

Strength in Collaboration

2007 Annual Review



TRIEC

Toronto Region Immigrant
Employment Council



TRIEC Staff

Elizabeth McIsaac, Executive Director

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Loreli Buenaventura, Manager, The Mentoring Partnership

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Akash Mahajan, Manager, Corporate & Stakeholder Relations (York)

Lillian Manea, Manager, Communications

Kevin McLellan, Manager, hireimmigrants.ca

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Emily Mills, Communications Coordinator

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The Toronto Region Immigrant Employment Council (TRIEC) is working to remove the barriers immigrants face when entering the labour market, while at the same time helping organizations benefit from the talents and skills immigrants bring with them to Canada.

Since 2003, TRIEC has facilitated collaboration among a diverse group of stakeholders including employers, post-secondary institutions, employment service providers, regulatory bodies and all three levels of government.

The goal is to assemble these key players to find and implement local, practical solutions that lead to meaningful employment for skilled immigrants. By bringing together government representatives through TRIEC's Intergovernmental Relations Committee, engaging employers through The Mentoring Partnership and hireimmigrants.ca, and working with organizations in the community, TRIEC is finding solutions, ensuring action, and connecting partners in new and unique ways.

To find out more visit www.triec.ca





A Message from the Council Chairs

As a major employer in the Toronto region, Manulife's success is inextricably linked to our ability to attract and retain the very best talent. From its inception, we supported TRIEC because it was very clear that the future of our city, and the great companies that operate in it, would rely on our collective ability to integrate skilled immigrants into the workforce.

Four years on, the challenges of workforce integration remain very real. Immigrant unemployment and underemployment are prevalent, and the salary gap between immigrants and native-born Canadians is not improving.

Manulife has taken a stand on this issue. We support initiatives like TRIEC and programs like Career Bridge, and The Mentoring Partnership. We train our employees to recognize international talent, and we see how diversity in our own workforce powers innovation. We challenge other organizations, big and small, private and public, corporate and non-profit, to do the same.

We look forward to continuing our work with TRIEC, and continuing to challenge our local business community to make Toronto a better place for skilled immigrants.



D'Alessandro

TRIEC Chair
Dominic D'Alessandro
President and CEO
Manulife Financial



Diane Bean

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



A Message from the Board Chair

It has been a privilege to chair the first and founding board of the Toronto Region Immigrant Employment Council. The board's membership reflects the principles on which TRIEC was created – it includes leaders from business, community, immigrant agencies and education, working together so that skilled immigrants in the GTA are able to find meaningful employment.

The TRIEC board has the advantage of working with an even broader-based council. The TRIEC council provides feedback on the directions TRIEC is taking and leverages its influence and connections to move TRIEC's agenda forward. The TRIEC board, on the other hand, is responsible for ensuring good governance, accountability and setting strategic directions.

In 2007 much of the board's work focused on the essential details of setting up an organization. We completed by-laws, identified the structures that must be put in place and defined the objects for incorporation. This is still a work in progress. In the coming year, TRIEC will file for charitable status and undertake a strategic planning exercise.

The future of TRIEC will no doubt be impacted by the shifting sands on immigration policy and the changing economy. A great deal of attention has shifted to temporary foreign workers and to the mechanics and administration of the immigration system. While solutions must be found by our national leaders to our immigration policy challenges, TRIEC's unique focus which concentrates on local solutions through local leadership should provide another useful lens on this debate.

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 and very important year of tentative independence. I would like to thank Maytree for its unwavering support of the TRIEC idea.

And 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 Founding Board of Directors
Executive Director, Maytree



A Message from the Executive Director

2007 was a year of growth and expansion for TRIEC. We added new programs, expanded others, and heightened public awareness about the issue of integrating skilled immigrants into our workforce. Most importantly, we strengthened the TRIEC presence and our partnerships throughout the GTA, in the regions where immigrants are choosing more and more to live and work.

