



national **CONNECTOR** program

Annual Report

For the Period:
June 1, 2016 to March 31, 2017

Presented to:
Immigration, Refugees and Citizenship Canada

Prepared by:

HALIFAX
PARTNERSHIP
CONNECT. COLLABORATE. PROSPER.

May 30, 2017

Connector Communities and Industry Associations in Canada

7 Communities launched before 2013

- 1 Halifax, Nova Scotia – Canada’s first Connector Community
- 2 North Bay, Ontario
- 3 Niagara, Ontario
- 4 Montreal, Quebec
- 5 Charlottetown, Prince Edward Island
- 6 Summerside, Prince Edward Island
- 7 Kingston, Ontario

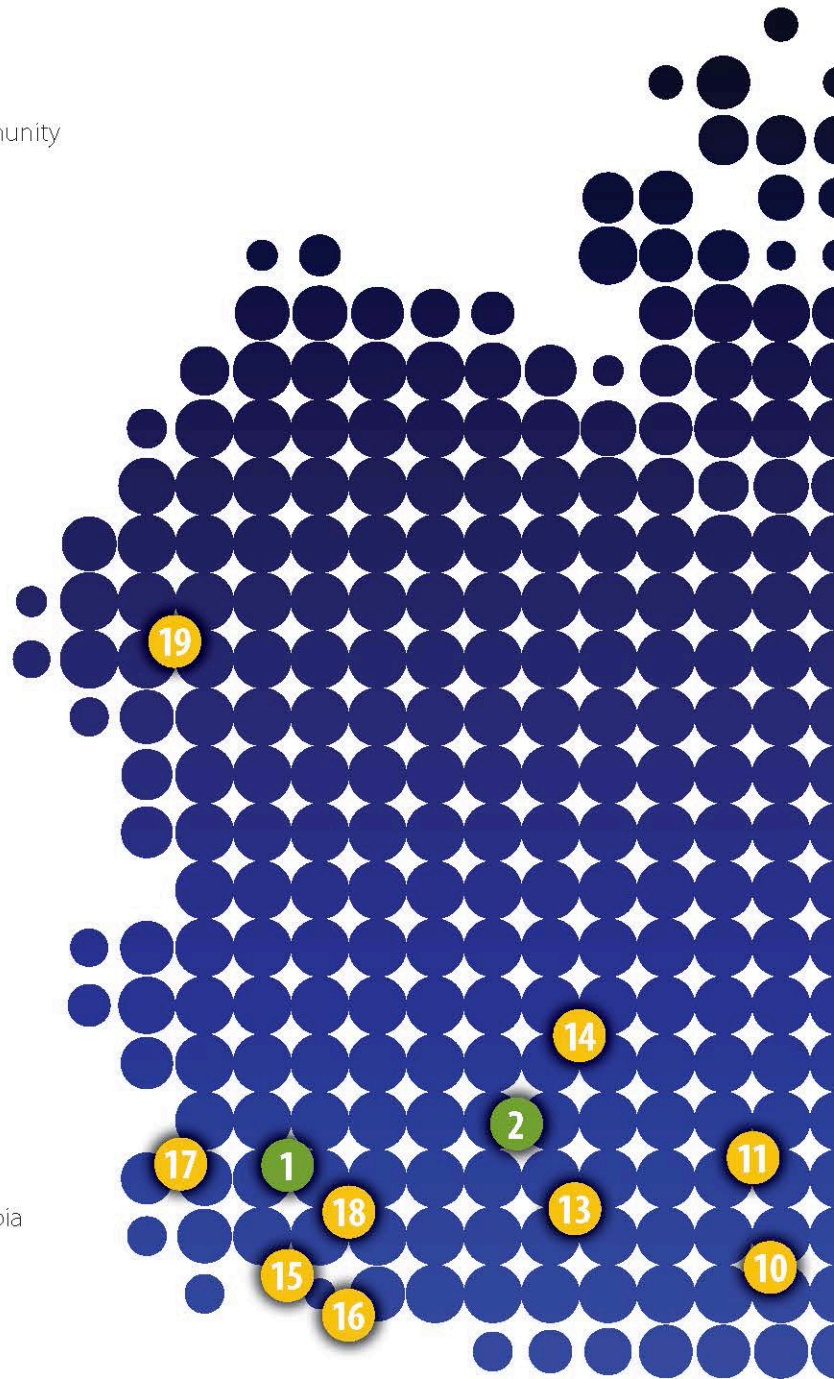
Note: Outcomes for these Programs are not included in the NCP results.

