



RESOURCE MAP FOR PROFESSIONAL IMMIGRANT NETWORKS IN TORONTO

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1. GATEWAYS FOR EMPLOYMENT INFORMATION

Working in Canada

www.workingincanada.gc.ca

The Working in Canada website provides job seekers, workers and those who are new to the Canadian labour market with the information required to make informed decisions about where to live and work.

- **Use the Working in Canada Tool** to produce a report on job descriptions, wages, skill requirements, language training and job opportunities based on your occupation and a location.
- **Add a Working in Canada widget** to your site and provide your visitors with direct access to free up-to-date information about jobs, including the Working in Canada Tool, a library of occupational videos and useful facts about working in Canada. The widget is free and is updated automatically so it does not require technical updates or maintenance. For more about adding the widget to your website:

www.workingincanada.gc.ca/widget-eng.do

Foreign Credential Referral Office

www.credentials.gc.ca/index.asp

This link leads to a range of resources to help new immigrants, before they come to Canada and after they arrive, with information on:

- [Steps to credential recognition](#)
- [Language skills](#)
- [Jobs in Canada](#)
- [What to do before coming to Canada](#)

Settlement.org

www.settlement.org/findhelp/

Settlement.org is a portal funded by Citizenship and Immigration Canada to provide a one stop shop for all immigrant employment and settlement inquiries.

Working in Ontario

www.ontarioimmigration.ca/en/working/index.htm

Most immigrant employment resources can be accessed through this portal. It lists bridge and language training programs in Ontario.



Ontario Works

- **City of Toronto Employment and Social Services**
www.toronto.ca/socialservices/employmentservices.htm
 - City employment and social services connects qualified Ontario works clients with employers
- **Ontario Works in Peel Region**
www.peelregion.ca/ow/ourservices/employment-services.htm
 - Peel Region Ontario Works connects clients with employment opportunities
 - Contact an Employment Specialist by [email](#) or call 905-793-9200 ext. 8255.
- **York Region - Employment Placement with Incentives Program**
www.york.ca/Departments/Community+Services+and+Housing/Employment+and+Financial+Support/paid_employment.htm
 - The Employment Placement with Incentives program gives Ontario Works participants an opportunity to do on-the-job training while receiving wages for employment. It helps match qualified people with wage-paying jobs.

hireimmigrants.ca

www.hireimmigrants.ca/index.php

The primary purpose of this website is to provide employers with tools and resources needed to better recruit retain and promote skilled immigrants. But the website may be useful to immigrants by giving them tips on what is expected by Canadian employers. For example TRIEC's *Finding Talent* video, www.hireimmigrants.ca/tools/4/2, can help skilled immigrants with resume preparation and interviewing tips.

News, publications and reports

- **The Canadian Immigrant**
www.canadianimmigrant.ca/
- **The Canadian HR Reporter**
www.hrreporter.com/
- **Statistics Canada - The Daily**
www.statcan.gc.ca/dai-quo/index-eng.htm
- **The City of Toronto's Toronto Employment & Labour Market Information (TELM) Portal**
www.toronto.ca/telmi/lmi_tools.html



2. PROGRAMS AND SERVICES FOR IMMIGRANTS

Employment Resources

Job search support includes: resume preparation, researching labour market information, networking, accessing the hidden job market, and preparing for interviews. The following are links to job search support services providers.

CASIP agencies

www.casip.ca

CASIP is a consortium of agencies and colleges that collaborate to provide employment services to skilled immigrants in the GTA. [CASIP member agencies](#) provide skilled immigrants with:

- Free job placement services
- Access to jobs across the GTA
- Skills and support to help immigrants find a job
- Workshops on integrating into the Canadian workplace

Search link for all Employment Services – Settlement.org

www.settlement.org/findhelp

Subject and area based search for services. To find employment services agencies, type 'employment services for newcomers' in the "what are you looking for" box. To see program details, contacts, website, click on the agency and click on "More Info."

