



national
CONNECTOR
program

15
/16

ANNUAL REPORT

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ABOUT 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.

BACKGROUND

It is well documented that Canada is facing a talent crunch that, if not addressed, will create provinces unable to support their aging populations or create the conditions for long-term, sustainable economic growth.

Immigrant attraction and retention is a major priority for the Canadian government and its provincial and municipal partners. Cities and provinces across the country are taking action to address this economic challenge, and opportunity, for population growth.

The Government of Canada and its partners know that supporting and facilitating newcomer settlement and integration is a critical component of success for new immigrants, communities, and our country.

Newcomers face a variety of barriers to integration including the need for information about their new communities and connections to social and economic networks. Seven years ago, the Halifax Partnership recognized this issue and the negative effects it was having on newcomers and the local economy. Of the 1,700 immigrants that came to Halifax each year, many were unable to penetrate the local business network and 55% left the city to find work in their fields. Meanwhile, many Halifax businesses were reporting difficulty finding qualified talent.

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, the local workforce and the economy.

After the first year of implementation, immigrants were building 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.

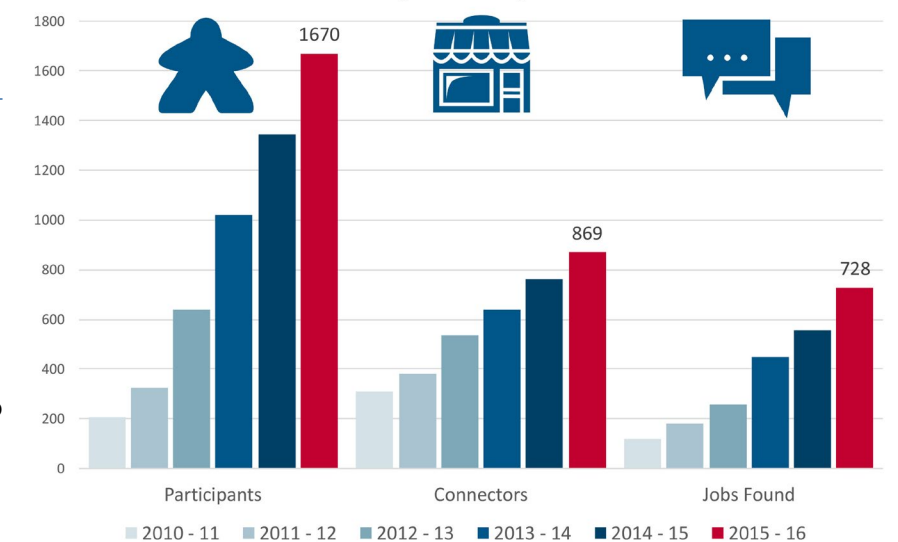
Today, with 1,670 Connectees and 870 volunteer business Connectors, approximately 1 in 3 Connectees are finding jobs in Halifax. The program also received many awards and recognition from the [International Qualifications Network](#) (workplace integration) and the [International Economic Development Council](#), as well as mentions in the [New York Times](#) and [Anderson Cooper](#). This success has garnered interest from across Canada as communities face declining workforces and fall short in getting immigrants to come and 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.

Thanks to support from Immigration, Refugees and Citizenship Canada (IRCC), the Halifax Partnership developed, and has been leading, the National Connector Program over the past three years to help Canadian communities and industry associations launch Connector programs for newcomers.

A Federal Panel Report on the Employment Challenges of New Canadians (2015) stresses the importance of single pan-Canadian standards – and how unusual they are. IRCC chose the Halifax Partnership as its National Connector Program Secretariat because of the Partnership's proven expertise and its ability to effectively lead and roll out a national program.

Cumulative Connector Statistics (2010-2016)



OVERVIEW

NATIONAL CONNECTOR PROGRAM

Since 2013, the Halifax Partnership has been leading the National Connector Program (NCP). The NCP uses the Halifax Partnership's proven Connector program model which engages community and business leaders (Connectors) in helping employment-ready immigrants (Connectees) build professional networks and break into local labour markets.

