

Edmonton Region Immigrant Employment Council (ERIEC)

“Working With Your Business Community”

AUMA

2018 Come Together Alberta Conference:

Creating Hope and Taking Action

May 17th, 2018

Edmonton, Alberta

Who is ERIEC?

“A business-led, not-for-profit organization dedicated to ensuring internationally trained professionals: immigrants and refugees, are welcomed and participate in the economy to their full potential.”

Funded by:



Immigration, Refugees
and Citizenship Canada

Financé par :

Immigration, Réfugiés
et Citoyenneté Canada



ERIEC PROGRAM STREAMS

Connecting Employers and Internationally Trained Immigrants and Refugees

MENTORSHIP

NETWORKING

Our programs/events are tailored to specific professions

Career Mentorship Program

Orientation session + Regular meetings
+ 4 Intercultural workshops

20-24 hours in total over 4 months

Job
Search

Alternative
Careers

Job
Retention

Career
Management
and
Advancement

Speed Career Networking

Individual interviews;
guided networking

6 to 10 events
per year

3 hours/event

Smart Connections

Panel discussion model,
breakout sessions

Once or twice
per year

3 hours/event

Connector Program

Individual interview
plus referrals
if appropriate

One meeting

0.5 hour/meeting

Team up with **ERIEC** for your career success!

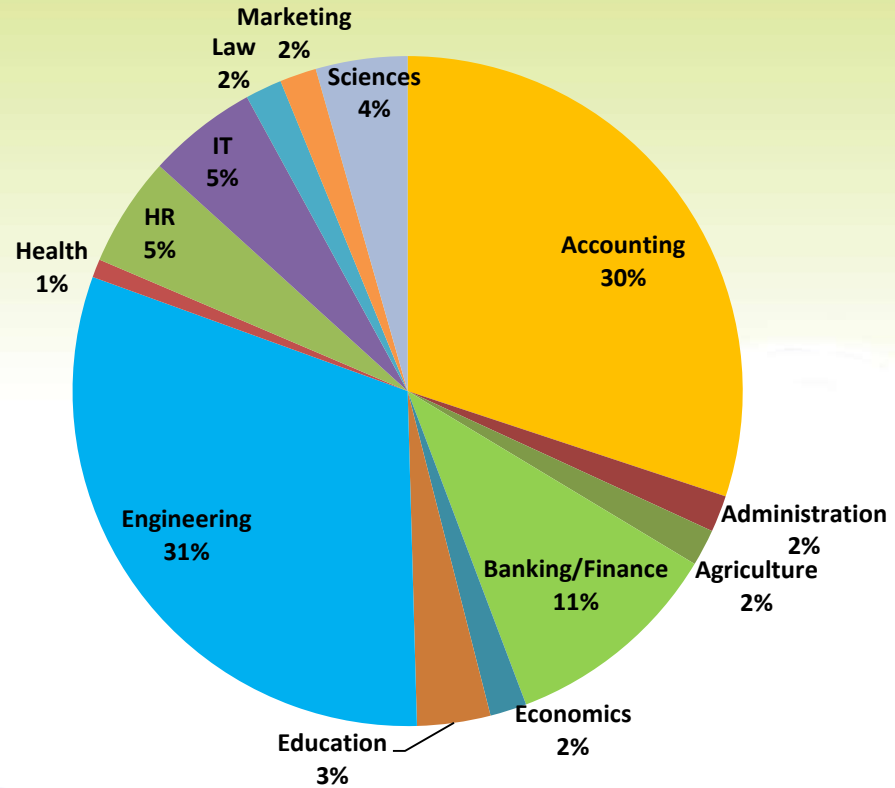
FOR MORE INFORMATION, PLEASE CALL 780.497.8866 OR CONTACT INFO@ERIEC.CA

Read the Wave Blog  on eriec.ca Follow us on  

eriec
EDMONTON REGION IMMIGRANT
EMPLOYMENT COUNCIL

Ready – willing – and capable.

Over 20
Professional Sectors







Ready – willing – and capable.

ERIEC'S Career Mentorship Program

- Profession-specific
- Peer-to-peer weekly meetings
- Real 2-way conversations
- Formal in-class intercultural skills training
- Coaching support & resources
- Networking opportunities



Mentorship Map

Four Areas of Mentorship:

- Job Search
- Career Change
- Job Retention
- Career Management and Advancement





Ready – willing – and capable.

What's the time commitment?

- Orientation & Mentee Introduction (2 hrs)
- Weekly meetings (24 hours over 4 months)
- Monthly Intercultural Workshops (2 hrs/month)



orientation





MENTOR | MENTEE

meeting



eriec
Erie County
Economic Development
Employment Council

workshops

Ready – willing – and capable.

Employer's Key Outcomes:

- ✓ **Staff** - Equipped to lead and manage increasingly diverse work force
- ✓ **Corporate culture** - More welcoming and understanding
- ✓ **Talent Attraction and Retention** - Increased

Ready – willing – and capable.

Mentor Key Outcomes: Leadership & Intercultural Skills

- ✓ Over **85%** enhanced their leadership, coaching and inter-cultural competency skills
- ✓ **100%** developed an appreciation for the skills and assets that newcomers can bring to employers
- ✓ Over **90%** will take an active interest in promoting skills immigrants talent in the workplace

Based on the survey conducted by ALLIES in 2014

Mentee Key Outcomes:

Employment

- ❖ Follow up with the mentees of the year of 2016-17 - **78%** of the respondents were employed in their field or had entry level professional jobs

Ready – willing – and capable.

ERIEC Networking Programs



Ready – willing – and capable.



- ✓ Internationally trained professionals and employers meet for one afternoon for 3 hours for networking
- ✓ Professional/sector-specific
- ✓ 6 events/year
- ✓ Job ready clients – Agency referral only

Ready – willing – and capable.



Smart Connections

- ✓ Professional and regulatory connections
- ✓ **Sector specific**
- ✓ Panel discussions
- ✓ **Half day event**
- ✓ Once or twice a year

Ready – willing – and capable.

ERIEC Connector Program

- ✓ Connectors: employer
- ✓ “Connectees”: job ready clients
- ✓ ITPs and employers meet once for ½ hour
- ✓ Connector provides 3 professional connections

Employer Engagement and Partnerships

- **Potential Problems/Barriers**
- **Potential Opportunities**

ERIEC Employer Partnership Agreements:



Employer Partnerships:

120 employer organisations

600+ mentors

17,200

volunteering hours

ERIEC Community Agency Partners:

- **Edmonton Mennonite Centre for Newcomers**
- **Bredin Institute for Learning**
- **ASSIST**
- **Catholic Social Services**
- **EISA**

Key Components of ERIEC Partnerships:

- Bigger Vision/Trend
- Shared Leadership and Purpose
- Learning and Development
- Leverage Relationships
- Communications
- Performance Management



What is Mentorship?

- ✓ **Sharing: Knowledge, information, experience**
- ✓ **Reciprocal learning process**
- ✓ **Achievement of career goals**



Ready – willing – and capable.

Recognition Programs

- ❖ Mentors and mentees are presented with **Certificates** upon graduation from the program
- ❖ **Mentoring Star Awards**



Partnership Awards

What makes collaborations and partnerships work?

1. We share similar Values

- Integrity, Equity, Empowerment, Relevance and Working Together
- Human-centered and/or Business Case approach

2. We strive for similar Outcomes

- Engaged Stakeholders and Purposeful Programming

3. We reflect, monitor, assess!

4. Partnership Transition - RENEW/REFRESH!

Thank you!

www.eriec.ca