



TRIEC

Toronto Region Immigrant
Employment Council

Fostering Immigrant Inclusive Workplaces

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@TRIEC



www.youtube.com/triecvideo



www.flickr.com/TRIEC



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“Canadian-born high-school grads have a better shot at a job than university-educated recent immigrants” (Global News, 2014)

“If immigrant wage gaps and excess unemployment were completely eliminated, it would mean more than \$30B in additional earnings – about 2 per cent of GDP” (RBC Economics Research, 2011)

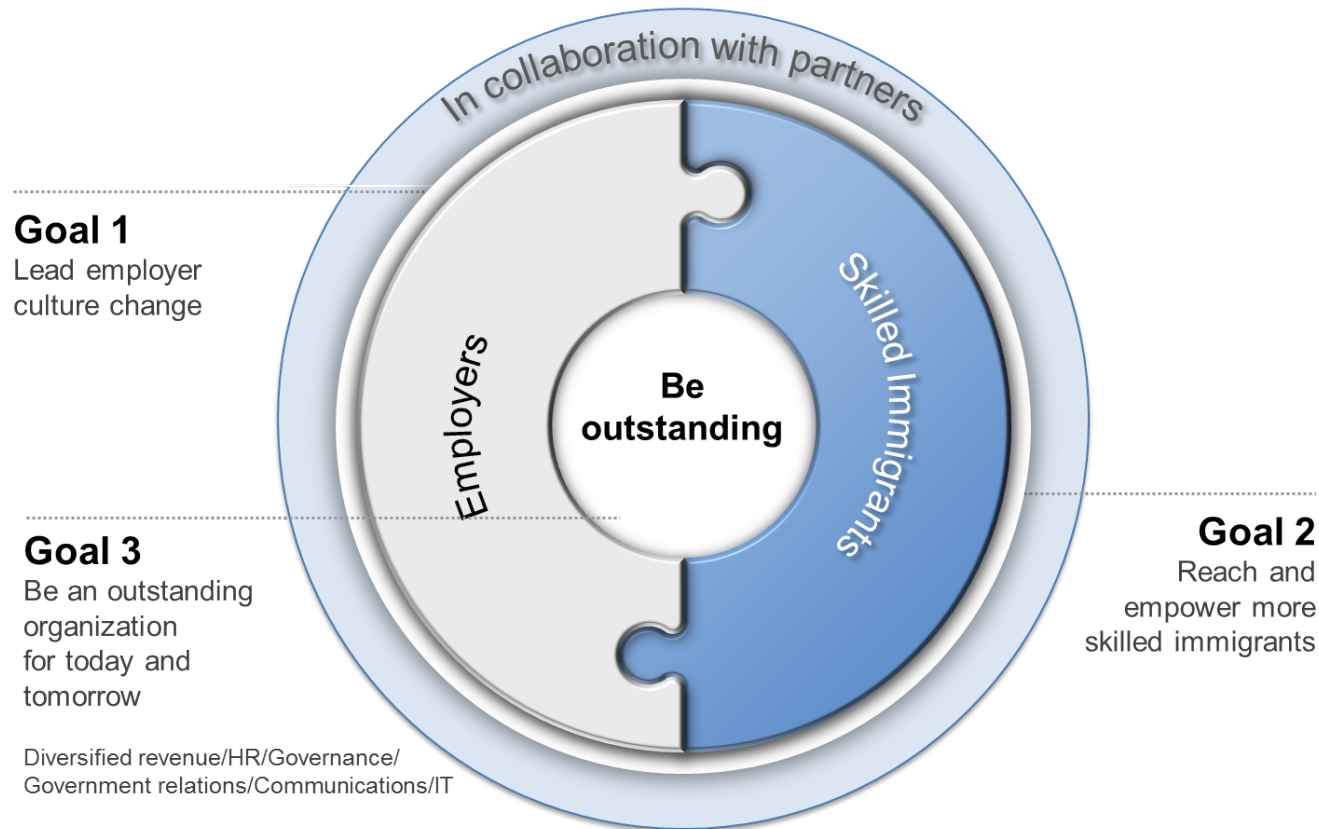


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TRIEC's Strategic Plan



TRIEC creates long term, large scale, and sustainable change for the working life of skilled immigrants through collaborative, partnership-based approach

