

TNLIP Employment & Labour Market Work Group

January 25, 2023 at 11 am – 12 pm

Virtual - Zoom

Participants: Astha Priya (TNLIP/WWCC), Srna (TNLIP/JVS), Kaitlin Murray (TNLIP/JVS), Claudia (WSC), Sharvari Jois (JVS Toronto), Corine (TNO), Danilla Mosi (NYCH), Tony, Fatima Moghimi (LDATD), Adey Worku (TNO/LIP), Rodica, Diana Harrop, Anita Liu (TNGC)

Agenda Items	Discussion Notes
Welcome, Land Acknowledgment & Introductions	Welcomed Team, Srna gave overview of agenda, and members gave introductions Discussed name, agency, role, and daily practice that impacts your quality of life
ELM Infographic – Who We Are	<p>28 Active Members 22 Organizations</p> <p>Type of Agency – 46% are multiservice, 23% post-secondary institutions, 15% is primarily employment-serving, 8% are information referral and community development or self-employment agencies Showcased the geographical region of organization representation, aka the catchment area; South of Sheppard, East of Dufferin, North of Lawrence (Bathurst Manor, Armour Heights, Clanton Park, Ledbury Park) – might look for more members there as that is low on representation right now</p> <p>Member Position– 75% manager roles, 25% front line (Question: do we need to bring in more front-line workers? Some members responded ‘yes’)</p> <p>Staff size– ranges from less than 10 employees to 5000 employees</p> <p>Major Sources of Funding for Employment Programs: 36% Employment Ontario, 24% IRCC, 16% Bridging</p>



**Task Group
Updates**

NEMHA – newcomer employment and mental health task group

- List of members: Danilla Moshi (NYCH), Marina Ayvazyan (JVS), Radhika Sharma (SfC), Tony Priolo (ACHEV)
- Meet once a month
- Description: working to understand relationship between newcomer mental health and employment experiences; finding existing supports within employment services and gaps in support
- Currently: info gathering, literature review, member input and reviewing Learning From Lived Experiences Of Racism Report
- Next Steps: work plan development for 2023-2025

TISC - Temporary Workers, International Students And Refugee Claimants Support Workgroup

- List of members: Karine Vodopianova (YMCA), Olivia Lum (YorkU), Ashraf (Seneca College), Gaynor Bramfitt (Humber College, EO), Anita Liu (TNGCS), Radhika Sharma (SfC)
- Meet once a month
- Description: TFW, IS and RC newcomer's eligibility is confusing or they are not eligible for so many resources – so trying to better aid this population and understand their issues; trying to better understand how immigration and other policies relate to their issues and services they are eligible for/support for them and what can SPOs do to respond
- Status: gathering info with literature review and member input
 - o Clarifying eligibility of refugee claimant for bridging programs
 - o A guide to hiring international students for employers
 - o Directory of services for international students for front-line workers
- Next steps: Work plan development

Member Comments:

- Employment Ontario can provide very limited support through resource centre/unassisted services to international students. With the coming final EO transformation more supports will be directed to highly barriered individuals and newcomers don't usually qualify for that so it's a problem and only getting worse. Some changes are coming for international student services in new EO transformation as well.
- Ontario Ministry of Citizenship funds a program that can help these people:
<http://www.citizenship.gov.on.ca/english/grantsandfunding/nsp.shtml>
- Service providers are getting more and more requests for service from this population so relevance of this work is more and more important now



DEI - Diversity Equity and Inclusion

- Members: Karine Vodopianova (YMCA), Radhika Sharma (SfC), Felipe Palleros (YMCA), Habib Ullah (ACCES), Claudia Bargellini (WSC), Hodan Mohamed (JVS), Migdalia Jones (Tropicana), Tony Priolo (ACHEV)
- Meet once a month
- Description: working on what can SPOs do to mitigate experience of discrimination and racism in newcomer economic integration?
- Currently: Reviewing Learning from Lived Experiences of Racism Report – for whole immigration/economic integration process – how it affected their whole experience, i.e. experiences with employers, SPOs, at the job, finding the job, etc.; Conference Board of Canada stated: “First jobs in Canada predict future employment and earnings level” - SRNA will share the report with minutes
- Next steps: information gathering with focus groups and inclusive consultations with nonwhite newcomer job seekers to understand what happens at each stage of the economic integration journey and job finding process in regards to DEI (Asking questions about: What would help? How can service providers help? How can we mitigate the experiences of discrimination of racism?)
- Environmental scan of existing helpful practices will also be done

