

# Making Connections: Labour Market Integration, Immigration and Essential Skills

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# Who is ISIS?

ISIS is a leading community organization that welcomes immigrants

Working in partnership, ISIS offers services and creates opportunities that enable immigrants to participate fully in Canadian life



# What is Nova Scotia's Context?

## Demographic:

- By 2021 45% of Nova Scotia's population will be over 50 years of age (currently 36%)
- By 2013 there will be more jobs available in Nova Scotia than there are people to fill them
- Nova Scotia is 100% dependent for population growth on immigration. (Canada will be in 2030)

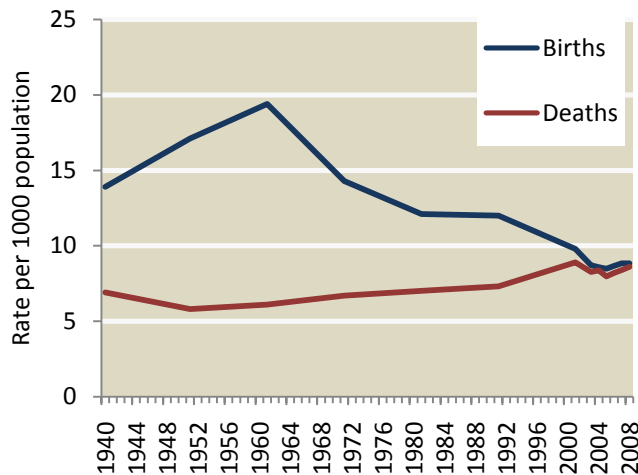
## Labour Market:

- Downturn in economy had less impact in N.S.
- Labor Market is not as broad as elsewhere
- Niche economy – Financial Services, Govt. Transportation, Business Services, Education
- Conservative employers

## Immigration:

- 2,424 immigrants in 2009 (60% economic class)
- 4% of population born outside Canada
- Small numbers of any given profession/sector

**Nova Scotia birth and death rates  
1941 - 2008**



Source: CIC, ISIS, Government of NS

# What are the Challenges and Responses?



- ❑ Diversity in immigrant population and needs
  - Flexible responsive programming
  - Job Start, Sidewalk counseling, Business, Co-op
  
- ❑ Limited breadth of employment opportunities
  - Essential/Transferable skills
  - Province wide connections and delivery
  - Holistic Employment Counselling/Coaching
  
- ❑ Conservative employers
  - Work Placement
  - ORIS
  - Wage Subsidy
  - English in the Workplace
  - Employer Engager



# What are the Challenges and Responses?

- ❑ Lack of networks and contacts
  - Direct Referrals
  - Professional Mentorships
  - Connector Program (GHP)
  - Practice Interview
  - Networking events
  
- ❑ Lack of Canadian experience and system knowledge
  - Work Placement
  - Wage Subsidy
  - Pre-employment and bridging programs
  
- ❑ Regulated Professions
  - Partnerships
  - Multi-Stakeholder Tables