

LIP FILE NUMBER:

LIP NAME/ COMMUNITY:

MONTH OF REPORT:

DATE OF LIP COUNCIL MEETING:

MINUTES ATTACHED: YES

NO, BUT WILL BE ATTACHED WITH NEXT MONTH'S REPORT

LIP ACTIVITIES UNDERTAKEN THIS MONTH

- **June 2014**
- **Strengthen labour market outcomes for newcomers to the Greater Quinte Region**
- **Community Employment Services – Loyalist College (CES)** - Employment Consultant met with four newcomers for employment counselling at QUIS in June 2014.

- **June 2014**
- **QLIP Partnership developing plans for June 17, 2014 QLIP meeting**
- Planning and preparing for the June 17, 2014 QLIP meeting
- Planning for presentations at the Partnership at the June 17, 2014 QLIP Meeting

- **June 2014**
- **The Quinte Immigration Services database of newcomer employable skills and the Quinte Region employers' skills database**
- The Quinte Immigration Services database of newcomer employable skills was constructed through the review of hundreds of client files, online surveys and direct phone interviews, to create a catalogue of newcomer skills available to employers. The Quinte Region employers' skills database was created from intensive research using multiple directories and direct contact with companies to determine the type of skills required by employers. The QLIP Facilitator conducted multiple in-depth meetings with Jeff Wildgen, QUIS Research Coordinator and Tamara Malinski, QUIS Research Assistant, over the breadth of the research project to include much of June 2014. Intensive meetings were held during the period prior to and after the peer review QLIP Sub-meeting with QLIP Partner Ann McIntosh at East Central Ontario Training Board (ECOTB) on June 10, 2014. These frequent and in-depth meetings dealt with research approaches, methodologies, documentation, findings and methods to present the research in a manner that would highlight the utility of the information gleaned from both databases for use by organizations in the Greater Quinte

Region to include the work of the QLIP Partnership. The highlights of the findings entitled “The Quinte Economic Environment and Immigrant Labour Market Integration” were presented to the QLIP Partners at the June 17, 2014 QLIP meeting at which time Partners’ feedback was documented. Following the QLIP meeting further discussions were undertaken to refine the research based on QLIP Partners input. It should be noted that in addition many in-depth meetings were held during the period before the presentation of the research findings at the QLIP meeting June 17, 2014.

- **June 06, 2014**
- **QLIP Partnership 2014 - 2016 Action Plan finalized and submitted**

- **June 09, 2014**
- **Agenda finalized for the June 17, 2014 QLIP meeting and distributed to QLIP Partners**
- **Reviewed the special research presentation for the QLIP meeting of June 17, 2014**
- **Updated future QLIP meeting dates for 2014/15**

- **June 10, 2014**
- **QLIP Sub-meeting with QLIP Partner Ann McIntosh at East Central Ontario Training Board (ECOTB)** with, QLIP Facilitator, QUIS Research Coordinator and QLIP Project Coordinator regarding research peer review of the QUIS Research to be presented at the QLIP meeting on June 17, 2014. The research included information for the QLIP Partnership in reference to newcomer employment, newcomer skills, and employers and their needs/skills.

- **June 12, 2014**
- **QLIP Activity Reports for April and May 2014 revised and submitted**

- **June 13, 2014**
- **Sustaining partnerships at the community level**
- **Bay of Quinte Living Council** - Mayors meeting Bay of Quinte Living Council - QLIP Facilitator participated in this high level regional meeting of the mayors from the majority of municipalities, providing input on immigration issues, newcomer needs and the marketing campaign on attraction and retention of newcomers to the Greater Quinte Region.

- **June 08, 2014**
- **Sustaining partnerships at the community level**
- **QLIP Partnership participated in the Quinte Employment Network Group (QEN) meeting.** The Quinte Employment Network Group (QEN) represents a significant group of Employment Consultants, managers and employers in the Greater Quinte Area
- The main presentation was “Engaging People, Embracing Technology: The Greater Bay of Quinte Region's Strategy to Advance Manufacturing” by Mike Hewitt from the Quinte Economic Development Commission (QEDC) and the Manufacturing Resource Centre (MRC) (both QLIP Partners). Mike reviewed the results of the study with 62 manufactures from the region, including Napanee, Brighton, Belleville and Quinte West
- **The need for foreign trained professionals** was included in the presentation as being part of the solution for employers needs

