

Implementing Essential Skills in the Workplace

An Immigrant Perspective

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The Screening & Pre-Arrival

- Very general assessment
- No clear orientation and guidance about employment or job search process
- Very little online support

Arrival & Job Search

- Community Agency Support
 - Accidental Vs Programmed Support
 - Skills and Competencies
 - Self-Assessment/Understanding
 - Assessment by Employment Counsellor
 - Self-Image (Reflected in resumes & interviews)
 - Complete version
 - Truncated version
 - ‘Realistic’ Career Guidance ??

Employment

- Overcoming the Whole/Partial Self Divide
 - Openness to New Ideas Vs Retaining faith in yourself
- Encounter with 'Extraordinary' People
 - Mentoring, Guidance, Support, Networking
 - Clarification of goals, competencies, roles
- Persistence and Patience

Lessons Learned & Implications

- Quality of Screening & Early Assessment
 - Canadian Immigration Integration Project (CIIP)
 - Need for a transparent and realistic assessment
 - Progress, but still a long way to go
- Attracting Talent as much a priority as Integrating Talent
 - Skills /Competencies as the foundation

Essential Skills, Employability & Immigration

- *Sign Post* Project: Ryerson University/
Conference Board of Canada
 - Online Talent Management Tool for Accounting & Financial Services Professionals
 - Uses Competency Based Self-Assessment as a first step
 - Behavioural Indicators for Technical & Essential skills
 - Potential Uses :
attracting, recruiting, orienting, mentoring, developing and retaining global talent based on skills profiles