



County of Simcoe
Social and Community Services
Children & Community Services
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MINUTES

MEETING DATE: 11/22/2012

MEETING TIME: 9:00 a.m. – 11:30 am

ATTENDANCE: Desbiens, M. (College Boreal); R. Griffiths (MIIO, recording secretary); Low, K. (Northern Lights); Newell, D. (Northern Lights); Terrance, M. (Social Enterprise for Canada); Wahl, M. (Midland Employment Services); Whittington, P. (Georgian College; Chair); Wisken, R. (LIP); Hie, H. (Georgian College); Gavarre, N (City of Barrie); Davie, J (Carreer Solutions, Collingwood); I. Pozgaj (MIIO Project Coordinator)

REGRETS: B. Hoysa (Ministry of Training Colleges & Universities); S. Plewes (North Simcoe Muskoka Local Health Intergration); K. Scott (County of Simcoe); T. Smith (Greater Barrie Business Enterprise Centre); L Woodrow(Barrie Career Centre)

SUBJECT: Local Immigration Partnership Employment Sub-Council

1. Welcome

The chair P. Wittington welcomed members and introduced one another. R. Wisken told the group L. Douglas is retiring, P. Whittington passed on congratulations and thanked for all her help.

2. Business Arising from Notes of Meeting of October 25, 2012

-Citizenship Categories R. Wisken reported on answers received regarding living caregivers eligible. Discussion regarding criteria.

-Discussion regarding service providers photocopying their work visa "Contain a statement on file that the necessary immigration papers and/or work permits, where appropriate have been reviewed" be sure to keep it simple and have one rule regarding MTCU

1. Are live-in caregivers eligible for assisted services?

<http://www.cic.gc.ca/english/work/caregiver/index.asp>

2. Are individuals here through the post-graduation work permit program eligible for assisted employment services? <http://www.cic.gc.ca/english/study/work-postgrad.asp>

The eligibility criteria for clients to access the unassisted and assisted components are outlined on the ES SP's agreement as well as the ES Guidelines. Clients must be, among other things, un/underemployed (less than 20 hrs. work per week) and not participating in full-time training or education, and be legally entitled to work in Canada. The scenarios you presented are not of the average client and they have other attached legal requirements for eligibility (i.e. live-in caregivers have specific contract with an employer and must apply for permanent residency if they want to work in other positions/fields, students on work visa...).

For the most part, most clients with 900 sin numbers would not be eligible for ES assisted services because they have conditions on their work permits. For example, the expiry date on the work permit is considered a condition. Typically, clients with 900 sin numbers are here temporarily and therefore

ineligible for assisted services.

The clients who would be eligible for assisted services are those without conditions on their work permits. These clients are few and far between. Typically, these are clients who have been deemed a convention refugee and are in the process of being landed and having their 900 sin number changed over or....clients that have married a Canadian citizen and are in the process of being deemed a landed immigrant etc. Either way, we know these clients will be remaining in Canada indefinitely and that is why they are eligible for assisted services and an exception made.

3. Guidance from the MTCA on taking copies of work visas. Should they just ask to see a copy or should they photocopy the visa and put it on file?

The Service Provider should refer to section 4.2-1 of the ES Guidelines which outlines the required records for all Assisted Clients including **“Contain a statement on file that the necessary immigration papers and/or work permits, where appropriate have been reviewed”**

-Co-Chair Position M. Wahl agreed to co-chair

3. Roundtable Update

M. Wahl, YMCA Employment Services, Midland

- YMCA hosting two events; Evening of Peace and Gifts to Give collect almost new or almost new to pick up for re-gifting 3rd of Dec in Midland.

H. Hie, Georgian College

- Mitten tree collect for Busby Center and the Salvation Army.

J. Davie (Career Solutions)

- Busy. Becoming more aware of the number of immigrants coming through the center; she recently, placed an entire family through job development. It has been an interesting learning curve Discussion regarding revealing you SIN number; it can be a challenge and who is it safe to give number to.

D. Newell, Northern Lights

- Barrie and Innisfil this past month utilized social media in an attempt generate new business and establish how the public hear about our services.

K. Low, Northern Lights

- Busy this time of year doesn't make sense to intake more people than they can handle, their practice is to redirect to Georgian College services.
-Reports seeing more newcomers arriving specifically from the UK.
-Discussion regarding credentials of immigrants.

N. Gavaarre, City of Barrie

-Train in Trades (TNT) initiative was released this week addressing the problem of not enough people entering the trades. This is an awareness campaign beginning with an expo at Georgian college with the goal to make people aware. Target groups, include; students, second career and immigrants. Discussion regarding initiative.

P. Whittington, Georgian College

-In business planning mode, take a look at how you are working with newcomers, how can we better or appropriately serve that part of the population
-ad that ran across the city of Barrie regarding Robyn to follow up with Sandy

M. Terrace, Welcome Centre Immigrant Services

- Rachael had a baby boy so she will not be joining us. Her replacement has a teaching background in Russia has worked with the Welcome system. She speaks several languages
- Mobile unit continuing to provide conversation circles in Collingwood and Orillia, they are going very well.
- P Whittington asked if they would be willing to do a circle in Barrie. M. Terrance will follow up
- Team presenting at Georgian College this afternoon team about immigration

M. Desbiens – College Boreal

- Busy, lots of new projects, nothing new to add at this time, just forging ahead.

