



London Middlesex Immigrant Employment Council

Source Locally. Hire Globally.

The London Middlesex Immigrant Employment Council (LMIEC) connects local companies with the tools they need to recruit qualified Canadian newcomers.

As Canada's workforce gets older and emerging industries require more specialized skill sets, our region's economic prosperity will be directly linked to our business community's ability to attract and retain international talent. When employers are able to access the qualified talent they need at the right time - companies grow and everyone benefits.

Recruitment Resources

LMIEC links you, your company and your professional networks to a number of effective, no-cost immigrant employment tools and resources including:

Search tools to access pre-screened local and province-wide talent.

Mentoring programs that strengthen leadership, coaching and cross-cultural skills of your employees.

Screening support for evaluating international credentials and language skills.

Connections with business leaders in your community who have successfully attracted and retained newcomer talent.

Skilled immigrants provide your business with a global advantage - providing insight into other business cultures, access to international markets, valuable language skills and new technologies. That's why hiring immigrants is the right thing to do - it makes for good business.



Contact information: 141 Dundas Street, 4th Floor
London, ON N6A 1G3

Phone: 519.663.0774 Fax: 519.663.5377
info@LMIEC.ca www.LMIEC.ca



Mentorship for Immigrant Employment

The LMIEC Mentorship for Immigrant Employment program brings together internationally trained individuals with local volunteer mentors at London area companies. The program strengthens leadership, coaching and cross-cultural leadership skills of company employees who volunteer their time and knowledge as a mentor to a skilled Canadian newcomer.

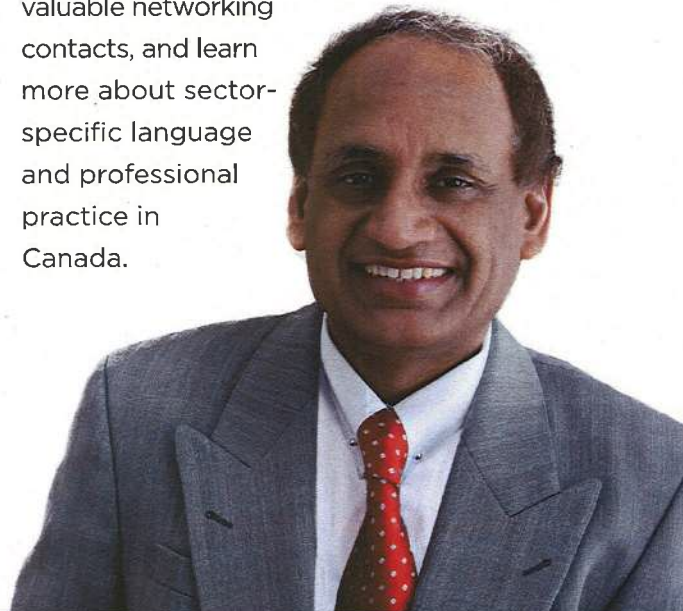
Our program staff work with volunteers and match them with an immigrant in their field. We also provide ongoing support to both the mentee and mentor throughout the partnership.

Mentors volunteer several hours a month over a 4-6 month period. Most have worked in their field for at least three years and offer a combination of industry knowledge, connections and professional contacts. Through complementary mentorship programs, the LMIEC also brings mentees and mentors together in small group sessions throughout the year and facilitates peer-mentoring opportunities in both regulated and non-regulated professions. Contact us for more details.

Benefits of Mentorship

- Strengthen leadership and coaching skills
- Improve inter-cultural awareness
- Expand communication skills
- Gain an international perspective of your field or occupation
- Spot talent for potential recruitment - before your competition

And further, the program helps skilled talent gain a better understanding of the regional job market, establish valuable networking contacts, and learn more about sector-specific language and professional practice in Canada.



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Global Experience @ Work

The London Chamber of Commerce is pleased to invite your company to participate in our new Global Experience @ Work initiative. Delivered in partnership with the London-Middlesex Immigrant Employment Council (LMIEC) and the Ontario Chamber of Commerce, this initiative aims to connect more Chamber members with skilled immigrants in our community.

Skilled immigrants can provide your business with a global advantage in today's increasingly competitive business environment – providing insight into other business cultures, access to international markets, valuable language skills and new technologies.

