Introduction to the Career Paths for Skilled Immigrants Program

OCTOBER 5, 2017 | 10:00 am – 11:30 am
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  - Test Webinar
    - Webinar ID: 447-776-387
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Introduction to Career Paths for Skilled Immigrants

October 2017
Introduction

• This presentation will provide information to encourage referrals including:
  • An introduction to the program as a whole
  • A more detailed introduction to the program streams
  • An opportunity at the end to ask questions
  • Contact information for all of the Career Paths providers across the province
Introduction

• Career Paths is a redesign of Skills Connect and offers employment case management for skilled immigrants helping clients achieve or work towards goal employment

• Skills Connect achievements:
  • Skills Connect served over 14,000 clients from 2006-2016
  • Over 80% of clients completed the program
  • 72-75% of client achieved employment
  • Clients making more than $30/hr went from 9% pre-program to 35% post program.
Program Design Elements

- Case Management
- Pathway to Licensure (Regulated Occupations)
- Skills enhancement funding
- Occupation Specific Language Training for BC priority occupations
- Practicums & Temp Aligned Employment
- Program Duration
- Eligibility
Funding

- Career Paths is managed by BC as a jointly funded program with the Federal Government, Immigration, Refugees and Citizenship Canada (IRCC)

3.5M
- BC FY Budget

2M
- IRCC FY Budget

5.5M Annually
Program Goals

The program’s success is dependant on clients:

• Completing the program
• Gaining Canadian work experience through a temporary job in their field while pursuing goal employment
• Finding work in their field that is commensurate with pre-arrival employment and training
• Progressing towards re-credentialing while in the program
• Addressing language proficiency as a barrier to employment
• Connecting to employers and mentors
The Three Career Path Streams

- Stream 1, 2 and 3
- Service Providers may provide Stream 2/3 or all three streams
- If waitlist – priority to Youth, Refugees and Women
- We’ll start by explaining Stream 2/3 first.
Streams 2 and 3

Stream 2: Regulated Occupations
Stream 3: Unregulated Occupations

Province-wide coverage in 11 Regions

- Vancouver
- Burnaby/New Westminster
- North and West Vancouver & Coast
- TriCities Plus
- South Delta/Richmond
- Surrey/Langley Plus

- Fraser Valley
- Thompson Okanagan and Kootney
- Vancouver Island North
- Vancouver Island South
- Cariboo and North
## Differences between Stream 2 and 3

<table>
<thead>
<tr>
<th>Element</th>
<th>Stream 2 - Regulated</th>
<th>Stream 3 – Unregulated</th>
</tr>
</thead>
<tbody>
<tr>
<td>Duration</td>
<td>Up to 20 months</td>
<td>Up to 11 months</td>
</tr>
<tr>
<td>Eligibility</td>
<td>• Permanent Resident within 5 years</td>
<td>• Permanent Resident within 5 years</td>
</tr>
<tr>
<td></td>
<td>• <strong>Underemployed</strong> working 20 hrs+ per week <strong>OR Unemployed</strong> Non-EI, Non BCEA,</td>
<td>• Underemployed working 20 hrs+ per week</td>
</tr>
<tr>
<td></td>
<td>needing more than short term training</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• 3 years work experience in field (1 year youth) &amp; certification/education in field</td>
<td>• 3 years work experience in field (1 year youth) &amp; certification/education in field</td>
</tr>
<tr>
<td>Language</td>
<td>CLB* 6 or equivalent</td>
<td>CLB* 5 or equivalent</td>
</tr>
</tbody>
</table>

*CLB – Canadian Language Benchmark (a measure of English language proficiency)
ISSofBC - Vancouver, Thompson Okanagan and Cariboo North

- Vancouver head office near SkyTrain, after business hour and Skype/GoTo Meeting remote appointments/Moodle workshops available
- Experienced case managers – some were with Skills Connect program for over 8 years
- Stream 2-3 has its own Employer Relations Specialist with connections to employers

North Shore Multicultural Services – North and West Vancouver/Coast

In addition to case managed services, NSMS has hosted industry events:

- Soft Skills for Professionals in the Canadian Workplace workshop featuring guest speaker Alden Habacon, an accomplished Diversity and Inclusion Strategist
- A site tour of Seaspan ULC in North Vancouver for clients with an engineering/technical background. Seaspan provided personalized hard hats to clients and an intro to their work.
- “Networking on the Shore” event giving clients the opportunity to mingle with employers, HR professionals, local business owners and community partners.
MOSAIC – Burnaby/New Westminster

