

**DIVERSIFY
YOUR
WORKFORCE**

ISANS

Mission

Helping immigrants build a future in
Nova Scotia

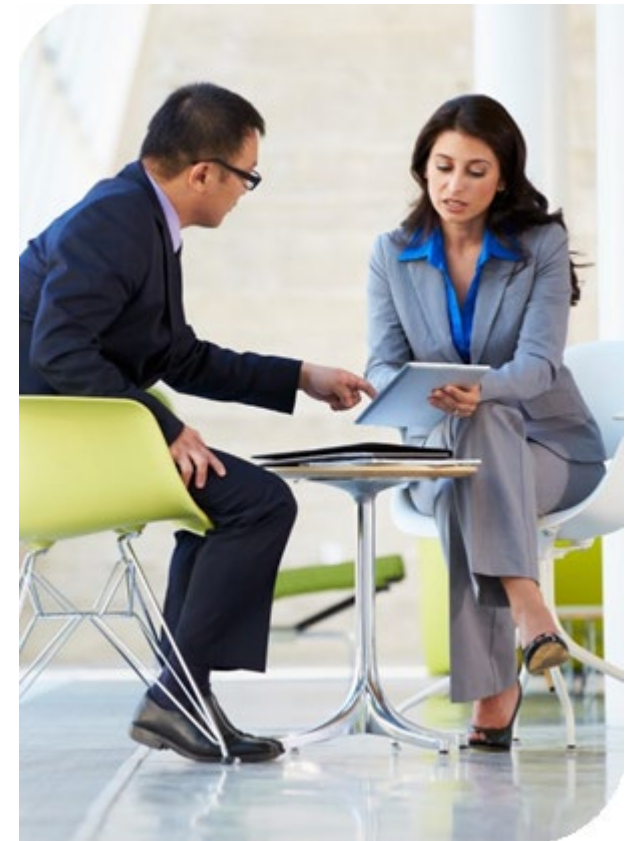
Vision

A community where all can belong
and grow



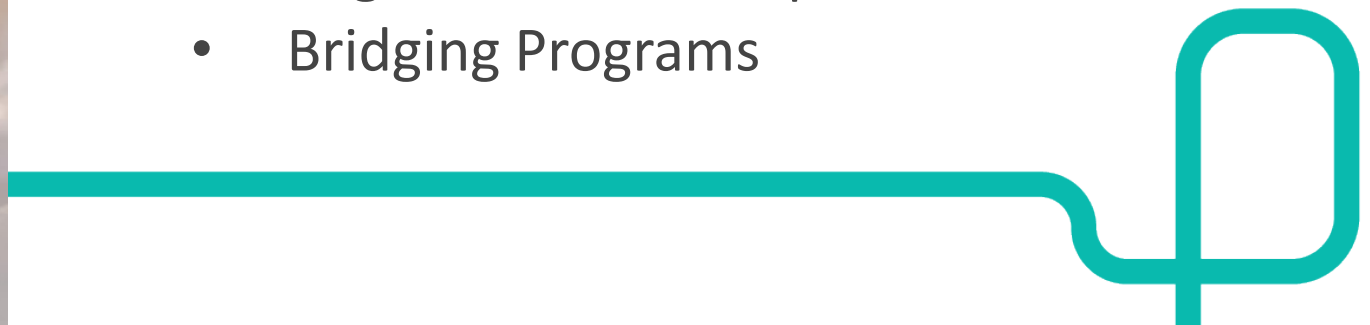
Employer Engagers

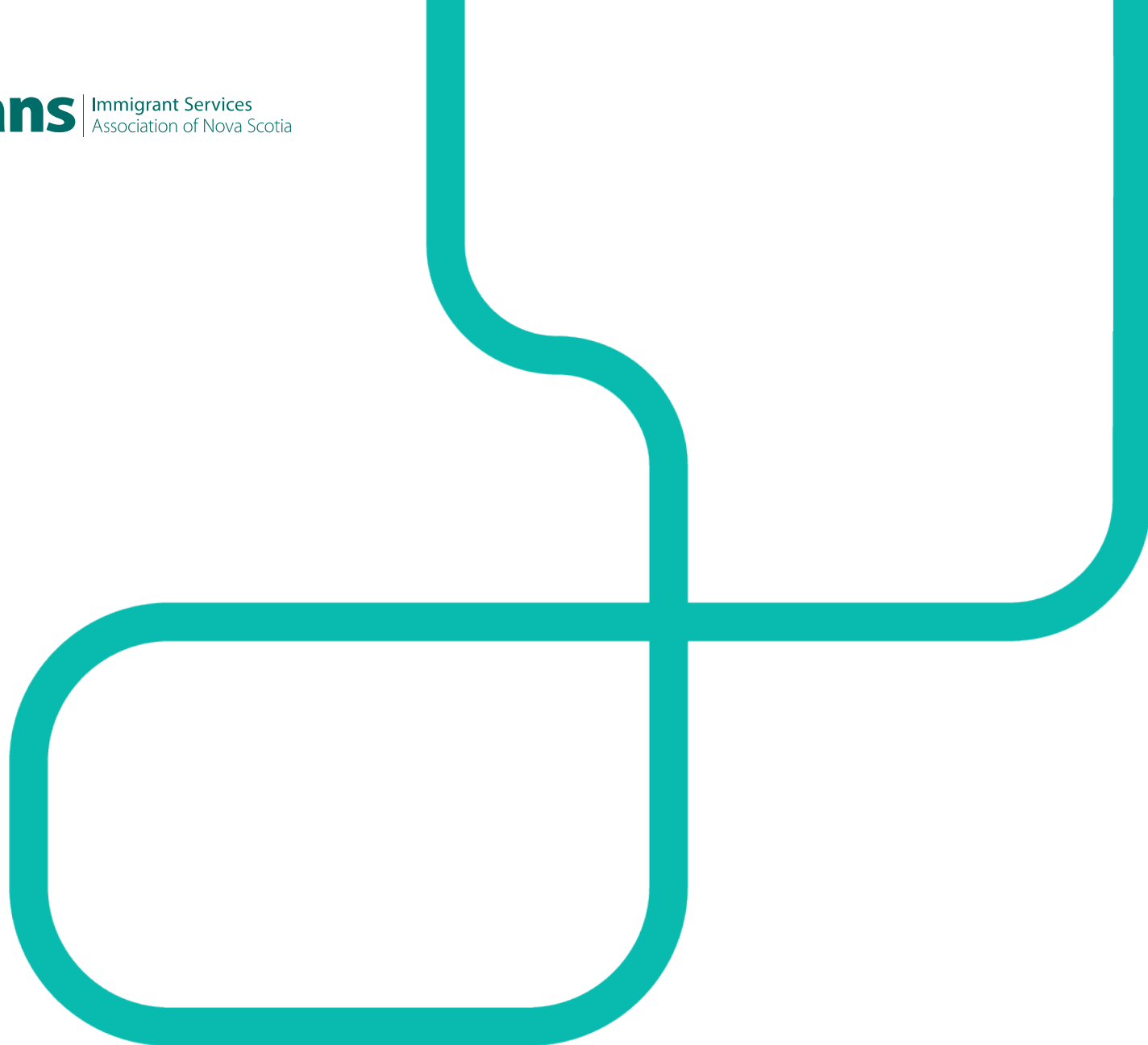
- Provide support to Nova Scotian employers to build capacity to hire and retain international talent
- Act as the liaison between employers and ISANS Employer Support programs and services
- Promote the benefits of hiring immigrants (including refugees and AIP participants) to strengthen and diversify their workforce
- Employer Engagers across Mainland Nova Scotia



ISANS helps employers build strong and diverse workplaces through:

- Qualified candidate referrals
- On-site recruitment
- Skills Match online recruitment tool
- Intercultural Workplace program
- Professional Practice program
- Information Sessions on Atlantic Immigration Program (AIP)
- English in the Workplace
- Bridging Programs