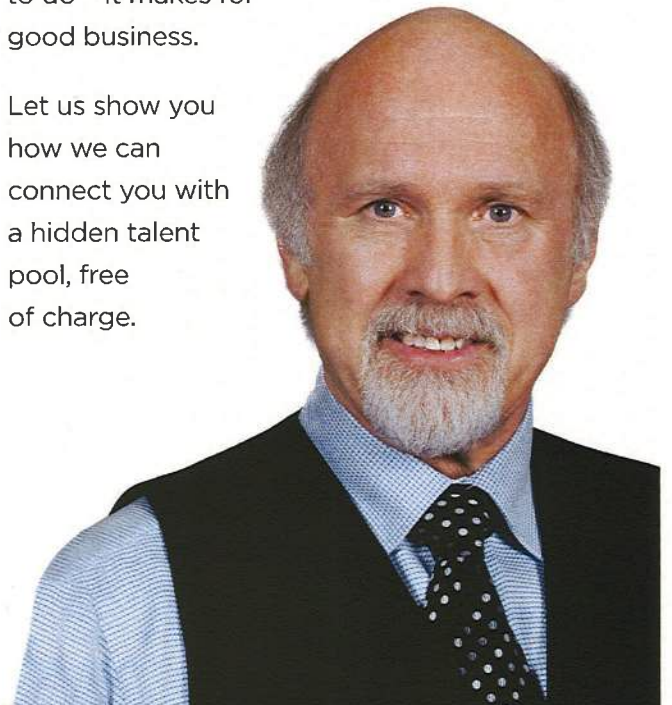
“For Canada to remain globally competitive, we have to broaden our thinking and truly integrate skilled people who may not have Canadian experience, credentials or references. Only by taking calculated risks and being open to learning from the experiences of immigrants will Canadian companies fully capitalize on the potential for innovation and growth that comes with their hiring.”

- Dialogue on Diversity, Deloitte, November 2011

As London's workforce gets older and emerging industries require more

specialized skill sets, our economic prosperity will be directly linked to our business community's ability to attract and retain international talent. We have many talented newcomers in our community who are both qualified and capable of helping local business grow. Immigrants bring innovative and entrepreneurial approaches that will power our local economy in the years ahead. That's why hiring immigrants is the right thing to do – it makes for good business.

Let us show you how we can connect you with a hidden talent pool, free of charge.



Global Experience @ Work is an initiative of the Ontario Chamber of Commerce with support and funding from the Government of Ontario.

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WIL Employment Connections

WIL Employment Connections (WIL) has built a solid reputation among local employers as a professional non-profit organization that brings employers and skilled immigrant talent together. Our placements have strengthened hundreds of local companies across all sectors - from accounting to engineering and from the service industry to manufacturing. We can connect you with the right individual to grow your business. And better, our services are **free** of charge.

Recruitment Partner

Our experienced staffing specialists offer practical hands-on knowledge of the region's labour market and can provide access to talent unavailable to traditional search firms. All candidates are pre-screened and ready to work. We will partner with your company to source an appropriate and qualified fit, schedule interviews and follow up. Depending on your needs, financial incentives may also be available.

Let us show you how WIL can connect you to a hidden talent pool.

WIL Employment Connections



Employment Ontario programs are funded in part by the Government of Canada.

Volunteer Placements

WIL's 8-week, unpaid volunteer work experience placements provide employers an opportunity to assess the skills and qualifications of our candidates without making a financial commitment. You do not pay any fees, premiums, wages or remunerations for these short-term assignments. Workplace Safety and Insurance Board (WSIB) premiums are also covered through the program.



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recruitment@WIL.ca www.WIL.ca



SkillsInternational.ca

SkillsInternational.ca is a one-stop searchable database designed for employers to find internationally trained professionals.

Candidates in the database are work-authorized, language-ready and pre-screened by over 100 partnering immigrant-serving organizations and educational institutions across Ontario.

Access to Ontario's Talent

By setting up an employer account at Skillsinternational.ca, you gain access to a no-cost, efficient and easy to use online talent search tool that enables you to:

- Search for pre-screened, job-ready immigrant talent
- Source and recruit qualified individuals in our own community and throughout Ontario

- View candidate profiles, resumé, portfolios, educational assessments, certificates and language skills
- Post jobs and set-up your own hiring committee on the site
- Access optional support for narrowing search results and short-listing candidates
- Contact candidates or partner immigrant-serving organizations directly
- Interview and hire candidates incurring no cost or finder's fees.



Citizenship and
Immigration Canada

Citoyenneté et
Immigration Canada



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Access Centre for Regulated Employment

The Access Centre for Regulated Employment (ACRE) provides a full range of services to local employers interested in recruiting qualified individuals in regulated occupations and learning more about international equivalencies, document evaluation and licensure processes in the province of Ontario.

We also offer information and application assistance to internationally trained individuals throughout Southwestern Ontario seeking licensure or related employment in Ontario's regulated professions.

Evaluation Support

Through our full range of services, we help employers:

- Understand international equivalencies to make informed hiring decisions

- Facilitate document evaluation for candidates, new recruits or existing employees
- Work with employees interested in achieving licensure in their field
- Recruit internationally trained individuals to fill current and anticipated staff positions

ACRE is a partnership project delivered by WIL Employment Connections, the London Cross Cultural Learner Centre, and ACFO, the French Canadian Association of London-Sarnia.

