

TNLIP Employment and Labour Market Work Group (Winter 2023)
Thursday, Feb 29 2024, 10:00 am – 11:30 am

Virtual – MS Teams

Participants (18): Adey Worku (Toronto Newcomer Office), Behnaz Azad (Access Employment), Claudia Bargellini (Working Skills Centre), Danilla Moshi (NYCH), Diana Harrop (Centennial College), Fatima Moghimi (LDATD), Hodan Mohamed (JVS), Kayla Chu (York University), Monica Brennan (York University), Nasima Sayar (Jumpstart Refugee Talent), Olivia Lum (York University), Anita Liu (TNG), Radhika Sharma (Skills of Change) and Wendy Li (NYCH)

Facilitated by: Farheen Meraj (TNLIP/JVS Toronto), Isabella Yan (TNLIP/WWCC), Rachelle Molto (TNLIP/JVS Toronto), Srna Stambuk (TNLIP/JVS Toronto).

Agenda Items	Presenter	Discussion Notes
<p>Welcome, Land Acknowledgment & Introductions</p>	<p>Farheen, Everyone</p>	<p>The TNLIP team opened the spring 2024 ELM work group meeting with a warm welcome. All attendees introduced themselves.</p> <p>Farheen welcomed new members.</p> <ul style="list-style-type: none"> • Nasima Sayar, Program Manager, Jumpstart Refugee Talent • Ayesha Firdouz, Coordinator of Employment Connections, CCS • Yvonne Davis, The Career Foundation • Jamal Brooks, NPower • Sheryll Smith, NPower • Wendy Li, NYCH • Nimo Abdulkadir, Tropicana Employment Services • Amira Masood, Achiev • Kayla Chu, York University <p>Please reach out to Farheen/Rachelle if you require one-on-one orientation meeting about TNLIP.</p> <p>Danilla Moshi from NYCH delivered land acknowledgment and she led the ice-breaker activity. All attendees had the opportunity to share what they are most excited to explore the rich cultural heritage of indigenous Peoples in Canada.</p> <p>Action items</p> <ul style="list-style-type: none"> • Farheen and Rachelle to onboard new members
<p>Talent Canada Mentorship Program</p>	<p>Nasima Sayar, Jumpstart Refugee Talent</p>	<p>Jumpstart Refugee Talent is refugee-led non-profit organization founded in 2016. Welcome Talent Canada is the only national mentorship program for refugees. More information: https://jumpstartrefugee.ca/programs/wtc/mentors/</p>



<p>Upcoming events</p>		<p>March 14 9:30-Common Assessment Tool Training (delivered by First Work, organized by TWLIP)</p> <p>March 19 1pm – 3pm WSPS Workplace Health & Safety TTT session</p> <p>March 26 1pm – 2pm LMI Manufacturing Lunch & Learn</p> <ul style="list-style-type: none"> Have you partnered with FOCAL, or its collaborators: CSTEC, APRC or PRISM Economics & Analysis?-Please let Farheen know. <p>April 8 10 am -12 noon Refugee Claimant Speakers Panel (Speakers from TESS, Jumpstart Refugee Talent, CICS, EO, WSC, TDSB)</p> <ul style="list-style-type: none"> We will also share: Which organizations received NSP funding, capacity for serving claimants? <p>Action items</p> <ul style="list-style-type: none"> Farheen to share invitations for the above events.
<p>Task Group Updates</p>		<p>Farheen provided an overview of the progress and developments in the ELM work group since their last meeting.</p> <p>TISC task group:</p> <ul style="list-style-type: none"> On March 4th TISC meet to brainstorm agenda for refugee claimant panel that we have on April 08th <p>EDI Task group:</p> <ul style="list-style-type: none"> Please reach out to Farheen if there are any success story of engaging employers meaningfully in you program and influenced inclusive hiring practice. The task group would like to discuss what strategies that you used, what techniques that you used that were helpful so as to compile a report and contextualize the existing study that was done by TRIEC on inclusive hiring practices. <p>Upcoming EO Transformation task group:</p> <ul style="list-style-type: none"> Focusing on developing a work plan Official call out email will be sent out soon If you are interested in joining the task group/have any suggestions, please reach out to Farheen directly <p>Previous action items:</p> <ul style="list-style-type: none"> Share the research plan for the inclusive hiring practice projects; -TRIEC carried out a similar research; EDI task group will contextualize those researches by compiling success stories Send further details of common assessment training; -CAT scheduled on March 14th 9:30am-2pm Send list of service providers for refugee claimants developed by Stephen -Attached in previous meeting minutes Share updates on evaluation of EO upon receiving them from MLITSD -MLITSD decided not make the report public as it's not relevant