TRIEC's overall focus in 2007 was on delivering solutions for employers. The hireimmigrants.ca program developed a multi-pronged media campaign, worked with job developers at the CASIP agencies to enhance their scope and coordination, and developed hands-on workshops for employers in partnership with Ryerson University. All this in addition to maintaining the web site and tele-seminar series that employers have embraced as useful HR and capacity building tools.

And we were delighted to see the ongoing success of The Mentoring Partnership, having now matched nearly 3,000 mentoring pairs. The Mentoring Partnership continues to deliver opportunities for employers to grow their own leadership and commitment to this issue, and to have a direct impact on immigrant success.

Our focus for the year ahead is to continue on this path. We will expand and deepen the relationships we have with employers and other organizations, we will identify and develop innovative and effective policy and program ideas, and we will continue to recognize leading-edge employers through our Immigrant Success Awards.

All of this is made possible because of the collaborative efforts of many. I would like to extend a very warm thank you to all our leaders, funders and partners who enable TRIEC to do this work. I would also like to express my deepest appreciation to the TRIEC staff who have contributed their unlimited energy, creative spirit and professionalism to achieving the goals and objectives of the council.



Elizabeth McIsaac
Executive Director, TRIEC

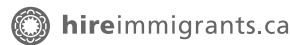


Traffic from unique visitors to the hireimmigrants.ca web site increased significantly from 48,415 in 2006 to 101,429 in 2007, a jump of 110 per cent.



TRIEC Programs

hireimmigrants.ca



The hireimmigrants.ca program provides employers with the tools and resources to accelerate the integration of skilled immigrants into their organizations. In 2007 focus was placed on reaching small- and medium-sized enterprises (SMEs).

As the focal point for the program's work, the hireimmigrants.ca web site continued to expand, developing and supporting a learning community of employers and human resource (HR) professionals. Traffic from unique visitors to the web site increased significantly from 48,415 in 2006 to 101,429 in 2007, a jump of 110 per cent. A correspondingly higher number of total viewings and/or downloads of web content was also recorded, moving from 5,526 in 2006 to 14,299 in 2007, an increase of 159 per cent.

How-to Workshops for HR Professionals

In 2007 hireimmigrants.ca partnered with the G. Raymond Chang School of Continuing Education at Ryerson University to develop a series of how-to HR workshops for SMEs. The workshops will be delivered throughout 2008.

Employer Toolbox

hireimmigrants.ca has partnered with the Consortium of Agencies Serving Internationally-trained Persons (CASIP) to coordinate outreach to employers in an innovative new program. A network of job developers from CASIP agencies collaboratively markets services to employers and shares job leads. Collectively, this group of 23 job developers reached over 2,300 employers in 2007.

Tele-seminar Series

2007 saw the introduction of a number of hot-button issues to the hireimmigrants.ca tele-seminar series, including:

- > religious accommodation in the workplace
- > language barriers and solutions
- > the promising practices of IS Award winners
- > developing customized language programs

hireimmigrants.ca Advisory Committee

Chair – Norma Tombari, RBC Financial Group
Sheldon Leiba, Brampton Board of Trade
Cathryn Lohrisch, Cathryn Lohrisch & Co.
Kamran Niazi, Robert Half International, Canada
Susan Medeiros, Sun Life Financial

Michelle Papanikolov, Applanix
Daniela Perciasepe, Enbridge Gas Distribution
Phil Schalm, Ryerson University
Irene Sihovonen, ACCES
Susan Silverman, The Resourceful Group

*Funding for hireimmigrants.ca is provided by the Government of Ontario and Maytree.
Funding for hireimmigrants.ca tele-seminars is provided by the Government of Canada.*
www.hireimmigrants.ca



Nearly 80 per cent of mentees who completed The Mentoring Partnership are now employed; 85 per cent of these are working in their field of choice.

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. The program is delivered by community organizations in the City of Toronto and the regions of Halton, Peel and York.

