

# QUINTE LOCAL IMMIGRATION PARTNERSHIP

...a better community for everyone

## Minutes of the meeting 17 June 2014

MEETING :	Quinte Local Immigration Partnership <a href="http://www.quintelip.ca">www.quintelip.ca</a>
LOCATION	Fireplace Room B - Quinte Sports and Wellness Centre - City of Belleville 265 Cannifton Road, Belleville, Ontario
PROJECT COORDINATOR	<ul style="list-style-type: none"> <li>• <b>John L. Robertson</b> - Project Coordinator – Quinte Local Immigration Partnership - Email: <a href="mailto:lip@quinteimmigration.ca">lip@quinteimmigration.ca</a></li> </ul>
ADMINISTRATOR /FACILITATOR	<ul style="list-style-type: none"> <li>• <b>Orlando Ferro</b> – QLIP Administrator / Facilitator Executive Director – Quinte Immigration Services QUIS Email: <a href="mailto:oferro@quinteimmigration.ca">oferro@quinteimmigration.ca</a></li> </ul>
NOTE TAKER	<ul style="list-style-type: none"> <li>• <b>John L. Robertson</b> - Project Coordinator – QLIP Partnership</li> </ul>
ATTENDEES	<ul style="list-style-type: none"> <li>• <b>Sakthy Nithianandan</b> - Settlement Officer ONT RHQ Citizenship and Immigration Canada (via teleconference)</li> <li>• <b>Mike Hewitt</b> - Manufacturing Resource Centre Coordinator - Quinte Economic Development Commission</li> <li>• <b>John Costello</b> - Producer Belleville/Napanee TVCOGECO</li> <li>• <b>Michele Dean</b> - Loyola School of Adult &amp; Continuing Education and TESL Teachers of English as a Second Language - Kingston</li> <li>• <b>Jeff Wildgen</b> - Research Coordinator - Quinte Immigrant Services QUIS</li> <li>• <b>Julie Tang</b> - Global Med Inc. (former QUIS Research Assistant)</li> <li>• <b>Tamara Malinski</b> - QUIS Research Assistant</li> <li>• <b>Michelle Rosebush</b> - Coordinator Non-Credit Programs Loyola School of Adult &amp; Continuing Education Algonquin and Lakeshore Catholic District School Board</li> <li>• <b>Suzanne Andrews</b> - Manager Quinte West Chamber of Commerce</li> <li>• <b>Marcela Klein-Rezac</b> - Social Worker, MSW, RSW - Quinte and District Rehabilitation Inc.</li> <li>• <b>Carmela Ruberto</b> - Hastings County Social Services</li> <li>• <b>Trevor Pross</b> - Chief Executive Officer Belleville Public Library and John M. Parrott Art Gallery</li> <li>• <b>Joanne Leith</b> - Employment Consultant - Community Employment Services - Loyalist College (CES)</li> <li>• <b>Jodie Russett</b> - International Coordinator - International Centre Loyalist College</li> <li>• <b>Teresa Gauthier</b> - Nurse Clinician Domestic Violence Sexual Assault Response Program Quinte Health Care (QHC)</li> </ul>

- **Paul Osborne** - President - Quinte Immigration Services QUIS
- **Ryan Williams** - President at Bay of Quinte Tourist Council and Treasurer/Secretary Bay of Quinte Living Council
- **Charlene Bessin** - Business Consultant - Small Business Centre
- **Graham Wallis** - Service Delivery Manager (A) Belleville Office, Eastern Region Ministry of Training, Colleges & Universities
- **Colleen Trip** - Vice President Quinte Immigration Services QUIS
- **Andrew Redden** - Economic Development Manager Hastings County

## Agenda topics

### DISCUSSION

- **Introductions and Review of Minutes from March 11, 2014**

#### Acknowledgement

- Special appreciation goes out to Karen Poste and the City of Belleville for arranging the Fireplace Meeting Room B, at the Quinte Sports and Wellness Centre in Belleville

#### Acknowledgement

- The QLIP Partnership acknowledges the ongoing contributions of Sakthy Nithianandan – Settlement Officer - Regional Headquarters Citizenship and Immigration Canada who attend the QLIP meeting via teleconference.

Presentation by Jeff Wildgen QUIS Analyst: “The Quinte Economic Environment and Immigrant Labour Market Integration” including “Newcomer qualifications-to-job disparity” - mapping a data base of employers and a data base of the employable skills available within the QUIS client database.