- **QLIP Partnership advised the QEN members about the upcoming June 17, 2014 QLIP meeting** emphasizing that there will be discussions on the disparity between what newcomers are qualified to do and the jobs they may have.
- **Advised the QEN members about the QUIS Employer-to-client-source database and survey** that confirmed many mismatches – highly trained newcomers are working low skilled jobs.
- **Manufacturers have an issue with Quinte region transportation deficiencies which aligns with the transportation difficulty facing newcomers to the Quinte Region.** Mike Hewitt QEDC and MRC made mention of the Quinte Region and its transit malaise and noted as an example that there is a company in Trenton (Quinte West) that has a line (manufacturing production line) that can't run because people can't get there. The QLIP Partnership advised on the consequences of not having a well-developed (regional) transportation system in Quinte as it affects newcomers in terms of employment, attending both ESL and LINC courses at Loyola, and students attending Loyalist College. It was suggested that perhaps volunteer drivers could be arranged through Volunteer Information Quinte (VIQ)
- **QLIP Partnership advised the QEN members** that newcomers are unsure about going to employment referral agencies. Emphasis was placed on the collaborative partnership between Community Employment Services (CES) and QUIS to provide employment counselling at QUIS, which had assisted many newcomers and suggested more Employment Consultants from other employment offices may wish to join the established protocol.

- **June 16 -20, 2014**
- **New Innovative QLIP Strategy for TVCOGECO June 16-20, 2014**
- Discussions commenced in mid June 2014 with QLIP Partner TVCOGECO Cable 4 Belleville referencing their contributions and support of the QLIP goals and objectives. Discussions led to an innovative alternative approach moving away from providing video documentaries for viewing on the QLIP (and QUIS website) to providing a video collage of highlights from the documentaries on the QLIP website. The original documentaries will remain available on the TVCOGECO website and new documentaries will be aired on the TV COGECO Community TV Channel 4. QLIP strategy timelines remain the same for TVCOGECO Cable 4.
- Fresh innovative concepts are in discussion to include video vignettes featuring newcomers and their experiences. The QLIP Strategy an Action Plan for 2014/15/16 will be transformed from the original strategy to a new revised approach shown below:
- **Original TVCOGECO Cable 4 Strategy**
- Follow-up and support QLIP partners in their work to convert video files for loading to the QLIP Partnership website to include the Part 6 documentary "Breaking Barriers: A Local Look at a Global Perspective" from TV COGECO Community TV Cable 4 focused on the QLIP Partnership.
- TV COGECO Community TV Channel 4 to create more public videos initial suggested area "misconceptions and breaking myths about newcomers".
- February 27, 2015 - Projected initiatives through 2014/15 and FY 2015/16
- **Revised TVCOGECO Strategy**
- **"NEW"** - TV COGECO Community TV Cable 4 to replace the documentary "Breaking Barriers: A Local Look at a Global Perspective" produced by TV COGECO Community TV Cable 4 on the QLIP website with a new video collage providing the highlights from the documentaries. The original six part documentary remains available online at TVCOGECO Cable 4 Belleville. The

most recent documentary featuring the QLIP Partnership has been aired on the Cable 4 TVCOGECO and is available online.

- **“NEW”** - TVCOGECO Community TV Channel 4 concept to be pursued includes creating video vignettes of 30 seconds similar to public service announcements featuring newcomer experiences. If the concept comes to fruition these video vignettes would be aired on the public television TVCOGECO Community TV Cable 4.
- **“NO CHANGE”** - TV COGECO Community TV Channel 4 to create more public videos initial suggested area “misconceptions and breaking myths about newcomers”.
- **“NO CHANGE”** - February 27, 2015 - Projected initiatives through 2014/15 and FY 2015/16

- **June 17, 2014**
- **QLIP Partnership Meeting – Quinte Sports and Wellness Centre (Minutes included)**
- QUIS presented its findings on the Quinte Employers skills database and the QUIS database of newcomer employable skills
- The disparity of employment mismatch for newcomers with high level skills working in low paid unskilled work was presented
- The meeting was extremely well attended and included representatives from the Province of Ontario and the Bay of Quinte Region
- QLIP Partner requested information on possibility of sensitivity training (to be followed-up)
- QLIP Partnership Invited Graham Wallis to QLIP meeting - Service Delivery Manager (A) Belleville Office, Eastern Region Ministry of Training, Colleges & Universities

- **June 19, 2014**
- **QLIP Partnership participated in the Loyola School of Adult and Continuing Education Celebration of Achievement**
- Many QLIP Partners were present in support of the seventy-five newcomers who graduated from their ESL or LINC courses at a very large gathering (estimated at 150 to 200) which was covered by the Belleville Intelligencer newspaper and reported in the newspaper.