Search link for Employment Ontario funded agencies

www.tcu.gov.on.ca/eng/search.asp

In step 1, select Employment Ontario sites. Step 2a, select a city; Step 2b, type a postal code; and in step 3, select Immigrants/Newcomers. To see program details, contacts and website, click on the agency and click on "More Info."

Search link for CIC funded Employment Services

www.servicesfornewcomers.cic.gc.ca/index.php

Immigration status based search – To find services for newcomers: 1) In the "I need" box, select Community Services for Newcomers; 2) In the "I am" box, select permanent resident; 3) In the "I live in" box, select Ontario; and 4) Select your city.



Credential Assessment

Assessment and validation of academic credentials is usually required of skilled immigrants for licensure, further education, and often for employment. In Ontario, World Education Services (WES) signed an agreement with the Government of Ontario to be its mandated credential evaluation service, and to provide services to immigrants, employers, academic institutions and occupational regulatory bodies. In addition, many post secondary institutions and most of the large occupational regulatory bodies offer credential assessment services. The following are links to some credential assessment agencies found in Toronto:

- **World Education Services**
www.wes.org
- **Comparative Education Service, School of Continuing Education, University of Toronto**
learn.utoronto.ca/ces.htm
- **International Credential Assessment Service of Canada (ICAS)**
www.icascanada.ca/contact.aspx

Language Assessment and Training

Language Assessment

Some employment programs require language assessment for eligibility. A common measure used for assessment is the Canadian language benchmark (CLB).

Language Assessment is available at the following centres:

- **Ontario Language Assessment Centres**
www.language.ca/display_page.asp?page_id=285

Types of Language Training

There are three main streams of government funded language training programs for immigrants available in Ontario.

The following are the three types of language training:

- Language Instruction for Newcomers (LINC) - Basic training (up to CLB level 6 for reading and writing, CLB 7 in listening and speaking)
- Occupation-specific language training (OSLT) (CLB levels 7-10)
- Enhanced Language Training (ELT) - Labour market language training (CLB levels 7-10)



Language Instruction for Newcomers (LINC)

www.cic.gc.ca/english/resources/publications/welcome/wel-03e.asp

The Language Instruction for Newcomers to Canada (LINC) Program provides free basic French and English language courses to adult permanent residents. LINC programs are only available to permanent residents and those with confirmed refugee status. Once an immigrant or refugee becomes Canadian citizen, they are not eligible to participate in the LINC program.

Occupation Specific Language Training (OSLT)

www.co-oslt.org/wherehow.html

OSLT teaches the communications skills needed in a specific occupation. It focuses on practicing dialogue and communication tasks commonly performed on the job in a specific field, sector, and occupation.

Enhanced Language Training (ELT) Programs

www.settlement.org/findhelp

ELT combines occupation specific language training with labour market support, such as: information on Canadian culture and the labour market, job search, licensure preparation, internships and mentoring. To find ELT services near you, type Enhanced Language Training in the “what are you looking for” box. Add a city to get services in a specific city. Use a postal code in the location box to narrow down the search to the area covered by the postal code. To see program details, contacts, website, click on the agency and click on “More Info.”

Ontario Language Class Wizard

www.onlinetools.ontarioimmigration.ca/esl/wizard/index.aspx?culture=en

This tool assists immigrants to find the most appropriate language class for them.

Mentoring

The Mentoring Partnership

www.thementoringpartnership.com

The Mentoring Partnership brings together recent skilled immigrants and established professionals in occupation-specific mentoring relationships. Skilled immigrants entering the program have the education,



experience, and language skills they need to succeed in the labour market. They need the local insights and access to professional networks that only a one-to-one professional connection with a mentor can offer.

Bridge Training Programs

Bridge training programs are intended to identify and fill the gaps individuals have from their previous learning and work experience to meet Canadian standards in their professions. The Ontario Ministry of Citizenship and Immigration (MCI) funds the most extensive array of bridging programs for skilled immigrants in Ontario. Bridging programs are generally offered by not for profit organizations or educational institutions in collaboration with employers, regulatory bodies, and community organizations.

