

Workgroup Meeting: Employment & Labour Market Minutes

Toronto North

LOCAL IMMIGRATION PARTNERSHIP

Date of event: July 15, 2022

Time: 2:00PM- 3:15PM

Location: Online – Zoom

Attendance

Attendees: Katharine Neale (TNLIP), Kaitlin Murray (TNLIP), Misha Hossain (TNLIP), Vishnu Ramcha (Ontario Science Centre), Karine Vodopianova (YMCA – NIC North York), Srna Stambuk (NYCH), Adey Worku (City of Toronto), Danilla Moshi (NYCH), Corine Hibbert-Samuels (TNO), Monica Brennan (IEP BRIDGING York University), Sonja Narinesingh (ACHEV-Don Mills)

Welcome & Introductions

ELM Coordinator Katharine Neale introduced herself and welcomed everyone to the meeting. Workgroup members introduced themselves and shared details on their roles and agency mandates.

Recap of ELM Activities

- Mainstreaming EDI in the Workplace Event June 16th
- Gave participants an opportunity to provide their feedback and experiences
- Very positive experience
- Conversation is needed to continue
- Challenges were identified, this gives us an opportunity to follow next steps and take further action
- Feedback from participants was positive
- Move from policy to action
- Good to brainstorm further with time
- Can be found on Youtube: <https://www.youtube.com/watch?v=HZmoo2slMal>
- Srna is the co-chair of the LMI Task group, shared overview of task group initiatives over past quarter (see more in table below).

Next steps for the 2022-2023 Work Plan activities

****Katharine will do a member call-out to gauge interest in task group involvement ****

The group reviewed the action areas to discuss possible timelines, trends, and activities to explore in the remainder of the fiscal year.

Workgroup Meeting: Employment & Labour Market Minutes

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<u>ELM Action Area</u>	<u>Possible Activities</u>	<u>Comments</u>
Build connections with BIAs and entrepreneurship hubs, and others, to seek newcomer participation pathways	Another Entrepreneur Panel in the Fall?	Some newcomer clients are self-employed but do not want to register their businesses (cash-only) to continue receiving government support.
Explore employment-related partnership opportunities for agencies serving Francophone newcomers	Collaborating with RIF Exploratory Meetings	<p>Francophone education and francophone services are happening with YMCA NIC. Clients are serviced, clients are provided links about the agencies, they can help set up appointments.</p> <p>TNO has clients and they are referred to Francophone agencies that are regularly worked with.</p> <p>NYCH – Don't have a master list of Francophone service providers but would love to have access to one. Connected directly to International Student Connect – London campus – French speaking providers for international students: http://www.internationalstudentconnect.org/. Danilla offered to be in touch with the manager and can share resources</p> <p>***Service providers please contact Katharine to share who they work with for Francophone services.***</p>
Connect with partners to research promising practices in diversity and inclusion in the workplace and employment process (e.g. anti-racism, accessibility, LGBTQIA+, etc.)	Spotlight EDI Tools for Employers Youtube Interviews with Experts on Different Topics Training	<p>EDI Task force is very active in this area, looking to understand what kind of work could be available</p> <ul style="list-style-type: none"> - Research on topics of multi-barriered newcomers, youth, seniors, women, LGBTQIA+, temporary foreign workers - City of Toronto offered Confronting Anti-Black Racism research - COSTI and OCASI have many resources to be used – suggested from TNO

Workgroup Meeting: Employment & Labour Market Minutes

Ontario Science Centre – racism training that could be shared

<p>Research & elevate resources for agencies that serve multi-barriered newcomers (e.g. youth, seniors, women, LGBTQIA+, <u>temporary foreign workers/undocumented/intl students</u>, etc.)</p>	<p>Exploratory Meetings</p>	<p>Date of event: July 15, 2022 Time: 2:00PM- 3:15PM Location: Online – Zoom</p> <p>Elevating agencies that serve TFWs – is anyone working with clients who are TFW.</p> <p>- NYCH: in the front line there is a lot of demand from TFW, few resources to refer them to. Usually ineligible for IRCC services. Help them as much as they can, but cannot refer them often. Grey zone – EOs say they're not eligible and they don't count towards your targets so do what you can. Comes down to individual worker to see if they can help this worker or not – but this contributes to burnout.</p> <ul style="list-style-type: none"> - YMCA: Finds that many services don't accept TFW support - Seems uncertain where people are ending up, and unsure what the needs are (TFW, undocumented, International Students) - TNO: Want to ensure that the resources that EOs have are spent on persons who have legal status in Ontario – not on someone who isn't going to stay in the country and give back, until they get their letter of approval they're going to get their PR card. We need to open it up to being able to serve this group, but just not the financial side. Will be flagged in the next TNC meeting.
<p>Support the development of subject matter expert-led training sessions for service providers to better understand labour market trends</p>	<p>Lunch & Learns</p>	<p>Details on Lunch & Learn idea:</p> <ul style="list-style-type: none"> ● Trying to nail down the goals of the LMI task group and identify the deliverables ● Identified through past conversation, we could all benefit from sharing more LM information, decided to organize a series of Lunch and Learns ● Wide variety of topics and industries ● Special focus on last few years to see that changes have happened ● Focus on the specific industry pathways to entry for newcomers ● Information about training pathways into different industries (micro credentials, training, less about schooling), to BRIDGE in ● Want to find recruiter from that industry to give us challenges and needs and ideas ● Pathways including equity groups will be a part of it (i.e. what is this industry like for women at the moment, etc). ● Looking internally for expertise from within the working group