Targeted employer presentations and hiring fairs
• Presentation by TELUS Director, Technology Strategy
• Smart Networking Event in collaboration with Burnaby Board of Trade
• MOSAIC Job Fair attended annually by over 50 employers and 5,000 clients
• Immigrant Professionals Conference (IPC) in Burnaby on October 21

Practicum Placements and Canadian Work Experience
Burnaby Heights Merchants Association
• Client placed as Advisory Council Member of PeaceGeeks representing Burnaby
• Volunteer Opportunities through active involvement with community immigrant partnership tables
• Exclusive access to MOSAIC Job Board with over 500 jobs posted monthly
Back in Motion – South Delta/Richmond; Surrey/Langley Plus

- Back in Motion Career Paths - providing services to skilled immigrants since 2006 with vast expertise in regulatory processes in Canada and British Columbia
- Mentorship Services that match job-ready skilled immigrants in BC with established local professionals for one-on-one job specific coaching.
- Industry Insiders Events are industry specific information sessions where clients can get advice from Canadian professionals, gain insights on market trends, and be provided opportunities to network and learn how to succeed from experts in their field to help reach their employment goal.

Douglas College – Tri Cities Plus

- Coquitlam, Port Coquitlam, Port Moody, Maple Ridge, Pitt Meadows
- Workshops on Essential Skills, Exam Prep, Starting your Own Business
- Workshops, meetings, activities around client schedules
- Industry Connection Events to introduce clients to employers & professional associations
Stream 2/3 Service Provider Highlights

**Abbotsford Community Services – Fraser Valley**
- Meeting space available in Abbotsford and Chilliwack
- Weekend Workshops
- Collaboration with specialized Employment Mentors Program to ensure full range of professional services for clientele

**Central Vancouver Island Multicultural Services – Vancouver Island North**
- CVIMS services are covering North Island Region – including communities from Ladysmith to Campbell River and Port Alberni
- CVIMS is providing individualized case management model with expertise of staff working with immigrants for over the past 18 years
- We are utilizing a flexible approach with working clients and accommodating sessions according to their availability, utilizing various social media, video calling, etc.
- Referring agencies, at the initial stage - only name and contact number is required.
Inter-cultural Association of Greater Victoria – Vancouver Island South

• **Bridging Program and Career Mapping**: Includes tailored information and workshops on licensure processes, networking opportunities with potential employers, insights into job shadows/internships or placements. Multi-session programs for specific sectors/occupational groups.

• **Collaboration between ICA’s Community Partnership Network/LIPS and Career Paths**: Collaboration to host events that bringing together local employers in a wide variety of occupations and clients, potentially resulting in meaningful connections that increase potential employers’ awareness of foreign trained professionals’ potential contribution(s) to the workforce or organization.
Stream 1 Overview

Stream 1: BC Priority Occupations

Occupation Specific

Occupational Groups
1. Technology
2. Business & Administration
3. Health
4. Construction & Engineering
### Stream 1 Overview

<table>
<thead>
<tr>
<th>Element</th>
<th>Stream 1 – BC Priority Occupations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Duration</td>
<td>Up to 22 months</td>
</tr>
<tr>
<td>Eligibility</td>
<td>Same as Stream 2:</td>
</tr>
<tr>
<td></td>
<td>• Permanent Resident within 5 years</td>
</tr>
<tr>
<td></td>
<td>• <strong>Underemployed</strong> working 20 hrs+ per week</td>
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<tr>
<td></td>
<td>• <strong>OR Unemployed</strong> Non-EI, Non BCEA, needing more than short term training</td>
</tr>
<tr>
<td></td>
<td>• 3 years work experience in field (1 year youth) &amp; certification/education in field</td>
</tr>
<tr>
<td>Language</td>
<td>• Occupation Specific Language Training – clients who are 1 CLB level lower than industry standard (see next slide)</td>
</tr>
<tr>
<td>NOC Code</td>
<td>Client’s goal occupation must be one of the specified NOC Codes. (See next slide)</td>
</tr>
<tr>
<td>Regions</td>
<td>BC wide, remotely or with delivery partners outside of the Lower Mainland/Fraser Valley</td>
</tr>
</tbody>
</table>
## Stream 1: Service Providers, NOC & CLB

