



CALGARY REGION IMMIGRANT EMPLOYMENT COUNCIL- CALGARY CONNECTOR

RESOURCES TO INCREASE NEWCOMERS' CONFIDENCE & SKILLS

Rationale for the activities

- Our researchers call this confidence “Self-Efficacy” and we know that these 1-on-1 connections help this process.
- Confidence is that platform newcomer professionals reach when they can move forward and are ready to use what they have learned/gained in information, skills and connections.
- We know that newcomer professionals gain confidence through self-confirmation of who they are and what they are capable of.
- We know that mentors/connectors play a huge role in that self-confirmation process through that individual connection, feedback loop and openness of communication.
- These experiential learning opportunities enable these to happen organically. Over the years, we have tinkered with each of these ideas and our current versions reflect our most recent research.

SmartConnection Sessions

CRIEC teams up with employer partners (Shell, Imperial, Birchcliff Energy, TELUS) to run a 3-hour session at their headquarters. The aim is to provide newcomers with the opportunity to do mock-interviews with employer volunteers, to get feedback on their interview skills; and, to engage in networking.

These sessions start with an ice-breaker to get to know each other (People Bingo) followed by a brief self-introduction of participants. Next, newcomers and employer volunteers engage into speed-mock interviews and feedback. After 3 rounds of mock interviews, there is a large group debriefing on learning takeaways. Employer volunteers share their insights and key feedback. Newcomer professionals share their new learnings and feel at ease to get useful feedback.

As the energy in the room is positive and everyone has had the chance to meet, networking follows smoothly in the last hour of the 3-hour session. Newcomer professionals feel confident to start the conversation and ask for further referrals or arrange future coffee meetings with these connectors.

Volunteerism 101 Sessions

These sessions focus on debriefing how volunteering can help clients develop their professional network, enhance their soft skills, learn about workplace culture and add Canadian experience to their resume.

Representatives from different organizations that offer volunteer experience are invited for a panel as well as former clients who experienced the benefits of volunteering. Participants are encouraged to apply for volunteering positions through the [Volunteer Centre Calgary](#) and invited to share with us their success stories.

Employment Coaching

Clients who need to increase their skills and confidence do employment coaching sessions. The purpose of these sessions is to find out a client's specific need and work out ways to address it. Based on their needs, clients are asked to prepare a task before the session. In the session, the activity is debriefed, and tips, strategies and timelines discussed and agreed.

Some of the tools used in these meetings are:

- [Elevator Pitch Example: How to Create a Personal Elevator Pitch](#)
- [Personal SWOT Analysis](#)
- [How to Answer: Behavioural Interview Questions](#)

Transferable Skills Workshops

These workshops aim to help newcomer professionals figure out the weigh of technical and soft skills in Canada, identify their employability skills, articulate their professional value accordingly, address gaps and apply them in their job search (resume, LinkedIn profile, job interviews, networking and elevator pitch).

Some of the tools used in these workshops are:

- [Technical Skills & Soft Skills Video](#)
- [Employability Skills](#)