Workgroup Meeting: Employment & Labour Market Minutes

		<p>Survey: We will be surveying the ELM WG members to rank some of the industries that might be more in demand by clients we're working with, which are most relevant to the clients, how to structure the conversation, if folks are interested in being one of the speakers in the lunch and learn</p> <p>Date of event: July 15, 2022 Time: 2:00PM- 3:15PM Location: Online - Zoom</p> <p>Discussion from members of the table about how to include equity and diversity, including systemic issues, into the Labour Market Trends task group</p> <p>York University: IT and Business accounting finance marketing management or public admin is a part of their work. https://www.yorku.ca/laps/iep/certificate-in-canadian-business/ or https://www.yorku.ca/laps/iep/certificate-in-information-technology/</p>
<p>Explore strategies for promoting mental health resilience among newcomer job seekers and service providers</p>		<p>Who would like to be involved in this work, and what are some potential activities for newcomer job seekers to support them?</p> <p>TNO – New program for Mental Health – could loop them in</p> <p>YMCA – NIC: Why Mind matters sessions for newcomers on mental health and wellbeing – will check into it and let us know</p> <p>Srna is interested in joining this task group in the future. Will connect with TNO rep as well.</p>
<p>Build awareness among employers about workplace mental health for newcomers</p>		<p>Srna is interested in joining this task group in the future.</p>
<p>Map out and research avenues for newcomer-Indigenous relationship building related to employment</p>	<p>Currently doing e-scan of Indigenous employment orgs</p>	<p>Been doing research internally within TNLIP.</p> <ul style="list-style-type: none"> - YMCA –NIC: Training on the topic for staff full day - City of Toronto: developing an Indigenous Guide for Newcomers, just starting to identify groups – happy to be able to finally secure consultants to do this work. Will share more information soon. <p>South LIP – Indigenous education work that Srna participates – for newcomer language learned</p>

Workgroup Meeting: Employment & Labour Market Minutes

Srna is interested in joining this task group in the future.

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Anti-Racism/EDI Report

Going through final stages of report and review. Had a consultant run focus groups to try to determine what their experiences are in the realms of health, settlement and employment. Employment has dominated the focus group discussion, finding a job is always top of mind for interviewees. The recommendations that were made – some are relevant to the LIP and some are systems-level. Not just the LIP, but it is a publicly available document. Views are from the participants directly.

Key Findings:

- Facing racism in the hiring process
- Qualitative focus: half thought they experienced racism, 1/3rd were unsure
- Some worked both in Canada and the States “country-specific experience” is only something they experience in Canada
- Frustration with regulated professions was universal, validation of credentials is costly and often leads to brick walls
- This hopelessness leads to mental health impacts

Recommendations:

- Provide LM relevant tools to help immigrants find skills while they work
- Orient employment process to help immigrants succeed not just survive
- Employment-gear bridging programs that are lower costs - Pre-arrival programs are being asked to be transparent about specific pathways (informed about what costs, exams, and time is involved)

Group Discussion on Report Findings

Discussion on Pre-Arrival

- It is a large chunk of information to provide them in pre-arrival services, many are changing their professions when they arrive – it is not possible to work in this way of full transparency, it is never how they expect
- Difficult in pre-arrival services to give much more detailed information
- Once they arrive here - it is a different experience for each person

There can be future conversations about this.

- Perhaps we can form a pre-arrival task group
- There is a lot of information about this out there
- All information is provided to them – they are working very hard

Workgroup Meeting: Employment & Labour Market - Minutes

The City's Pre-arrival programs – once they have already been approved to come to Canada, many of them are approved from a merit system and being told that their specific skill is in demand and when they get here they can't use that skill. It isn't so much what pre-arrival services can provide – it is looking at how LMI is collected, a more close working relationship with employers, so that newcomers don't face the same type of discrimination when they get here.

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Next Steps

Katharine will do a member call-out for task groups, and share the minutes and Labour Market survey. The meeting was adjourned, have a great summer!