtable discussions with over 50 corporate, government, regulatory, and community partners, who provided insight on breaking into the fields of healthcare, information technology, engineering, marketing, finance, and other industries.

CAMP

Communications, Advertising and Marketing Professionals (CAMP) is a networking organization of internationally-trained professionals located in the Toronto Region. Established in 2005 by a group of 12 immigrant professionals, the organization now has over 200 members.

In 2008, TRIEC continued to provide logistical, strategic planning and communications support to CAMP, as well as connecting CAMP with employers and industry associations. CAMP held monthly meetings with industry speakers, giving members a chance to meet and hear from established professionals in Canada. www.campnetworking.ca



Working with Partners

TRIEC continues to work with partner organizations toward the common goal of furthering the integration of skilled immigrants into the local labour market. Partnerships remain strong with organizations that provide services to immigrants, employers throughout the Greater Toronto Region, and other groups working on the issue.

ALLIES

Launched by Maytree and the J.W. McConnell Family Foundation, ALLIES – Assisting Local Leaders with Immigrant Employment Strategies – provides funding and supports cities in their efforts to learn from, adapt and implement successful approaches used by TRIEC and others. Through ALLIES, a number of TRIEC’s corporate partners are also expanding their involvement in immigrant employment issues on a national level.

In 2008, ALLIES moved forward by providing grants to Halifax, Montreal, Saskatoon, Edmonton and Vancouver, to develop local strategies to address immigrant employment. Currently, ALLIES is developing a learning hub around these issues, which will include web-based “how-to guides” on effective programs such as mentoring, internships, and public awareness. Coaches will provide subject matter expertise, as well as guide and mentor communities in the development of these programs. To complement these activities, ALLIES will host an annual learning conference to bring together communities and other key stakeholders to exchange ideas and learn from each other.

www.maytree.com

Career Bridge

The Career Bridge paid internship program is an innovative response to Canada’s labour market demand for internationally-qualified professionals. Operated by Career Edge Organization, Career Bridge has provided over 1,000 paid internships to internationally-qualified professionals since its launch in 2003. Career Bridge provides an opportunity for candidates to apply their skills and expertise through a meaningful work opportunity in the Canadian workforce.

Career Bridge works with a wide range of Canadian employers across many different industry sectors. The program is a low-risk, cost effective way for Canadian organizations to gain highly qualified talent, adding skills and diversity to their workforce. Career Bridge internships are mid-level paid positions that last from 4 to 12 months and are available in a broad spectrum of non-regulated business functions including finance, human resources, marketing, technology and engineering. www.careerbridge.ca

BUILD York

York Region is one of the fastest growing receiving centres for immigrants in the Greater Toronto Region. In response to this growth, in 2008 TRIEC launched the BUILD York campaign – Business Utilizing Immigrant Skills and Leveraging Diversity. Working with a prominent group of local business and community leaders, this “business to business” campaign is designed to connect York Region businesses to successful strategies to help them access the skills, knowledge and experience of skilled immigrants.

By building awareness among York Region employers about the many strategies available to them, engaging them in these solutions, and galvanizing them into action, TRIEC aims to help strengthen York Region by helping it leverage local immigrant talent. www.triec.ca/programs/BUILDYork

A special thank you to the United Way of York Region for their help in bringing together the TRIEC York advisory committee:

Mario Calla, Executive Director, COSTI Immigrant Services
Richard Cunningham, President, Markham Board of Trade
Mike Donoghue, President, Allstate Insurance (retired 2008)
Patrick Draper, Director, Economic Development, York Region
Dave Gordon, Manager, HR, State Farm Insurance
Mike Hortie, President, Motorola Canada (retired 2009)
Diane Horton, Partner, GBS Canada, IBM Canada
Anne Lamont, President and CEO, Career Edge Organization

Karen Rubin, Vice-president, Senior Counsel, and Corporate Secretary, General Counsel’s Office, American Express Canada
Stan Talesnick, Dean, Faculty of Workforce Skills Development, Seneca College of Applied Arts and Technology
Daniele Zanotti, CEO, United Way of York Region

Service Delivery Partners

TRIEC works closely with a number of partners in the delivery of The Mentoring Partnership and the Job Developers Network and in developing new ideas. These partnerships have improved service effectiveness and increased employment opportunities for immigrants through the sharing of best practices and the development of coordinated strategies that connect skilled immigrants and employers. Our partners include:

ACCES Employment Services
Centre francophone de toronto
COSTI Immigrant Services
Dixie Bloor Neighbourhood Centre
Humber Institute of Technology and Advanced Learning
JobStart
JVS Toronto
Malton Neighbourhood Services
Community MicroSkills Development Centre
Seneca College of Applied Arts and Technology
Sheridan Institute of Technology and Advanced Learning
Skills for Change