In 2007 TMP completed over 1150 matches, bringing the total number to more than 2,600. By adding three new community partners, and 11 new corporate partners, the program is now able to serve more immigrants than ever before.

Based on an evaluation survey completed at the end of 2007, for mentees who completed the program:

- > Nearly 80 per cent are now employed; 85 per cent of these working in their field of choice
- > Annual income is 67 per cent higher than before entering the program
- > Unemployment decreased by 78 per cent
- > Impacts include increased confidence, understanding of their field and finding employment

This success has not gone unnoticed. This year TMP was honoured to be awarded the Canadian Urban Institute's 2007 Urban Leadership Award for City Initiatives.

Corporate Partners that joined TMP in 2007

Air Canada Jazz	Pepsi-QTG
Hewitt Associates Canada	Scotiabank
Housing Services	Seneca College of Applied Arts and Technology
Humber Institute of Technology and Advanced Learning	Sheridan College Institute of Technology and Advanced Learning
Mackenzie Financial Corporation	Toronto Community Housing Corporation
Microsoft Canada	

The Mentoring Partnership Advisory Committee

Chair – Mario Calla, COSTI Immigrant Services	JVS Toronto
ACCES Employment Services	KPMG
Canadian Information Processing Society	Manulife Financial
City of Toronto	Region of Peel
Deloitte	Seneca College
Dixie Bloor Neighbourhood Centre	Sheridan Institute
Employment Ontario	Skills for Change
Humber College	TD Bank Financial Group
JobStart	United Way of Peel Region

Funding for The Mentoring Partnership in 2007 provided by Employment Ontario, TD Bank Financial Group, The Ontario Trillium Foundation, Manulife Financial, Maytree, the Region of Peel and United Way of Peel Region. www.TheMentoringPartnership.com



IS Award winners have a proven track record of achievement in recruiting, retaining and promoting skilled immigrants in the workplace.

Immigrant Success Awards



The Immigrant Success (IS) Awards are given to employers in the Toronto Region with a proven track record of achievement in recruiting, retaining and promoting skilled immigrants in the workplace. Individual awards are also presented to an HR professional and individual champion who has gone above and beyond to assist skilled immigrants in the workforce.

The IS Awards have two objectives: to recognize and celebrate employers and individuals that demonstrate excellence; and, to build employer awareness of the issues and the solutions that they can participate in.

By showcasing the success of the IS Award winners TRIEC hopes to inspire more local employers to consider the benefits of bringing immigrants on board.



Small Employer Award

Steam Whistle Brewing



Mid-size Employer Award

Xerox Research Centre of Canada



Large Employer Award

Toronto and Region Conservation Authority



Influencer Award

George Brown College



Canadian HR Reporter Individual Achievement Award

Sischa Maharaj



Toronto Star "People's Choice" Award for Outstanding Achievement in Immigrant Success

Alan Rego

Immigrant Success Awards Selection Committee

Brian Daly, The Toronto Star

Raja Ramanathan, Bayer

Barb Conway, Thomson Carswell

Norma Tombari, RBC Financial Group

Salman Kureishy, Ryerson University

Anil Verma, University of Toronto

Kathy Lockwood, Manulife Financial

The 2007 IS Awards were funded by the Government of Canada's Foreign Credential Recognition Program and sponsored by RBC Financial Group with media partners The Toronto Star and Canadian HR Reporter. www.ISawards.ca



TRIEC, its programs, and the solutions they provide have been profiled by local, national and international media.

Education and Awareness

Getting the message out

An important part of TRIEC's work focuses on educating the public and other groups about the barriers immigrants face when finding work in their fields, and the solutions everyone can take part in.

In addition to various interviews with local, national and international media, in 2007 TRIEC was pleased to continue its partnership with the Toronto Star by helping to release the second annual *New Home New Job* special section. The section featured many of our corporate and community partners, profiled employers that include skilled immigrants in their workforces and captured the experiences of new immigrants searching for work in their profession.