19 Communities supported by the National Connector Program

- 1 St. John’s, Newfoundland
- 2 Cape Breton, Nova Scotia
- 3 Western Region, Nova Scotia
- 4 Ottawa, Ontario
- 5 Toronto, Ontario
- 6 Scarborough, Ontario
- 7 Brampton, Ontario
- 8 North York, Ontario
- 9 Mississauga, Ontario
- 10 Regina, Saskatchewan
- 11 Saskatoon, Saskatchewan
- 12 Winnipeg, Manitoba
- 13 Calgary, Alberta
- 14 Edmonton, Alberta
- 15 Vancouver, British Columbia
- 16 Surrey, British Columbia
- 17 Campbell River, British Columbia
- 18 Regional District of Central Okanagan, British Columbia
- 19 Yukon, Yukon Territory

2 Industry Associations Supported by the National Connector Program

- 1 British Columbia – Applied Science Technologies and Technicians of BC (ASTTBC)
- 2 Alberta – CPA Alberta Joint Venture





NCP training session in Toronto, ON



Table of Contents

Executive Summary	2
National Connector Program Scorecard.....	3
2016-17 Activity Report	4
Challenges	6
Best Practices	6
Lessons Learned	7
Opportunities Going Forward 2017-20	8

Appendices:

- 2016-17 Report Card & Cumulative Results
- Highlights of Connector Communities' Activities Across Canada
- Testimonials
- About the Halifax Partnership

Executive Summary

The Halifax Partnership is pleased to present its 2016-17 Annual Report for the National Connector Program (NCP) to Immigration, Refugees and Citizenship Canada (IRCC).

In 2013, with funding support of Citizenship and Immigration Canada (now IRCC), the Halifax Partnership was awarded a three-year funding agreement to lead the National Connector Program to help train and launch 10 additional Canadian communities and three industry sectors develop Connector Programs. In 2016, IRCC extended the three-year contract for a one-year period, amending the program outcome targets accordingly.

Agreement specific outcomes for June 2013 to March 31, 2017 are as follows:

- Increase labour market participation in Canadian communities (jobs).
- Increase labour market and community integration through Connector meetings, networking associations and community-based activities.
- Increase newcomer confidence and knowledge through mentorship, skill development, relationships and interactive training portal.
- Increase strategic opportunities to secure employment through the successful and sustainable set up of 13 new Connector programs and three industry pilot streams.

The following measurable targets were established:

- Aid between 1000-1500 newcomers
- Increase the engagement of business leaders by matching them to immigrants to increase their business networks
- Increase labour market participation (jobs) in their respective communities

In 2016-17 the NCP recruited eight new Connector Communities:

- Regional District of Central Okanagan, BC (includes Kelowna, West Kelowna, Lake Country, Peachland, West Banks First Nation) (COEDC)
- Western Region, Nova Scotia (Western Regional Enterprise Network)
- Toronto, Ontario (ACCES Employment)
- Scarborough, Ontario (ACCES Employment)
- Brampton, Ontario (ACCES Employment)
- North York, Ontario (ACCES Employment)
- Mississauga, Ontario (ACCES Employment)
- Cape Breton, Nova Scotia (Cape Breton Partnership)

In the four years since its launch, the National Connector Program has exceeded its targets with the successful launch of 21 Canadian communities and two (2) industry associations. This brings us to a total of 28¹ communities, plus two industry associations, now working to connect immigrants to business networks in Canada.

In 2016-17 the 21 NCP Connector Communities achieved the following results:





- 545 newcomers matched with Connectors in their industries
- 392 business leaders became Connectors, for a total of 1180 Connectors.
- 254 participants finding jobs in their related fields, bringing the four-year total to 438 jobs.

We would like to acknowledge **Immigration, Refugees and Citizenship Canada (IRCC)** for funding this program and the **Halifax Partnership** for housing and leading the National Connector Program over the past four years. This support, along with the support of our referral partners, immigrant serving organizations, and business and immigrant employment councils, has shown tremendous commitment to help Canadian communities launch and support Connector Programs.

¹ 7 Communities were operating before the NCP was launched
NCP Communities ceased operations in 2015-16: Toronto and Kitchener Waterloo

National Connector Program Scorecard

The following table provides an overview of the National Connector Program Scorecard. It includes the 2016-17 results against targets.

