

TNLIP Employment and Labour Market Work Group (Summer 2024)
Friday, May 31, 2024, 10:00 am – 11:30 am

Virtual – MS Teams

Participants (18): Behnaz Azad (Acces Employment), Claudia Bargellini (WSC), Corine Hibbert Samuels (TNO), Danilla Moshi (NYCH), Diana Harrop (Centennial College), Han Tran (Devant/Kibbi)*, Hodan Mohamed (JVS), Karine Vodopianova (YMCA), Martin Snead (LHL)*, Michael Liendo (Achev), Nasima Sayar (Jumpstart Refugee Talent), Olivia Lum (York U), Raluca Costea (YMCA), Viviana Tirado (MNLCT), Wendy Li (NYCH), Radhika Sharma (SfC)

Facilitated by: Farheen Meraj (TNLIP/JVS), Rachele Molto (TNLIP/JVS)

*Guest speakers

Agenda Items	Presenter	Discussion Notes
<p>Welcome & New Members Announcement</p> <p>Territorial Acknowledgement</p>	<p>Farheen Meraj</p> <p>Olivia Lum (York U)</p>	<p>Farheen opened up the Summer 2024 ELM work group meeting with a warm welcome and greetings to everyone in the meeting.</p> <p>Farheen welcomes new members:</p> <ul style="list-style-type: none"> ● Michael Liendo, Achev ● Zaitoon Umer, The Career Foundation ● Kamar Shalaby, The Career Foundation <p>Farheen starts off by stating a statement of Territorial acknowledgement then passes it on to Olivia Lum.</p> <p>Territorial Acknowledgement led by Olivia Lum</p> <ul style="list-style-type: none"> ● Olivia presented a video titled “Land acknowledgements: uncovering an oral history of Tkaronto” in addition to her territorial acknowledgement. ● The video describes an oral history of Tkaronto. The speaker in the video stresses the importance of acknowledging the original inhabitants of any land she visits, highlighting that land acknowledgments serve not only to assert Indigenous sovereignty and treaty rights but also to foster a deeper connection to the place for everyone. The video reflects on how modern streets like Davenport are more than just thoroughfares; they are ancient portage trails rich with Indigenous knowledge and history. ● Roque advocates for land acknowledgments as a meaningful gesture in the context of reconciliation, urging the inclusion of Indigenous peoples in the narrative of diversity and equality. She calls for sharing the truth and collaboratively reimagining the story of the land and the city. <p>Farheen facilitating introductions with everyone, leading an icebreaker, asking for Names, Pronouns, Roles and Organizations</p>



		<ul style="list-style-type: none">- Icebreaker: Preferences (Would you rather)- Shows agenda for the meeting and gives a quick summary of what the meeting will entail
Task Group Updates	Farheen	<p>Farheen provided an overview of the progress and developments of the tasks groups below.</p> <p>Temporary Foreign Workers, International Students and Refugee Claimants (TISC) Task Group</p> <ul style="list-style-type: none">• This group held an Expert Panel on April 8th about Refugee Claimants and any resources for them. The event is available for viewing on the TNLIP YouTube Channel and can be accessed by this link: Expert Panel on Supporting Refugee Claimants: Gaps and Resources for Equitable Access to Employment• Expert Panel:<ul style="list-style-type: none">○ Darrell Pinto○ Malini Singh○ Jennifer Rajasekar○ Mahaz Chinoy○ Claudia Bargellini○ Vanessa Parodi○ Monica Anne Brennan○ Srna Stambuk• Discussed about how to make hiring events more accessible for claimants, bridging programs, and so on.• It was a successful panel, receiving good feedback. Only criticism was that it was too short, given the increasing demand for support from refugee claimants.• Farheen shared the NSP List which held a list of Toronto organizations receiving additional funding to serve Refugee Claimants.<ul style="list-style-type: none">○ Companies who do not receive additional funding and still wish to be included in the list to note that they are supporting Refugee Claimants, Farheen sent the link of a survey here: https://www.surveymonkey.com/r/XKNDH52○ The survey is TNLIP's attempt to collect information from their members about their services for refugee claimants in order to create and share an inclusive list of agencies who provide services to claimants.○ TNLIP hopes to finish this list by end of June, so Farheen suggests submitting survey responses by mid-June.• Following the Expert Panel on April 8th, a Post-session evaluation data party was conducted on April 16th. They shared the evaluation responses with everyone attended in the task group and dove down into each data point. They interpreted the data and insights were gained for next steps, criticisms, and feedback.• An in-person meeting was conducted on May 28th to discuss future directions as well as team-building activities. The meeting decided on focusing on Refugee Claimants.



