

TNLIP Employment & Labour Market Work Group

Monday, November 21, 2022 at 1:00 pm – 2:30 pm

Minutes

Attendees: Karine Vodopianova (YMCA), Olivia Lum (YorkU), Gaynor Bramfitt (Humber), Monica Brennan (YorkU), Ruqia Karimi (ACCESS Community Capital Fund), Ashraf Mansouri Bonab (Seneca), Tony Priolo (ACHEV), Rola Hamdan (WCLSC), Diana Harrop (Centennial), Anita Liu (TNGCS), Hodan Mohamed (JVS), Danilla Moshi (NYCH), Aline Kargotsian (Armenian Relief Society / Social Services)

Facilitated by TNLIP team: Srna Stambuk (JVS), Kaitlin Murray (JVS), Astha Priya (WWC), Misha Hossain (TNO)

Agenda Item	Presented by	Discussion
Welcome, Land Acknowledgement & Introduction	Srna Stambuk (ELM Coordinator)	<ul style="list-style-type: none"> • Srna Stambuk presented the Land Acknowledgements • Members introduced themselves and participated in a brief ice breaker activity (which part of the city do you like in and what do you like or dislike about your neighbourhood?)
ELM Task Group Activities Overview & Updates	Srna Stambuk (ELM Coordinator)	<ul style="list-style-type: none"> • Srna shared the list of all member organizations that are part of the ELM Work Group. • Members reviewed TNLIP's 5 impact areas and what it means to the work of the ELM group: Service Coordination, Research & Advocacy, Knowledge Sharing, Capacity Building, and System Change • Members viewed a chart which showed ELM activities that were completed/in progress in each impact area since the start of the strategic period. <p>Completed / On Pause (2021-2022)</p> <ol style="list-style-type: none"> 1. <u>Pre & Post Arrival</u>: Knowledge sharing panel for SPOs happened in Feb 2021

2. Entrepreneurship: 2 training sessions for SPOS focusing on self-employment training available & accessing funding held in Nov 2021; program directory for entrepreneurship for newcomers created and available in draft form from Srna
3. EO Transformation: Presentation by First Work for service providers held in 2021

In Progress

4. Equity, Diversity, and Inclusion: EDI related podcast on best practices done last year and could explore to create more, EDI speaker panel done this year and members suggested having more EDI events in relation to different topics.
5. Labour Market Trends: Pilot LinkedIn group on access to labour market information done last year (should we revive it?), lunch and learn on post-COVID labour market trends done this year... next Lunch and Learn potentially on LMI trends in IT sector

Proposed by Members:

6. Mental Health and Employment: potential areas to explore mental health resiliency in newcomer job seekers, building awareness about newcomer mental health among employers
7. International Students and TFWs: Build resources to better serve international students and TFWs who are not eligible for services (include refugee claimants too)
8. Francophone Newcomers: Exploring services and resources available to francophone newcomers for sustainable employment.
9. Newcomer Indigenous Relations: Finding innovative ways to improve newcomer and indigenous relations within the scope of employment and labour market.

Discussions on Proposed Task Groups

- Would support for Ukrainians arrivals be grouped under International students and TFW Task Group?
 - o It may be although, Ukrainians are eligible for most services such as education and bridging programs under CUET, so the task group would mostly look into issues of international students and TFW

		<ul style="list-style-type: none"> - Looking at Francophone newcomers and matching them with Francophone services are very important as Anglophone services may not be sufficient enough. This task group would work to find solutions to eliminate barriers for access to services both internally and externally. - What is newcomer indigenous relations? <ul style="list-style-type: none"> o This task group would look to integrate indigenous awareness, history and the present relationship in the scope of our work. o There are also newcomer folks arriving in Canada from indigenous communities around the world o Newcomers face barriers in employment during their settlement and it is important for them to know about the barriers and challenges faced by indigenous communities which are similar to theirs. It is also important for newcomers to have awareness of indigenous history. - What are some indigenous serving agencies in North York? <ul style="list-style-type: none"> o Colleges and Universities provide indigenous services but how do we enhance services and make it more inclusive to indigenous communities?
Employment Updates & Discussions	Srna Stambuk, Everyone	Employment Updates & Discussion 1. Trends impacting employment and labour market Srna shared an infographics on Canadian demographics, Labour market information, recession predictions, retirement trends, Covid 19, and immigration impacts on employment <ul style="list-style-type: none"> - Population: <ul style="list-style-type: none"> o Canada has an all-time high of working age population that is close to retirement. For the population of 15-64, 22% of this population is within 10 years from retirement. Immigration: <ul style="list-style-type: none"> o Canada plans to solve its population and labour supply crisis through immigration, hence the immigration plan for the next 3 years involves inviting 1.5 million new immigrants into Canada o Between 2016-2021, immigrants accounted for 4/5 of all labour force growth. o 52% North York residents identify as immigrants - Covid-19 <ul style="list-style-type: none"> o Disproportionately affected women, youth and BIPOC