PROFESSIONAL PRACTICE PROGRAM



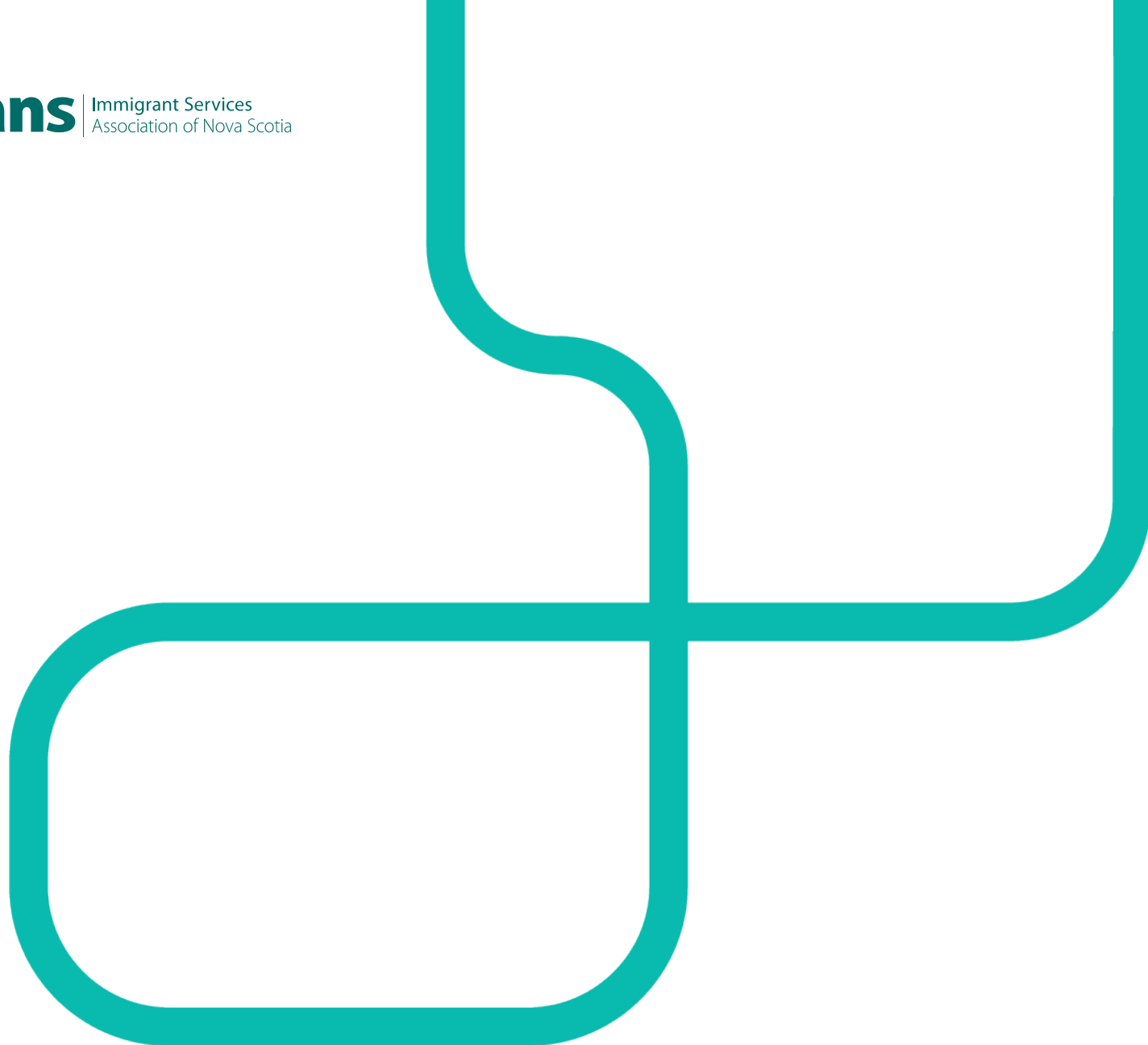
Professional Practice What is it?

- 6-week, full-time professionally relevant engagement modelled on student internships
- Unpaid or paid format
- Covered by ISANS General Liability insurance



What does it do?

- Provides local references
 - Increases Canadian workplace culture competence
 - Develops professional networks
-
- Adds no-risk, short-term capacity
 - Serves as a hiring tool
 - Diversifies workplaces



PROFESSIONAL MENTORSHIP PROGRAM

Professional Mentorship

Local professionals willing to commit 3 months (minimum of 2 meetings per month) for mentoring partnership.