<table>
<thead>
<tr>
<th>MOSAIC – Business and Administration</th>
<th>NOC</th>
<th>OSLT</th>
<th>No OSLT</th>
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<tbody>
<tr>
<td>Administrative Officers</td>
<td>1221</td>
<td>CLB 7</td>
<td>CLB 8+</td>
</tr>
<tr>
<td>Administrative Assistants</td>
<td>1241</td>
<td>CLB 6</td>
<td>CLB 7+</td>
</tr>
<tr>
<td>Financial Auditors and Accountants</td>
<td>1111</td>
<td>CLB 7</td>
<td>CLB 8+</td>
</tr>
<tr>
<td>Accounting Technicians and Bookkeepers</td>
<td>1311</td>
<td>CLB 6</td>
<td>CLB 7+</td>
</tr>
<tr>
<td><strong>ISSofBC - Technology</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Information Systems Analysts and Consultants</td>
<td>2171</td>
<td>CLB 6</td>
<td>CLB 7+</td>
</tr>
<tr>
<td>Computer Programmers and Interactive Media Developers</td>
<td>2174</td>
<td>CLB 6</td>
<td>CLB 7+</td>
</tr>
<tr>
<td><strong>Douglas College - Health</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Registered Nurses and speciality nursing</td>
<td>3012</td>
<td>CLB/IELTS 7</td>
<td>CLB/IELTS 8+</td>
</tr>
<tr>
<td>Licensed Practical Nurses</td>
<td>3233</td>
<td>CLB/IELTS 7</td>
<td>CLB/IELTS 8+</td>
</tr>
<tr>
<td>Medical Sonographers</td>
<td>3216</td>
<td>CLB/IELTS 6</td>
<td>CLB/IELTS 7+</td>
</tr>
<tr>
<td>General Practitioners</td>
<td>3112</td>
<td>CLB/IELTS 7</td>
<td>CLB/IELTS 8+</td>
</tr>
<tr>
<td>Health Care Assistant and Care Aide</td>
<td>3413</td>
<td>CLB/IELTS 6</td>
<td>CLB/IELTS 7+</td>
</tr>
<tr>
<td><strong>ISSofBC – Construction and Engineering</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Construction managers</td>
<td>0711</td>
<td>CLB 6</td>
<td>CLB 7+</td>
</tr>
<tr>
<td>Civil engineers</td>
<td>2131</td>
<td>CLB 6</td>
<td>CLB 7+</td>
</tr>
<tr>
<td>Electrical and electronics engineers</td>
<td>2133</td>
<td>CLB 6</td>
<td>CLB 7+</td>
</tr>
<tr>
<td>Mechanical engineers</td>
<td>2132</td>
<td>CLB 6</td>
<td>CLB 7+</td>
</tr>
</tbody>
</table>
Stream 1 SPO presentations

• **ISS of BC – Effie Garcia**
  – Construction and Engineering
  – Technology

• **Douglas College – Jennifer Kuenzig**
  – Health

• **MOSAIC - Shagun Bhanot**
  – Business and Administration
Stream 1: Construction & Engineering, Technology

• ISSofBC offers Stream 1 services in:
  □ Construction and Engineering
  □ Information Technology

• ALL Case Managers serve all streams – quick referral for Clients ineligible for stream 1 to Stream 2-3

• Managers & Case Managers are either certified or experienced Career Development Practitioners

• Clients outside of Lower Mainland/ Fraser Valley are served by subcontractors in Thompson/ Okanagan, Cariboo North and Victoria
Stream 1 has a dedicated Employer Relations Specialist who arranges work placement for clients in both sectors.

Stream 1 info sessions come with pre-screening services & are conducted all over BC.

Client services (including blended workshops) are delivered via in-person, online via Moodle, Skype, email and telephone during and after work hours.

Occupational Specific Language Training (OSLT) is developed and run by Language Career College in the same building.

OSLT is tailor-fit to clients in the sector & composed of 3 components: Webinar, 1-1 with instructor and Moodle for reading materials and assignments.
Stream 1: Construction & Engineering

- Existing cross-referral community partnerships
- Regular Networking & Industry Talks with employer partners (Cowi, Dominion, Embers, Ledcor, etc.)
- Regular job board postings in website from employer connections (Catalyst, Centura Structural Systems, Isidore Landscapes, etc.)
- OSLT Curriculum developed by a professional engineer and teacher
- Specialized workshop (in person and online) on “Basic Introduction to Engineering in BC” is currently being finalized
Stream 1: Information Technology (IT)

- Have existing cross-referral partnerships with learning institutions e.g. BCIT, CodeCore, Lighthouse Lab, Red Academy
- Ongoing IT Industry Talks with Telus, Fortinet, Paladin Technologies, etc.
- Referrals from TechStart Program, IMPACT, EPBC, and experience in hosting conferences
- OSLT Curriculum developed by Doug Hillhouse, who co-developed and taught an instructional program for TechStart.
- Preparation for a special workshop on “Careers in IT in BC” - in its final stages.
Referrals