- **June 20, 2014**
- **Strengthen labour market outcomes for newcomers to the Greater Quinte Region**
- **QLIP Partnership widely disseminated information on a new network opportunity in Quinte West** that could make a difference for newcomers in finding employment as many job opportunities are not advertised. This was a networking opportunity for young professionals 19-39 year olds who want to work together to share knowledge and build their social and professional networks. The event was sponsored by the City of Quinte West and the Quinte West Chamber of Commerce (both QLIP Partners). This event was offered to the young professionals in the entire Greater Quinte Region and the first event was held on Thursday, June 26, 2014 from 5:00 pm - 7:00 pm at Stix & Stones 164 Front St, Trenton

- **June 24, 2014**
- **QLIP Facilitator meeting with Réseau de soutien à l'immigration francophone de l'Est de l'Ontario / Francophone Immigration Support Network of East Ontario**
- QLIP Facilitator attended the meeting insuring QLIP connectedness to the Francophone community

- **June 30, 2014**
- **Strengthen labour market outcomes for newcomers to the Greater Quinte Region**
- **QLIP Partnership widely disseminated information on a second new network opportunity in Belleville** that could make a difference for newcomers in finding employment. Belleville Emerging Leaders Group (BEL) a new initiative in Belleville aimed at helping the new professionals of the Belleville community thrive and become more connected with one another. BEL Open House - Thursday July 3, 2014 from 4:30 – 6:30 at Café Sans Souci, 240 Front Street, Belleville, Ontario. The goal for the group is to have meetings and events where new professionals can receive mentoring from more experienced professionals, to promote networking, have guest speakers, fun social events and ultimately to build a solid group of Belleville's future professionals and leaders.

- **June 30, 2014**
- **QLIP Partnership commenced discussions on a Business Start Up Basics (BSB) Workshop** to be provided by the Small Business Centre (a QLIP Partner) in partnership Quinte Immigration Services. The workshop will be helpful to newcomers as it is designed for absolutely anyone who has considered starting their own business or may be in the early stages of starting up. The workshop has been a recent success as it is a low pressure opportunity for someone to see the first steps to starting a business, with regional resources available, in a group setting. The workshop will be held on September 15, 2014 and newcomers with an interest will be encouraged to attend, with the assistance of Loyola, QUIS and QLIP Partners. In addition, this same workshop is under consideration to be held at Quint Immigration Services in the fall of 2014.

- **June 30, 2014**
- **QLIP Meeting minutes for June 17, 2014 distributed to all QLIP Partners on June 30, 2014** including information on the next QLIP meeting and a tentative schedule for 2014/15 meetings

LIP PARTNER ACTIVITIES, INITIATIVES AND DELIVERABLES

- **Community Employment Services – Loyalist College (CES)** - Employment Consultant continued to meet newcomers at Quinte Immigration Services. She met with four newcomers for employment counselling at QUIS in June. That brings the total to 30 “one-on-one” employment consultations with newcomers since the program began in the fall of 2013.
- **QLIP Partnership to continue participation in the social services/employment/business style shows** in order to provide awareness in services for newcomers and potential newcomer entrepreneurs. These also assist in establishing links to the business community.
- **QLIP Partners to continue wide disseminated information on two new networking opportunities** in Quinte West and Belleville for young professionals and entrepreneurs within the Greater Quinte Region that could make a difference for newcomers in finding employment.

