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Toronto Region Immigrant
Employment Council



Understanding the Complexities of Immigrant Labour Market Integration: A Regional Perspective

**Making Connections: Labour Market
Integration, Immigration & Essential Skills
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Toronto Region Immigrant Employment Council (TRIEC)



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- Convenes and collaborates with partners, creating opportunities for skilled immigrants to connect to the local labour market. **[individual]**
- Works with key stakeholders, particularly employers, building their awareness and capacity to better integrate skilled immigrants into the workforce. **[organizational]**
- Works with all levels of government, enhancing coordination and effecting more responsive policy and programs for skilled immigrant employment. **[systemic]**

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Leadership
council of
labour market
participants



Permanent residents in Ontario by selected urban areas

Urban area	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
Ottawa-Gatineau	7,816	8,483	7,156	5,960	6,366	6,377	6,279	5,798	6,286	6,297
Peterborough	114	132	124	130	151	175	161	161	152	201
Oshawa	422	532	544	607	756	839	745	859	734	800
Toronto	110,062	125,170	111,685	97,553	99,914	112,831	99,289	87,138	86,900	82,644
Hamilton	3,236	2,868	3,127	3,599	4,155	4,613	4,036	3,680	3,806	3,778
St. Catharines- Niagara	895	904	886	1,087	1,300	1,765	1,599	1,384	1,235	1,114
Kitchener	2,343	2,034	2,196	2,398	2,767	2,964	3,321	3,205	2,914	2,823
London	2,015	2,008	1,730	2,024	2,347	3,233	2,979	2,459	2,338	2,463
Windsor	2,892	2,939	2,450	2,502	2,729	2,981	2,781	2,215	1,951	1,892
Sarnia	137	128	102	105	136	161	157	169	139	127
Barrie	187	151	234	247	353	371	427	404	357	418
Thunder Bay	142	130	113	126	142	114	180	145	142	122
Ontario	133,510	148,641	133,588	119,722	125,094	140,525	125,892	111,315	110,878	106,867

Source: CIC, Facts and figures 2009 – Immigration overview: Permanent and temporary residents



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Key Factors

Immigrant labour market integration – factors to consider:

- Coordination
- Stakeholder & Employer Engagement



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Coordination – Challenges & Solutions

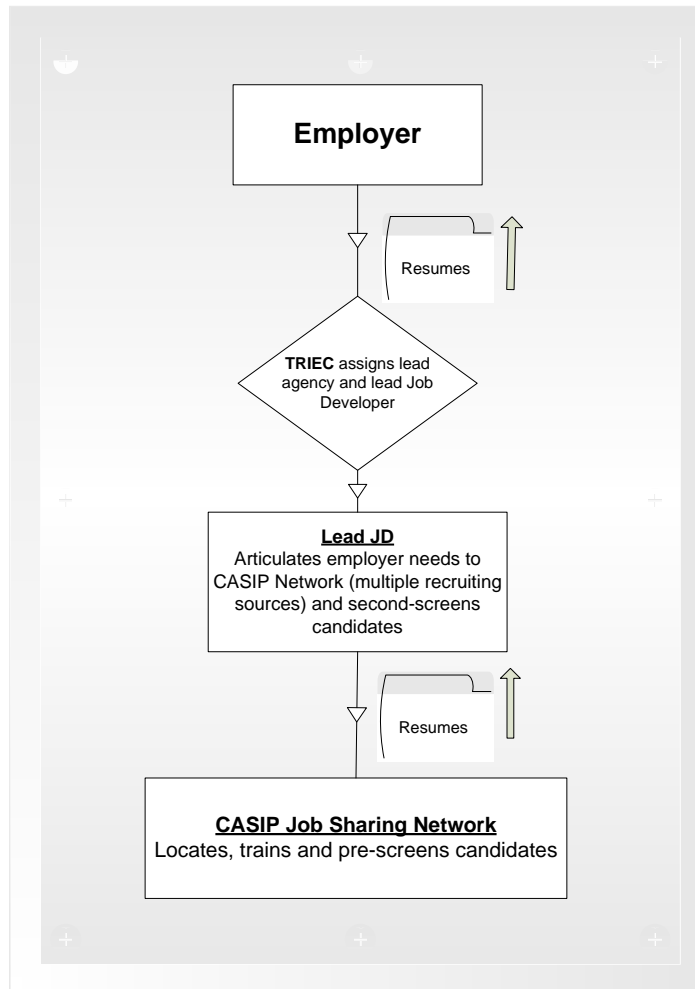
- **Challenge: Planning**
 - Solution: Local Immigration Partnerships (LIPs)
- **Challenge: Immigrant Perspective**
 - Solution: CIIP, Going to Canada Portal, Working in Canada Tool, Provincial & Municipal Websites
- **Challenge: Employer Perspective**
 - Solution: CASIP Job Developers' Network, Ottawa Job Match Network, Employer Gateway



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CASIP Job Developers' Network





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Employer Gateway Concept





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Engagement Activities

THE
MENTORING
PARTNERSHIP



BUILD I.T.

hireimmigrants.ca



ALLIES



CareerBridge
For Internationally Qualified Professionals

Build
Awareness

Enhance
Capacity
To Act

Increase
Acceptance



Relationship management,
partnership development,
solutions development



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The Mentoring Partnership



Outreach to organizations
Training and mentoring resources
Program management & QC



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Lessons Learned in Solutions Development

- Need to be willing to experiment
- Try again - timing matters
- Leverage existing solutions
- Be mindful of external factors



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Thank you!

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