



**immmploy**

CONNECTING EMPLOYERS TO IMMIGRANT TALENT



# About Immploy

**Immploy connects employers with immigrant talent to foster economic prosperity by:**

- Supporting employers in recruiting and retaining immigrant talent
- Bridging the gap between labour market demand and supply
- Strengthening sustainability and recognition as a strong employer-led Council
- Becoming a regional champion for immigrant talent.



# Programs / Services



# About Job Match

- Job Match provides employers across Southwestern Ontario coordinated access to qualified Canadian newcomer talent. Connecting you to a hidden talent pool by linking employers to effective tools and resources for recruiting, hiring and retaining skilled immigrants;
- Job Match Network attracts, screens, short-lists and markets qualified talent for job opportunities that are presently going unfilled in our region by leveraging the current pool of candidates, clients working with community partners and supporting organizations across Ontario; and
- Cost-effective, efficient and easy to use, these tools & resources can be leveraged by companies of all sizes.



# About Group Mentorship

- Create networking opportunities in specific employment sectors;
- Provide access to local labour market information about existing and future employment opportunities in London region;
- Connect talented immigrants with Canada`s hidden job market;
- Exposure employers to an interesting pool of candidates;
- Provide the atmosphere to identify set of skills and professional experiences that can be readily transferred to related fields and occupations; and
- Support Peer Exchanges with newcomers that have found employment in their fields.

# About 1:1 Mentorship

- **Brings together internationally trained individuals (mentees) with local / virtual mentors in their field to:**
  - Gain a better understanding of the regional job market
  - Establish valuable networking contacts
  - Learn more about sector-specific language and professional practice in Canada
- **Communication between Mentor and Mentee:** At least once every month
- **Duration:** At least 24 hours over 4 months
- **Virtual Mentorship:** Online connections with regional mentors for harder to match occupations in London

# Benefits of Mentoring

## Mentors

- Strengthen your leadership skills
- Reaffirm your coaching style and techniques
- Improve inter-cultural awareness
- Expand communication skills
- Learn more about your field from an international perspective
- Help ensure a bright future for your profession
- Make a meaningful difference in someone's life and career
- Spot talent for potential recruitment – before your competition

## Mentees

- Establish and grow their professional network in London and surrounding area
- Network in targeted occupation/industry
- Connect with Canada's hidden job market
- Increase confidence in the job search
- Expand access to regional labour market information
- Refine job goals
- Identify transferrable skills
- And as a result - secure meaningful employment in their professional field

# Eligibility Criteria

## Mentors

- Be a professional with experience in the mentee's field of expertise;
- Be knowledgeable about the industry sector and some of the skills required to gain employment in that sector;
- Be willing to develop an awareness of the challenges newcomers face;
- Be willing to volunteer 24 hours of your time over a 4 month period;
- Be disposed to share your personal and professional experiences and challenges;
- Be enthusiastic to introduce Mentee to additional professionals in field; and
- Available and willing to access technology (online platforms).

## Mentees

- Being an Immigrant to Canada or International Student (3 month prior to graduation);
- Living in Canada less than 10 years or less than 5 in Southwestern Ontario pursuing a professional job goal related to past work experience/education;
- Legally permitted to work in Canada;
- Unemployed or under-employed and available/willing to obtain employment in Southwestern Ontario;
- Registered and actively working with a registered referral agency;
- Assessed to the Canadian Language Benchmark Level 7; and
- Available and willing to access technology (online platforms).



# Mentorship Champions



Trudell Medical International™

# Impact Snapshot

## **Aggregated Program Outcome Data:**

- 588 1:1 mentorship matches
- 16 mentorship Champions
- 380 mentees secured employment in field or directly related to field after a 1:1 match or group mentorship event (72% Employment rate)

# Impact Snapshot

## Mentee Impacts:

- 100% reported having a better understanding of the Canadian work environment and/or local market
- 96% increased knowledge of the employment programs, services and supports available in the community as well as increased knowledge of their profession in Canada
- 91% gained self confidence since starting the program
- 83% felt more engaged after their participation in the program
- 82% gained valuable Canadian work experience or Canadian workplace exposure through the program

# Impact Snapshot

## **Mentor Impacts:**

- 93% improved knowledge of barriers faced by immigrants looking for work;
- 90% improved leadership and coaching skills;
- 89% improved cultural awareness; and
- 85% have an improved understanding of the benefits of hiring internationally trained individuals.
- Overall, 100% of participating mentees would recommend the program to others

# Immploy Funders

Mentorship (One-to-One)



Virtual Mentorship



Group Mentorship



Job Match



Questions?

# Contact Information

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