- **QLIP Partnership to continue working with TVCOGECO Cable 4 Belleville toward new innovative strategies.** Considerable effort will be focused on ensuring solid partnership is maintained while establishing innovative strategies in relation to video media approaches for newcomer awareness campaign.
- **QLIP Partners to continue relationship with Réseau de soutien à l'immigration francophone de l'Est de l'Ontario / Francophone Immigration Support Network of East Ontario** ensuring QLIP connection to the needs of Francophone newcomers
- **QLIP Activity Reports for April and May 2014 revised and submitted**
- **QLIP partnership involvement in developing the Quinte Immigration Services database** of newcomer employable skills and the Quinte Region employers' skills database, and the presentation document.
- **QLIP Partners to continue participation in the Quinte Employment Network Group (QEN) next meeting will be held in September 2014** to ensure connectedness to the Human Resources/Employment/Social Services community in terms of improving labour market outcomes for newcomers.
- **QLIP Partners convened their Meeting June 17, 2014 (minutes included)**
- **QLIP Partnership 2014 - 2016 Action Plan finalized and submitted** – revisions based on TVCOGECO new strategy will be actioned
- **QLIP Partners to continue involvement with the Bay of Quinte Living Council** that solidifies immigration and the needs of newcomers are “centre stage” in terms of community agendas and in providing for a major web-presence on “Bay of Quinte Living” website.
- **Planning related to the next QLIP Partnership meeting for Tuesday September 23, 2014**

LIP OUTCOMES ACHIEVED

- **1. MEETING SCHEDULE 1 OUTCOMES: Partners are engaged in newcomer settlement and implement strategies to address newcomers' needs**
- **Build potential for increased use of protocols that meet the needs of newcomers**
- **Strengthen labour market outcomes for newcomers to the Greater Quinte Area**
- **2. Community Employment Services – Loyalist College (CES) - Employment Consultant met with four newcomers for employment counselling at QUIS in June 2014.**
- **June 05, 2014 - employment counselling for one newcomer (resume and Job Search)**
- **June 12, 2014 - employment counselling for three newcomers (resume and Job Search plus)**
- **Collaborative protocol established** between Quinte Immigration Services QUIS and Community Employment Services CES that commenced in the fall of 2013 continued through

2014 which involves a CES Employment Consultant meeting with newcomers at QUIS providing employment counselling.

- **30 newcomers had received “one-on-one” employment counselling by the end of June 2014**

- **3. MEETING SCHEDULE 1 OUTCOMES: Partners are engaged in newcomer settlement and implement strategies to address newcomers’ needs**
- **Build potential for increased use of protocols that meet the needs of newcomers**
- **Strengthen labour market outcomes for newcomers to the Greater Quinte Area**
- **Special Project Team at Quinte Immigration Services QUIS presented research results** at the June 17, 2014 QLIP meeting. QLIP Partners were presented with the findings of the research conducted in developing a database of employers and skills required, in conjunction with a database of newcomers and their skills. The disparity between newcomers with high skill levels and their current low skill level jobs was demonstrated. Important information was provided that may impact the QLIP Partnership in its efforts to move forward with strategic goals in relation to labour market integration for newcomers to the Greater Quinte Region.

- **4. MEETING SCHEDULE 1 OUTCOMES:**
- **Partners are engaged in newcomer settlement and implement strategies to address newcomers’ needs**
- **Activity that promoted a welcoming community**
- **Build potential for increased use of protocols that meet the needs of newcomers**
- **Strengthen labour market outcomes for newcomers to the Greater Quinte Area**
- **Skills Matching Program by Employers announced at June 17, 2014 QLIP meeting** - A skills matching program by employers will be introduced to Chambers of Commerce province wide during the summer of 2014 in relation to skills employers are looking for. Employers would post job openings based on skills only (not job experience or qualifications). Follow-up to be conducted by QLIP Partners.

- **5. MEETING SCHEDULE 1 OUTCOMES: Partners are engaged in newcomer settlement and implement strategies to address newcomers’ needs**
- **Activity that promoted a welcoming community**
- **QLIP Partner Marcela Klein-Rezac** - Social Worker, MSW, RSW - Quinte and District Rehabilitation Inc. requested information on the possibility of sensitivity training for employees within her organization – QLIP Coordinator to follow-up with QUIS.
- The request might lead to establishing sensitivity training for other organizations and the establishment of a sensitivity “package”.