It's an opportunity to:

- Volunteer and give back to the community
- Share skills and knowledge
- Develop leadership and coaching skills
- Gain intercultural and cross-cultural awareness



Four Key Roles of Mentors

Expert

Provide industry insights and tips, and consult on opportunities

Guide and Advisor

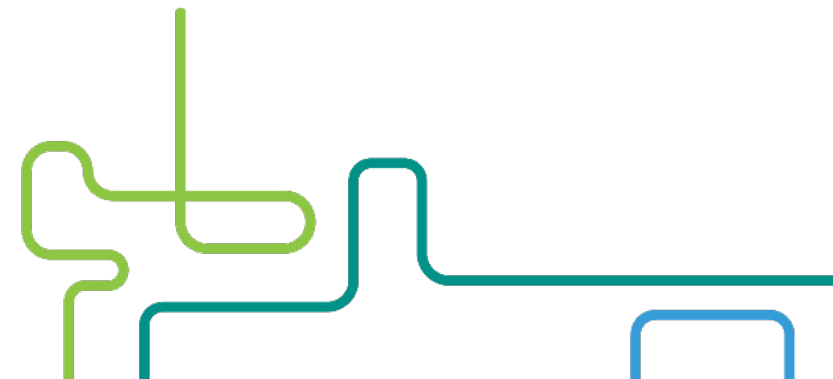
Give advice, share successes, failures, and key lessons learned

Coach

Provide support, encouragement, and give effective and timely feedback

Connector

Connect with professionals, organizations/committees, and projects





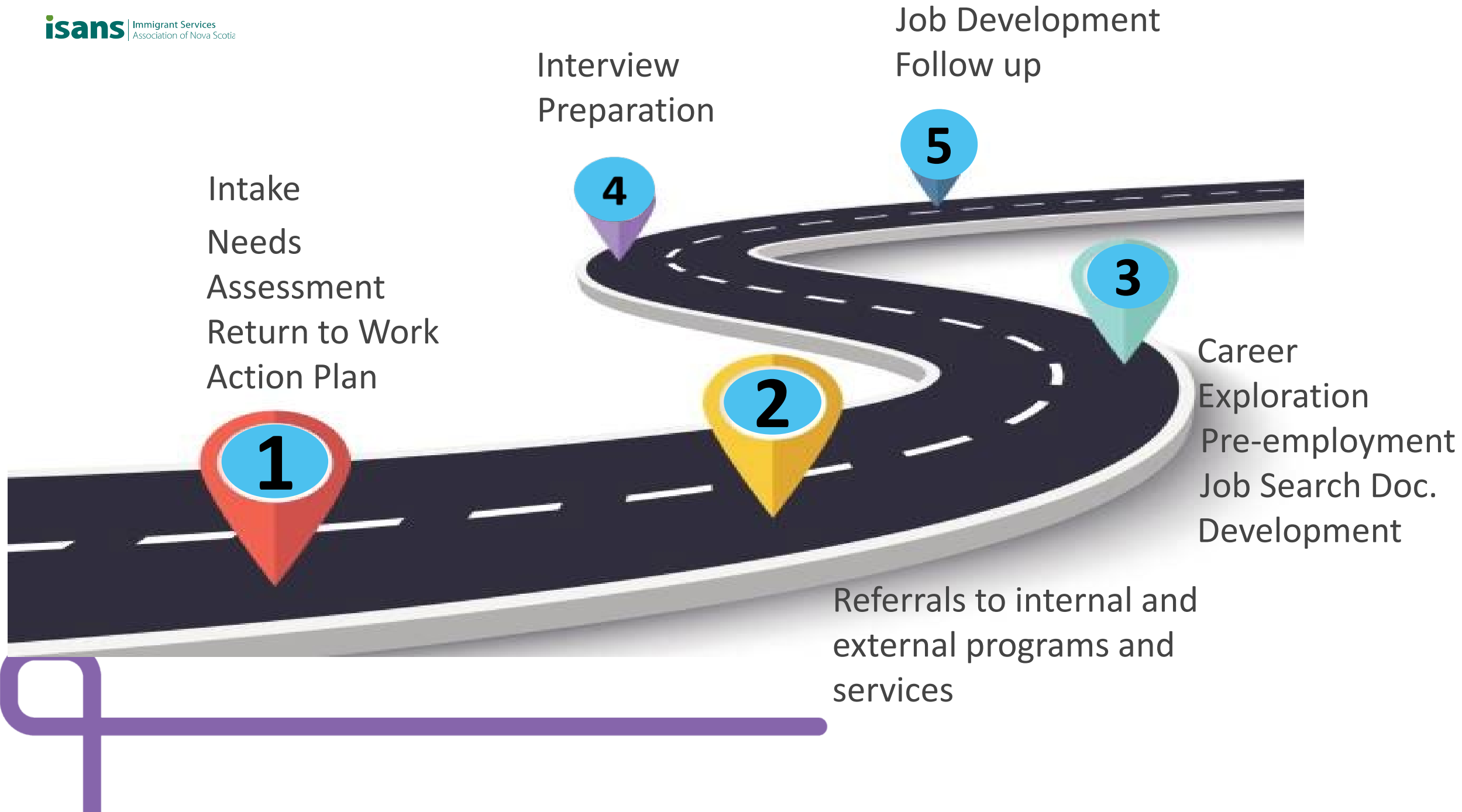
ENGLISH IN THE WORKPLACE (EWP)