GOALS

- Increase labour market participation in Canadian communities
- 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 10 new Connector programs and three pilot streams

3 - YEAR ACTIVITIES

- Recruit 10 new Connector Programs and three new streams
- Develop interactive NCP portal and support and manage contributions
- Recruit Community of Interest Group (CIG) (formerly known as the Council of Mentors) from existing Connector programs to provide advice and support to prospective programs
- Provide train-the-trainer and learning exchange opportunities for National Connector Programs
- Customize the tracking system for Connector organizations and provide support
- Execute outreach plan to ensure awareness, participation, interest and support of NCP

BENEFITS

- Newcomers to Canada make professional connections and find employment in their new communities
- Employers gain access to pre-qualified immigrants in their industries
- Immigrant serving organizations deliver an effective immigration integration and retention program
- Canadian communities retain more highly skilled immigrants which ultimately leads to stronger local, provincial and national economies

SUPPORTING NATIONAL IMMIGRATION PRIORITIES

1. INFORMATION & ORIENTATION SERVICES

Each Connector program provides labour market information to immigrant participants and connects them to multiple industry contacts which helps them build a local professional network. Newcomers are provided with the information and orientation they need to settle in their new communities and to prepare for entry into the Canadian labour market. The National Connector portal includes orientation information that is specific to each region and community, for example, links to local Connector programs, networking groups and career fairs that immigrants can access.

2. LABOUR MARKET PARTICIPATION

The Connector program enhances labour market participation for immigrants by providing employment and networking training and coaching, and by helping them make industry connections through multiple Connector meetings. Networking is a proven necessity for gaining labour market access in most communities. Immigrants are matched with industry professionals at the point when they have developed many of the prerequisite skills to enter employment. The intake interview process and feedback, combined with the Connector meetings, result in increased contacts, more confidence, and active job search skills practice. Meeting with several industry professionals provides a more comprehensive snapshot of industry orientation and Canadian work environments in each local labour market.

Train-the-trainer activities for Connector organizations include advice and support on building partner protocols so that the referral process from language providers and immigrant agencies works to seamlessly move immigrants into a Connector program and from there into the workforce.

The Connector program complements existing integration and settlement services offered by immigrant serving organizations, provincial/municipal agencies and industry associations.

3. COMMUNITY CONNECTIONS

The NCP and local Connector programs provide an opportunity for immigrants to be matched with Canadian citizens, business, community and government organizations. Both the Connectee and the Connector receive the proper coaching to make the most out of their meeting. Volunteer Connectors become more engaged with immigrants and their own community. Immigrants build their professional and social networks, often leading to meaningful employment and helping them settle into their new communities. This generates strong community engagement for both Connectors and Connectees.

Train-the-trainer activities in the NCP portal, and those that are delivered on Skype or face-to-face, foster positive intercultural communication and result in increased understanding on both sides.

By facilitating positive interactions and meetings between immigrants, the business community, and immigrant serving organizations, word spreads throughout the community that more social inclusion is desirable and feasible.

4. INDIRECT SERVICES

NCP has facilitated the development of two industry stream pilot programs (the Applied Science Technologies and Technicians of BC and CPA Alberta) in order to explore the application of the Connector approach in industry associations and organizations. These pilots have provided critical feedback on the feasibility of offering Connector programs in other regions and industries (e.g. skilled trades, other non-regulated industries.)

CONNECTOR COMMUNITIES

Connector Communities Launched Prior to NCP: *(White marks)*

Halifax, NS (first Connector community)

- Saskatoon, SK**
 - North Bay, ON*
 - Niagara, ON*
 - Montreal, QC*
 - Moncton, NB**
 - Fredericton, NB**
 - Saint John, NB**
 - Charlottetown, PE*
 - Summerside, PE*
 - Truro, NS**
 - Sydney, NS**
- (*Inactive community)*

New Connector Communities: *(Red marks)*

- Yukon Territory
 - Vancouver Immigrant Employment Council of BC (IEC-BC)
 - Campbell River, BC (IEC-BC)
 - Surrey, BC (IEC-BC)
 - Applied Science Technologies and Technicians of BC (ASTTBC) (IEC-BC)
 - Edmonton Region Immigrant Employment Council (ERIEC)
 - Calgary Region Immigrant Employment Council (CRIEC)
 - CPA Alberta Joint Venture
 - Saskatoon Conseil Economique et Cooperatif de la Saskatchewan (CECS)**
 - Regina Conseil Economique et Cooperatif de la Saskatchewan (CECS)**
 - Winnipeg, MB**
 - Ottawa, ON (OCISO)
 - Kingston Immigrant Partnership (KIP) Council
 - Toronto Region Immigrant Employment Council (TRIEC)
 - Waterloo, ON
 - St. John's Board of Trade, NL
- (*Signed agreements and starting soon.)*

International NCP Communities:

- St. Louis, Missouri, USA
- Detroit, Michigan, USA
- Bern, Switzerland
- Sweden



CONNECTOR IEC-BC

"I believe this program is a wonderful opportunity for newcomers into the country to make meaningful connections."

