Overview and Outcome Summary
Employment Network Support Project:
London Middlesex Immigrant Employment Council (LMIEC)
Job Match Network (JMN)

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.

Initiated in July 2013 and renewed in September 2014, the City of London's 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:

With its established track record of success in exceeding targets, and demonstrated ability to contribute to London's economic future, a multi-year investment through the Strategic Funding Framework would serve as an asset in advancing the values, vision and key directions of the London Plan.

The LMIEC Job Match Network program tracks and reports on activities and outcomes directly resulting from the City of London's prosperity investment. Through the City of London's funding and this project's 15 months of service delivery to-date, London employers have shared 282 specialized job postings. 144 new Canadians have been screened, matched and marketed to the London opportunities, and 75 of these new Canadians have found meaningful employment. When outcomes from federal and provincial investments are included, the LMIEC Job Match Network has connected 250 internationally trained individuals and international student graduates with commensurate employment.

Specifically, 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.
- 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.

In its second-year of operation, the program is, again, on pace to exceed all targets. The program is operating at 170% of target to date in the number of job seekers matched and marketed to jobs; 128% in the number of job seekers hired and 544% in the number of postings shared.

LMIEC Job Match Network Partner Organizations, 2014-2015

The LMIEC Job Match Network is a coordinated community response to meeting employer labour market demands and successfully integrating newcomer talent. The partner organizations (listed below) look forward to a continued collaboration with the City of London to grow our local economy and support the employment needs of Londoners:

Access Centre for Regulated Employment
ACFO London-Sarnia
College Boreal
Community Employment Services
County of Perth
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