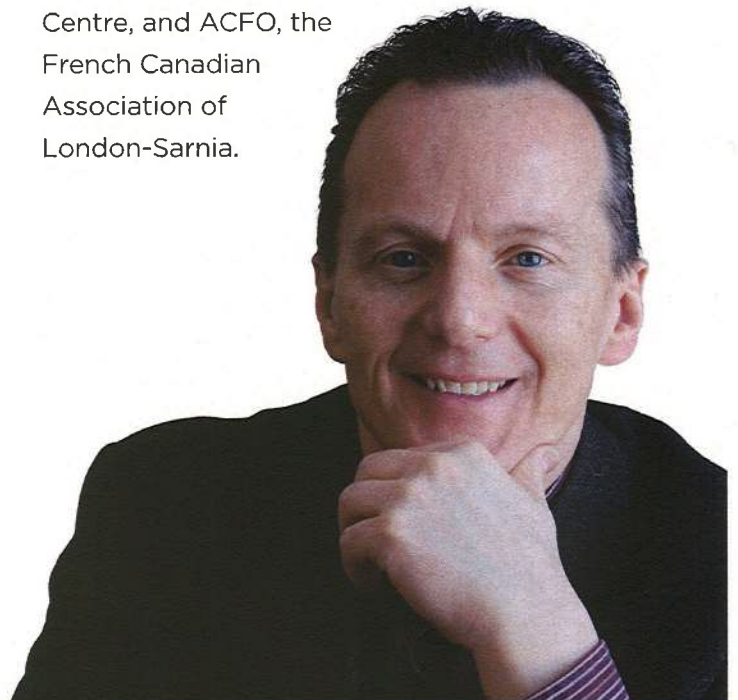


An Ontario Bridge Training Program for Internationally Trained Individuals

Funded by:



Ontario receives support for some skills training programs from the Government of Canada



Contact information:

171 Queens Avenue, Suite 320
London, ON N6A 5J7

info@accesscentre.ca
www.accesscentre.ca

Hours of Operation:

Mon to Thurs: 8:30 a.m. to 4:30 p.m.
Fri: 8:30 a.m. to 4:00 p.m.



LMIEC JOB MATCH NETWORK

About the Job Match Network

The London Middlesex Immigrant Employment Council (LMIEC) Job Match Network will provide an integrated job matching network for internationally trained immigrants (ITIs) and employers in the Greater London Area. By actively connecting an expanded talent pool of multiple agencies with job orders from multiple employer entry points, this project will result in more job orders being filled, increased employer satisfaction, sustained newcomer engagement and improved labour market outcomes for ITIs.

Why a Job Match Network?

How it helps ITI job seekers

The Job Match Network will provide a coordinated and centralized connection to employment opportunities for ITI candidates who are ready to enter the London Region job market. The Job Match Network will build upon the success of what is already working in London-Middlesex with enhanced and sustained job matching support for ITIs that have completed employment and bridge training programs funded by the Ontario Ministry of Citizenship and Immigration (MCI) or Citizenship and Immigration Canada (CIC).

How it helps employers

The LMIEC Job Match Network will build upon the successful connections that employers are already making and will continue to make through their direct service-provider (advisor/agency/job developer) of choice. However, the Job Match Network will provide the added and complementary assurance that if a job-ready candidate is not identified as a match through one organization's active/current client list, a coordinated call-out will issue to the wider network to identify, screen and then market other ITI candidates that meet the job order requirements.

How it helps your organization

ITIs that are referred into the Network or opt into the Network as a match for open or future job opportunities will continue to be clients of your organization. No case file transfer will be required. The Job Match Network will simply connect more job-ready ITIs with more available job leads and lead to improved employment outcomes for all participating organizations and your clients.

How it helps our community

Companies that are growing in our community are often small to medium sized enterprises with very specialized skill needs. These employers are having a hard time finding qualified candidates for open positions and have expressed a need for more centralized access to available talent for placement and direct hire. Often times, ITIs have international training and experience in these specialized areas and industries. As a community, if we are able to collectively identify more ITI candidates that are already in London or are willing to relocate from other areas of the Province and that are a skill match for these open positions, the companies will find the talent required to grow their business – which will lead to further job growth for all.

Who are the potential Partners in the Job Match Network?

London-Middlesex

Job Match Network partners and supporting organizations would include agencies and programs with job-ready ITI graduates of bridge training/employment preparation projects funded through Citizenship and Immigration Canada (CIC) and Ontario Ministry of Citizenship and Immigration (MCI) and other related investments including, but not limited to:

- Access Centre for Regulated Employment
- ACFO London-Sarnia
- College Boreal
- Fanshawe College
- London Cross Cultural Learner Centre
- Mentorship for Immigrant Employment
- Skills International
- South London Neighbourhood Resource Centre
- WIL Employment Connections

Provincially

LMIEC Job Match Network staff will also actively liaise with Skills International and other job matching networks and Immigrant Employment Councils across Ontario to communicate unfilled job orders and attract ITI candidates willing to relocate for available and meaningful employment opportunities.

What is involved as a Partner in the Job Match Network?

Job Match Network partners and supporting organizations will:

- Work with Job Match Network staff and program partners on establishing a streamlined Job Match Network application and referral protocol that operates on a shared definition of job readiness;
- Work with Job Match Network staff and program partners on establishing an unfilled job order sharing protocol;
- Refer job ready ITI candidates to the Job Match Network;
- Share unfilled job orders with the Job Match Network;
- Participate in quarterly Advisory Committee meetings of the Job Match Network program partners (These meetings may move to semi-annually as initial protocols are developed);
- Encourage the creation and updating of Skills International profiles for job-ready graduates of skilled immigrant labour market access programs and projects.

Funded by:



Canada