CONNECTEE IEC-BC

"I am happy to announce that I have got a job as a legal officer with Multi Dimensions Consulting Canada. I want to thank you for your role in my journey to employment. It was a hard one but with your encouragement and connection with W.A, the task before me was surmountable. I will never forget your act of kindness when I needed it and your mentorship that carried me through this period."

JASMINE QI OTTAWA CONNECTOR PROGRAM

"Ottawa Community Immigrant Services Organization (OCISO) was pleased to announce the implementation of the Ottawa Connector Program in 2015 with the objective of supporting internationally educated professionals to expand their professional networks. This program is delivered in partnership with the National Connector Program and is funded by the Ontario Trillium Foundation.

During the first year of this project, there were 50 matches facilitated, and 70% of them found employment in their desired field during their participation in the Connector program.

Both the Connectors and Connectees have reported that the Ottawa Connector Program has further assisted newcomers in opening doors and successfully integrating, while making Ottawa an inclusive and diverse city."

NATIONAL CONNECTOR PROGRAM SUMMARY OUTCOMES

Over the last three years, the National Connector Program has supported the development and launch of 15 Connector programs across Canada, surpassing the target of 10 new programs.

Activity 1: Recruit 10 New Connector Programs and 3 New Streams

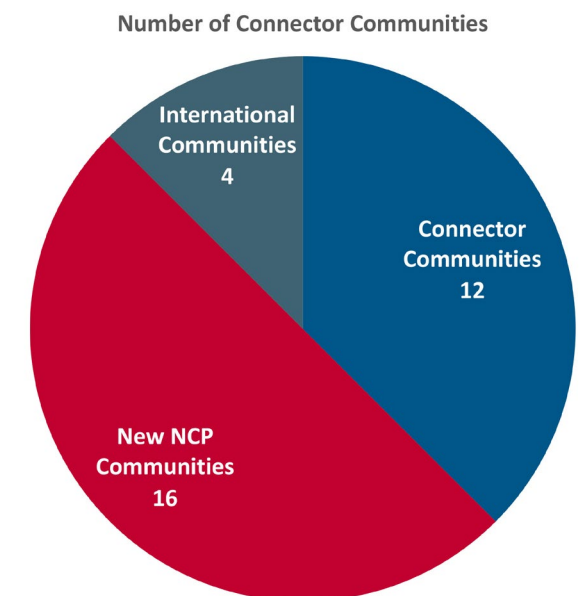
2015-16 Results

- 4 new Connector programs – St. John's Board of Trade, Winnipeg Connector Program, Yukon Tourism Education Council, and Conseil Economique et Cooperatif de la Saskatchewan
- 504 newcomers matched with Connectors in their industries
- 462 new Connectors engaged across Canada
- 705 Connector meetings
- 161 jobs found

(See Appendix A for NCP Members' Activity Highlights.)

