

# QUINTE LOCAL IMMIGRATION PARTNERSHIP

...a better community for everyone

## Minutes of the meeting 23 October 2019

MEETING :	Quinte Local Immigration Partnership <a href="http://www.quintelip.ca">www.quintelip.ca</a>
LOCATION	City of Quinte West, Multi-Purpose Room Quinte West Municipal Offices 7 Creswell Drive, Trenton, ON
PROJECT COORDINATOR ADMINISTRATOR /FACILITATOR	<ul style="list-style-type: none"> <li>• <b>John L. Robertson</b> - Project Coordinator - Quinte Local Immigration Partnership - <b>Email:</b> <a href="mailto:lip@quinteimmigration.ca">lip@quinteimmigration.ca</a></li> <li>• <b>Orlando Ferro</b> - QLIP Administrator / Facilitator - Executive Director – Quinte Immigration Services QUIS - <b>Email:</b> <a href="mailto:oferro@quinteimmigration.ca">oferro@quinteimmigration.ca</a></li> </ul>
NOTE TAKER	<ul style="list-style-type: none"> <li>• <b>John L. Robertson</b> – QLIP Project Coordinator</li> </ul>
ATTENDEES	<ul style="list-style-type: none"> <li>• <b>Alana Brown</b> - Regional Manager - Human Relations - Highline Mushrooms Mushroom Farm Wellington Ontario</li> <li>• <b>Karen Rushlow</b> - Human Resources Advocate - Highline Mushrooms Mushroom Farm Wellington, Ontario</li> <li>• <b>Veronica Montgomery</b> - Hastings Prince Edward Public Health</li> <li>• <b>Mike Hewitt</b> - Coordinator - Manufacturing Resource Centre - Quinte Economic Development Commission QEDC</li> <li>• <b>Linda Lisle</b> - Manager of Economic Development &amp; Tourism, Economic Development &amp; Tourism Services, City of Quinte West, Trenton Ontario</li> <li>• <b>Garnet Thompson</b> – Councillor - City of Belleville</li> <li>• <b>Barbara Dick</b> - TESL Kingston - Teachers of English as a Second Language Kingston</li> <li>• <b>Paul Osborne</b> - President - Board of Directors - Quinte Immigration Services QUIS</li> </ul>

## Agenda topics

DISCUSSION	<ul style="list-style-type: none"> <li>• <b>Introductions and opening remarks</b></li> </ul>
	<ul style="list-style-type: none"> <li>• <b>Acknowledgement</b> - This Anti-Racism Action Program (ARAP) initiative is part of the Quinte Local Immigration Partnership - Bringing communities together; welcoming newcomers.</li> <li>• <b>Acknowledgement</b> - Special appreciation to Linda Lisle - Manager of Economic Development &amp; Tourism – and staff - Economic Development &amp; Tourism Services City of Quinte West for providing the Multipurpose Room at Quinte West Municipal Offices.</li> </ul>

- **Acknowledgement** – Special appreciation to Jim Harrison Mayor of the City of Quinte West for his appearance at the meeting and providing his encouragement to the group.
- **Anti-Racism Action Program (ARAP) - Funding Application is available at:**  
<https://www.canada.ca/en/canadian-heritage/services/funding/anti-racism-action-program/application-guidelines.html#a2>
- **Note: The objectives of the program are to:**
  - **Support** communities confronting racism and discrimination, promote intercultural and interfaith understanding and foster equitable opportunities to participate fully in Canadian society;
  - **Promote** and engage in discussions on multiculturalism, diversity, racism and religious discrimination at the domestic and international levels; and
  - **Strengthen** research and evidence to build understanding of the disparities and challenges faced by racialized and religious minority communities, and Indigenous peoples.
  - **The areas that ARAP covers can include** anti-racism and discrimination, intercultural, faith based, racialized communities and LGBTQ.
- **School Boards** –connected through their Partnership in the QLIP
- **The ARAP Coordinator - areas covered – includes a Job Developer**
- **Employers Table**
- Their hiring needs for newcomers
  - Newcomer skills
  - Language barriers
  - Not culturally ready for the workforce
  - Provincial Nominee possibilities
  - No duplication of services
  - Job Fairs
  - Credentials (e.g. Engineers)
  - Loyola partner
  - Need employers form different sectors
  - Mentoring programs (reference to Quinte Manufacturing)
  - 1000 possible candidates / 10% possible for training & jobs
  - ELEVATE PLUS Program a possible model for a newcomer employment approach.  
 This Skills Advance Ontario program has helped over 150 people attain employment. The curriculum includes employer support for onboarding, developing and retaining employees primarily in the manufacturing sectors. A pre-employment training program through the Loyalist Training and Knowledge Centre (LTKC) at Loyalist College is a six-week process working with many community and industry partners. It provides workforce training that integrates job-specific skills, literacy and essential skills in the food processing industry including. The program includes vocational training integrated with literacy, language and essential skills; workplace training that has been co-designed with the food-processing industry; work placements with local employer(s); Coordination of supports for participants, including transportation allowance, no tuition fees, as the program is fully funded.
- **Hiring**
- Development of **curriculum** to include **soft skills** component
- Robust screening process to hire
- Transfer of skills

- 2 months training – 2 week placement or longer
- Evaluation of placement – connections
- **Skills Advance Ontario SAO** – information may be of assistance
- **Employers Forum** – Chambers – small to medium business – larger employers
- Promotion - grouping issues – all municipalities – upcoming job fairs
- Start with the outcomes employers need
- Bring solutions to the table – including new technology
- **Reference to Centre for Workforce Development CFWD** – consultant study – consultant final analysis – check on CFWD deadline for consultant report – ICAMS data from QUIS provided
- Second wave immigration
- Housing/Employment issues
- **PEC County – Newcomers working in the County but most are not living there** – need to capture newcomer information reference Place of Work / Gender / Age / Statistics Canada
- **International students 20 hours of work in a school week** (At the Quinte Region Job Fair one manufacturer advised that 24 hours would improve effective use of student work by meeting shift/day plant hours)
- Students may also work – fulltime hours during holidays, breaks and summer break – qualifying for work permits (2years) employment to relate to an approved NOC code
- Areas for employment may include Hospitality Management / Transportation / Financial
- **Economic Development through Immigration EDTI – Project at QUIS – Information at QUIS website**
- **Concerns include:**
  - Newcomers don't understand the work culture in Canada
  - Employers and misconceptions of newcomers and employment
  - Coaching needed – with some employers to avoid miscommunications
- **Loyalist College - Issues – International Students**
  - Available and affordable housing
  - Processing of work permits
  - In its effort to retain international students, Immigration, Refugees, and Citizenship Canada (IRCC) operates a Post-Graduate Work Permit Program. Under this program, international graduates may obtain an open work permit — for up to three years. Work in Canada after you graduate: Who can apply <https://www.canada.ca/en/immigration-refugees-citizenship/services/study-canada/work/after-graduation/eligibility.html>
- Round table - Meeting adjourned

NEXT MEETING	LOCATION	TIME
To be determined	To be determined	To be determined