TARGETS	Year 1: 2013-14	Year 2: 2014-15	Year 3 2015-16	Year 4 2016-17	CUMULATIVE RESULTS
<p>New Connector Communities & Industry Associations (Training provided through NCP)</p> <p>Target: 10 Communities 2 Industry Associations</p>	<ol style="list-style-type: none"> 1. Edmonton 2. Toronto 3. Vancouver 4. Calgary 5. CPA Alberta 	<ol style="list-style-type: none"> 1. Surrey 2. Campbell River 3. Ottawa, 4. Kitchener-Waterloo 5. <i>Applied Science Technologies and Technicians of British Columbia (ASTT – BC)</i> 	<ol style="list-style-type: none"> 1. St. John's 2. Yukon Territory 3. Winnipeg 4. Regina 5. Saskatoon 	<ol style="list-style-type: none"> 1. Regional District of Central Okanagan (includes Kelowna, West Kelowna, Lake Country, Peachland, West Banks First Nation) 2. Western Region, Nova Scotia 3. Toronto, 4. Scarborough 5. Brampton 6. North York 7. Mississauga 8. Cape Breton, Nova Scotia 	<p style="text-align: center;"></p> <p>Currently Operational: 21</p> <hr/> <ul style="list-style-type: none"> • 21 New Connector Communities • 2 Industry Association Connector Programs • In 2015-16, Toronto and Kitchener-Waterloo Connector Programs ceased to operate
<p>National Connector Communities will aid between 1000-1500 newcomers</p> <p>Count # of Newcomers</p>	106	225	504	545	<p style="text-align: center;"></p> <p>Target: 1000 to 1500 Achieved: 1380</p>
<p>National Connector Program Communities will contribute to Increasing labour market participation (jobs) in their respective communities</p> <p>Count # of Jobs</p>	10	13	161	254	<p style="text-align: center;"></p> <p>438 jobs</p>
<p>Increase the engagement of business leaders by matching them to immigrants to increase their business networks</p> <p>Count # of Connectors</p>	99	207	482	392	<p style="text-align: center;"></p> <p>1180 Connectors</p>

2016-17 ACTIVITY REPORT

The following provides an overview of the 2016-17 results against the statement of planned activities and intended results identified in the 2016-17 Amendment to the Contribution Agreement:

Activity 1: Recruit three new Connector Programs and provide continued support to existing National Connector Communities

Actions:

- **Presentations to Potential Connector Communities:**
 - April 20, 2016 - Regina Economic Development
 - June 8, 2016 - Nova Scotia Valley Regional Enterprise Network
 - July 7, 2016 - 3Plus - Moncton, Dieppe and Riverview
 - August 14, 2016 - City of Saint John, Saint John Multicultural and Saint John Waterfront Development Association
 - September 12, 2016 - Truro, Nova Scotia -- Colchester Economic Development Association and Truro business community
- **Promoting National Connector – Targeted at Major Conferences and Events:**
 - May 26, 2016 - Annual BREI (Business Retention and Expansion International) Conference
 - June 24, 2016 - Pierre Elliott Trudeau Foundation Roundtable on the issue of diversity and economic prosperity
 - September 25-27 - International Economic Development Council Conference
 - December 1 - Pathways to Prosperity Conference
 - March 15 - IEC Symposium with IRCC
 - March 17- presented "Power in Partnership" at the Metropolis Conference, Montreal
- **Other Opportunities to Promote NCP:**
 - Ongoing discussions with Atlantic Canada Opportunities Agency (ACOA) regarding opportunities for expansion of Connector Programs in Atlantic Canada
 - Submitted a proposal to the Google Impact Challenge to build an app to connect newcomers to both business and social connections within their community (not shortlisted)
 - Submitted a proposal to ACOA and the NS Office of Immigration to support the Atlantic Immigration Pilot
 - Leveraging the work completed for the Google Impact Challenge, submitted a proposal to NS Office of Immigration Government for a Connector Plus App

Outputs Achieved:

- Reviewed Expressions of Interest from 12 organizations
- Completed 12 telephone interviews with applicant to ensure the organization has the legitimate capacity to undertake a successful initiative
- 8 New Connector organizations signed Partnership and Sharing Agreements

Activity 2: Management of the Interactive Portal

Actions:

- Portal hosted through existing website – ConnectorProgram.ca
- April to March - NCP communities share resources on the portal. This includes continual enhancement of tool exchange, network strategies, speed interviewing strategies, presentations, best practices and lessons learned.
- Continual emphasis on sharing resources aimed at improving networking and knowledge of the labour market for newcomers to be shared on the portal.
- All submissions reviewed by the Executive Director, NCP and posted to the portal.
- July 2016 -- completed a review of the NCP portal. Recommended refresh and informed Connector communities to ensure content is populated on an ongoing basis.