		<p><i>anymore</i></p> <p>Action items</p> <ul style="list-style-type: none"> • Farheen to send out callouts for the EO task group. • Farheen to reach out/update regarding the EDI project.
<p>Impact of CFP and supports needed</p>	<p>Farheen, Srna</p>	<p>CPF 2024: WHATS' NEW? Employment Related</p> <p><u>Pre-Post Arrival:</u></p> <ul style="list-style-type: none"> • National online self directed employment modules. • Sector-specific employment programming for in demand sectors. <p><u>Other notable changes:</u></p> <ul style="list-style-type: none"> • Additional services for employers to support newcomer settlement • Entrepreneurship supports focused on information and referrals • Greater commitment to client specific services, including racialized women and youth • Refinement of ErS activities including certifications, unpaid work placements and services that support job matching <p>Discussion questions:</p> <ul style="list-style-type: none"> • How do you anticipate CFP 2024 will change the way they deliver employment services? • Did anyone apply for indirect service funding to work with employers? • What supports will you need when the new funding cycle starts <p>Member Sharing:</p> <p>Skills of Change:</p> <ul style="list-style-type: none"> • Under the employment services, we already have health and trauma-informed component which is for the healthcare professionals and IT professionals or clients that are looking into transition into health or IT sectors. • When the proposal was submitted, it was again under the employment stream and it wasn't in the previous RFPs where they would ask for a placement component. • 8 weeks of program extended to 10 weeks so that clients can get more experiential learning and make more informed career decisions. • We have employer engagement team through which we are again looking to have an employer potential specialist working for this bridging program. • Recently got the funding under the trades program where we are able to run some workshops for women in six different provinces to take trades as a sector and enhance their leadership skills. Also increase the longevity of people in the trades sector. • Offer pre-post arrival services for women in trade. <p>TNG:</p> <ul style="list-style-type: none"> • Shared the challenges in obtaining tangible results, for example, getting pay slip from employer • Over caseload and workload for front line workers



		<ul style="list-style-type: none">• Systemic barrier LDATD: <ul style="list-style-type: none">• Good aspect of our funding. A small funding for training employers last year.• We hosted three-day workshops for employers and we paid. We trained them about our clients, who they are, who we are and how we can help them. It worked very well.• Unfortunately, we didn't get the funding this year.• Stigma from employer exists in hiring newcomers.
Member Updates		<p>Centennial College: Pre-apprentice program starts on April 22. The intake starts on April 2nd, 3rd, and 4th. For program inquiries, clients can email Elec.PreApp Elec.PreApp@centennialcollege.ca; service providers can email dharrop@centennialcollege.ca</p> <p>Humber College: EO program closes on March 31st. Please reach out to Farheen if your organization can step in to support the clients that are left out from the program in that neighborhood. TNLIP is happy to support the mitigation and coordination.</p> <p>Toronto Newcomer Office: The 10th annual Toronto Newcomer Day will be held on Thursday May 23rd, 2024, at Toronto's City Hall and Nathan Phillips Square. The theme for this year's event is "Looking Back: A Decade of Welcoming and Celebrating Newcomers". https://www.toronto.ca/community-people/moving-to-toronto/toronto-newcomer-day/</p> <p>JVS (Jane & Finch): Youth Entrepreneurship Program (for Canadian Citizens and PR). Entrepreneurs under 30 will receive direct assistance (Up to \$7000) developing a business plan and mentoring support by business owners/experts. Start date: April 08, 2024. Last date to apply: Friday, March 29th, 2024.</p> <p>TNLIP: If you would like to disseminate information on any updates or events, please reach out to me (farheen@torontonorthlip.ca) or Rachelle Molto (rachellemolto@torontonorthlip.ca)</p>
Next Meeting		Farheen summarized the meeting and informed the group about the next meeting that would be on May 31 st (Thursday) from 10 am to 11:30 am.