- The presentation introductory quote... *The obvious question is “Why should well qualified people entering the Canadian labour market have such difficulties finding suitable employment?” The answers are now apparent and revolve around a lack of recognition of foreign credentials, real or perceived language competency issues and the lack of... work experience. The result is that some very highly qualified individuals are either unemployed or working well below their skill and knowledge levels (i.e. under employed)”. Reference: Miner, Rick PHD, March 2014 “II The Great Canadian Skills Mismatch: People Without Jobs, Jobs Without People and MORE” Miner Management Consultants, Miner & Miner Ltd 360 Bloor Street East Suite 508, Toronto ON M4W 3M3, <http://www.minerandminer.ca> p.7 [http://www.minerandminer.ca/data/Miner\\_March\\_2014\\_final%282%29.pdf](http://www.minerandminer.ca/data/Miner_March_2014_final%282%29.pdf)*

The PowerPoint draft presentation provided an overview of QUIS research conducted on the number and types of Quinte area companies, together with information on newcomer qualifications and their current jobs, from the QUIS client data base, reinforced by updates and an online survey. The following table was adapted from the presentation and modified for display in these QLIP Minutes highlighting the “qualifications-to-job disparity”:

<b>QUIS Research Study Information - Newcomer client information sample</b>	
<b>Field of Study</b>	<b>Most recent job</b>
B.Sc. In Commerce/Management	Live in Caregiver
Bachelor in Law & Society	Line Operator
Bachelor of Science in Geo Engineering	Live in Caregiver
Biotechnology	Personal Support Worker PSW
Broadcasting	Harvester/Picker/Line worker
Engineering	Packer
Information Technology	Research Assistant
Nursing	Food counter attendant
Nursing	Eyewear stylist/ assistant
Physiotherapy	Janitor

#### Occupation Classifications in the presentation

- The use of differing classifications of work in the presentation such as the NOC or National Occupation Classification and the North American Industry Classification System (NAICS) was discussed and clarification was recommended to ensure proper understanding of the data.

#### Public Transportation

- Public transportation was regarded as a gap in service for newcomers to the greater Quinte area. Quinte wide transportation issues were discussed including the lack of effective inter-nodal transit between main areas of Quinte, between Quinte West, Belleville and Picton. Transit in Prince Edward County is also extremely limited. Deseronto Transit can now drop off passengers in Bloomfield after leaving Picton which is an improvement. There is no service between Quinte West and Belleville. Quinte West or "Quinte Access" transit runs limited internal routes and time schedules from approximately 6 a.m. to 6 p.m. affecting shift work. Belleville Transit stops running after approximately 10:30 at night which also affects shiftwork. Transit in Hastings County is also limited.

#### Experience

- It was noted that not just newcomers lack experience, that in general many young people in the Quinte area also lack experience in order to gain employment. It was then noted that the differentiation may lie in the circumstance that newcomers find themselves in, when they are actually experienced in their field.

#### Credentials

- The discussion on acquiring professional equivalencies centered on the fact that it can be expensive and the most likely sources for obtaining equivalency would be organizations like WES World Education Services a non-profit organization that provides research about international education and trends and offers expert credential evaluation services
- The possibility of using the PLAR (Prior Learning Assessment & Recognition) process was discussed but it is used to determine if university or college level credits can be awarded through a competency-based portfolio of learning that has taken place before one enters a degree/diploma program. The question was asked as to whether an employer would accept a PLAR but it was clarified that PLAR is currently used to determine credits toward a degree/diploma. PLAR can be helpful to newcomers fulfilling gaps in education.

#### Quinte West - quantity of companies

- The number of companies for Quinte West in the research draft were discussed as being low and will need to be updated (QW on-line directory of companies confirms higher numbers).

#### International Students

- Loyalist College international programs were discussed <http://www.loyalistcollege.com/current-students/student-success-services/international-students> Suggestion: focus on international students possibly starting businesses that could in time translated into jobs - could be tied into Small Business Centre - working with those who wish to establish a business. Update: Loyalist site - Citizenship and Immigration Canada (CIC) has made changes to the International Student Program, to take effect on June 1, 2014 which includes allowing full-time international students enrolled at designated institutions in certain programs to work part time off campus and full time during scheduled school breaks, without a work permit.
- Information Note added: A Foreign Affairs, Trade and Development Canada report indicated that the number of International Students in Ontario has grown steadily from 62,226 in 2004 to 85,280 in 2010. "The Economic Impact of International Education in Canada - An Update" Executive summary: ...estimate that in 2010, international students in Canada spent in excess of \$7.7 billion on tuition, accommodation and discretionary spending; created over 81,000 jobs; and generated more than \$445 million in government revenue [http://www.international.gc.ca/education/report-rapport/economic-impact-economique/sec\\_4.aspx?lang=eng](http://www.international.gc.ca/education/report-rapport/economic-impact-economique/sec_4.aspx?lang=eng) and, Foreign Affairs and International Trade Canada report - Roslyn Kunin & Associates, Inc., May 2012 <http://www.international.gc.ca/education/report-rapport/economic-impact-economique/index.aspx?lang=eng> (Original Source: Citizenship and Immigration Canada)

## Language

- The programs at Loyola School of Adult & Continuing Education provide ESL and LINC training and they are celebrating the linguistic achievements of 75 students in their graduating classes on June 19, 2014 Update: their story online: <http://www.intelligencer.ca/2014/06/20/grads-get-new-life>
- QUIS has a client data base of approximately 940 newcomers and was discussed in relation to underutilization of skills which has implications in terms of a loss of economic development and an effect on business expansion for the greater Quinte area.
- There are updates to CIC investor programs – details to follow – job creation a factor
- Discussion about the notion that newcomers migrate from Ontario to the West is real but with the cost of living and other factors there is also a migration back
- The median age for the Quinte area was discussed in terms of Brighton having the highest percentage followed by Prince Edward County, and it would be valuable to have the average age for the working population data
- Discussions on the aging population, jobs and the labour market... people are living longer – healthier and keeping active and working beyond the perceived norm – some working part time
- Small Business Centre SBC – mature adult clients seeking to become entrepreneurs
- Entrepreneurial approach desired that favours job creation and hiring people. Possible opportunity for the SBC to present at QUIS Community Connections event to speak to newcomers about self-employment and small business creation.
- The question was raised of how to transition the knowledge of our aging workforce to the younger workers.

