



LONDON MIDDLESEX IMMIGRANT EMPLOYMENT COUNCIL

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Through the London Middlesex Immigrant Employment Council (LMIEC), employers are strategically working together to open the doors of London companies and our regional business community to recruiting and retaining newcomer talent. In addition to advancing the business case for hiring immigrant talent and connecting companies with resources available, the LMIEC consults with employers to identify gaps and develop solutions to better integrate immigrant job seekers into our regional economy. Through the coordinated participation of over eighteen community partners, LMIEC initiatives including Job Match Network, Mentorship for Immigrant Employment, Global Experience at Work and the Employer Leadership Strategy have led to the commensurate employment of over 900 internationally trained individuals and international student graduates in our community.

LMIEC Job Match Network

The LMIEC Job Match Network was developed as a direct response to a long-expressed need by local employers for coordinated access to qualified Canadian newcomer talent. Through its no wrong door approach, the LMIEC Job Match Network helps companies of all sizes tap into the top talent they need at the right time. The program works together with partner organizations across London Region to screen, match, short-list and market newcomers to regional employers seeking their specialized skills. The LMIEC Job Match Network not only helps retain those newcomers that have settled in London, but also makes London a go-to-destination for skilled immigrants from across Canada.

With the support of the Government of Canada, the Government of Ontario and the City of London, the LMIEC Job Match Network has marketed over 203 immigrant job seekers to over 196 employment opportunities in the last year alone, with over 110 newcomers securing employment in or related to their professional fields. The project was pleased to launch new partnerships this past year with the Elgin, Middlesex, Oxford Workforce Development & Planning Board, the London Economic Development Corporation and TechAlliance. New regional partners also came on board to fuel talent attraction efforts to their economies including the County of Perth, the Oxford Workforce Development Partnership and Community Employment Services.

LMIEC looks forward to continuing to build on these successes in 2015-2016 as it undertakes a strategic planning process for the years ahead, celebrates the many businesses that have welcomed newcomer talent, and works in partnership with area companies to assure that the doors to London Region's economic future are opened as widely as possible to talented professionals from around the globe.

The LMIEC could not do its work without the volunteer time, dedication, commitment and vision of our employers and community partners, and looks forward to our continued work together in the year ahead.

"As a supply chain expert with six-year working experiences, I came to Canada for further education in order to obtain more knowledge in business. After graduation from Ivey, I was fortunate to have a chance to work with LMIEC that did not only build a bridge to expose myself to more job opportunities but also provide free advice

and practice on how to better present myself during the interview. Working in a global IT company - StarTech.com, with great people, was the best thing that happened to me in 2014, and I am grateful my skills are contributing to the company's growth. I hope my story with LMIEC would inspire you to seek help and always get yourself prepared when the opportunity comes."

Hayden (Lining)
Senior Supply Chain Analyst
StarTech.com

LMIEC Mentorship for Immigrant Employment

How do I get my foot in the door with companies in Canada? This is a question that is often asked to by clients when discussing their job search challenges or barriers to Canadian employment. Our answer — The LMIEC Mentorship for Immigrant Employment program. Funded through the United Way of London-Middlesex, this program connects skilled immigrants with local mentors to provide access to the hidden job market, strengthen soft skill development, enhance professional networks, and improve the knowledge of professions in Canada including transferable skills and related employment. Mentors open doors that might not even be discovered through typical job search strategies.

What started off as a two year pilot project in 2009-10, is now a recognized community program that has received both provincial and national recognition. The program has successfully matched over 440 mentees with mentors in their fields and over 270 of those individuals have become successfully employed. In 2014-15, 91 individuals were matched in the program, and 56 newcomers gained employment in their field or a related field.

The LMIEC also delivers a Group Mentorship for Immigrant Employment program funded by the Government of Canada and the Government of Ontario through the Ontario Ministry of Citizenship and Immigration. This program had another successful year providing industry and occupation-specific activities for internationally trained individuals, employers and mentors. In the last

year, eleven group mentorship events included collaborations with Autodata, the County of Middlesex, the London Economic Development Corporation, the London District Construction Association, RBC Royal Bank, Robarts Clinical Trials and TD Canada Trust. Over 200 employer representatives participated and 45 internationally trained individuals secured employment in or related to their fields. In 2014-15, the program is celebrating six years of mentoring partnerships. We want to thank all of our mentors, corporate champions and community partners for opening the doorways to Canadian opportunities for our mentees. Without your help, none of this would have been possible.

Our program Corporate Champions include:

Autodata Solutions Company
City of London
CMA Ontario (Now CPA Ontario)
County of Middlesex
Gamma-Dynacare Medical Laboratories
JMP Engineering
London Hydro
RBC Royal Bank
Robarts Clinical Trials
3M Canada Company
TrojanLV
StarTech.com
TD Canada Trust

Our Community Partners include:

Access Centre for Regulated Employment
Elgin Middlesex Oxford Workforce
Planning & Development Board
Human Resources Professionals London & District
London Economic Development Corporation
London Cross Cultural Learner Centre
LUSO Community Services
TechAlliance
WIL Employment Connections

The LMIEC thanks the many participating community partners that have made its Mentorship for Immigrant Employment and Job Match Network programs a success over the past year including:

Nicole Buteau, ACFO London-Sarnia
Deborah Canales, Access Centre for Regulated Employment
Robert Collins, London Economic Development Corporation
Vanessa Denomme, Fanshawe College
Bo Ferenc, London Cross Cultural Learner Centre
Rifat Hussain, London Cross Cultural Learner Centre
Kate Kennedy, Access Centre for Regulated Employment
Corrie Kinahan, WIL Employment Connections
Snjezana Linkes, Western University
Michael Loder, Human Resources Professionals London & District
Emily Low, College Boreal
Bonnie Macklin, WIL Employment Connections
Candace Miller, Fanshawe College
Allison Price, TechAlliance
Kristin Sainsbury, County of Perth
Claudia Sossa, LUSO Community Services
Natalie Surridge, Oxford Workforce Development Partnership/Community Employment Services
Christian Weth, Human Resources Professionals London & District
Martin Withenshaw, Elgin Middlesex Oxford Workforce Planning & Development Board