Please include:
» Resume with Pre-landing Occupation
» PR Card # if available

Contact details:
Email: careerpaths@issbc.org
Phone: 604-590-4021
Website: www.issbc.org/careerpaths
Uniqueness of Program

- Workshops on 'Working with Specialized Populations Groups in a Canadian Healthcare setting’ e.g. persons with disabilities, indigenous peoples, frail & elderly, DTES/opioid crisis, etc.
  - Exam Study & Test Taking Strategy Sessions for regulated exams
  - Scenario based learning in our Health Sciences Simulation Lab
  - Language curriculum tailored to help clients pass regulator requirements e.g. IELTS, CELBAN
  - Staff have worked with NOC occupations for nearly a decade

Serving clients remotely outside of LM/FV

- Clients work 1-1 with staff via online software, phone, email
- Workshops live-streamed
- Regulators located in Lower Mainland or outside of BC
Serving working clients

– Group services offered evenings and weekends
– 1-1 meetings around client schedules

Referrals to Stream 1 Health

– Screen for basic eligibility (slide 16)
  • if a ‘maybe’ - send to us for further screening
– Webpage: www.douglascollege.ca/careerpaths
– Phone: 604-588-7772
  • Can often be a ‘not yet’ with homework to do
Regulators Presentations and Networking:

- Monthly Networking Events with CPABC offering one on one expert consultation
- International Association for Administrative Professionals (IAAP)

Access to Hidden Job Market through:

- MOSAIC’s Job Board and Employer Relations Team
- Privileged access to internal Job Fairs and Annual Immigrant Professionals Conference (IPC)
- Opportunity to meet industry experts through Workshops and Panels (Accounting & Finance Breakout Sessions at IPC)
Remote Services Available
• Through BigBlueButton and Moodle for career counselling as well as Occupation Specific Language Training

Mentoring and Coaching
• Direct referrals to MOSAIC in-house Mentoring program
• Opportunities for Group mentoring and Networking

Contact Us:
604.438.8214
careerpaths@mosaicbc.org
MOSAIC
5902 Kingsway, Burnaby V5J 1H2
Questions?

https://www.welcomebc.ca/Work-or-Study-in-B-C/Work-in-B-C/Employment-Language-Programs#anchor1

Joni Rose – Senior Program Advisor
Joni.Rose@gov.bc.ca
604-660-3463

Career Paths Rack Cards – Karina.Lai@gov.bc.ca
Participant Poll

• Has your knowledge of the Career Paths program:
  – Increased
  – Stayed the same
  – Decreased – I feel confused/have more questions
See the following slides for more details on the Career Paths for Immigrants Program.
Case Management Model

Intake
- Eligibility assessment including language assessment

Services
- Counselling, informal credential assessment, action planning, info & referral
- In-house workshops
- Occupation Specific Language Training (OSLT), mandatory for Stream 1
- Skills Enhancement Services (SES): financial supports for: technical skill upgrading, mandatory academic upgrading, formal credential assessment, exams & prep, memberships, Prior learning Assessment and Recognition (PLAR), OSLT etc.
- Job search, mentorship, practicum, career counselling towards temporary aligned employment

Exit
- Recording of outcomes
- Post language assessment for stream 1 only, OSLT participants
# Stream 2/3 Service Providers & Cities Served

<table>
<thead>
<tr>
<th>Service Provider</th>
<th>Region</th>
<th>Cities Served</th>
</tr>
</thead>
<tbody>
<tr>
<td>MOSAIC</td>
<td>Burnaby/New Westminster</td>
<td>Burnaby, New Westminster</td>
</tr>
<tr>
<td>Abbotsford Community Services</td>
<td>Fraser Valley</td>
<td>Abbotsford, Mission, Chilliwack, Hope</td>
</tr>
<tr>
<td>North Shore Multicultural Society</td>
<td>North and West Vancouver /Coast</td>
<td>West Vancouver, North Vancouver, Squamish, Whistler, Pemberton, Sunshine Coast, Powell River, Bowen Island, Lions Bay</td>
</tr>
<tr>
<td>Douglas College</td>
<td>Tri Cities Plus</td>
<td>Coquitlam, Port Moody, Port Coquitlam, Maple Ridge, Pitt Meadows</td>
</tr>
</tbody>
</table>
| Back in Motion*                         | • South Delta/Richmond  
• Surrey/Langley Plus | South Delta, Richmond, Surrey, Langley, White Rock, North Delta               |
| Immigrant Services Society of BC (ISSofBC)* | • Vancouver  
• Thompson Okanagan  
• Cariboo and North | Vancouver, Clearwater, Kamloops, Kelowna, Keremeos, Peachland, Penticton, Revelstoke, Salmon Arm, Summerland, Sunpeaks, Osoyoos, Vernon, Cranbrook, Creston, Castlegar, Fernie, Grand Forks, Invermere, Nelson, Radium Hot Springs, Rossland, Shuswap, Trail, Fraser-Fort, McBride, Prince George, Quesnel, Valemount, Williams Lake, Fort St. John, Dawson Creek, Prince Rupert, Terrace, Smithers, Kitimat, Port Edward, Queen Charlotte |
| Central Vancouver Island Multicultural Society (CVIMS) | Vancouver Island North | Campbell River, Courtenay, Comox Valley, Ladysmith, Nanaimo, Parksville, Port Alberni |
| Inter-cultural Association of Greater Victoria (ICA) | Vancouver Island South | Victoria, Duncan                                                             |