Leadership and Volunteers

TRIEC Board of Directors

Ratna Omidvar, President, Maytree, and Chair, TRIEC Board of Directors

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

Mario Calla, Executive Director, COSTI Immigrant Services

Susan Cummings, Senior Vice-president, Human Resources, TD Canada Trust

Zabeen Hirji, Chief Human Resources Officer, RBC

Diane Jeffreys, Managing Partner, GTA Advisory Services, KPMG

Kamran Niazi, Vice-president, Major Accounts, Robert Half International, Canada

Yezdi Pavri, Managing Partner, Toronto, Deloitte

David Pecaut, Chair, Toronto City Summit Alliance, and Senior Partner, The Boston Consulting Group

Alan Rego, Manager, External Affairs, Procter & Gamble Canada Inc.

Jennifer Rowe, Vice-president, Corporate Affairs, Manulife Financial

Sanish Samuel, Director of Finance and Administration, York University Foundation

Philip Schalm, Program Director, Gateway for International Professionals, The Chang School, Ryerson University

Shelley White, CEO, United Way of Peel Region

Daniele Zanotti, CEO, United Way of York Region

TRIEC Council (at time of printing)

* denotes member of TRIEC Board of Directors

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Diane Bean, Executive Vice-president, Corporate Affairs and Human Resources, Manulife Financial

Organizational Members

ACCES Employment Services - Allison Pond, Executive Director
American Express Canada - Karen Rubin, Senior Counsel, and Corporate Secretary, General Counsel's Office

Avana Capital Corporation and Maytree - Alan Broadbent, Chairman and CEO, Avana Capital, and Chairman, Maytree

Brampton Board of Trade - Gary Collins, CEO

Career Edge Organization - Anne Lamont, President and CEO

CERIS - The Ontario Metropolis Centre - Dr. Philip Kelly, Economic and Labour Market Integration Domain Leader, CERIS, and Director, Graduate Program in Geography, York University

CGI - Young Park, Sector VP, Consulting Services

Chinese Professionals Association of Canada (CPAC) - Dr. Longhuan Kim, President

College of Nurses of Ontario - Anne Coghlan, Executive Director

Community MicroSkills Development Centre - Kay Blair, Executive Director

COSTI Immigrant Services - Mario Calla, Executive Director*

Deloitte - Yezdi Pavri, Managing Partner, Toronto*

Dixie Bloor Neighbourhood Centre - Lynn Petrushchak, Executive Director
Ernst & Young - Eric Xiao, Partner, Transaction Tax
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World Education Services (WES) - Timothy Owen, Director
Xerox Canada - Dr. Hadi Mahabadi, Vice-president and Director,
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York University - Rhonda Lenton, Dean, Atkinson Faculty of Liberal
and Professional Studies

Individual Members

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Robert Half International, Canada*
David Pecaut, Chair, Toronto City Summit Alliance,
and Senior Partner, The Boston Consulting Group*
Alan Rego, Manager, External Affairs, Procter & Gamble Canada Inc.*
Jeffrey Reitz, R.F. Harney Professor of Ethnic, Immigration
and Pluralism Studies and Professor of Sociology, University of Toronto
Sanish Samuel, Director of Finance and Administration,
York University Foundation*
Philip Schalm, Program Director, Gateway for International Professionals,
The Chang School, Ryerson University*

Government Members

City of Brampton

City of Mississauga

City of Toronto

Town of Markham

Halton Region

Peel Region

York Region

Ontario Ministry of Citizenship and Immigration

Ontario Ministry of Training, Colleges and Universities

Citizenship and Immigration Canada

Human Resources and Social Development Canada

2008 Sponsors and Donors

TRIEC would like to acknowledge with thanks the following sponsors, donors and partners.

Canadian HR Reporter

CBC Toronto

CGI

Deloitte

Fraser Milner Casgrain

Friends of Rotman CCC

Mike Lipkin

Mount Sinai Hospital

RBC

Staff of Ernst & Young

State Farm Insurance

Toronto Star

TRIEC Staff*

Elizabeth McIsaac

Executive Director

Joan Atlin

Director, Operations

Vimla Beg

Administrative Assistant

Melwyn D'Costa

Manager, Partnerships, The Mentoring Partnership

Claire DeVeale-Blane

Manager, Communications (Acting)

Rodel Imbarlina-Ramos

Manager, Corporate & Stakeholder Relations, Peel and Halton

Raquel Ingram

Project Development Coordinator (Acting)

Tulan Ma

Database Administrator, The Mentoring Partnership

Akash Mahajan

Manager, Corporate & Stakeholder Relations, York

Lillian Manea

Manager, Communications (on leave)

Kevin McLellan

Program Manager, Employer Initiatives

Stella Mejia

Agency Liaison, The Mentoring Partnership

Emily Mills

Media Relations and Communications Specialist

Zheni Nasi

Project Development Coordinator (on leave)

Diana Rea

Manager, BUILD York I.T.

