

EMPLOYMENT READINESS TRAINING PROJECT

Project Overview

Rationale

According to the BC 2025 Labour Market Outlook, over 25% of job openings in the next 10 years can only be filled through in-migration. Yet skilled newcomers to Canada are often at a disadvantage when trying to find employment that matches their skills and education. Very often, they lack local professional networks, or an understanding of the nuances of Canadian workplace culture and employer expectations.

Through sector dialogues, consultations, focus groups and individual meetings, IEC-BC confirmed employers' commitment to hiring newcomers in positions at all skill levels, but concerns remain about inconsistencies in the job-readiness of immigrants who have accessed labour-market settlement programming.

About the Project

This is a 3-year project, with a focus on developing and implementing a quality-assured, standardized, labour-market responsive, employment-readiness program for newcomers.

The project will:

- bridge the gap between employers' expectations when hiring immigrants and the actual job-readiness of newcomers;
- improve immigrants' competency and employability skills to meet the human capital needs of BC employers, and;
- boost the capacity of SPOs that provide employment services to immigrants to support the economic integration of their clients.

Our Approach

Unlike many other initiatives that focus on language abilities and job search strategies, this project brings an "employer lens" to the employment preparation of immigrants. It will be developed with input from employers, industry associations, service providers and other stakeholders, and will thus create the much-needed cross-sectoral synergies.

Expected Outputs and Outcomes

The project will identify specific gaps in the current employment readiness of skilled immigrants, as well as the imbalances between the demand for and supply of immigrant skills. Through this project, IEC-BC will develop a suite of customizable tools and resources to improve the capacity of settlement agencies to provide innovative and effective pre-employment preparation to their clients.

Ultimately, this will improve immigrant employment outcomes while meeting employers' needs for human capital.