20 Journeys: A visual essay of the immigrant experience



20 Journeys is a traveling exhibit of powerful photographs of immigrants and their stories of finding success in Canada. It details the experiences of skilled immigrants, their journeys to achieving success, and the programs and employers that have shared in their milestones. The exhibit profiles immigrants from India, China, the Philippines, Singapore, Bangladesh, Lebanon, Israel, Ghana, Nigeria, Dominica, Mexico, Argentina, the Ukraine, and the United Kingdom.

In 2007, as part of TRIEC's ongoing public awareness work, 20 Journeys was exhibited at the Toronto Board of Trade, the Canadian Broadcasting Corporation as part of Citizenship Week, and the Workers Arts & Heritage Centre in Hamilton. 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.

Best Employers for New Canadians

Launched in 2007, the Best Employers for New Canadians competition is a new national award presented by Mediacorp Canada, editors of Canada's Top 100 Employers, in partnership with TRIEC. This special designation recognizes employers with the best initiatives and programs to assist recent immigrants in making the transition to a new workplace – and a new life in Canada.

TRIEC partnered with Mediacorp on this award in order to bring a national spotlight to the organizations with promising practices in the field. The inaugural awards received significant media coverage in publications across Canada, including: The Toronto Star, The Vancouver Sun, The Ottawa Citizen, The Edmonton Journal, The Calgary Herald, Canadian HR Reporter and Canadian Immigrant Magazine.

The 2008 Best Employers for New Canadians competition was funded by the Government of Canada's Foreign Credential Recognition Program. www.canadastop100.com/immigrants



In 2007 Premier Dalton McGuinty addressed TRIEC about the important contributions skilled immigrants make to the economy, workforce and society.

Intergovernmental Relations Committee

TRIEC's Intergovernmental Relations (IGR) committee brings together representatives from the three levels of government to share information, discuss new strategic interventions, and enhance coordination on the issue of immigrant employment in the Toronto Region.

In 2007 IGR focused its work on three main areas:

Inventory of workplace-related programs

Mapping Toronto Region employment-related services and programs with a work experience component in order to analyze possible gaps to be addressed.

Qualifications "Passport" for skilled immigrants

Investigating the feasibility, potential effectiveness, and recognition by employers of a standard documentation process including academic, language and competency assessments.

Alternative work experience programs

Exploring a range of interventions that facilitate work experience opportunities (e.g. co-op, wage subsidies, tax credits) to assess their applicability for skilled immigrants.

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 Community and Social Services
- > Ministry of Economic Development and Trade
- > Ministry of Training, Colleges and Universities

Municipal Government

- > City of Toronto
- > Halton Region
- > Region of Durham
- > Region of Peel
- > Region of York



TRIEC's 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, such as credential assessment provider World Education Services (WES), and the online, searchable, database of new immigrant candidates, www.SkillsInternational.ca

In 2007 TRIEC expanded its work in the Halton, Peel and York regions, establishing offices in Mississauga and Markham, and dedicating staff to these locations. In Peel Region TRIEC has established strong relationships with the Peel Newcomer Strategy Group, United Way of Peel Region and the Brampton Board of Trade. In York Region TRIEC is co-located with the United Way of York Region, and is working with the boards of trade, Seneca College and the Town of Markham, and is also establishing a York Region employer advisory group. TRIEC is looking to enhance its relationships in the regions, and provide solutions to employers in these areas where more and more immigrants are settling.

ALLIES

TRIEC's successes have resulted in cities across Canada taking action in their own communities around immigrant employment solutions. In June 2007 a conference with over 130 representatives from 18 city regions was held to share the lessons and experiences that have come out of TRIEC. As a result of this successful conference the Maytree and McConnell foundations have launched ALLIES – Assisting Local Leaders with Immigrant Employment Strategies.