HIRING NEW CANADIANS

Employment and Bridging

- Services offered Pre and Post Arrival
- Online and Blended
- Nova Scotia and in some instances Atlantic wide
- Focus on job readiness and employment retention
- 2,539 new Employment and Bridging clients in 2023-2024
- 557 Ukrainian and 417 Syria, Afghanistan, Eritrea, Congo, etc.
- 1,316 Employed (fiscal year)
- 64% Employed in the Field or Related Field



Intake
Needs
Assessment
Return to Work
Action Plan

Interview
Preparation

Job Development
Follow up

Career
Exploration
Pre-employment
Job Search Doc.
Development

Referrals to internal and
external programs and
services

Pre-employment Workshops



Working in Canada

This self-study workshop introduces you to Canadian workplace culture, employer expectations, and your rights and responsibilities in the workplace

Canadian Workplace Integration

This course gives you basic information about Canadian workplace culture that you may never get anywhere else. It explains the most common **employer expectations**, which are **often unwritten and unspoken**. All the advice and information come from the real-life experiences of newcomers to Canada



Safety in the workplace

- Language related to safety training, employment and workplace culture
- Onsite interpretation during safety training and onboarding
- Safety Training – First Aid, Fire Safety, WHMIS, Food Handlers, OHSC, etc.
- Employer specific
- Safety gear, PPE, and tools
- Labour Standards, Health & Safety, and Human Rights



Employer Support Programs

Job Creation Partnerships | Employment Nova Scotia | Government of Nova Scotia

The Job Creation Partnerships (JCP) is to aid participants in acquiring work experience that will assist them in finding full-time employment.

START

The START Program helps connect employers with unemployed Nova Scotians who can fill their job vacancies. For employers, START offers a wage incentive and other types of funding if they hire an unemployed Nova Scotian.

Graduate to Opportunity

The Graduate to Opportunity (GTO) program helps build a stronger workforce and retain young people in Nova Scotia with a salary incentive that makes it easier to hire recent graduates.





Skilled Newcomer Training Incentive Bond (STIB)

- STIB offers free employer insurance bond (up to **\$10,000** if employment ends within the first 6 months)
- STIB has a large pool of job ready internationally trained professionals with varied qualifications and diverse experiences which saves time and effort in screening and recruitment
- STIB provides one-on-one retention support based on participants' needs, employers' feedback, job requirements, and PD training
- STIB employers have a full access to ISANS employer support programs and services



Wage Subsidy and Training Programs

- Skilled Newcomer Training Incentive Bond (STIB)
- Wage Subsidy for Refugees
- Work-Based Trades Practical Assessment
- Immigrant Youth Career Exploration Program
- Immigrant Youth Employability Program (IYEP)
- Engineering and Architecture Competency Assessment
- Bridge to Construction
- Long Term Care Aide and Disability Support Work
- Early Childhood Education

Wage Subsidy for Refugees

Refugees on income assistance or at risk of becoming attached to income assistance:

