Summary for City of London Prosperity Funding
Employment Network Support Project
London Middlesex Immigrant Employment Council (LMIEC) Job Match Network (JMN)
July 1, 2013 – June 30, 2014

Project Coordination:
The London Middlesex Immigrant Employment Council (LMIEC) is an employer-led initiative that connects local business to immigrant talent to grow the regional economy and strengthen labour market integration of newcomers to Canada.   The LMIEC's Job Match Network (JMN) is a program developed as a direct response to a long-expressed need by local employers for coordinated access to qualified Canadian newcomer talent. The LMIEC Job Match Network not only helps retain those newcomers that have already settled in London, but also makes London a go-to-destination for skilled immigrants from across Canada.

How It Works:
The LMIEC Job Match Network has dedicated staff that work together with partner organizations across London to screen, match, short-list and market newcomer job seekers to regional employers seeking their specialized skills.   By providing local employers centralized access to an expanded pool of qualified talent, the LMIEC Job Match Network:

- Helps companies of all sizes access the top talent they need at the right time;
- Drives talent attraction to our city;
- Strengthens emerging industry sectors with the skills required to sustain future growth of our local economy; and
- Fuels job creation for all Londoners.

The City of London's prosperity investment specifically enables the LMIEC Job Match Network program to serve immigrant job seekers that would otherwise be ineligible to participate through other funding partners, such as international student graduates, immigrants in Canada on work visas, refugee claimants, landed immigrants in other provinces, and individuals seeking employment in entry-level occupations.   As a result, employers are actively matched to those work-authorized candidates that are the best skill match for the position from the entirety of the newcomer talent pool in London or willing to relocate to London.

Outcomes:
The LMIEC Job Match Network program tracks and reports on activities and outcomes resulting from the City of London's prosperity investment.   In its first year of operation, the program exceeded all targets including achieving:

- 149% of target in the number of job seekers matched and marketed to jobs.   112 job seekers were screened as job-ready, matched to the skill requirements of a referred job order through our partner network and then actively marketed to the London employer.
- 118% of target in the number of job seekers hired.   59 job seekers secured employment that would not have been matched and marketed to employment through existing services and traditional funding mechanisms.   Approximately 80% of these positions were full-time hires.

Appendix J: LMIEC Year-End Results Summary

- 428% of target in the number of job postings shared. 214 job postings were referred into and shared through the LMIEC Job Match Network covering positions and skill requirements that each referring organization was unable to fill exclusively from the client base of their stand-alone agency. Approximately 51% of the postings were in the information technology sector, followed by 25% in manufacturing, 20% in accounting, 7% in administration/human resources and 7% in healthcare. The number of job postings shared has a direct correlation with the number of job seekers marketed. However, not every posting had a skill match among the job seeking clients in the immigration statuses covered by the City of London funding.   In that case, immigrant job seekers are sourced from the larger pool of candidates registered with the LMIEC Job Match Network.
- 130% of target in the number of participating organizations including a cross-section of immigrant-serving employment organizations, educational institutions, settlement providers, labour market planning bodies and economic development organizations.   Over 10 partnership meetings and presentations were held with the LMIEC Job Match Network partner organizations in this period.
- 100% in the number of educational materials developed including a program backgrounder, marketing poster for international student graduates and customized powerpoint presentation.   These materials have generated awareness about the program and how to participate.   As a community, when we are able to proactively recruit candidates that are a skill match for open positions that may have otherwise gone unfilled, companies find the talent required to grow their business which leads to further job growth for all Londoners.

Next Steps:

The LMIEC Job Match Network was successful in the first year pilot and exceeded all program targets.   A considerable investment of time was made in the JMN's first year in establishing registration/referral processes and proactively marketing the program through a variety of mechanisms including outreach at Western and Fanshawe College, London's Student-2-Business Conference and an Internationally Educated Professionals' Conference in Toronto.   In Year 1, the LMIEC Job Match Network began building its pool of job-ready candidates eager to invest their time and talent into London's local economy.   In Year 2, registration and outreach will continue, but the LMIEC Job Match Network will be able to focus more program activities on marketing the registered candidate pool to local job opportunities leading to an increase in the number of job outcomes.   Assuring that London companies – of all sizes and across all industries – have timely access to skilled and job-ready candidates is a critical driver of a prosperous economy.   The LMIEC Job Match Network partner organizations (listed below) look forward to another year of collaboration with the City of London in developing and growing our local economy and labour market.

LMIEC Job Match Network Partner Organizations, 2013-2014

Access Centre for Regulated Employment
ACFO London-Sarnia
College Boreal
Community Employment Services
Elgin Middlesex Oxford Workforce Planning & Development Board
Fanshawe College
London Cross Cultural Learner Centre
London Economic Development Corporation
LUSO Community Services
Mentorship for Immigrant Employment
Oxford Workforce Development Partnership
Skills International
TechAlliance
Western University
WIL Employment Connections