Outputs Achieved:

- Positive feedback from Connector Communities is that the portal is an excellent resource.
- Discussion was not utilized and the consensus was to remove it from the portal in 2017-18.
- Portal valued by newly launched and established Connector Programs.

Activity 3: Recruit Council of Mentors from existing Connector Programs across Canada

Actions:

- Conseil économique et coopératif de la Saskatchewan (CÉCS) continues to reach out to CRIEC for advice and support
- Okanagan reached out to TRIEC to learn more about their use of Sales Force for tracking system
- Halifax Partnership's Connector Team provided ongoing support to Connector Programs across the country as requested.
- NCP monthly conference call provided opportunities for learning, sharing and support
- New NCP Program Managers reached out to Halifax Partnership Connector Program Coordinators to learn first-hand of their experiences
- 8 New Connector Communities in 2016-17 become Mentors
- Mentors consistently contribute to Learning Exchange through monthly conference call, web portal and training

Outputs Achieved:

- Program Managers and Coordinators from Canada's Connector Programs have committed to mentor as needed.
- 21 NCP Communities are Mentors
- 7 Connector Communities launched prior to NCP are Mentors
- 2 Connector Communities (TRIEC and Kitchener-Waterloo) remain as Mentors

Activity 4: Onsite train-the-trainer for new Connector Programs and new streams

Actions:

- In 2016-17 the Learning Exchange for newly established NCP communities was delivered monthly conference calls and the interactive portal. Invitations were extended to existing NCP communities or potential Connector Communities as required.
- New and existing NCP communities provide ongoing updates for training and promotional materials on the portal.
- Onsite Training Provided:
 - May 10-11: CÉCS, Regina
 - August 23-25: Whitehorse, Yukon Connector Program
 - January 5-6: Winnipeg Connector Program
 - February 2-3: Kelowna Connector Program
- Remote/Customized Training:
 - October 21: Check-in and support for Saint John Connector Program
 - November 18: Check-in and support for Ottawa Connector Program
 - October 18: Speed interview event training for Ottawa

Activity 5: Tracking system customized for Connector Programs

Actions:

As noted in the Challenges below, as new Connector Communities sign on, there are more requests for upgrades. Given budget constraints, NCP is encouraging new communities to work with the system as is

NCP has created a "wish list" for upgrades which is estimated to be over \$20,000 to increase efficiency, gather better data and assist with matching and reporting. As new communities come on and purchase the tracking software, the NCP puts approximately \$2,500 towards upgrades for all members.

Outputs Achieved:

The NCP has provided \$20,000 worth of upgrades to satisfy the original "wish list".

Challenges, Best Practices and Lessons Learned

Through regular monthly meetings, the NCP works with Connector Communities to identify and share challenges, best practices, and identify lessons learned to ensure continuous learning and program improvements. Below are highlights of what we have uncovered:

Challenges

- **Securing long-term, sustainable funding:** It is difficult for communities to acquire long-term funding from Federal and Provincial providers. Several programs have received pilot or short-term funding. In Year-two TRIEC and Waterloo Connector Programs ceased to operate due to lack of sustainable funding. However, the nature of the Connector Program model does require more consistent funding to see the full potential of program growth. Ideally, Connector Program funding would be multi-year and come from both the private and public sectors. This is a challenge Connector communities are seeking to address.
- **Upgrading the Tracking System** -- As new Connector programs sign on, there are more requests for upgrades. Given budget constraints, NCP is encouraging new Connector programs to work with the system as is. NCP has created a “wish list” for upgrades which estimate to be over \$20,000 to increase efficiency, gather better data and assist with matching and reporting. As new communities come on and purchase the tracking software, the NCP puts approximately \$2,500 towards upgrades for all members. The NCP has managed to provide the \$20,000 worth of upgrades to satisfy the original “wish list”.
- **When Provinces Face an Economic Set Back** – In 2015-2016 Alberta lost more jobs than in any year since 1982, when the province was in the throes of a deep recession. This had consequences for the Connector Program. Connectors were more hesitant to open their business networks to others and Connectors were finding themselves out of work.
- **The Need for an In-Person Learning Exchange** - NCP communities have requested more in-person learning exchange opportunities as the sharing of best practices, challenges and solutions helps organizations roll-out and grow their Connector programs.

