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BRIDGING PROGRAMS: ADDRESSING LANGUAGE & EMPLOYABILITY SKILLS

Outline

- Overview
- Brainstorming activity
- Addressing language skills
- Addressing employability skills
- Trades practical assessment and apprenticeship for newcomers
- An employer's experience with bridging programs



Who is ISANS?

ISANS is the leading deliverer
of settlement services in
Atlantic Canada

Vision and Mission

- A community where all can belong and grow
- Helping immigrants build a future in Nova Scotia



ISANS Programs & Services

- 'One-stop Shop'
 - Settlement
 - Community Integration
 - Business
 - Language
 - Employment & Bridging
 - Employer Support
 - Online and Pre-arrival



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Brainstorming Activity

- Divide into small groups
- Review the scenario
- Identify strengths
- Identify weaknesses and barriers
- What would you advise clients to do to reach their career goals?



Addressing Language Skills



Good Practices

- Hub model
- Canadian Language Benchmark (CLB) and Essential Skills
- Adult education principles
- Task-based teaching
- Meeting client needs through a variety of adaptable programming
- Collaborating with our employment and bridging team
- Working closely with our workforce integration team
- Engaging with employers, educators, government and relevant stakeholders

Workplace Communications Skills



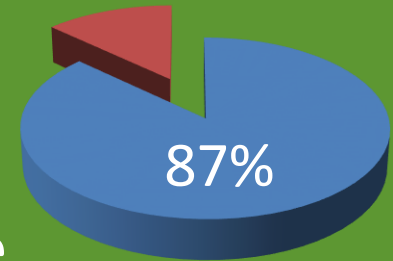
“It’s a great program that builds confidence in employees and they, in turn, become more engaged in their workplace.”

Why Workplace Communications?



Because...

87% of employers insist on a
“high level of proficiency” in language.



~ The Brampton Board of Trade, January 2007

The lack of English language fluency was one of the top two issues raised by employers... employers need immigrants to have business and sector/occupation specific English and to be able to apply their English in various work situations.

~ BC Employer Consultation Report, April 2012

Workplace Communications Skills

- Skill Specific
- Soft Skills
- Bridge to Work Language
- Sector Specific
 - Healthcare
 - Engineering
 - Professional driving
- English in the Workplace



"I became more confident. I am no longer afraid to be misunderstood. I began talking."

Addressing Employability Skills



Employment & Bridging

ISANS helps immigrants become independent and effective in their job search through:

- Employment counselling (in person/online)
- Pathways to licensure
- Pre-employment workshops
- Practice interviews
- Occupation-specific bridging programs: physicians, nurses, pharmacists, dentists & financial workers
- Competency assessment programs for engineers & trades clients
- Wage subsidy for refugees
- Career Pathway Loan Fund
- Immigrant youth employment programs
- Skills Match Online Recruitment Tool

International Medical Graduates (IMG)

This bridging program gives IMGs:

- Information about the pathway to licensure
- Structured weekly study groups
- Access to online resources, livestreaming sessions, books and learning materials
- Clinical Skills Review Course
 - 12-15 weeks with Canadian physicians and simulated patients
- Mock OSCE sessions with simulated patients
- Educational and interview preparation sessions as needed

**** 100% of the IMGs who sat for NAC-OSCE passed the exams
this fall**

Internationally Educated Engineers & Architects Competency Assessment Programs

This program provides clients with the opportunity to:

- Demonstrate their competencies & identify skill gaps with a Nova Scotian employer
- Explore how their profession is practiced in Canada
- Gain Canadian work experience
- Submit a work experience record to Engineers Nova Scotia (ENS) towards the 1-year North American experience requirement or to NS Architects Association for licensure process

Success rate:

- ***117+ engineers participated***
- ***95+ employed in their field***

Feedback from an Engineering Employer

“[The program was] very useful; it gave us the opportunity to evaluate a potential candidate on a longer term basis, rather than in the more artificial interview situation. It gives the candidate more of a chance to show their skills to a potential employer and also gives them the opportunity to understand the culture of the workplace in their new country.”

- IEE Employer



Bridge to Work

Provides clients an opportunity to receive:

- Language skills related to employment and the workplace
- Safety Training: First Aid, Fire Safety and Workplace Hazardous Materials Information System (WHMIS)
- Employment readiness workshops
- Canadian workplace culture training
- Interview skills preparation
- Job development and connection to entry level jobs

Trades Practical Assessment

Provides clients CLB level 4+ with trade experience and a commitment to work in trades an opportunity to:

- Demonstrate competencies while being paid minimum wage
- Receive safety training and gear and protective clothing
- Access study groups with trades instructors and journey persons
- Receive English in the Workplace support
- Access apprenticeship training at NSCC

Success: 47 participated, 5 in progress, 31 hired as apprentices

One Journey: Professional Driver Training

One Journey is offered in collaboration with the **Trucking Human Resource Sector Council Atlantic**

- **16** Clients completed 3-month Communication for Professional Drivers Course (ISANS language team)
- ***15 out of 16 clients passed the TOWES entry exam***
- **15** clients were interviewed and accepted by employers
- **15** clients started Class 1 Truck Driving Training
- All **15** clients will be officially hired by their employers once driving training is completed

Career Pathway Loan Fund

For clients in regulated occupations who are permanent residents (PR) or Canadian citizens (with less than 10 years in Canada)

- Borrow up-to \$15,000 according to career plan
- In collaboration with Royal Bank of Canada
- Interest rate: Prime+1%
- Covers:
 - Training & exams
 - Living expenses
 - Safety gear & tools
 - Travel to write exams, training, etc.
- Must be case managed by ISANS Employment Specialist



Recommended Practices

- Services and programs developed and delivered to meet the needs of different gender/age groups and language needs
- Profession/occupation specific bridging programs
- Concentrate on work-based competency assessment projects
- Collaborate with language services and workforce integration team
- Build strong partnerships with funders, employers, educators and regulatory bodies
- Consider labour market trends and current clients' profiles
- Provide support to overcome barriers to employment for vulnerable client groups (safety gear, childcare support, transportation, etc.)

Nova Scotia Apprenticeship Agency



The Employer's Perspective

The Municipal Group of Companies/ Dexter Construction



Questions?



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Thank you!