LMI – Labour Market Information for Service Providers

- Series of events on local Labor Market Trends for service providers
- Meet once a month
- Next Lunch and Learn: JAN 30th
 - o Learning about IT and understanding those trends in terms of larger labor market pictures
 - o Pathways to IT for Newcomers Document – will create a directory of all existing pathways into IT for newcomers (from training to bridging to micro credentialing) to be shared at the Lunch and Learn on January 30th

April Lunch and Learn idea – manufacturing? – largest employment sector in the GTA *Is there interest in learning about this? Srna might send out survey for this*

All task groups are continuously accepting members – so can join whenever! Just reach out to Srna to join task group



Other Issues on Our Radar	<p>Newcomer Youth Employment This is a bit of blind spot at TNLIP but we want to support projects that enhance understanding of factors affecting newcomer youth employment youth. If there is interest, we can create a Task Group.</p> <p>EO Transformation: There have been significant changes to social assistance legislation, system transformation and delivery of employment supports with more coming to Toronto Employment Ontario service providers in 2023 <i>Question for members:</i></p> <ul style="list-style-type: none">- Q: Is there interest in having First Work present their report “A Year in Transition: EO Service Transformation” Report from 2022? They are happy to present learnings from that report- A: <i>Yes, was a common response, members agreed</i>- Q: Date? Feb or march?- A: Aim For WEEK OF FEB 27, last week of February is ideal
Collaboration Opportunities	<p>TESS: Adey helped make connection with Manager of new Newcomer Service Pathway at TESS – thank you! TESS is developing a specific service pathway for newcomers receiving OW and are looking to help their case managers understand the barriers and challenges experienced by newcomers clients vs non newcomers They are looking for content they can share with their case workers across Toronto as part of training so there is an opportunity to be involved with training process.</p> <p><i>Question for members:</i></p> <ul style="list-style-type: none">- Is there interest in exploring this opportunity from any of our members? <p><i>Member Input:</i></p> <ul style="list-style-type: none">- TESS attended newcomer cluster table and asked questions to gain input from partners on this issue – it was a very engaging convo on the table. An idea: invite TESS to this WG and have them share their info, engage members and get all their feedback at once! So, more member partners can give their info.- Would also welcome a presentation from TESS about their new newcomer service pathway- It’s amazing that TESS is even asking for help now. TNLIP will support collaboration between TESS and other newcomer employment service providers to improve newcomer outcomes in North York



	<p>Staffing issues: Finding and retaining employees is a challenge – newcomer serving employment agencies are struggling with this. TNLIP wishes to support our members with this challenge through, for example:</p> <ul style="list-style-type: none">- Helping to understand what is causing the staffing crisis? We can present research findings by OCASI and other sources on this matter.- Or hold a meeting to share best practices and tools in dealing with the staffing issue? <p>TNLIP cannot lead but we can support this initiative and the members who may want to take a lead on this.</p> <p>Article For University Health Network Sickle Cell Anemia Clinic Contacted by social worker at UHN Sickle Cell Anemia Clinic for information about supporting clients in their employment journey. Most clients are racialized clients and a huge percent are newcomers. They need info about employment landscape and services in Toronto for newcomers to Canada so there is an opportunity to write an article that will be published on Sickle Cell Anemia clinic website. This will help newcomers navigate employment better and get directed to the appropriate support and resources available for them.</p> <p>These collaboration opportunities are in addition to the ongoing task groups – there was good interest from members on learning more about the interesting ideas.</p>
Agency Updates & Closing Remarks	Thank you to all for your efforts Srna will follow up with the next ELM WG meeting that will be in May as well as share other updates about topics mentioned