Best Practices

- Implementing speed interviews as a key component of the Connector Program provides an opportunity to showcase the best, pre-qualified talent to busy professionals with specific labour market needs. When industry participates in such events, they are impressed with the quality of the pre-screened candidates and find it an efficient way to see potential candidates to fill their talent needs. Interviewees who were not chosen still have an opportunity to get connected.
- Developing strategic partnerships with business/industry associations (e.g. Chambers of Commerce), to identify opportunities for increased engagement. This may include co-hosting of events to provide opportunity for intentional networking for immigrants, identify potential Connectors within association’s membership, increase awareness on the benefits and need for hiring diverse professionals.
- Ensuring strong alignment with immigrant-serving community organizations ensures immigrant participants in the Connector Program are properly prepared and deemed employment ready. The Connectee intake process provides additional quality assurance before connections are made to business leaders. This leads to increased satisfaction for both the Connectee and the Connector experience.
- Recruiting professional Connectors from high-wage, high-growth occupations and sectors increases the probability that connections will lead to a job that is commensurate to job-ready immigrant’s education and experience. Working in a

career that they have invested time and money in will increase the likelihood of an immigrant choosing to stay in the community.

- Openness, collaboration, transparency and sharing of information with other communities and stakeholders ensures stronger alignment to regional, provincial and national immigration goals. Additionally, this avoids the duplication of effort.

Lessons Learned

- **Maintain Focus** -- The NCP has continued to maintain a focus on attaching skilled immigrants to the labour market. This allows NCP to maintain and build relationships with potential Connector community organizations whose interests are closely aligned with NCP's goals.
- **Host an Annual Learning Exchange** -- An Annual Learning Exchange provides numerous benefits to Connector Communities beyond just acquiring information. It provides an opportunity to create a common understanding on the importance of immigration to our country and our communities. Relationships are forged in shared experiences, sharing of ideas, and assessing the relevance of new approaches. It is a chance to look behind the scenes, to get acquainted with real people, understand their issues, challenges and how best to celebrate success.
- **Ensure Program Excellence with Continued Sharing** -- In addition to the training provided, and the Learning Exchange, Connector communities have identified the benefits of participating in a "Community of Practice" as an important element of the NCP. Follow up sessions through monthly conference calls provide additional opportunities to share ideas, challenges and opportunities. The NCP also populates a shared portal with resources like Connector Toolkits, promotional materials and success stories to help Connector communities share and/or access information and resources.
- **Ensure Local Leadership Buy-In** -- When working with potential communities, the NCP must understand the local context and get buy-in from local leadership. Connector community organizations must be involved and familiar with local labour market demands and supply gaps.
- **Meet Face-to-Face with Potential Community and Stakeholders** -- NCP will garner greater buy-in and support from targeted communities when there is an opportunity to meet face-to-face with community proponents and stakeholders of interest. The opportunity is for an open, collaborative dialogue that addresses questions, concerns, benefits and challenges that communities may face when launching a Connector Program. This provides stakeholders with a clear understanding of their potential commitment, role and responsibilities in the successful launch and implementation of a Connector Program in their community.
- **Build Strong Connector Engagement** -- When communities engage with community and business leaders who are interested in becoming Connectors, it is imperative that the Connector understand the value and impact of their role. It is important the Connector is committed to providing referrals for the immigrant to have the greatest potential of creating a robust business network.
- **Celebrate Success** -- Annual recognition events are important to celebrate "Super" Connectors -- those Connectors who enjoy meeting with several Connectees throughout the year and Connector organizations who have several employees that are engaged in the Connector Program. The recognition events also serve to inspire other businesses and organizations to consider joining the program and meeting and referring professional newcomers.

- **Share Results with Immigrant Referral Partners** -- Provide immigrant referral partners with quarterly reports letting them know who found jobs. By doing this we strengthen partnerships, see patterns of opportunity and challenges to inform our planning.
- **Ensure Alignment with Provincial Government Immigration Offices** -- When identifying potential Connector communities, there is greater success in raising awareness of the Program's benefits when there is alignment with the community's provincial government's office responsible for immigration. This office has a strong understanding of the community's ecosystem and can provide strong recommendations on community organizations who may have the capacity and skills to take on the program.
- **Identification of potential organizations to assume role and responsibilities when communities who are implementing a Connector Program face operational funding challenges** -- there is benefit for the NCP to work with impacted organizations to determine if there is any opportunity to find other sources of support for funding. If a funding commitment is not secured, NCP will work with the Connector community to identify other potential organizations that may have the capacity and mandate to take over the Program.

Opportunities Going Forward 2017-20

Over the last four years, the National Connector Program has seen great success, achieving its goals and surpassing its target of supporting the development and launch of 13 new Connector Programs in Canada. The NCP's success is a testament to the effectiveness of the program and the replicability of the Connector model. The NCP has proven to be a valuable and effective national immigrant integration and settlement program.