## Mentorships

- Discussions on the prospect of a mentorship program that could match newcomers having foreign qualifications and experience, with qualified professionals. Employment Services in the greater Quinte area could be helpful in reinforcing the development of a mentorship program. The partners recognized the need for a mentorship program.

## Networking

- New networking opportunities are opening up in Quinte West and Belleville that could involve a mentorship approach. Networks for the Quinte area – The subject of a networking event was provided at the meeting in relation to the challenges of building a network especially for newcomers who may have no network connections.
- Noted: The employment challenges for newcomers include building a network... the Quinte West Chamber of Commerce is hosting a Quinte Young Professionals Networking Event on Thursday, June 26 2014 5:00 pm - 7:00 pm Stix & Stones 164 Front St, Trenton. If you are between the ages of 19 - 39 and live or work in the Quinte Region and would like to find out more on this new group check the website: <http://business.quintewestchamber.ca/events/details/quinte-young-professionals-launch-event-41>
- Added: In addition, the Belleville Emerging Leaders Group (BEL) is a new initiative in Belleville aimed at helping the new professionals of the Belleville community thrive and become more connected with one another. BEL Open House will be held on Thursday July 3, 2014 from 4:30 – 6:30 at Café Sans Souci, 240 Front Street, Belleville, Ontario. More specific event information is available on their Facebook page. The goal for the group is to have meetings and events where new professionals can receive mentoring from more experienced professionals, to promote networking, have guest speakers, fun social events and ultimately to build a solid group of Belleville's future professionals and leaders: <http://bellevillesemergingleaders.wordpress.com/about>

## Skills Matching Program by Employers

- A skills matching program is to be introduced to Ontario Chambers of Commerce province wide this summer in relation to skills employers are looking for. Employers would post openings based on skills only (not job experience or qualifications)

### Bridge Training

- Foreign trained professionals FTPs already in jobs – How to determining factors to facilitate bridge training for new FTPs.

### Settlement Workers and Outreach coverage of Quinte West and Belleville

- A QUIS settlement Worker is available at the Quinte West Library on Mondays from 12 noon to 5 p.m. and at the Belleville Public Library on Thursdays from 4 p.m. to 7 p.m. Currently there is no outreach available to Greater Napanee.

### Quinte Immigration Services QUIS & Community Employment Services Loyalist College (CES) collaboration

- Since the beginning of the collaborative effort some 26 newcomers have made use of the onsite CES sessions. Newcomers are getting hired, improving their resumes and are becoming more familiarized with CES employment services. This innovative protocol involving employment counselling for newcomers at QUIS one afternoon per week has become a progressive success story.

### Agenda Item:

- City of Belleville/UNAC Quinte event - “Business Benefits of Diversity in the Workplace” event held on May 08 2014 at Loyalist College. Mayor Neil Ellis welcomed all and Karen Post presided over the panel. There were approximately 40 to 50 guests from throughout the community. The event included a Guest speaker: Dr. Michael Bach, and Panelists: Ken George - Proctor and Gamble; Claude Boily - Kellogg’s Canada; David Vanderdusen – NOD Apiaries, and John Robertson QLIP. The event also featured questions from the audience. The event highlighted the success that diversity and inclusion can bring to the workplace. More diversity/inclusion events will be featured in the Greater Quinte Area. Special mention goes out to Karen Poste, Mayor Neil Ellis and the city of Belleville, and Dr. Aruna Alexander United Nations Association in Canada – Quinte, Loyalist College, Dr. Michael Bach and the panelists. The event was followed by an informal networking session.

### Agenda Item:

- QLIP Strategy and Action Plan 2014 / 2015 / 2016 – Due to the lengthy discussions about the QUIS PowerPoint presentation on Quinte Employment, the revised Strategy and Action Plan will be sent out to all QLIP Partners.

### Immigration Legal Clinic – Quinte Immigration Services QUIS

- Update: Quinte Immigration Services QUIS is finalizing the hiring process to staff the new Immigration Legal Clinic.

Meeting adjourned

### QLIP Tentative Meetings schedule:

Sept 23, 2014

Nov 20, 2014

Feb 10, 2015 (Note: Reading Week Loyalist College 16 – 20 February 2015)

Mar 10, 2015 (Note: Mid-winter Break Public schools 16 – 20 March 2015)

NEXT MEETING	LOCATION	TIME
<b>Tuesday, September 23, 2014</b>	<b>City of Quinte West Municipal Building Multipurpose Room, 1st Floor 7 Creswell Drive, Trenton, Ontario</b>	<b>10:00 a.m. to 12 noon</b>