3-Year (2013-16) Program Results

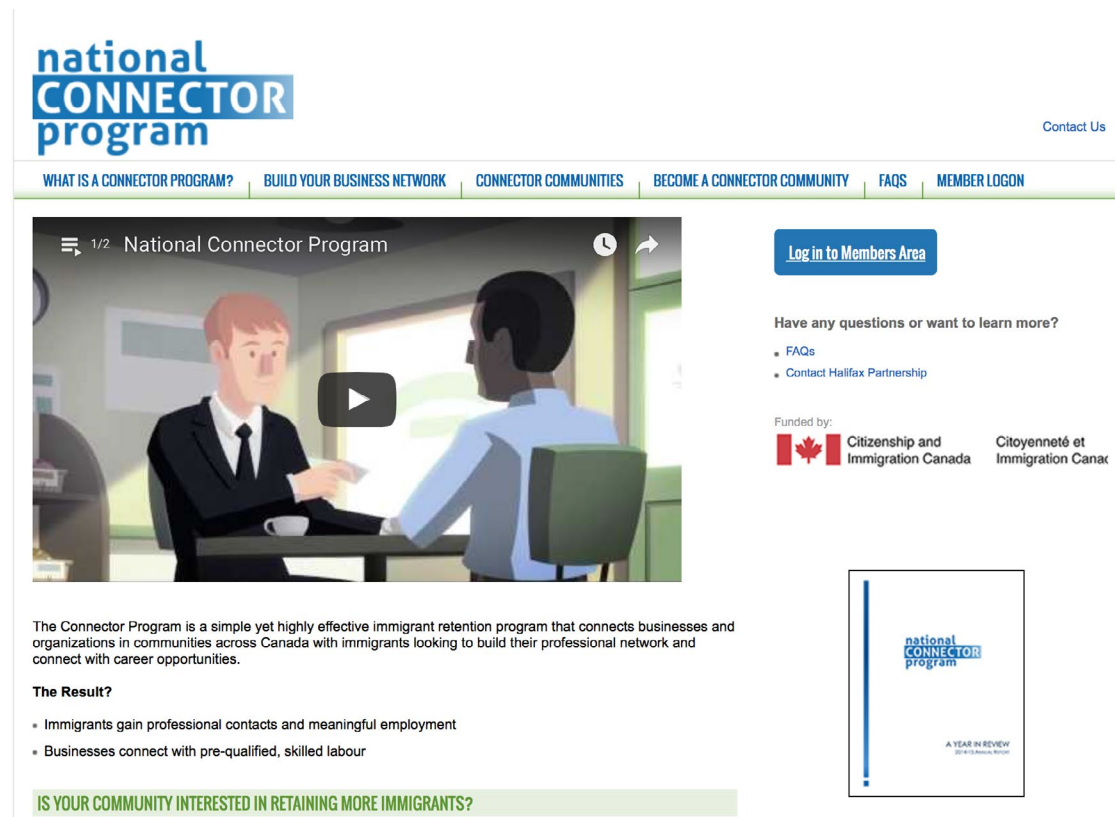
- 15 Connector Programs
 - CPA Alberta Joint Venture (formerly Calgary CGA)
 - Edmonton Region Immigrant Employment Council (ERIEC)
 - Immigrant Employment Council of BC (IEC-BC)
 - Toronto Region Immigrant Employment Council (TRIEC)
 - Calgary Connector
 - Ottawa Community Immigrant Services Organization (OCISO)
 - Campbell River, BC
 - Surrey, BC
 - Applied Science Technologists and Technicians of BC (ASTTBC)
 - Waterloo Region, ON
 - Kingston Immigration Partnership (Kip) Council
 - St. John's Board of Trade, NL
 - Yukon Territory
 - Winnipeg, MB
 - Halifax Connector Program
- Conseil Economique et Cooperatif de la Saskatchewan (CECS)
 - 834 newcomers matched with Connectors
 - 768 new Connectors engaged across Canada
 - 1,068 Connector meetings
 - 184 jobs found



Note: Since 2009, 26 communities across Canada have launched Connector programs. Four international communities have adopted the Connector program, including Detroit, St. Louis, Sweden and Bern, Switzerland.

ACTIVITY 2: DEVELOP INTERACTIVE NCP PORTAL AND SUPPORT AND MANAGE CONTRIBUTIONS

- Refreshed NCP portal launched in March 2015 at the NCP Learning Exchange.
- Resources uploaded to the portal by NCP communities. The sharing is valued by both newly launched and established programs.
- Responded to suggestions for additional resources on the NCP portal.
- Proactively gathered content from members of the Connector community of Interest Group.
- Monitored portal for acceptability and accuracy of content contributions from NCP members.
- NCP Learning Exchange resulted in a commitment to an enhanced exchange of Connector tools, networking strategies and training, speed interview strategies, and presentations via the portal.
- Monthly reminders sent to NCP organizations to submit new or revised content to the NCP portal.



ACTIVITY 3: RECRUIT COMMUNITY OF INTEREST GROUP TO PROVIDE ADVICE AND SUPPORT TO PROSPECTIVE AND NEW CONNECTOR PROGRAMS

Provide advice and support to prospective Connector programs and key sectors

- The Halifax Connector Program provided an opportunity for Okanogan Economic Development to gain a first-hand perspective of how a Connector Program may work in their region through a 2-day job shadowing. They also had the opportunity to meet with Halifax program partners and funders.
- St. John's, NL was provided access to the NCP portal's listing of NCP coordinators. The NCP Director encouraged the St. John's Board of Trade Connector Program Manager to connect with Montreal's Interconnexion and Charlottetown's Chamber of Commerce Connector Program Managers to provide perspective and support.
- Encouraged the collaboration of IEC-BC and Okanogan.
- Encouraged prospective programs to join the monthly NCP conference call for learning and engagement opportunities.
- Provided ongoing support for Yukon and Winnipeg as they prepare to launch programs.
- Provided support to CECS, including connecting them with potential partners that have shown interest in the Connector Program.

Enable mentors with similar regional or community experience to interact with new Connector communities and pilots

- NCP monthly conference calls provide opportunities for sharing and support.
- New coordinators from Calgary, Ottawa, and St. John's have been invited to participate in the monthly conference calls and have asked for, and received, support from other Connector Communities.
- Learning Exchange allowed new programs to interact with one another.
- TRIEC and OCISO communicate regularly.
- CECS has reached out to CRIEC.
- New NCP managers connected with the Halifax Connector Program coordinators to learn from their experience.
- TRIEC referred two Connectors to a Montreal and Waterloo program. TRIEC referred one Connector to the Ottawa Connector Program.
- Ottawa focuses on recruiting Connectors from part of their existing mentors.

