



TRIEC

Toronto Region Immigrant
Employment Council

BACKGROUNDER

The Toronto Region Immigrant Employment Council (TRIEC)

The Toronto Region Immigrant Employment Council (TRIEC) brings leaders together who are committed to helping immigrants and employers succeed.

TRIEC believes that when immigrants prosper, we all do. We help employers make the most of the Greater Toronto Area's culturally diverse workforce. We help immigrants connect to employment that fully leverages their skills and talents.

TRIEC does this by partnering with organizations from across all sectors in the GTA, because we believe that a collaborative approach achieves the greatest impact.

How we work

TRIEC believes that by bringing all stakeholders together through a council – employers, regulatory bodies, professional associations, educators, labour, community groups, government and immigrants – we can develop local and practical solutions. The Council is comprised of over 80 members and is co-chaired by RBC's Dave McKay and Zabeen Hirji.

Since 2003, TRIEC has taken a variety of leading-edge approaches to improve skilled immigrant integration 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 support newcomers; and, we bring together partners to find new ideas and solutions.

Objectives

In the fall of 2013, TRIEC launched its new 2014-2017 Strategic plan, focused on three core objectives:

1. LEAD EMPLOYER CULTURE CHANGE

Employer engagement is a key pillar for immigrant integration and with a focus on shifting employer culture towards more inclusion, will continue to be central to TRIEC's work. TRIEC is undertaking new ways to engage partners in advancing employer culture change.

2. REACH AND EMPOWER MORE SKILLED IMMIGRANTS

TRIEC's solutions to improve the working life of skilled immigrants are powerful—yet they could be even more so if they could reach even more individuals. While supporting The Mentoring Partnership and the Professional Immigrant Networks initiative, TRIEC will continue to work through partnerships to expand their ability to reach and empower immigrant talent.

3. BE AN OUTSTANDING ORGANIZATION FOR TODAY AND TOMORROW

In order to deliver on their goals, TRIEC needs to be an effective and sustainable non-profit organization. Looking forward, TRIEC aims to build their sustainability by diversifying their revenue sources, strengthening their staff, IT infrastructure and governance processes, while also developing their brand and implementing measurement and evaluation strategies.

Programs

While TRIEC is engaged in a number of initiatives with a variety of different partners, there are several programs that are core to TRIEC's work. These are:

- **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
- **The Professional Immigrant Networks (PINs) Initiative** – works collaboratively with immigrant networks to increase their capacity, so they can achieve more success in connecting their skilled immigrant members to meaningful employment. www.networkforimmigrants.ca
- **The TRIEC Campus** - increasing companies' capacity to recruit, select and integrate skilled immigrants through workshop content, e-learning modules and training videos that come with downloadable discussion guides. www.trieccampus.ca
- **The Immigrant Success (IS) Awards** – recognize employer leadership and innovation in recruiting and retaining skilled immigrants. www.isawards.ca

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 (now known as the Greater Toronto CivicAction Alliance) was formed to address the challenges the Summit identified as critical to a shared future.

One of the challenges identified by the 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 Greater Toronto CivicAction Alliance and Maytree, formed TRIEC – the Toronto Region Immigrant Employment Council – the following year.

For further information about TRIEC, please contact:

Helen Davies, Acting Communications Manager
416.944.1946 x 271, hdavies@triec.ca