		<ul style="list-style-type: none"> ○ <i>Shift in focus:</i> In addition to focusing on claimants and building upon what was already started, they also want to move focus onto International Students' issue. They also intend to adopt an intersectional lens on these topics and looking at multi-barrier clients. ○ Meeting was brainstorming of what ideas can be churned out to achieve their goals and then narrow down according to feasibility and impact. <p>Equity, Diversity, and Inclusion (EDI) Task Group</p> <ul style="list-style-type: none"> ● The focus of the group is understanding the influence of SPO's on inclusive employer practices. They are contextualizing the studies conducted by TRIEC by including success stories and discussing best practices, what is not best practice, etc. ● Data was collected via interviews and focus groups which will then be interpreted. ● Farheen encourages those in the meeting to reach out if they wish to be involved in the study. <p>Employment Services Transformation (EST) Task Group</p> <ul style="list-style-type: none"> ● In light of all employment services now being combined to one system, managed by the Ministry of Labour, Immigration, Training, and Skills Development, this task group was made. ● The first meeting was on May 14th, discussed on what the group can focus on and what are some concerns related to employment services in order to be proactive about the changes. ● The two key points were: <ul style="list-style-type: none"> ○ EST Task Group was to be made into an InterLIP Project, a collaboration between all LIPs as a lot of the issues will be similar. ○ Community/SPO Consultation with WCG. ● Prior to this, background information is required to ensure the necessity of this. <ul style="list-style-type: none"> ○ How many have transitioned in other locations, or just in Toronto, specific concerns, and other relevant information due to the diversity of the landscape and the differences in transition periods and responses to the changes. <p>Farheen added a break to include a minute to take a breather and encouraging participants to do some stretches with her.</p>
<p>Lighthouse Labs (LHL) Social Impact Division</p>	<p>Martin Snead (LHL)</p>	<p>Farheen introduces Martin and Lighthouse Labs, providing context on what Martin does. Martin Snead is a Workforce Development specialist with LHL. In his role, he collaborates with colleagues in the Social Impact Division to source and secure government funding to enable equity-deserving individuals the opportunity to take their online tech training at a little or no cost to them.</p> <p>Lighthouse Labs</p> <ul style="list-style-type: none"> ● LHL is a private career college operating since 2013. Over which



		<p>time has trained about 40,000 people.</p> <ul style="list-style-type: none"> • The Social Impact Division focuses on securing government funding, primarily provincial and federal, to allow equity-deserving individuals the opportunity to train at LHL with little to no cost. • The Social Impact Division broadens connections with other organizations, such as those in the newcomer space to reach out to more individuals to provide information regarding their programs. It works with variety of organizations and groups. • Newcomers in particular may find benefit in this program as they are not as often well-supported as those who have been in the country longer. The Social Impact Division aims to level the playing field by providing funding for them. <p>Martin's contact: martin.snead@lighthouse labs.com</p> <p>Q&A:</p> <ul style="list-style-type: none"> • Questions were encouraged to be sent to Martin's email, see above.
<p>Labour Market Insights and How SPOS Can Collaborate</p>	<p>Han Tran (Devant/Kibbi)</p>	<p>Farheen introduces Han Tran and Devant/Kibbi which are two reputable organizations providing comprehensive, AI-powered career developments. Its solution is specifically designed to support non-profit agencies in their Workforce Development Initiatives. Han works under Partnerships and has been in the newcomer services for 20 years. Devant/Kibbi orks with several partners such as JVS, Skills for Change, Mennonite New Life Center, Access Employment, etc.</p> <p>Devant/Kibbi</p> <p>Devant is a digitized career service, a white-laelled career development portal. Kibbi makes job opportunities more accessible. It is an AI-Powered, map-based multilingual job search App. The purpose is using technology to take away the redundant, repetitive work so you can focus on quality service. Kibbi also assists in creating cover letters based on job description and resume using AI as well as creating a Labour Market Report. The report pulls from millions of jobs in Canada and sources such as Indeed, LinkedIn, Glassdoor. The Data is synthesized and organized in categories such as top industries hiring, top occupations hiring, top skills, and so on. It also includes information about the job market, required education, experiences, hourly rates, data projections. It can also provide top cities, top provinces, and skills to improve on.</p> <p>The report is updated quarterly over a 12 month period. There is a paid version of the Labour Market Report which can be updated for a specific time, location, occupation, or request.</p>



Feedback on Questions

Below are all the questions you answered in your interview. Click on each one to review your response and check it against the advice.

What skills have you picked up from your time at Queen's University?