Maintain active and functional advisory group

- IEC-BC and TRIEC have bi-weekly meetings to support the roll out of their programs.
- The Halifax Connector Program provided ongoing support for the roll out of the Ottawa and St. John's programs.
- Halifax provided advice on the expansion of the Calgary Connector and Ottawa programs that were considering inclusion of international graduates.
- Assisted with the formal launch of the Ottawa Connector Program in December.
- Halifax team provided coaching on relationship building and engagement.
- Sharing of best practices is typical during the monthly conference calls and via the NCP portal.

Recruit mentors as needs arise for new Connector programs

- All Program Coordinators are committed to becoming mentors as needed.

Council of Mentors to contribute to the Connector Learning Exchange

- The Community of Interest Group has been very supportive in contributing resources to the NCP portal and in providing best practices to new Connector communities.

ACTIVITY 4: PROVIDE TRAIN-THE-TRAINER AND LEARNING EXCHANGE OPPORTUNITIES FOR NATIONAL CONNECTOR PROGRAMS

Enabling the implementation of a nationally standardized Connector program which assists newcomers to build networks through online and on-site training and learning exchanges in Connector program locations.

- National standardization of the Connector Program is achieved through NCP training. Training is delivered both on-site and remotely. After the initial Connector program training is provided during the start-up phase, ongoing training for each community is provided as needed. Remote training for new programs includes NCP staff and often a member of the Community of Interest Group. New training material is developed and shared as needed. On-site training was delivered to Ottawa, Waterloo, St. John's and Winnipeg. Customized virtual training was provided to Calgary, St. John's, Ottawa, Edmonton, IEC-BC, CPA Alberta and TRIEC.
- Best practices in assisting newcomers to build their business networks is shared through monthly conference calls and the NCP portal. Monthly conference calls are typically limited to newly established NCP Connector programs but can bring in existing or potential Connector programs as invited. The NCP portal offers a resource library, discussion forum and Community of Interest Group contact information. NCP continues to collect promotional and training materials for the NCP portal and members are populating the shared resources section of the portal.
- Involving a member of the Community of Interest Group allows opportunities to share expectations and experiences, and answer questions new program coordinators may have. The Communities of Interest Group is highly responsive to inquiries and conversations.
- The Learning Exchange includes existing national and local partners of the Connector program approach, new communities and sectors, supporting organizations and others as invited. NCP conducted on-site learning exchanges with the long-standing Montreal Connector Program and PEI Connector Program. This training provided the sharing of great collateral and insights from a business associations' perspective which was of particular interest to the new St. John's Connector Program.

ACTIVITY 5: CUSTOMIZE THE TRACKING SYSTEM FOR CONNECTOR ORGANIZATIONS AND PROVIDE SUPPORT

- Continued to update and add new features to automate elements of the Connector tracking process and respond to requests from Connector members. Additions and refinements allow program managers to spend more time face-to-face with business and newcomer clients rather than on data entry.

As new Connector programs sign on, there are more requests for upgrades. We do not have budget to satisfy all requests/recommendations. NCP is encouraging new Connector programs to work with the system as is. They have created a "wish list" for upgrades which estimate to be \$20,000. 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".

- Supported and monitored survey feedback from participants (Connectees and Connector Program Managers). This enables the Connectee to track their progress and for the local program manager to track outcomes such as number of subsequent connections after the first introduction or jobs found.

ACTIVITY 6: EXECUTE OUTREACH PLAN TO ENSURE AWARENESS, PARTICIPATION, INTEREST AND SUPPORT

- NCP delivered a webinar (hosted by the Conference Board of Canada) promoting the Connector Program
- NCP delivered a National Pre-arrival webinar (hosted by Canadian Immigrant Integration Program (CIIP)) promoting the National Connector Program to immigrant serving organizations across Canada and the Canadian Office Abroad.
- Provided an overview of the Connector Program to the International Economic Development Council (IEDC). Conference attendees included several Canadian communities.
- Presented the National Pre-Arrival Connector Program at the Metropolis conference (Toronto March 3-5, 2016), supporting the growth of the National Connector Program.
- Raising awareness through the informal network of Immigrant Employment Councils (IEC)
 - Continue to connect with the IEC network to make them aware of the Connector Program.
 - The NCP Director participates regularly with the Canadian Employment Councils via conference calls.
 - Met with IEC's during the Metropolis conference.
 - IEC-BC continuously references their participation with NCP in program presentations.
 - Stephen Chase, World Education Services, contacted the NCP Director to report that a panelist at their recent Consider Canada event, who was from TRIEC, spoke about the Connector Program as did the keynote speaker, Dr. Marie Bountrogianni, Dean of Ryerson University's G. Raymond Chang School of Continuing Education. More than 80 people from a wide array of organizations involved in immigrant integration attended, providing good exposure for the Connector Program.
- National Connector Program information was included in the Planning Institute of BC's bi-monthly newsletter sent out to 1,400+ members.