In April 2017, the Halifax Partnership signed a three-year funding agreement with IRCC to continue to deliver the National Connector Program. The agreement identified outcome-based targets. Specifically, the NCP will aim to:

- Recruit 10 new NCP communities (New Brunswick is a priority target as it is currently the only province in Canada without a Connector Program).
- Identify, recruit and profile 10 "Super" Business Connectors from new and existing NCP communities
- Train new and existing NCP Connector Communities
- Update the NCP tracking software
- Connect with Connector Communities and share best practices, knowledge and insights
- Increase awareness and foster engagement within NCP communities
- Celebrate and showcase success of Connector Communities
- Develop an online newcomer networking toolkit

These activities will increase awareness of the NCP locally and nationally and expand the Connector base in all industries and sectors to support newcomer integration and retention.



APPENDICES

NATIONAL CONNECTOR – 2016-17 REPORT CARD & CUMULATIVE RESULTS

National Connector Communities and Industry Associations	Partnership and Sharing Agreement between Community and the National Connector Program	Status	
1. Edmonton, Alberta	November 27, 2013	Operational	Connector Program
2. CPA Alberta	December 18, 2013	Operational	Connector Program
3. Toronto	January 15, 2014	In 2015-16 the Connector Program ceased due to lack of funding. Toronto community now served through ACCES	TRIEC Connector Program
4. Applied Science Technologies and Technicians of British Columbia (ASTT – BC)	January 22, 2014	Operational	IEC-BC Connector
5. Vancouver, British Columbia		Operational	IEC-BC Connector
6. Surrey, British Columbia		Operational	IEC-BC Connector
7. Campbell River, British Columbia		Operational	IEC-BC Connector
8. Calgary, Alberta	March 10, 2014	Operational	Calgary Connector
9. Ottawa, Ontario	June 30, 2014	Operational	Ottawa Connector
10. Kitchener-Waterloo	March 16, 2015	<i>In 2015-16 the Connector Program ceased due to lack of funding.</i>	Kitchener-Waterloo Connector
11. St. John's, Newfoundland and Labrador	July 6, 2015	Operational	The St. John's Connector
12. Yukon Territory	August 5, 2015	Operational	Yukon Connector
13. Winnipeg, Manitoba	August 12, 2015	Ramping up. Funding not secured.	Connector Program
14. Regina, Saskatchewan	March 31, 2016	Launched May 2017	Connector Program
15. Saskatoon, Saskatchewan			Connector Program
16. Regional District of Central Okanagan (includes Kelowna, West Kelowna, Lake Country, Peachland, West Banks First Nation)	January 17, 2017	Operational	Connector Program
17. Western Region, Nova Scotia (includes Digby, Yarmouth and Barrington)	February 13, 2017	Operational	Connector Program
18. Toronto, Ontario	March 13, 2017	Ramping up. Expected to Launch May 2017	ACCES Employer Toronto
19. Scarborough, Ontario			ACCES Employer Scarborough
20. Brampton, Ontario			ACCES Employer Brampton
21. North York, Ontario			ACCES Employer North York
22. Mississauga, Ontario			ACCES Employer Mississauga
23. Cape Breton, Nova Scotia	March 22, 2017	Ramping up. Expected to Launch May 2017	Connector Program