Meena Sankaran

Events Coordinator, The Mentoring Partnership

Racquel Sevilla

Manager, Corporate & Stakeholder Relations, Toronto

Navpreet Singh

Manager, Training and Workshop Development, Employer Initiatives

Melina Young

Manager, Program Delivery, The Mentoring Partnership

*at time of printing

Financial Statements

Balance Sheet

Unaudited

Toronto Region Immigrant Employment Council

As at November 30, 2008

	2008	2007
	\$	\$
ASSETS		
Cash	273,351	124,254
Term deposits	837,661	770,593
Interest receivable	12,025	12,666
GST receivable	23,947	46,560
Contributions receivable	–	52,176
Total assets	1,146,984	1,006,249
LIABILITIES		
Bank indebtedness	–	10,607
Accounts payable	282,625	119,583
Due to The Maytree Foundation	85,264	99,599
Due to related party	5,230	3,220
Deferred contributions	749,631	773,240
Total liabilities	1,122,750	1,006,249
Surplus	24,234	–
Total liabilities and surplus	1,146,984	1,006,249

Statement of Income and Expenditures

Unaudited

Toronto Region Immigrant Employment Council

Year ended November 30, 2008

	2008	2007
	\$	\$
INCOME		
Government of Canada	2,165,731	1,007,340
Government of Ontario	1,530,180	762,684
Corporate donations and sponsorships	214,500	261,440
The Maytree Foundation	86,277	152,484
Other donors, interest income and other income	157,888	104,178
Total income	4,154,576	2,288,126
EXPENDITURES		
Staffing		
Salaries and benefits	1,243,826	700,278
Program activities		
Awareness campaign	1,738,056	941,729
The Mentoring Partnership	159,440	143,856
hireimmigrants.ca	404,389	78,641
Immigrant Success Awards	26,841	133,497
Communications and events	258,220	127,490
	2,586,946	1,425,213
General and administrative	273,585	144,888
Capital expenditures	25,985	17,747
Total expenditures	4,130,342	2,288,126
Total income over expenditures	24,234	-

Celebrating 5 Years of Immigrant Employment Milestones



2003

2004

2005

2006

2007

2008

TRIEC launched in September 2003 by Maytree and Toronto City Summit Alliance

Career Bridge pilot launched in partnership with Career Edge Organization

Dominic D'Alessandro sends an open letter to the Prime Minister of Canada, later published as an op-ed in the Globe and Mail

The Mentoring Partnership launched in collaboration with partner community organizations

hireimmigrants.ca launched by local leaders Dominic D'Alessandro (Manulife), Roger Martin (Rotman) and Gordon Nixon (RBC)

hireimmigrants.ca e-tips and tele-seminar series follow

World of Experience Week is held, a week long public awareness campaign featuring the first New Workers, New Skills special section released in partnership with the Toronto Star

The week also features the launch of the 20 Journeys photo exhibit, the inaugural Immigrant Success and Mentoring Partnership awards, and the special event, Living the Dream

TRIEC leadership receives Toronto Community Foundation 25th Anniversary Vital Signs Award

Premier Dalton McGuinty addresses TRIEC

Maytree launches ALLIES to share the TRIEC model

TRIEC establishes a presence in the 905

The Mentoring Partnership is honoured by the Canadian Urban Institute with the 2007 Urban Leadership Award for City Initiatives and TRIEC leadership receives the Imagine Canada Business and Community Partnership Award

The Job Developers Network is established with CASIP

TRIEC is incorporated

The Power of Networking event is held, prompting TRIEC to begin investigating how to support immigrant professional networks

Work with employers expands with the BUILD York campaign, hireimmigrants.ca and Ryerson launch How-to HR Workshops, and the hireimmigrants.ca awareness campaign is launched

The Mentoring Partnership reaches 4,000 matches and 50+ corporate partners



TRIEC

Toronto Region Immigrant
Employment Council





TRIEC

Toronto Region Immigrant
Employment Council

170 Bloor Street West
Suite 901
Toronto, ON M5S 1T9

www.triec.ca

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