- **6. MEETING SCHEDULE 1 OUTCOMES: Canadians provide a welcoming community to facilitate the full participation of newcomers**
- **Sustaining partnerships at the community level**
- **Activity that promoted a welcoming community**
- **New Innovative QLIP Strategy for TVCOGECO June 16-20, 2014**
- Discussions commenced in mid June 2014 with QLIP Partner TVCOGECO referencing their contributions and support of the QLIP goals and objectives. Discussions have led to an innovative alternative approach moving away from providing video documentaries for viewing on the QLIP (and QUIS) website to that of providing a video collage of highlights from

the documentaries on the QLIP website. The original documentaries will remain available on the TVCOGECO website and new documentaries will be aired on the TV COGECO Community TV Channel 4. In addition, discussions commenced on the new concept of TVCOGECO Cable 4 creating brief video vignettes with newcomers focused on their experiences to be aired during public television broadcasts. Strategy time lines remain the same.

FOLLOW UP

- **QLIP Partnership to follow-up on the research** from a QUIS special project that investigated the needs of employers in the Quinte Region and the labour market skills available from a newcomer database at Quinte Immigration Services. This refers to the presentation delivered at the June 17, 2014 QLIP meeting.
- **QLIP Partnership had arranged for a presentation on the revised and redesigned QUIS website that was to be delivered at the QLIP Meeting on June 17, 2014** but due to the extended presentation of QUIS research at the meeting the review will need be updated and presented at the September 23, 2014 QLIP meeting.
- **Advanced Planning for a QLIP meeting to be held on September 23, 2014 at the Multipurpose Room at the Quinte West Municipal office to be arranged**
- The Multipurpose Room is booked from 9:00 a.m. to 1 p.m. and the meeting itself will be from 10 a.m. to 12 noon (9:30 a.m. meet and greet).
- This is a follow-up to the meeting in Quinte West in October of 2013 organized in effort to move the QLIP meetings to jurisdictions outside of Belleville. The previous meeting in Quinte West in October 2013 was a very successful and productive meeting as it led to the major accomplishment of the inclusion of Quinte Immigration Services presence on the “Bay of Quinte Region” website, and introduced the new QLIP Partner, Belleville Police Services.
- This meeting also led to a close relationship between QLIP and the Bay of Quinte Region/Living Council which has and will involve continued follow-up.
- **Activity that promoted a welcoming community**
- **QLIP groundwork research follow-up** – QLIP Partnership to explore the prospect of interviews and focus groups with newcomers that will be attending Loyola School of Adult and Continuing Education for ESL and LINC language training in September 2014. This will be an update to the original QLIP research conducted in 2012 that produced many of the QLIP goals and objectives for change in the greater Quinte Region. The proposed research will be conducted to determine changes in newcomer conditions, experiences, and gaps in services and improvements that may have taken place.
- **Activity to promote a welcoming community**
- **Explore the TVCOGECO proposed initiatives** expressed in discussions in June 2014 and the new strategies will be followed-up in relation to the QLIP Strategic Plan.
- **Activity to promote a welcoming community**
- **Explore the sensitivity training package** possibilities for Quinte organizations

- **Strengthen labour market outcomes for newcomers to the Greater Quinte Region**
- Follow-up on the announced Skills Matching Program by employers to be initiated by Chambers of Commerce. This is a skills matching program by employers that will be introduced province wide during the summer of 2014
- **Strengthen labour market outcomes for newcomers to the Greater Quinte Region**
- QLIP Partners to follow-up on, and continue to ensure wide disseminated information on two new networking opportunities in Quinte West and Belleville for young professionals and entrepreneurs within the Greater Quinte Region that could make a difference for newcomers in finding employment.

PLEASE NOTE THAT ACTIVITIES REQUIRING CIC PRE-APPROVAL PER SCHEDULE 1 AND SCHEDULE 4 TERMS AND CONDITIONS MUST BE E-MAILED IN ADVANCE TO THE OFFICER.

ACTIVITIES THAT WERE PRE-APPROVED BY CIC

- N/A

OTHER COMMENTS

- N/A

NEXT LIP COUNCIL MEETING: September 23, 2014

Next QLIP Meeting details:

Date: Tuesday September 23, 2014

Time: 10:00 a.m. to 12 noon (Meet and Greet with refreshments available from 9:30 a.m.)

Location: City of Quinte West Municipal Building, Multipurpose Room, 1st Floor, 7 Creswell Drive, Trenton, Ontario

REPORT PREPARED BY: John L. Robertson QLIP Project Coordinator in cooperation with Orlando Ferro QLIP Facilitator