*ISSofBC and Back in Motion have more than one Stream 2/3 region*
# Service Provider Contact Information

<table>
<thead>
<tr>
<th>Organization</th>
<th>Stream</th>
<th>Contact Phone Number</th>
<th>Email</th>
<th>Website</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Immigrant Services Society of British Columbia (ISSofBC)</td>
<td>Stream 1 - Technology, Construction &amp; Engineering</td>
<td>Vancouver 604-590-4021</td>
<td><a href="mailto:careerpaths@issbc.org">careerpaths@issbc.org</a></td>
<td><a href="https://issbc.org/programs/career-services/careerpaths/">https://issbc.org/programs/career-services/careerpaths/</a></td>
</tr>
<tr>
<td></td>
<td>Stream 2/3 - Vancouver, Thompson Okanagan &amp; Kootney, Cariboo North</td>
<td>Thompson Okanagan 250-545-0585</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Cariboo North 250-624-9494</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Back in Motion</td>
<td>Stream 2/3 - South Delta/Richmond, Surrey/Langley Plus</td>
<td>(604) 575-3800</td>
<td><a href="mailto:info.careerpaths@backinmotion.com">info.careerpaths@backinmotion.com</a></td>
<td><a href="http://www.careerpaths.ca">www.careerpaths.ca</a></td>
</tr>
<tr>
<td>Douglas College</td>
<td>Stream 1 - Health</td>
<td>(604) 588-7772</td>
<td><a href="mailto:careerpaths@douglascollege.ca">careerpaths@douglascollege.ca</a></td>
<td><a href="http://www.douglascollege.ca/careerpaths">www.douglascollege.ca/careerpaths</a></td>
</tr>
<tr>
<td></td>
<td>Stream 2/3 - TriCities</td>
<td>(604) 438-8214</td>
<td><a href="mailto:careerpaths@mosaicbc.org">careerpaths@mosaicbc.org</a></td>
<td><a href="https://www.mosaicbc.org/careerpaths">https://www.mosaicbc.org/careerpaths</a></td>
</tr>
<tr>
<td>Multi-Lingual Orientation Service Association For Immigrant Communities (MOSAIC)</td>
<td>Stream 1 - Bus Admin</td>
<td>(604) 988-2931 ext.241</td>
<td><a href="mailto:loria@nsms.ca">loria@nsms.ca</a></td>
<td><a href="http://nsms.ca/find-a-job/career-paths-program/">http://nsms.ca/find-a-job/career-paths-program/</a></td>
</tr>
<tr>
<td>Abbotsford Community Services</td>
<td>Stream 2/3 - Fraser Valley</td>
<td>(250) 388-4728 ext.122</td>
<td><a href="mailto:mkovacev@icavictoria.org">mkovacev@icavictoria.org</a></td>
<td><a href="http://www.icavictoria.org/welcome-centre/employment-services/career-paths-skilled-immigrants/">http://www.icavictoria.org/welcome-centre/employment-services/career-paths-skilled-immigrants/</a></td>
</tr>
<tr>
<td>Inter-Cultural Association of Greater Victoria (ICA)</td>
<td>Stream 2/3 - Van Island South</td>
<td>(250) 753-6911 ext.112</td>
<td><a href="mailto:Avalchar@cvims.org">Avalchar@cvims.org</a></td>
<td><a href="http://www.cvims.org/get-a-job/career-paths-skilled-immigrants/">http://www.cvims.org/get-a-job/career-paths-skilled-immigrants/</a></td>
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<td>Central Vancouver Island Multicultural Society</td>
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