

From Talk to Action: Building a Welcoming Business Community

Jan Sheppard Kutcher



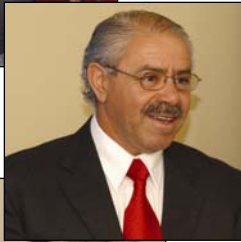
Metropolitan Immigrant Settlement Association (MISA)



December 6, 2005

Success through Diversity

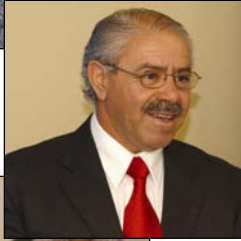
Metropolitan Immigrant Settlement Association (MISA)



- The leading provider of services to immigrants in Nova Scotia
- 25 years of experience
- 35 staff members, 20 languages
- The most diverse workplace in NS
- Client-centered
- Non- profit organization



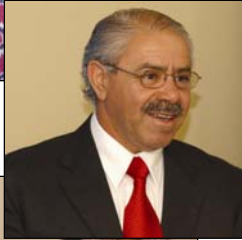
MISA



- Settlement
- Language assessment
- Interpretation/Translation
- Active volunteers
- Business Development
- Employment Services



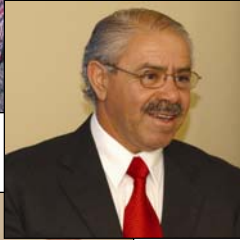
Employment Services



- Our goal is ***workforce integration***
- Large data base of immigrant professionals
- Over 500 active client files
- Services are customized, intensive, strategic and active



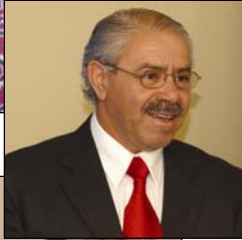
Skilled workers selected through demanding point system



- Education
- Work Experience
- Language skills
- “Adaptability”
- Self-supporting



Occupational Clusters



- Information Technology
- Engineering/Technical
- Financial/Administrative
- Marketing/Management
- Healthcare Professions
- Science and Research
- Skilled Trades



Did you know...



A survey of Halifax Chamber of Commerce members by Corporate Research Assoc. Inc. noted that ...

- 60% have considered hiring an immigrant
- 29% have hired an immigrant





*Most employers want to reduce
their risk
when hiring a new employee*

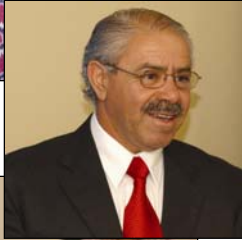




*Employment Services at
MISA wants to help
employers to reduce their
risk without missing an
opportunity*



Direct Referrals

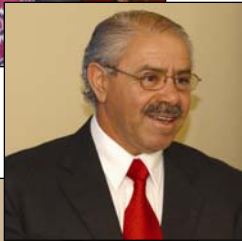


Employment Counsellors:

- Work with and assess individual clients
- “Broker” between company/organization and potential employee
- Employer initiated
- MISA initiated
- Newcomer initiated



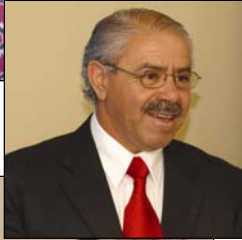
Direct Referrals



- “MISA referred” means job ready and legally entitled to work in Canada



Work Assessment

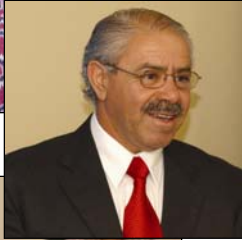


New Beginnings Program (NBP)

- Newcomers learn job search skills, interview skills and Canadian workplace culture
- Practice interview with a volunteer HR professional
- 6-week, full time professional work placement



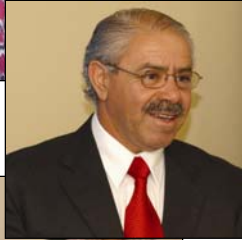
NBP Work Placement :



- No cost
- No obligation to hire
- MISA covers insurance
- Win/win situation
- ***Provides the opportunity for an employer to assess the skills, competencies and “fit” of a skilled professional newcomer in the workplace.***

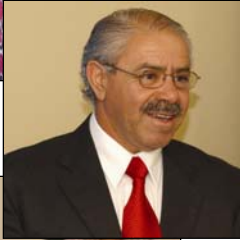


Work Placement Outcomes



- Over 150 Host Employers across Metro
- Over 50 Work Placements a year
- 100% of our partners want to repeat the experience of being a Host Employer
- Within 3 months of completing the work placement 80% of professionals are working in their field!





“The Work Placement Program is an excellent means to provide employers exposure to a rich source of diverse and capable talent with strong motivation to demonstrate their skills. The program is an excellent asset to Atlantic companies”.

- Host Employer, TARA





Success through Diversity



Success through Diversity

Credential Assessment



Canadian Information Centre for International Credentials

95 St. Clair Avenue West, Suite 1106
Toronto, Ontario M4V 1N6 Canada

Phone: (416) 962-9725

Fax: (416) 962-2800

www.cicic.ca

www.cicic.ca/evaluation/indexe.stm



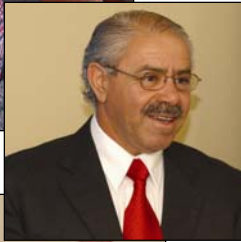
IQAR Initiatives



- *Qualifications include credentials, skills, competencies and work experience*
- *Multi-stakeholder Roundtables to ensure fair processes and develop effective solutions – eg. Engineering, Pharmacy*
- *Partners –professional associations, education/training institutions, employers, settlement sector, government, internationally educated professionals*



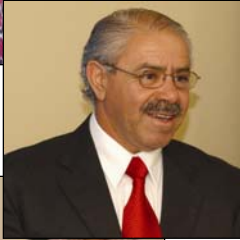
Capacity Canada



- Associations of internationally educated professionals – particularly in regulated occupations
- Peer support, study groups & educational activities, public education & advocacy
- Representation on multi-stakeholder groups
- Physicians, Engineers, Pharmacists (Teachers...)



English in the Workplace



- For employed and self-employed newcomers
- Worksite based
- 1:1 or small classes
- Work-specific language
- Customized learning plans
- Shared cost training time
- Halifax Immigrant Learning Centre



Contact MISA or HILC

Phone: (902) 423 -3607

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Halifax, NS

Website: www.misa.ns.ca