(See Appendix A for NCP members' specific outreach and engagement activities.)

NATIONAL PRE-ARRIVAL CONNECTOR PROGRAM

The Partnership launched the National Pre-Arrival Connector Program (NPACP) in August 2015 with support from the Planning for Canada initiative. The NPACP introduces economic class immigrants to National Connector programs while they are still overseas. The goal is to help pre-arrival immigrants with their job search and networking skills, provide them with a crucial head-start in building their professional network, and expedite their labour market and settlement integration to Canada. Through the NPACP, potential employers are able to meet talent in advance and connect participants to their colleagues and business communities.

The NPACP is a Focal Point Partner with the Planning for Canada initiative, combining the Canadian Immigration Integration Program and Canadian Orientation Abroad. As a Focal Point Partner, the NPACP receives excellent international referrals for immigrant clients who meet the program criteria. The program relies on the expertise and reach of the CIIP and COA facilitators to promote the NPACP and refer international clients. Over the past nine months, NPACP has received over 500 referrals for pre-arrival immigrant clients.

GAME CHANGERS ACTION PLAN

The Game Changers Action Plan is a private-sector driven, three-year initiative to retain young talent in Nova Scotia. Through this marketing initiative, businesses are asked to: hire young talent, offer co-op/experiential learning opportunities to help youth gain experience, or to become a Connector to help young people build a professional network. This is another initiative that is also helping international students by raising awareness on the benefits of hiring young professionals and keeping international graduates in Nova Scotia. *For more information, please visit: www.HalifaxGameChangers.com.*

DENNIS O'KEEFE
MAYOR OF ST. JOHN'S

"I am delighted that the St. John's Board of Trade is taking the initiative to advance the Connector Program to provide a direct link between newcomers to our city and the business community."

ELENA CHERNAEVA
EDMONTON REGION
IMMIGRANT EMPLOYMENT
COUNCIL (ERIEC)

"We are very interested in innovative programs that serve professional immigrants from across Canada and the concept of the Connector Program is one that resonates with our organization. It is a simple but effective networking tool that helps connect newcomers to local professionals who work in their field."

During the last two years, we served 30 clients per year under the Connector Program and the feedback from the participants has been very positive. They shared with us that expanding their professional networks through the Connector Program was very important to their integration. Employers are also excited with the new model and are willing to explore this initiative further.

In October 2015, we added the Pre-arrival Connector service to the program. We are convinced that the National Connector Program (NCP) can be a crucial component in assisting immigrants in integrating quickly and effectively into Canadian economy and society."

CONNECTEE
CALGARY CONNECTOR
PROGRAM

"Networking is so important. It's not just using someone to get in. I found I developed really good relationships with people."

PROGRAM INSIGHTS

Challenges

Although the National Connector Program continues to grow and attract interest from across Canada, and internationally, there are challenges. The major challenge NCP organizations face is securing long-term funding. Several programs have received pilot funding; however the nature of the Connector Program model does require sustainable funding to see the full potential of program growth and impact. 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.

As mentioned, additional funding is required for the NCP to make upgrades and refinements to the Connector tracking system. NCP communities have also 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. With additional resources, the NCP could host an annual learning exchange.

Conclusions

Over the last three years, the National Connector Program has seen great success, achieving its goals and surpassing its target of supporting the development and launch of 10 new Connector Programs in Canada. There are currently 15 active programs across the country. Two new industry streams were also launched – one with CPA Alberta Joint Venture and the other with the Applied Science Technologies and Technicians of BC (ASTTBC). Since 2009, 26 communities across Canada have launched Connector Programs and four international communities have also adopted the Connector program.

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. There is great potential for the Halifax Partnership to continue to support the development and roll-out of Connector Programs in other Canadian communities through the NCP.