Program Name	Delivered by:	Key Performance Indicators					
		National Connector Communities will aid between 1000-1500 newcomers between July 2013 to March 31, 2017 Count # of Newcomers		National Connector Program Communities will contribute to Increasing labour market participation (jobs) in their respective communities Count # of Jobs		Increase the engagement of business leaders by matching them to immigrants to increase their business networks Count # of Connectors	
		2016-17 Annual	2013 to 2017 Cumulative	2016-17 Annual	2013 to 2017 Cumulative	2016-17 Annual	2013 to 2017 Cumulative
Program – Edmonton	Edmonton Region Immigrant Employment Council (ERIEC)	29	121	4	14	16	56
Program – CPA Alberta	Chartered Professional Accountants - Alberta	48	369	20	38	32	266
Connector Program - Pilot	Toronto Region Immigrant Employment Council (TRIEC)	0	50	0	19	0	74
Connector Program – ASTT-BC	Immigrant Employment Council of British Columbia (IEC-BC)	137	237	116	213	110	199
Connector Program – Vancouver							
Connector Program – Surrey							
Connector Program – Campbell River							
Connector Program	Calgary Economic Development	68	222	19	42	105	273
Connector Program	Ottawa Community Immigration Services Organization (OCISO)	202	257	85	99	98	187
Waterloo Connector Program - Pilot	Kitchener Waterloo Multicultural Centre	0	50	0	2	0	30
St. John's Connector Program	St. John's Board of Trade	32	45	10	11	22	86
Connector Program	Yukon Tourism Education Council	29	29	0	0	9	9
Program – Winnipeg	Success Skills Centre	-	-	-	-	-	-
Program – Regina	Conseil économique et coopératif de la Saskatchewan (CÉCS)	-	-	-	-	-	-
Program - Saskatoon		-	-	-	-	-	-
Program - Okanagan	Central Okanagan Economic Development Commission on behalf of the Regional District of Central Okanagan	-	-	-	-	-	-
Program – Western Region	Western Region Enterprise Network	-	-	-	-	-	-
Employment Connector Program -	ACCES Employment	-	-	-	-	-	-
Employment Connector Program -		-	-	-	-	-	-
Employment Connector Program -		-	-	-	-	-	-
Employment Connector Program –		-	-	-	-	-	-
Employment Connector Program –		-	-	-	-	-	-
Program – Cape Breton	Cape Breton Partnership	-	-	-	-	-	-
TOTAL PROGRAM OUTCOMES		545	1380	254	438	392	1180

Highlights across Canada

Edmonton

Organized speed career networking events for 23 internationally trained engineering professionals and 18 internationally trained finance professionals. Speed interviewing provided a unique one-to-one to opportunity for businesses to meet pre-screened and qualified interviewees.

Participated in a HR panel discussion and presented on professional intelligence and business etiquette to 158 event attendees.

Organized a webinar covering several professional development topics and worked with coaching 44 participants.

Hosted a Smart Connections event in collaboration with three Canadian entrepreneurship-development organizations for more than 100 internationally educated professionals.

Partnered with Action for Healthy Communities who referred three Syrian refugees to the Connector Program.

14 professional immigrants participated in a workshop and a speed networking event.

245 attendees participated in the 2017 Edmonton Global Talent Conference which focused on communicating with confidence.

Hosted a networking event at a local coffee roaster with 30 CPAs in attendance.

Ottawa

Engaged three similar immigrant-serving organizations, multicultural associations, municipalities and language providers including LINC and Bridging Programs as new active partners.

Established the Connector Program and presented to four similar entrepreneur-focused and occupational organizations and initiated discussions.

Frequently provided employment counselling, support and encouragement to immigrant Connectees to build confidence and ensure employment readiness.

Provided Connector orientation training and referred Connectees to relevant workshops.

Organized a successful speed interviewing event for Banking and Finance sectors.

Collaborated with Employment Ontario service providers.

St. John's

Engaged Memorial University students with a professional skills development presentation and workshop, and provided an opportunity to practice their new skills.

Presented the Connector Program to the Labour Market Committee and Memorial University.

Organized monthly interactive events to engage Connectees and Connectors.

Partnered with Local Immigration Partnership on an immigration express entry event.

Assisted with an international student welcome BoT Mixer with 150 participants at the Memorial University of Newfoundland Career Fair.

Promoted the program and encouraged recruitment in the weekly E-News.

Met one-on-one with all Connectors to determine where their networks were in the city and how to leverage their expertise for more successful matching of Connectees.

The meeting went very well, Steve is an amazing person and was able to provide me with some very helpful and insightful advice. During our conversation, we were able to come up with three individuals who might be interested in connecting with me. He has already talked to two of his co-workers about meeting up with me and a third from the Project Management Institute (PMI). Thank you for your work and I am very glad a program like Calgary Connector exists to help individuals like me. –Calgary Connectee.

CPA Alberta Joint Venture

Engaged similar immigrant-serving agencies with presentations on resume writing, online personal branding and interview skills to ensure that Connectees meet a high standard of professionalism and employment readiness.

Presented a workshop to 40 attendees on active listening, overcoming fear and how to be bold.

Held an Improv for Life Workshop in Calgary to develop networking and conversational skills that can be applied to both personal and professional contexts.

Attended Chapter events with program participants to help them become more comfortable when approaching people. Authentic conversation skills make a difference when connecting.

Partnered with CRIEC to host the second Hockey Night in Calgary Networking Event. Sixty (60) guests participated and new contacts were gained within both organizations to strengthen existing relationships and forge new connections.

Vancouver and Surrey

Engaged with the City of Vancouver, the City of Surrey, the IEC-BC PINs group, and eight key service provider organizations to fully support its Connectors and Connectees.

