



TRIEC Overview

Canada Needs Immigrants

- To grow its economy and compete in global markets
- To expand the workforce, so there are enough people to do the jobs that need to be done, build infrastructure, pay taxes and work in and contribute to vital health and community services.



Immigration will shape Canada's future

- In 2019 Canada welcomed a record number of immigrants: 330,800 (191,600 Economic)
- In 20 years' time, immigration will be the main source of growth of both Canada's population and economy
 - [Diversity Dividend report, 2017]



New Canadians Are Vital To Canada's Economic Growth And Prosperity

- They bring skills, innovation, new perspectives, international business knowledge
- 38% of immigrants have a university degree, compared to 24% of people born in Canada
[Mind the Gap, Conference Board of Canada]
- 50% of people in Canada who have a PhD are immigrants.
[Mind the Gap, Conference Board of Canada]
- When a company becomes more ethno-culturally diverse, it also sees an increase in productivity and revenue
[Diversity Dividend - Canada's Global Advantage, 2015]



The Prosperity Gap



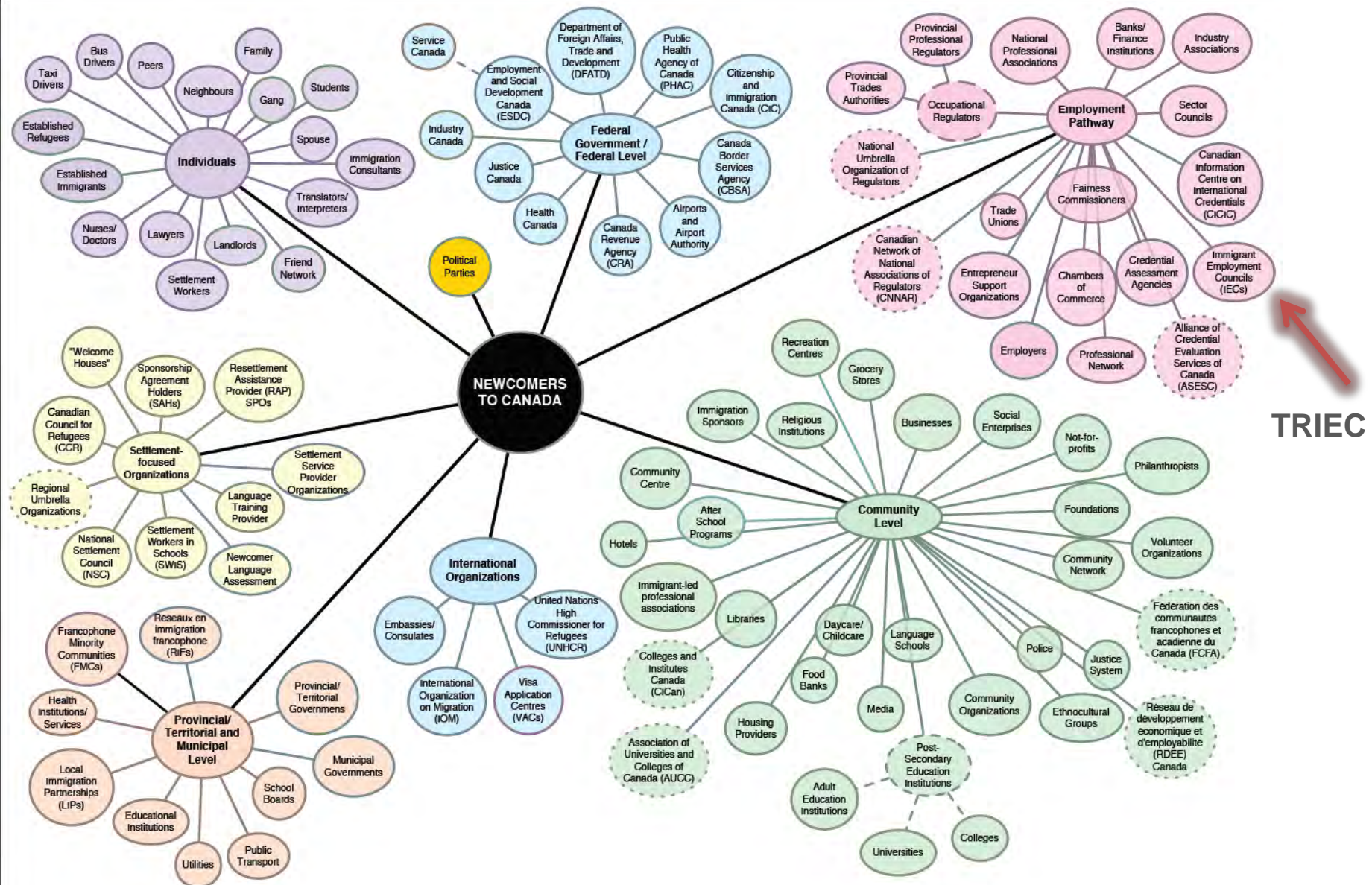
30% of immigrants are estimated to be over-qualified for their job, compared to 12% of people who were born in Canada.