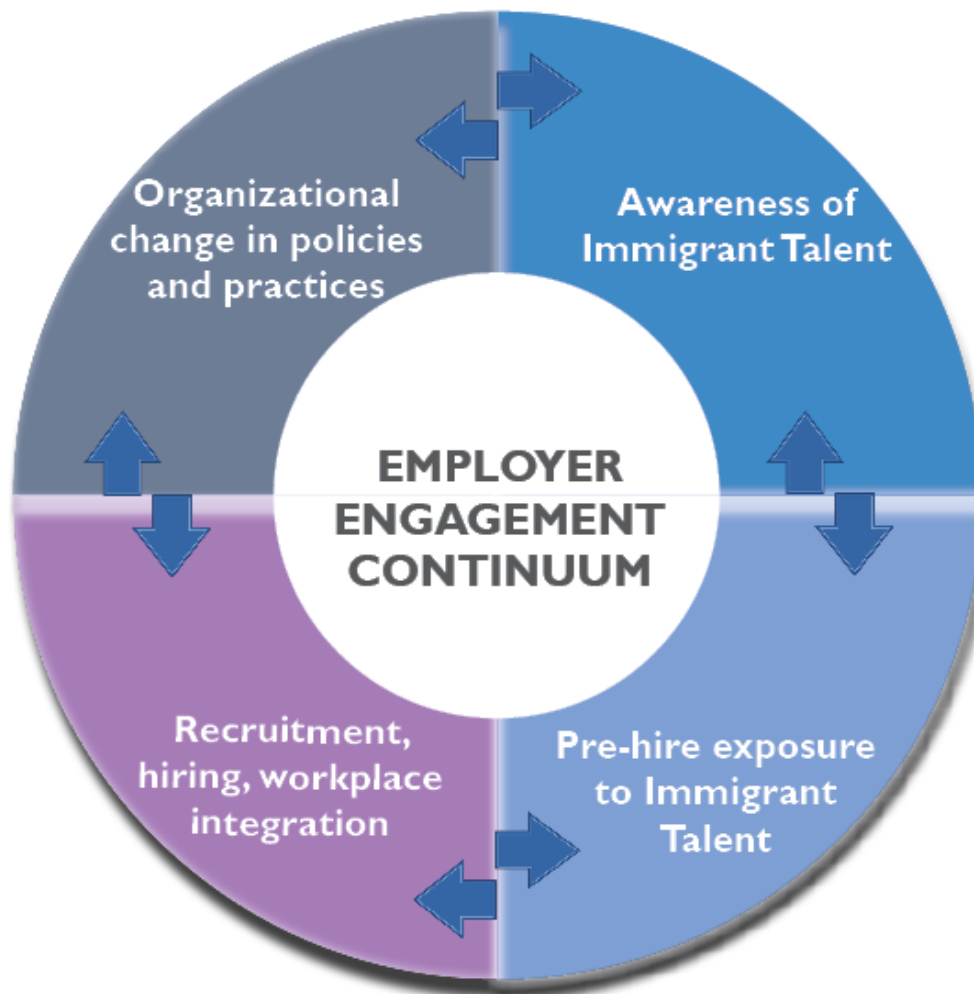


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How do we make change?



We help employers achieve their business goals



Employer Engagement: Dentons Example (formerly FMC)



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Why?

Clients engaged in diversity initiatives & required their legal service providers to do so too

What?

Involved in The Mentoring Partnership

Helped them develop a paid internship program for an internationally trained lawyers

Results?

Won an Immigrant Success Award (2010)

Named Canada's Best Employers for New Canadians (2009 & 2010)

Creation of the Legal Professional Internship Program which became a model the ITLP Bridging Program





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We provide the “how-to”

The screenshot shows a web browser window with the address bar displaying www.trieccampus.ca - TRIEC Campus. The page features a navigation bar with a "CONTACT US" link on the left and "WELCOME Guest", "LOGIN", and a help icon on the right. The main header includes the TRIEC logo, the text "TRIEC | Campus", a decorative graphic of colorful curved lines, and the tagline "Learn. Lead. Transform.".

Below the header is a large banner image showing three people in a meeting. Underneath the banner are two buttons: "CREATE ACCOUNT" and "LOG IN".