Your answer

Transcript of your response

The skills that I picked up while I was at Queen's University or in my first one is my interpersonal skills and where we were able to really meet a lot of different folks and, and learned how to work in teams communicate and as well as multitask as we work through the projects. Um As well. Of course, the technical skills, we also learned a lot of problem solving skills as we were analyzing many different social issues that we had to tackle. So those I would say were some things that I learned or the skills that I picked up at Queen's University.

Key Points

Here are the key points you need to cover to give an answer most interviewers would be happy with. Play back your video above and see how many of the points below you can tick off.

Consider all the transferable skills you have picked up

Go back

You are about to apply for this position: **food service supervisor - Full-Time** at **965913 ONTARIO LTD**

Before apply, do you want to review your profile?

- Education
- Work/Volunteer Experience
- View Current Resume



Use AI tools up to 5 times per month or unlock unlimited features to boost your job search by joining KibbiPlus+ today!

Supercharge Your Application **7-Day Free Trial**

AI Tools loading...

About "Adapt Resume" and "Generate Cover Letter"

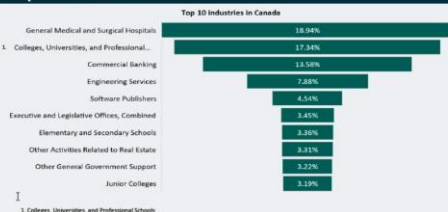
Optional:

Write a bit about yourself and why you are the best fit for this role.

Top 10 Canada All Occupations

1,190,132 Annual Job postings in 2023

Top Industries



Top Occupations



Q&A:

- Danilla (chat): Have you heard of JobScan?
- Han: Yes. It is a good tool. Good for one, but if you are looking for a suit tool, then there are other alternatives.
- Olivia (chat): Do you also partner with post secondary institutions?
 - Han: Yes. Majority of clients are post-secondary institutions. 25+ post-secondary institutions across Canada, like Centennial, Guelph, Humber. It provides a



		<p>two-fold use for universities, and develops for more quality consultation. Not sure about York U, they want to work with continuing education. They can do a lot of data tracking as well.</p> <ul style="list-style-type: none"> ○ Olivia: Do you mean the school of continuing education, specifically? Or? <ul style="list-style-type: none"> ■ Han: Not at York U. Mainly under career services for postsecondary institution partners. Targeting Continuing Education as there are not a lot of sources for them. ● Martin Snead: Can we set up a meeting to discuss how we might be able to use the Devant platform here at LHL? <ul style="list-style-type: none"> ○ H: Yes. ● Danilla (chat): <ul style="list-style-type: none"> ○ What is the exact material's purpose? Is it resources for employment workers or would it to partner with them to get training or? <ul style="list-style-type: none"> ■ Han: Yes. Would love to partner, many of those on call are existing partners. Would love to partner and work through what areas needed to be supported. ○ Do you feel like ChatGPT is taking away from our work? (to everyone) <ul style="list-style-type: none"> ■ Han: You are not being replaced. Tech can only take you so far, and it requires some form of human touch. The platform takes away from scratch purpose and creates a nice template for you, providing quality questions to ask your clients. Takes away redundant work. Allows us to evolve with technology. "People who use AI that are gonna take your job".
<p>Member Updates</p>	<p>Everyone</p>	<p>Diana (Centennial) raised the issue of limited funding available for pre-apprenticeship programs, particularly emphasizing how few entities, including her own team, received funding in the second year of their two-year proposal. This was in the context of broader discussions about needed investments in trades like electrical work, where there seems to be a gap between government discussions on infrastructure and the actual allocation of funds for training new entrants in these areas.</p> <p>Hodan: impact of election season budget cuts at federal and provincial levels, which adversely affect the social sectors and have lasting impacts on the labour market. She emphasized the importance of identifying key actors within the trades to navigate these changes.</p> <p>Han: Reported a significant decline in funding approval, with the Skills Development Fund (SDF) declining 90% of the proposals, possibly shifting focus towards capital funds for building infrastructure instead of training new workers.</p>



		<p>Martin: Clarified the existence of two funding streams—Capital and Training. He referenced recent budget announcements in Ontario that earmarked \$160 million for skills development but did not specify the distribution between the two streams. Decisions on local training funding are pending, with expectations for additional training funds in the upcoming fall.</p> <p>For any other events or updates, Farheen reminds of the newsflash and invites members to share them with her or Rachelle.</p>
Next Meeting	Farheen Everyone	Next meeting is Tuesday, September 26, 2024 at 10:00AM-11:30AM.

Other Resources from the chat:

- Expert panel of refugee claimants:
[https://www.youtube.com/watch?v= QAJr23dW6o&t=5709s](https://www.youtube.com/watch?v=QAJr23dW6o&t=5709s)
- NSP list sign up: <https://www.surveymonkey.com/r/XKNDH52>