ALLIES provides funding and supports cities in their efforts to learn from, adapt and implement successful approaches used by TRIEC and others. ALLIES is creating a learning hub around immigrant employment solutions to assist communities in developing a strong collaborative model that is relevant to their local context. The learning includes web-based "how-to guides" on effective programs such as mentoring, internships, employer training and public awareness. Coaches will guide and mentor communities in the development of these programs, and to complement these activities, ALLIES will host a yearly learning conference to bring together communities and other key stakeholders. www.maytree.com



THE J.W. McCONNELL
FAMILY FOUNDATION

LA FONDATION DE LA
FAMILLE J.W. McCONNELL

CASIP



The eight member agencies that form the Consortium of Agencies Serving Internationally-trained Persons (CASIP) have worked since 1999 to coordinate employment and training services for internationally trained persons in the Greater Toronto Area.

TRIEC works closely with CASIP in the delivery of The Mentoring Partnership and the Job Developer Network, a component of the Employer Toolbox project under hireimmigrants.ca. This partnership has 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.

Through this partnership, TRIEC and CASIP have matched over 2,600 mentors and mentees through The Mentoring Partnership and contacted over 2,300 employers, strengthening relationships and leading to employment for immigrant clients. www.casip.ca

CAMP



CAMP is a networking organization of internationally-trained professionals in the communications, advertising, and marketing sectors, located in the Toronto Region.

Established in 2005 by a group of 12 immigrant professionals, the organization now has over 200 members.

TRIEC provides logistical, strategic planning and communications support to CAMP, as well as connecting CAMP with employers and industry associations. Monthly meetings are held with industry speakers, allowing CAMP members to meet and hear from established professionals in Canada.

www.campnetworking.ca

Career Bridge



Career Bridge is an innovative paid internship program that responds to Canada's labour market demand for internationally qualified professionals, operated by Career Edge Organization. Since 2003, Career Bridge has provided over 780 paid internships to internationally qualified professionals. Approximately 75 to 80 per cent of Career Bridge interns find full-time employment in their fields.

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

Leadership, Volunteers and Funders

The Board of Directors and TRIEC acknowledge with thanks the outstanding contributions, support and inspiration received from our funders, sponsors, partners, volunteers and staff, listed here and throughout these pages.

Founding Board of Directors

Chair

Ratna Omidvar, Executive Director, Maytree

Members

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

Mario Calla, Executive Director, COSTI Immigrant Services

Murray Coolican, Negotiator

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

Zabeen Hirji, Chief Human Resources Officer, RBC Financial Group

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

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

Sanish Samuel, Treasurer, Avana Capital Corporation

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

Phil Schalm, Program Director, Gateway for International Professionals, The G. Raymond Chang School of Continuing Education, Ryerson University

Shelley White, President, United Way of Peel Region

Council

Chair and Co-chair

Dominic D'Alessandro, President and CEO, Manulife Financial

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

Members

Community Organizations

Paula DeCoito, Social Planning Council of Peel

Debbie Douglas, Ontario Council of Agencies Serving Immigrants

Dr. Longhuan Kim, Chinese Professionals Association of Canada

Amanuel Melles, United Way of Greater Toronto

Carlos Sebastian, Policy Roundtable Mobilizing Professions and Trades

Dr. Joseph Wong, Yee Hong Community Wellness Foundation

Credential Assessment Service Providers

Timothy Owen, World Education Services

Expert Advisors

Jennifer Lynn, Lynn Communications

Jeffrey Reitz, University of Toronto

Ravi Seethapathy, Engineers Without Borders

Uzma Shakir, Atkinson Fellow

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

Allan Mark, Ernst & Young

Dr. Colin Saldanha, Saldanha Health Centre, representative of the Mississauga Board of Trade