		<ul style="list-style-type: none"> ○ Recovery post covid has been uneven; higher earners recovered well while those who earn under \$20/hr were harder hit by the pandemic and have still not recovered to pre-pandemic levels in terms of employment <p>Recession</p> <ul style="list-style-type: none"> ○ Availability of credit at low interest rates spurred economic recovery post Covid 19 by increasing spending power and boosting spending by the public. The resulting demand for products and services and pandemic related disruptions in global supply chain clashed with the longitudinal population and retirement trends plus temporary decline in immigration during first year of the pandemic and led to increase in prices and subsequently inflation. ○ As the Bank of Canada raises interest rates to fight inflation, the hot labour market with a record low overall unemployment rate of 5.2% (Toronto is 6.5%) is at odds with Bank of Canada’s plans to quell spending and control inflation <p>2. Discussion: trends and issues from the community</p> <p>As per 1:1 meetings with members, the following were identified:</p> <ul style="list-style-type: none"> - Clients are facing higher levels of stress and mental health issues - It has been hard for senior managers to recruit and retain staff - Clients are experiencing more precarious immigration statuses - Staff are facing burnout issues - Front line stated they need more resources to refer clients to - Managers stated they need more employer and labour market information <p>For complete overview of trends and needs identified in 1:1 meetings so far, see Coffee Chat Infographic</p>
<p>Task Group Prioritizing for Next Quarter</p>	<p>Srna Stambuk</p>	<p>Jam Board Session to brainstorm and prioritize Task Groups:</p> <p>Some proposed activities and suggestions:</p> <ul style="list-style-type: none"> ● Entrepreneurship: More events and continue working on directory; mentorship events for entrepreneurship ● EDI: EDI YouTube interviews ● TNLIP website with ELM information and resources ● Sector specific LMI, and training support services ● Working with people with disabilities

		<ul style="list-style-type: none"> • Recession related • Focus on international students from college perspective • Placement student recruitment • Exploring Ukrainian employment and finding out about trends, and outcomes • Lunch and Learn on indigenous relations • Connect to Francophone agencies and have them join TNLIP • LIP partnering with Indigenous organizations, such as Native Canadian Centre and Ontario Federation of Indigenous Friendships Centres would be a great step <p>For pdf of the Jamboard Session please click here.</p>
<p>What are Newcomer Information Centres?</p>	<p>Karine Vodopianova</p>	<p>ELM Work Group member Karine Vodopianova from YMCA conducted a presentation.</p> <ul style="list-style-type: none"> - The YMCA Newcomer Information Centre (NIC) is funded by IRCC. - Services ensure that newcomers to Canada receive relevant and up-to-date information to make informed decisions and to achieve their personal settlement goals. - NIC conducts need assessment, information and referrals only. - NIC does not provide settlement services. - Services are provided in 60 languages and no catchment area - Services are both in person and virtual <p>Services include providing information and referrals to over 2000 updated newcomer specific resources related to:</p> <ul style="list-style-type: none"> • Language assessment • Essential Government Documents and Benefits • Employment Services • Education and Training • Foreign Credential Assessment • Housing • Legal and Social Services • Child, Youth, and Family Resources • Community and Recreation • Personal Finances and Income Tax

		<ul style="list-style-type: none"> • Shelter, food, and clothing • Pre and post arrival settlement services • Volunteering • Other settlement-related topics <p><u>Cross-training opportunity</u>: YMCA NIC is available to conduct training with new staff on newcomer needs assessment. Please email karine.vodopianova@ymcagta.org for more information.</p>
Agency Updates & Closing Remarks	Everyone	<p>YMCA newcomer career fair on December 6. Please refer clients that are looking for employment to Karine at karine.vodopianova@ymcagta.org</p> <p>YorkU Certificates in Canadian Business for IT for IEPS - launching new intake this week. Applications due by Jan 31 and program start March 2023. Fee waivers and OBPAP bursary is available to assist with program costs. (More info https://www.yorku.ca/laps/iep/certificate-in-information-technology/ or https://www.yorku.ca/laps/iep/certificate-in-canadian-business/ and eligibility here: https://www.yorku.ca/laps/iep/future-students/certificate-admission-requirements/)</p> <p>We can do information sessions with any agency who wants to run one with us email IEP@yorku.ca and connect with Kayla or Monica</p>
Closing Remarks and Next Meeting	Srna Stambuk	Next meeting will be in the new year following the Partnership Council meeting on January 10, 2022.