It's worse for women. A 2015 study found that 49% of immigrant women with a bachelor's degree or higher were employed in positions that do not typically require a degree, compared to both Canadian born women (30%) and immigrant men (41%)

HELLO
my name is

Underpaid

THE IMMIGRATION SECTOR





TRIEC – The Organization

How TRIEC Makes A Difference

Our Vision: A Greater Toronto Region that prospers by fully engaging the contributions of skilled immigrants.

Our Mission: Create and champion solutions to better integrate skilled immigrants in the Greater Toronto Region labour market.

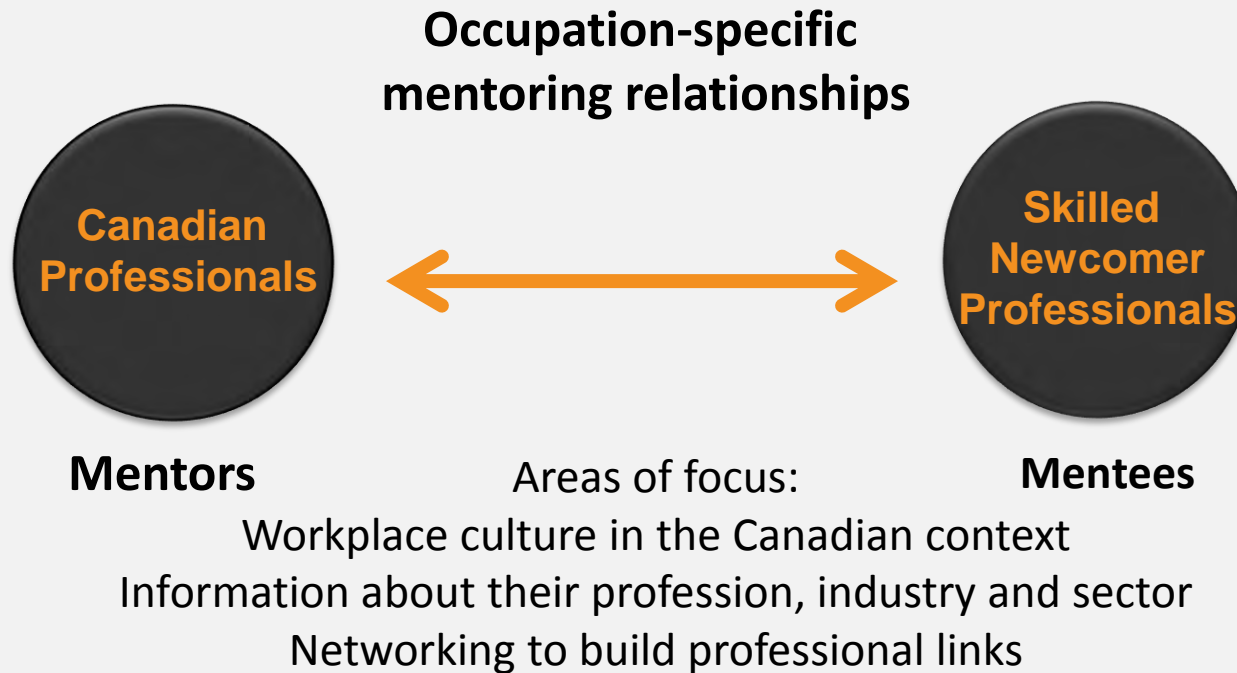




TRIEC Initiatives

TRIEC Mentoring Partnership

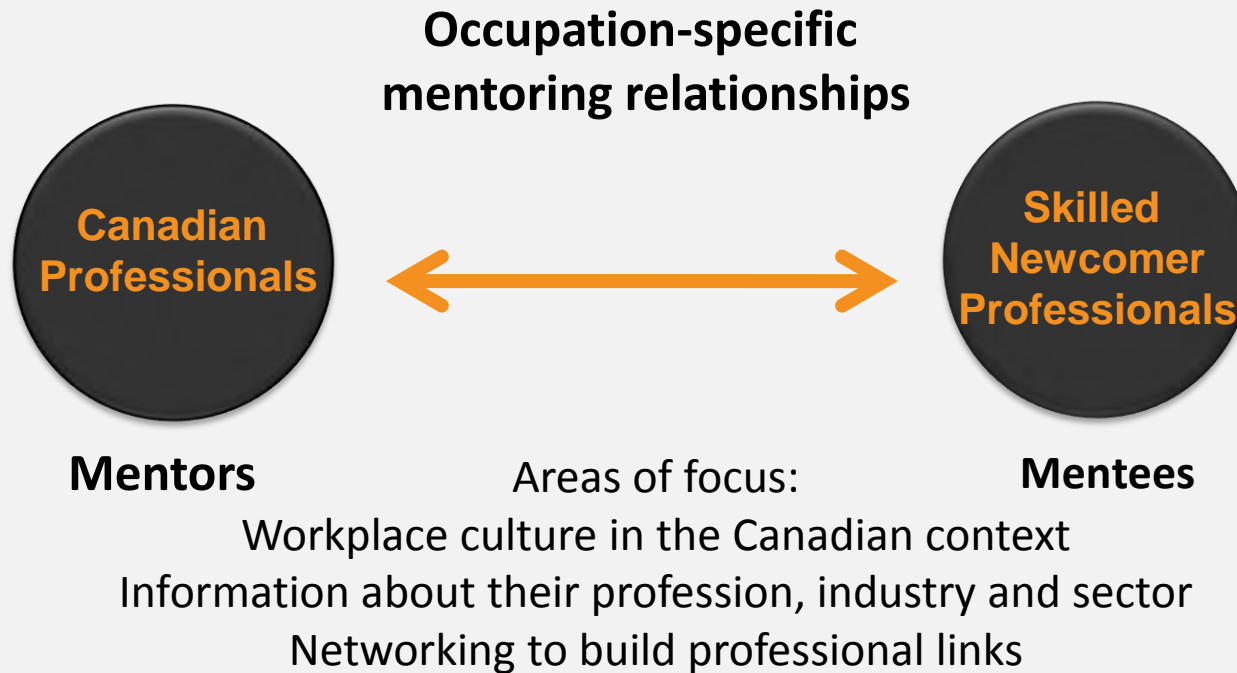
How it works



The Goal: Help immigrant professionals reconnect with their career.