Funders

Alan Broadbent, Maytree

Martin Connell, Toronto Community Foundation

Labour

John Cartwright, Toronto York Region
Labour Council

Janice Gairey, Ontario Federation of Labour

Winnie Ng, Canadian Labour Congress

Municipal Government

Mayor Susan Fennell, City of Brampton

Mayor David Miller, City of Toronto

Bill Fisch, Regional Chair and CEO, York Region

Emil Kolb, Regional Chair, Region of Peel

Shirley Hoy, Chief Administrative Officer,
City of Toronto

Occupational Regulatory Bodies and Professional Associations

Kim Allen, Professional Engineers Ontario

Anne Coghlan, College of Nurses of Ontario

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

Doug Wilson, Ontario College of Teachers

Post-Secondary Institutions

Angela Hildyard, University of Toronto

Sheldon Levy, Ryerson University

Rhonda Lenton, York University

Anne Sado, George Brown College

Funders and Sponsors

Citizenship and Immigration Canada

Deloitte

Employment Ontario

Human Resources and Social Development,
Foreign Credential Recognition Program

Manulife Financial

Maytree

Mike Lipkin

Ministry of Citizenship and Immigration

Ontario Trillium Foundation

RBC Financial Group

Region of Peel

Service Canada

Stikeman Elliot

TD Bank Financial Group

United Way of Greater Toronto

United Way of Peel Region

Service Partners

ACCES Employment Services

COSTI Immigrant Services

Dixie Bloor Neighbourhood Centre

Humber Institute of Technology
and Advanced Learning

JobStart

JVS Toronto

Malton Neighbourhood Services

MicroSkills

Seneca College of Applied Arts and Technology

Sheridan Institute of Technology and
Advanced Learning

Skills for Change



Financial Statements

Balance Sheet

Unaudited
Toronto Region Immigrant Employment Council
As at November 30, 2007

	2007	2006
ASSETS		
Cash	124,254	474,329
Term deposits	770,593	–
Interest receivable	12,666	–
GST receivable	46,560	12,521
Contributions receivable	52,176	17,261
Total assets	1,006,249	504,111
LIABILITIES		
Bank indebtedness	10,607	–
Accounts payable	119,583	–
Due to The Maytree Foundation	99,599	29,413
Due to related party	3,220	–
Deferred contributions	773,240	474,698
Total liabilities	1,006,249	504,111
Surplus	–	–
Total liabilities and surplus	1,006,249	504,111

Statement of Income and Expenditures

Unaudited
Toronto Region Immigrant Employment Council
As at November 30, 2007

	2007	2006
INCOME		
Unrestricted contributions		
The Maytree Foundation	152,484	166,405
Restricted contributions		
Citizenship and Immigration Canada - Ontario Region	821,369	246,234
Province of Ontario - Ministry of Citizenship and Immigration	762,685	280,281
TD Bank Financial Group	211,440	135,711
Human Resources and Social Development Canada - Foreign Credential Recognition	185,971	106,649
The Ontario Trillium Foundation	70,132	64,419
Manulife Financial	50,000	-
Citizenship and Immigration Canada - Promotions	-	234,276
	2,101,597	1,067,570
Other income		
Interest income	23,945	-
Sponsorships	10,000	40,000
Donations	100	26,356
Other income	-	14,250
	34,045	80,606
Total income	2,288,126	1,314,581
EXPENDITURES		
Staffing		
Salaries and benefits	660,310	589,336
Programs, communications and consulting		
Public awareness	986,603	313,795
The Mentoring Partnership	143,801	50,655
hireimmigrants.ca	133,629	134,668
Immigrant Success Awards	133,236	74,477
Secretariat communications	52,912	38,861
Secretariat convening	28,487	15,594
	1,478,668	628,050
General and administrative		
Rent, common area maintenance and taxes	55,043	45,207
Audit, accounting, and administrative services	38,445	26,262
Telephone and conference calls	14,973	2,052
Office supplies, postage and other miscellaneous	13,930	10,582
Travel and conferences	7,475	8,527
Meeting costs	1,535	1,902
	131,401	94,532
Capital expenditures	17,747	2,663
Total expenditures	2,288,126	1,314,581
Total income over expenditures	-	-



TRIEC

Toronto Region Immigrant
Employment Council

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www.triec.ca

Paid for by:



Citizenship and
Immigration Canada

Citoyenneté et
Immigration Canada