- **Link to all Bridge Training Programs in Ontario – Working in Ontario**
www.ontarioimmigration.ca/en/working/OI_BRIDGE.html
- **Link to Bridge Training Programs in Regulated Professions – Global Experience Ontario**
www.ontarioimmigration.ca/en/geo/OI_GEO_PROFESSIONS.html
- **Link to Bridge Training Programs in the Regulated Health Professions - Health Force Ontario**
www.ontarioimmigration.ca/en/geo/OI_GEO_HFO.html
- **Link to Bridge Training Programs – Non - Regulated Professions**
www.ontarioimmigration.ca/en/working/OI_BRIDGE_NONREGS.html#_biotech
- **Link to Bridge Training Programs in Regulated Trades – Global Experience Ontario**
www.ontarioimmigration.ca/en/working/OI_HOW_WORK_TRADES.html

Resources on Job Postings

Working in Canada Tool

www.workingincanada.gc.ca

This tool helps search for jobs in your profession and in your location.

Service Canada Job Bank

www.servicecanada.gc.ca/eng/lifeevents/job.shtml

The Job Bank is a searchable job bank. You can filter out jobs in your profession by searching by job title.



Skills International

www.skillsinternational.ca/index-en.php

SkillsInternational.ca is a web-enabled, searchable database of candidate profiles and is dedicated to profiling the skills of immigrant job seekers in Ontario. This tool unites pre-screened, internationally trained individuals with employers who need their skills.

Education

Sometimes it may be necessary for a skilled immigrant to go back to school for a career change or to upgrade skills. Anecdotal evidence shows that employment chances double after obtaining Canadian education. [Link to information on how to apply for post secondary education:](#)

www.settlement.org/sys/faqs_detail.asp?k=POSTSEC_APPLY&faq_id=4001152

The following are links to educational financial resources:

- **OSAP**
<https://osap.gov.on.ca/OSAPPortal/en/PostsecondaryEducation/OSAP/WhatisOSAP/WhatAidProgramsAreAvailable/index.htm>
- **Part time Canada student loan**
<https://osap.gov.on.ca/OSAPPortal/en/A-ZListofAid/PRD003541.html>
- **Immigrant employment loan**
<http://maytree.com/grants/immigrant-employment-loan-program>

Professional Immigrant Networks

Professional immigrant networks are organized, volunteer-run groups created by and for internationally educated and experienced professionals who seek to:

- create a forum to contribute to and enrich their respective communities;
- cultivate social capital;
- find meaningful employment, primarily in their areas of professional practice;
- sharpen their skills-set, and;
- keep abreast with current trends and changes in their respective sectors

For the online directory of professional immigrant networks, go to

www.settlement.org/immigrantnetworks



Work Experience

A skilled immigrant may have all the academic credentials, language skills and technical skills required to practice her/his occupation, but s/he may be lacking sufficient knowledge of the Canadian workplace; for example, employment standards and occupational health and safety legislation, workplace cultural expectations and practices, organizational structures, or effective communication styles. This experience can be acquired through co-op placements, internships, job shadowing, and on-the-job training.

Placements

Internships

- **Link to Government of Ontario Internships for IEPs**
www.gojobs.gov.on.ca/ITI.asp
- **Link to the Career Bridge Internship Program**
www.careerbridge.ca
- **Co-op Students at Sheridan**
www.sheridancollege.ca/Services/Careers%20and%20Employment/Cooperative%20Education.aspx

Apprenticeships

- **Pathways to Apprenticeship in Ontario**
www.tcu.gov.on.ca/eng/employmentontario/training
- **NeCTAR - Newcomers Connecting to Trades Apprenticeship Resources**
www.costi.org/programs/program_details.php?program_id=110

Volunteering

- **A list of Volunteer Centres in Ontario**
www.citizenship.gov.on.ca/english/citizenship/changetheworld/volunteer.shtml
- **Volunteer.ca**
www.getvolunteering.ca
- **Charity Village**
www.charityvillage.com/cvnet/volunteer.aspx
- **Volunteer Toronto**
www.volunteertoronto.ca