Provided Connectees with resources and coaching for various components in professional development.

Provided Connectors and Connectees with additional information and resources to aid with specific areas of improvement and enhance the readiness on both sides for more productive and fruitful meetings.

Conducted orientation session webinars on a bi-weekly basis, providing greater support to the Connectees.

Calgary

Organized weekly meetings to keep team members up-to-date, organized and motivated.

Engaged recent, and soon-to-be graduates, at various events: Career Fair, Grad Send-off Event and Alberta Works' Connections Event.

Partnered with Bow Valley College, CED, CRIEC & CPA, and participated in the Connecting Through Professional Narratives Networking Event.

CED organized a Connectors' Appreciation Luncheon which was very well received.

15 Connectors and 15 Connectees participated in a hockey networking event in partnership with CPA (see above).

Held a roundtable meeting with 14 career advisors from post-secondary institutes, discussing the benefits of the Connector Program and how we can work together on making excellent and strategic referrals.

NCP training session in Kelowna, BC



TESTIMONIALS

- *I would encourage individuals to embrace the process and follow through even if you have found work. The networking and ability to turn to someone who can offer support and guidance is of immense value. IEC-BC Connectee*
- *I believe this program is a wonderful opportunity for any newcomers into the country to make meaningful connections. - IEC-BC Connectee*
- *I would like to thank all the Connectors and the referrals who invested some of their busy time, the IEC of BC and the City of Surrey to create such great connections and facilitate this great opportunity for all participants. – IEC-BC Connectee*
- *The program gave me an opportunity to know specialists working locally by communicating with them, learning from them and building confidence in your upcoming job in working place. - IEC-BC Connectee*
- *The program has given me a broader view of different cultures and professionalism that immigrants bring to Canada. – IEC-BC Connector*
- *As a new immigrant, I realized that connecting was a must. My first goal was to learn straight from the horse's mouth about qualifications and experience required to get the job I was looking for. The Connector Program seemed like the right fit. - Connectee, CPA Alberta*
- *The meeting went very well, Steve is an amazing person and was able to provide me with some very helpful and insightful advice. During our conversation, we were able to come up with three individuals who might be interested in connecting with me. He has already talked to two of his co-workers about meeting up with me and a third from the Project Management Institute (PMI). Thank you for your work and I am very glad a program like Calgary Connector exists to help individuals like me. - Calgary Connectee.*
- *The Connector is such an amazing, intelligent lady and I felt like we discussed so much and made a great connection. There are some other interesting contacts that she has, so I am excited as well. I can honestly say I haven't felt very optimistic for a while and being a part of this program has allowed me to see some light at the end of the tunnel, and for that, I am so grateful. Thank you again for your help and I hope to see you soon. - Calgary Connectee*

ABOUT THE HALIFAX PARTNERSHIP

The Halifax Partnership is Halifax, Nova Scotia's economic development organization. As a public-private partnership, the Partnership helps keep, grow and get business, talent and investment in Halifax. We do this through leadership on economic issues; through local, national and international partnerships and collaborations; and by marketing Halifax to the world.

The Halifax Partnership is an Accredited Economic Development Organization (International Economic Development Council) which displays expertise and excellence in the field of economic development. The Partnership has been nationally and internationally recognized for its innovation and successful initiatives in the areas of talent attraction and retention, business retention and expansion, investment attraction, and regional and national collaboration. The Partnership is committed to fostering economic collaboration and sharing knowledge and expertise with local, national and international partners to support economic growth and prosperity.

In 2009, the Partnership created the Halifax Connector Program to specifically address the barriers immigrants face in developing professional networks by linking them to business and community leaders – called Connectors. Through direct referrals, Connectors help immigrants (Connectees) rapidly build their professional network which increases their likelihood of finding a job in their field. Connectors benefit by gaining access to pre-qualified job seekers and helping to grow their industry, local workforce and economy.

After the first year of implementation, immigrants were building up their networks, finding jobs, and staying in Halifax. Since then, the Partnership has expanded the Connector Program to support additional talent pools including local and international graduates.

With 1,670 Connectees and 870 volunteer business Connectors, approximately 1 in 3 Connectees are finding jobs in Halifax. This success has garnered interest across Canada, as communities face declining workforces and fall short in getting immigrants to come and to stay.

As an organization committed to collaboration and the sharing of best practices, the Partnership recognized that the Connector model could be replicated in other Canadian communities to support their immigrant retention initiatives.



national **CONNECTOR** **program**

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