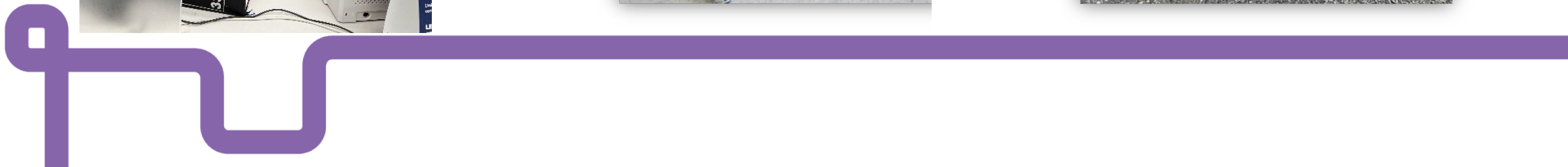
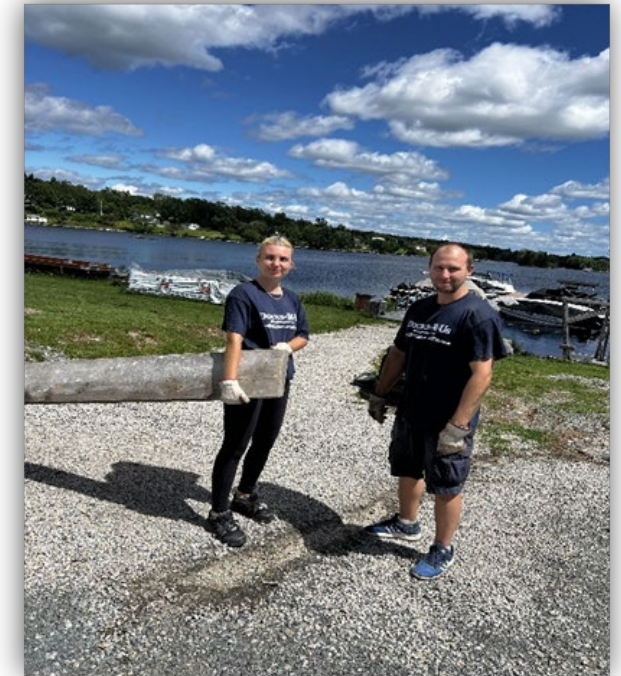
- Wage subsidy – 50% of the minimum wage, 12-16 weeks
- English in the Workplace as needed
- Since 2016, 240+ immigrant refugees who were attached or at risk of being attached to income assistance support participated in the program, 97% employment rate

2023 Fiscal Year Results

49 clients placed through wage subsidy
47 clients hired permanently

Move to Work

- *“I have no words to express my gratitude to ISANS for helping me reach my dream job to work at a pharmacy in Canada. The wage subsidy program is the reason why I am on the payroll now. It was uncertain for me before whether I would continue at Shoppers or not, thanks for all the work!”*



Immigrant Youth Employability Program (IYEP)

Immigrant Youth Career Exploration Program (IYCEP)





Quality Employment

Entry level employment based on youth's interests and skills

600 hours: 70% Wage Subsidy of the minimum wage

Last cohort:

- Settlement Worker at Halifax Refugee Clinic
- Events Assistant at Discovery Centre
- Tire Mechanic at Michael Automotive Repair Solutions Ltd.
- Administrative Assistant at Ulnooweg Education Centre
- Administrative Assistant at Fairview Resource Centre
- Front Desk Medical Administrator at Clydes Medical Clinic
- 4 ECE Assistants (St. Joseph's Children's Centre, Play Learn Grow, Care & Fun Childcare)
- Pharmacy Assistant at Shoppers Drug Mart
- Building Assistant at Pier 21
- Patient Attendant at Carecor Health Services

Past employment placements: healthcare, banking, human resource, IT, trades, and administration support

IYCEP Commitment for Job-Skills Training

- 95% of the minimum wage subsidized
- Full-time summer job from July to August (9 weeks; 40 hours/week)

Photo: IYCEP graduate who continues to work in Sobeys bakery



Bridging Programs

Medical Graduates
Nurses
Pharmacists
Dentist
Engineers
Architects
Medical Lab Technologists
Physiotherapists
Financial Professionals
Early Childhood Educators
Long Term Care Assistants
Professional Drivers
Trades
Construction
Entry Level

- Information about the pathway to licensure
- Weekly educational sessions
- Exam preparation
- **Competency-based communication courses**
- **Practice/lab**
- Resources
- Referral to financial institutions and regulatory bodies
- **Competency placements/assessments**

- ✓ Higher % passing rate
- ✓ Networks
- ✓ Cultural competence
- ✓ Integration

Work-based Trades Practical Assessment Program (Rural NS and HRM)

- To facilitate immigrant tradespeople entry into the trades/apprenticeship path in Nova Scotia
- To respond to the labour market demand in trades

135 trades clients are employed as apprentices in their trades and attempting technical level exams
6 clients completed the apprenticeship and became **red seal certified**





The Engineering / Architects Work-based Competency Assessment

- A 12-week placement to demonstrate engineering/architecture competencies and identify skill gaps – client will receive an honorarium of up to \$1,500
- Access to ISANS Orientation and Communication for Engineers language course “recognized by Engineers NS as the one year North American experience requirement” towards P.Eng.

THANK YOU!

isans | Immigrant Services
Association of Nova Scotia