4. Working Group Updates

Newcomer (H. Hie)

Will not be meeting until Monday at which time they plan on reviewing what material is already available to avoid duplication of work.

Employer Education (R. Wisken)

-Brochure is coming along. Right now the group is drafting the content to be included. There are 6 categories of information: 1) Benefits of Hiring Newcomers, 2) Tips on preparing a Diverse Workforce, 3) Attracting / Requiring Newcomer Employees, 4) Assessing and Selecting foreign Education and Work Experience, 5) Creating a Welcoming Workplace, 6) Additional Resources and Websites
-will use broad language for all employers

IEC Update (R. Wisken)

-New opportunity for funding. LIPs that are “portal partners” are eligible to apply for funding. The LIP thought it would be a good idea to apply for the funding to support the start-up of an IEC. Sandra, Robyn, Holly and Donna met by phone to discuss this opportunity further. Sandra Lee then spoke with Susan from the Workforce Development Board. It was agreed that this is a good opportunity to fund the IEC and help build momentum with the initiative. Now, Sandra Lee will move forward with the internal process within the County. The proposal is due Dec 14, 2012.
-Rachael was on this committee if there is a replacement that would be great. M. Terrance to see if he can find a replacement

Front line staff (P. Whittington)

-Due to scheduling conflicts the last meeting consisted of 2 members
-Cultural competency training is the first step, mostly to high tech industry how to embrace other cultures and how other companies deal with it.
-April would be a good time to do a PD event, some kind of cost will likely be associated with it, to be discussed closer to that time.
-Share these stories with staff, the more comfortable and aware you are the more you may be willing to offer help or share.
-Translation software or some way to make language more accessible, College Boreal does not use any type of software, there is a company that provides it however there is a cost and would have to be discussed further. Question whether there are translation services available through 211.
-J. Davie will check into what there is available

5. Portal Presentation

The Portal portion of the community outreach slide show was presented by I. Pozgaj. Discussion of what would be appropriate to include under the Working tab was discussed. Some ideas included:

- Connect literacy/communications to check the language and font and colours.

- Weather widget would be good idea
- Will there be some basic information? How does the employer/employee work? Can take it from the directory and descriptions of what the business culture is, etc
- Idea of a flow cart, terminology and what terms mean in plain language for the audience
- Descriptions; what is a library? What is work culture?
- Working in Canada Labour standards in plain language
- Finding a job-Connect with a person.
- Employment Ontario Self Service to be launched in March. Will be able to put postal code or city and make a request and it will file to the appropriate agency
- Video of a newcomer coming into a center and how it works, each location?? Short videos and seeing a person who you might actually see
- A list of questions of what you might be able to ask and how to ask them, how to actually ask the question?
- In terms of finding a job....evaluating your credentials? Can be in different categories with the same link.
- Is the GIS map going on the portal? It will have first landing points, settlement services, early learning, immigrant services, and employment services. The more ways we can direct people there, the better
- Distances between communities some idea of how long it takes to get to places.
- Commuting. How do you lay out and navigate through the area/connecting
- Possibly while in the GIS map you can hover over Midland it would give an idea of how far it would be from there to another town or area? GIS mapping demonstration.
- Although site is county wide want to bring it down to a local level

6. Newcomer Case Studies

M. Wahl – Interviewed a couple in their early 30's with a 10 year old daughter both physiotherapists from India. They arrived in Toronto, having completed all their research and paperwork in their home country. Initially they stayed with friends in Scarborough. They were shocked of the requirement of first and last rent. After finding an apartment and paying first and last month's rent they were offered jobs in Simcoe County and moved out after one week. They felt they were taken advantage of because they did not receive their last month's rent. When they arrived in Simcoe County and were required to sign a lease for a year, they were very uncomfortable. Their daughter came home one day from school stating that she needed to bring a box of Kleenex into school the next day. This was very puzzling and upsetting as they did not know what it was. They felt pressured and a sense of bewilderment that they did not understand it. They arrived here as educated people; however it became clear very early that the day to day life was the hardest thing. What the couple said they would have liked is people from their own cultural background, to ask those questions we take for granted such as "What is Kleenex?" Day to day questions was major issue.

H. Hie – Interviewed a client from Zimbabwe; a single man who applied as an immigrant. In his home country he was in the construction business, in a high level administrative position, with a university education. His whole journey from entrance to employment was 7 months. He came to the service to have his qualifications assessed. He had little understanding of the apprenticeship process. He was most disappointed that he could not just walk into a job, that he felt he was qualified for. He felt he was not granted interviews because he did not have Canadian experience. He did not get any interviews without the help of the agency. Hoping to re-enter the construction industry he thought he would get an administration role like he had at home. He did receive subsidized employment in his field as an installer; however he is making slightly over minimum wage. He knows it is long term commitment and process and knows what he is doing will benefit his goal of entering a carpentry apprenticeship. What would you do differently? He replied; he would not do anything differently.

Asked him what the biggest shock was? He responded his shock that seniors where required to pay for services; that everything was not free for them as it is in his country. This is an excellent example of the cultural differences between his home country and Simcoe County.

7. Next Meeting - *Motion* R. Wisken: Move meetings to every 6 weeks. *Vote*: unanimous

Invitation will be sent through Outlook Jan 17th , 9 -11:30 every 6 weeks until June. (*Action: R. Wisken*)

8. 2013 Schedule – Jan 17, 2013; Feb 28, 2013; April 11, 2013; May 23, 2013