MEMBER ACTIVITY HIGHLIGHTS

APPENDIX A NCP MEMBERS' ACTIVITY HIGHLIGHTS

ENGAGEMENT OF SIMILAR IMMIGRANT SERVING ORGANIZATIONS, MULTICULTURAL ASSOCIATIONS, MUNICIPALITIES AND LANGUAGE PROVIDERS INCLUDING LINC AND BRIDGING PROGRAMS

IEC-BC

- City of Vancouver
- City of Surrey
- IEC-BC Professional Immigrant Networks (PINs) Group
- Immigrant Services Society (ISS) of BC
- Back in Motion Rehab Inc.
- North Shore Multicultural Society
- Training Innovations
- Training Group at Douglas College
- Immigrant and Multicultural Services Society (IMSS) of Prince George
- Hecate Strait Employment Development Society (Prince Rupert)
- Immigrant Welcome Centre of Campbell River
- Campbell River Chamber of Commerce
- Prince George Chamber of Commerce
- Prince Rupert Chamber of Commerce
- Douglas College

TRIEC

- ACCES Employment
- Council of Filipino Canadian Professionals/Professionals in Ontario (CFCPO)
- Humber College-Community Outreach and Workforce Development-Community Employment Services
- M-Bridge Culture Integration Society for Professionals
- Mississauga Board of Trade
- Rotman School of Management, University of Toronto (EMBA Programs)
- TD Bank
- The Latin American MBA Alumni Network (LAMBA)

Waterloo Region Connector Program

- Three service providers were involved in referring Connectees' video
- Local Immigration Partnership
- The Chamber of Commerce
- Hire Immigrants Ottawa
- World Skills
- La Cite
- YMCA-YWCA Employment Centre
- Vanier Community Service Centre
- Chinese Community Centre-In Tack bridging program
- University of Ottawa

ERIEC

- Bredin Centre for Learning

CPA Joint Venture

- Presentations on networking, resumes, LinkedIn and interviewing to immigrant serving agencies

St. John's

- Association for New Canadians
- Local Immigration Partnership

Ottawa

- Hire Immigrants Ottawa
- World Skills
- La Cite
- YMCA-YWCA Employment Centre
- Vanier Community Service Centre
- Chinese Community Centre-In Tack bridging program
- University of Ottawa

PRESENTATIONS AND SITE VISITS TO UNIVERSITIES, COLLEGES, AND ENTREPRENEUR FOCUSED ORGANIZATIONS AND OCCUPATIONAL ASSOCIATIONS

ERIEC

- The City of Edmonton
- Enbridge

IEC-BC

- City of Surrey
- Hecate Strait Employment Development Society
- Prince George Chamber of Commerce
- Deloitte

TRIEC

- Organized one-day session on sustainability planning and future funding for the Connector Program. The session was attended by Robyn Webb and TRIEC staff.

Ottawa

- University of Ottawa International Office
- Carleton University
- In-TAC alumni party and their mentor orientation session
- Rotary Club meeting
- OCISO mentor orientation session

St. John's

- Provincial Government
- Eastern College
- Labour Market Committee

Calgary

- Booth at two career fairs
- Grad send-off event
- Alumni networking event

INCREASING NEWCOMER CONFIDENCE AND KNOWLEDGE THROUGH MENTORSHIP

CPA Alberta Joint Venture

- Encouraged those who need mentorship to use their Career Development Mentorship Program, as well as their Foreign Trained Professional Mentorship Program
- Held "Learn about mentorship", "How to hold an informational interview" and LinkedIn workshops
- Partnered with CRIEC to hold a confident conversations workshop with a local Improv troop, who provided strategies for engaging with new people
- CPA members were invited to join the Connector program, during the intake for the CPA Alberta Mentorship program, which is a mentorship program aimed at members
- Coffee Meetings
- Meeting and Mingling
- Career Advisors on staff that their participants can meet with to work on their resume and interview skills
- IMPROV for LIFE Edmonton event with a local improv troop called Atomic Improv, providing strategies on how to carry on conversations with strangers
- Speed networking event
- Held Networking 101 session in both Calgary and Edmonton.

IEC-BC

- Provided coaching on informational interviewing techniques (Prepare, Research and Follow up) and how to strategically use it as a powerful tool for networking
- Hosted a webinar "LinkedIn for Networking" provided by CPA to ERIEC mentees and Connectees

TRIEC

- Created a folder with "Connector resources" for Connectees at their online learning hub – TRIEC Campus. It includes resources on networking such as "Tips for Introducing Yourself", "Setting Your Professional Career Goals" and "Tips for Meeting and Beyond", and an e-learning module "Why Networking is Critical and How to Do it". All content is publicly available and free of charge.
- Continued to regularly check in with participants and to provide one-on-one coaching and follow-up when needed

CRIEC

- Encouraged participation in networking, volunteering and resume writing events
- Offered a Core Competency Workshop