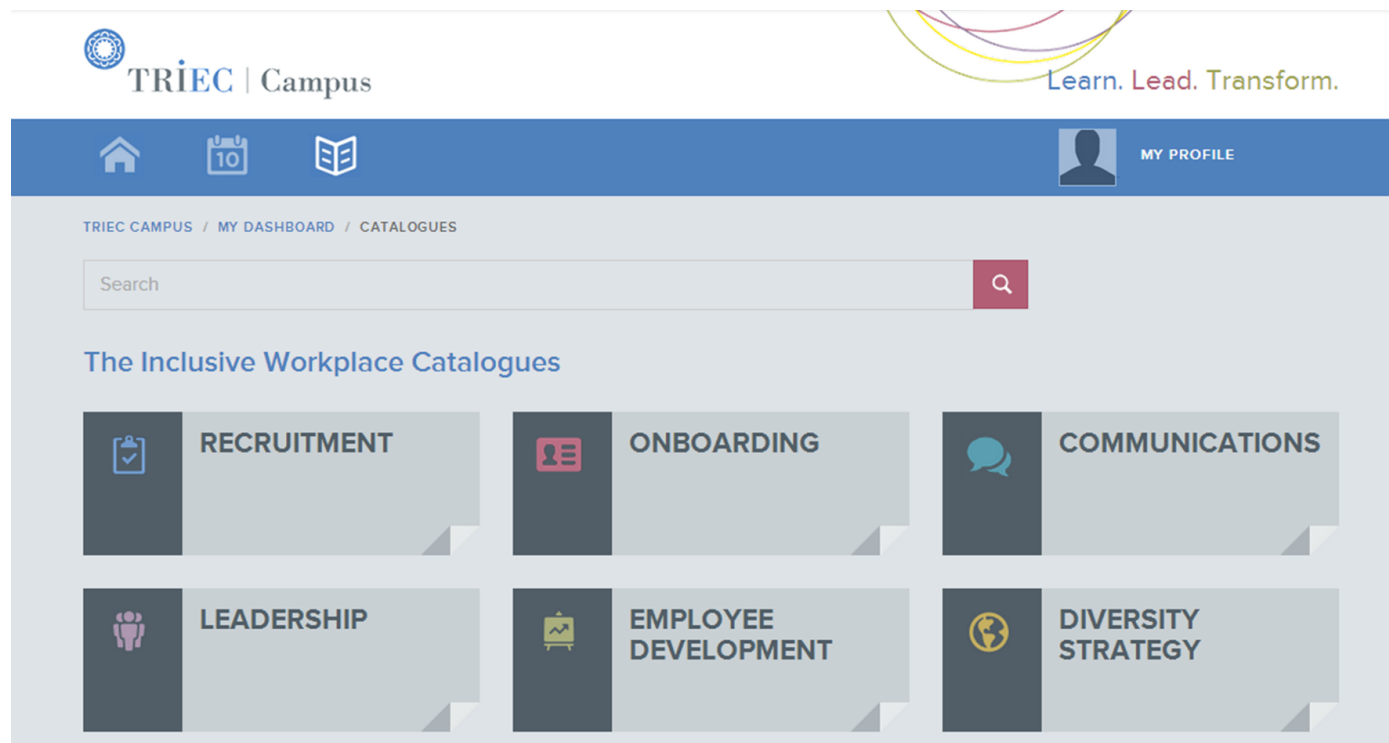
The main content area contains a paragraph: "TRIEC Campus is an online learning hub offering complimentary, self-paced resources designed to support team members and leaders in today's culturally diverse workplace. Resources cover effective communication and team-work as well as recruitment, selection and talent management practices to create workplaces inclusive of skilled immigrants."

Below this is a section titled "What will you find on the Campus?" followed by a small image of three people and a bulleted list:

- The Campus contains e-Learning modules, videos and discussion guides on topics related to career

TRIEC Campus: Content

Select content based on organizational needs, knowledge gaps





TRIEC Campus: Outcomes

Campus resource usage:

Resource type	Actual
E-learning modules completed	1,056
Resources downloaded (videos & guides, workshop materials, printable resources)	4,064
Registered Users	2,737
Total resource usage	7,857

TRIEC Campus: RBC Pilot



- RBC published 6 TRIEC Campus e-learning modules on their in-house learning system (RBC Campus)
- 1 module converted in French
- Part of their newcomer on-boarding program
- As of July, 2015:
 - 562 RBC employees used the RBC Campus
- Embedding resources on an employer's platform promotes usage of those resources



We scale up good ideas



Occupation-specific mentoring relationships



Areas of focus:

Workplace culture in the Canadian context
Information about their profession, industry and sector
Networking to build professional links



TMP: Milestones and impact

- **10,00+** mentoring matches to date, **1,300+** annually
- **6,000+** mentors have joined, **700+** new mentors annually
- **75%** mentees are **employed** in their field at **12 months**
- **97%** of **mentors** were **satisfied** with their mentoring experience
- **90%** of **mentors** are more likely to **interview and/or hire** a skilled immigrant





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TMP: A triple win





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We Connect to Talent Sources



- Occupation/industry-specific associations for immigrant professionals
- TRIEC works with almost 60 associations
- Provides employers with access to new talent sources

NetworksForImmigrants.ca



We are always on the look-out for what's next

- Intergovernmental Relations Committee – policies, programs, trends impacting immigrant employment
- Research
 - Who are the skilled immigrants in the GTA that are still not meaningfully employed
 - What programs, supports and services are helpful in addition to government-funded services? Who's providing them? What are the outcomes?
- Participate in committees and consultations



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Thank you



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