TRIEC Mentoring Partnership

How it works



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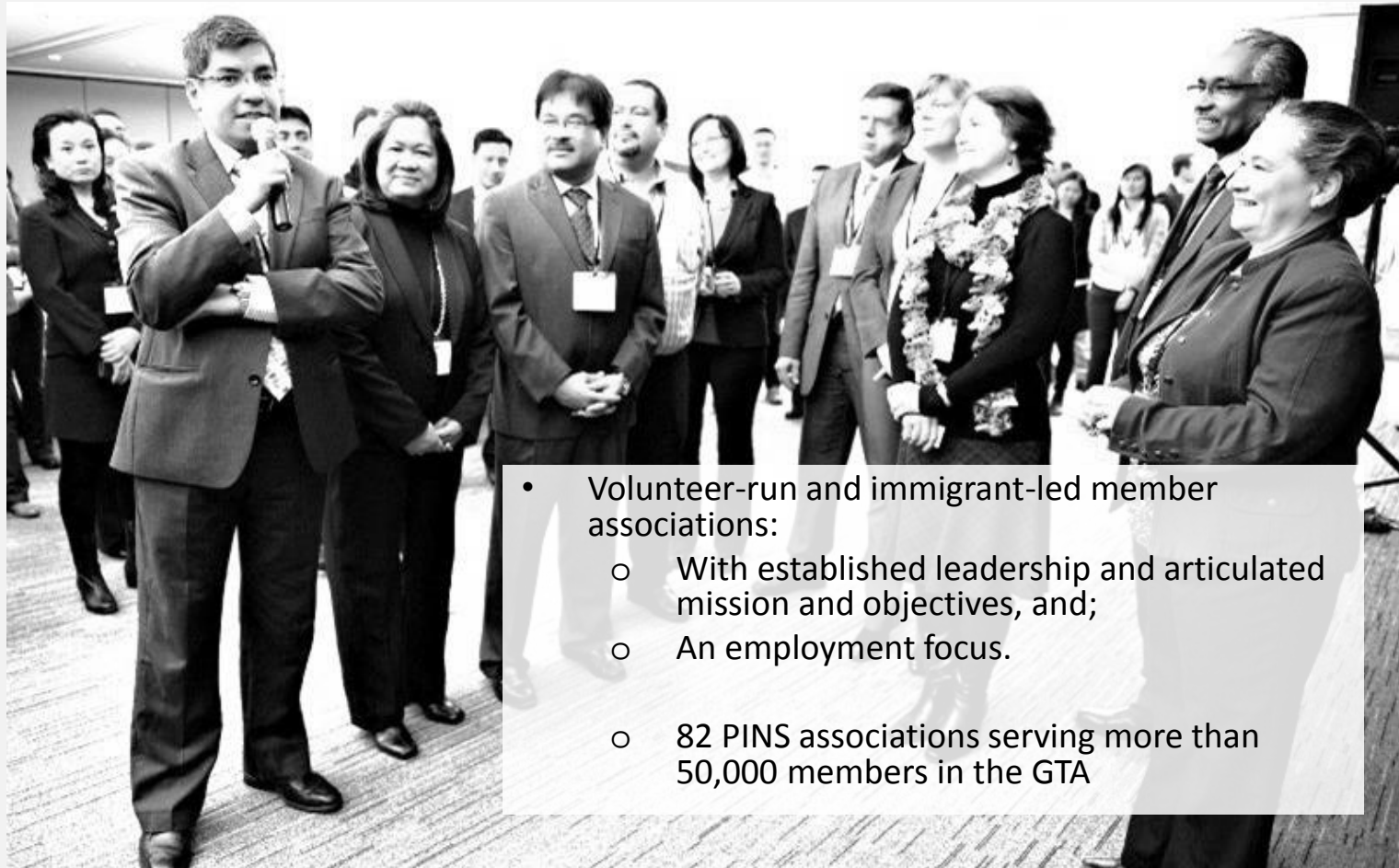
Developing Diverse Workplaces



Main Offerings:

- Certificate in Inclusive Leadership
- TRIEC Online Learning Hub – over 400 resources
- Inclusive Workplace Competencies
- Inclusion Measurement Blueprint
- Community of Practice
- Strategic Consultations
- Employer Projects

What are PINs Associations?



- Volunteer-run and immigrant-led member associations:
 - With established leadership and articulated mission and objectives, and;
 - An employment focus.
 - 82 PINS associations serving more than 50,000 members in the GTA

TRIEC Research as the Foundation

March 3, 2021: TRIEC's Immigrant Inclusion Summit

[Make or Break: How middle managers and executives can build immigrant inclusive teams](#)

[TRIEC Research Website](#)

triec ▶▶

Toronto Region Immigrant
Employment Council

Diversity Drives Success



Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada



Thank you

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