IEC-BC

- Connectees are provided with information and resources to build continuing professional relationships for professional development as an essential measure of their job searching process
- Possible Connectees are provided with resources and referred to other appropriate programs while they are in process of waiting for new rounds of the Connector Program
- During orientation sessions and pre-screening Connectees are provided with resources and interview skills coaching

Waterloo Region

- Extensive time with those newcomers/Connectees who are new to Connector Program in helping them understand the value of relationship development and the time that it takes to build them
- Educating Connectees about the patience required to build relationships that may ultimately lead to employment
- Spent time with service providers to encourage their involvement and support in this area
- Invited Connectees to two networking training sessions being held by the Immigration Partnership

Ottawa

- Provided employment counselling, regular support and encouragement

St. John's

- Invited Connectees and Connectors to their monthly events including luncheons and mixers

ACTIVITIES TO AID CONNECTORS/CONNECTEES

ERIEC

- Included the Connector Program in their Partnership Package.

IEC-BC

- Referred Connectees to other programs and web resources to enhance their opportunities to find commensurate employment.
- Delivered trainings on: making a strong first impression; presenting yourself with enthusiasm; intercultural communication; body language; self-confidently answering difficult questions; and presenting confidently for both prepared and ad-hoc presentations

CRIEC

- Held a Confident Conversation Workshop organized with CPA
- 18 Connectees visited a manufacturing company
- Offered resume preparation and mock interview sessions

Waterloo

- Connector gathering was supported by the Connectors via a potluck and one Connector offering her home to host
- Invited a Connectee to participate in an interview on Cable TV to help promote the Connector Program. She worked in media before coming to Canada so it gave her some Canadian experience in this setting

Ottawa

- Referred Connectees to relevant workshop or organization.
- Provided orientation training

St. John's

- Promoted the program weekly in their e-News

CPA Alberta Joint Venture

- Continued, through career services, to hold workshops on networking, LinkedIn, elevator pitch and job search strategies
- Attended Chapter Events with participants to help them be more comfortable approaching people

FOCUSED ACTIVITIES

(e.g. Speed interviewing; interactive portal contributions; recognitions ceremonies; site visits; learning exchanges)

ERIEC

- Hosted a Smart Connections event (June 25th) with 197 participants focusing on alternative career paths - presentations for supply chain management, project management and after degree certificates and HR panel discussion
- Speed Career Networking for Engineering professionals, five of the participants have been accepted into the Connector Program
- Hosted a Smart Connections event for 145 professional immigrants focusing on Alternative Career Paths, project management, risk management, banking and accounting industry and supply chain management
- Hosted a Speed Career Networking event for 11 ITP payroll who met with HR reps of City of Edmonton, Robert Half and the non-profit sector

IEC-BC

- In partnership with the City of Vancouver, organized Connector Program Wrap-Up. Recognition letters were presented to City of Vancouver Connectors by the City Manager Dr. Penny Ballem. Connectees had a chance to network with other Connectors and City staff. Representatives from Service Provider Organizations were also invited to the event. News release "New networking program creates career path for skilled immigrants" was posted on IEC-BC website. Post partnership survey was sent to the Connectors and more than 76% of respondents indicated that they would be willing to participate in the program again.
- On September 11, IEC-BC in partnership with the City of Surrey, organized Connector Program Wrap-Up. City of Surrey General Manager of HR and IEC-BC's Director of Programs & Stakeholder Relations spoke at the event congratulating participants on the successful program completion
- Recognition letters were presented to City of Surrey Connectors. Connectors and Connectees shared their stories and shared their feedback. It was a valuable opportunity for Connectees to network with other participants of the program
- In the last quarter IEC-BC Program Delivery Coordinator participated in bi-weekly meetings with Anna Kostecka, Program Coordinator, Connector Program at TRIEC. During these phone conversations, learnings and successes were shared, helping to identify program delivery process and evaluation in the Waterloo Region
- Held a soft launch of the Connector Program in collaboration with the Immigration Partnership's Mentorship and Internship programs
- Held the wrap-up of the Connector Program, pending new funding. At the event, the CEO of the Chamber of Commerce did an interview with a Connector/Connectee which was very successful

CPA Alberta Joint Venture

- Focused on Mentorship program until the end of October
- Held a speed networking event in Calgary in February and engaged 40 participants and 40 companies

TRIEC

- Held Connector celebration event in October in partnership with the Rotman School of Management at University of Toronto and event sponsor, World Education Services.

Ottawa

- Organized and held the official launch event of Ottawa Connector Program

St. John's

- Promoted the program at Board of Trade mixers.



www.ConnectorProgram.ca