

Examples of information you will find in this issue include...

- Saskatchewan Digital Tool
- Canada-Saskatchewan Job Grant
- Tech Skills Showcase
- Internationally Trained Workers
- Pre-Arrival Support

and much more...

Newcomer Workforce: An Employer Resource

This quarterly newsletter exists to support Regina's employers in the recruitment, hiring, training and retention of newcomer populations in the workforce, through information and education.



Each quarterly newsletter is made possible through the collaborative efforts and contributions of the RRLIP-convened **Labour Market Working Group**:



Why an Employer Newsletter?

Regina's employer community is vital to the labour and economic integration of newcomers in Regina. We understand the time and investment needed to recruit, hire, and train employees is not insignificant.

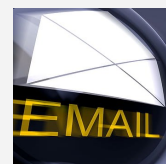
Since one in four people in this country will be 65 or older in 2040, combined with a low birth rate, this community and others like it across the country, will need to rely on immigration for its labour force. Therefore, this newsletter resource is meant to support all of you, the employer community, as you diversify your workforce.

When employing newcomers, your organizations may experience a strengthened workplace diversity strategy, an increased capacity to adapt to change, opportunities to reach global markets, increased cultural sensitivity and understanding, and so many other benefits, far too many to mention. Can these positive changes occur overnight? Rarely, but with an investment of time, effort and education, both the employer community and newcomers can benefit from each other's commitment.

This resource will not only highlight labour market related information, but also focus on the other pieces of the puzzle that support newcomers in their settlement and integration efforts. Successful settlement and integration outcomes often result in employees who can focus on the job at hand, and contribute to your organization's success.

We look forward to hearing from you over the coming months, as we want to understand what information and education will best support your diversity strategy.

Email info@rrlip.ca to share your content ideas for future issues.





Digital Tool for Settlement Support

[Welcome to Saskatchewan](#) is a settlement mobile app designed to help immigrants and refugees achieve a smooth and successful transition into their life in Canada. The mobile app helps newcomers access information on immigrating to Canada in a centralized location.

When employing newcomers, you may find the Regina Region Local Immigration Partnership's **resources** helpful, as they support the community's settlement efforts (e.g. Ethnic Grocery Stores, Cultural Organizations, Faith-Based Organizations, How to Ride Regina Transit, etc.). The resource page can be found here: [RRLIP Developed Resources & Reports](#).

As an employer wishing to hire with diversity in mind or to support current newcomer staff, this training incentive grant may be of interest to you!

The [Canada-Saskatchewan Job Grant](#) is a program through which employers and the government partner to fund training for unemployed or under-employed individuals leading to a new or better full-time job. Important points to know about the program includes:

- Employers select the candidates for training and decide what training is required.
- Employers have a job available for the candidate at the end of the training period.
- Employers financially contribute to the training.
- The training must be provided by an eligible third-party training institution.

Application packages can be accessed at your nearest [Canada-Saskatchewan Job Grant office](#).

Internationally trained workers (ITWs), including immigrants, refugees, international students and Canadians who trained or worked outside of the country, represent a valuable source of skills and talent for Regina's employer community.

Hiring and retaining ITWs can help your business:

- ◆ Meet your labour needs
- ◆ Increase your competitiveness in an ever evolving global marketplace
- ◆ Access new markets with employees who may speak many languages, and have knowledge of different cultures
- ◆ Become more effective with new and fresh perspectives around doing business



This Government of Canada guide offers information to help you find, assess, hire and retain ITWs.

[The Employer's Roadmap - Hiring and Retaining Internationally Trained Workers](#)

Creative and Engaging Local Recruitment Event!

Over the last 3 years, Regina Open Door Society's **Tech Skills Showcase** has brought together Saskatchewan tech leaders and talented newcomer professionals in a dynamic and exciting annual recruitment event. In 2021, due to the COVID-19 pandemic, the event was moved online. The widescale move to online programming has presented both challenges and immense opportunities to innovate new ways of facilitating human connections. The event theme "Creating Virtual Opportunities for Human Connection" was chosen to illustrate this challenge, and what resulted was a week-long recruitment event that turned heads across Saskatchewan's tech sector.

Newcomer IT professionals participated in a week-long online hack-a-thon. As part of this event, participants took on real-world tech challenges set by industry leaders, worked closely with mentors representing large Saskatchewan employers and recruiters, and presented their innovative tech solutions to a panel of expert judges. In partnership with Innovation Saskatchewan and Hack Regina, Regina Open Door Society Inc. developed a full schedule of creative online interactions to really showcase both the technical and team building skills of each participant.



To become an employer partner in the future, contact Employment Services - Regina Open Door Society at 306-352-3521 and/or employment@rods.sk.ca.

Waiting for an Employee to Arrive in Canada?

Support them with a connection to this resource...



Settlement Online Pre-Arrival (SOPA) is an Immigration, Refugees & Citizenship Canada (IRCC) funded program that delivers **free pre-arrival services for job readiness, success and retention.**

Resources and courses are offered at no charge, these include: one-on-one orientation, job search support, employment counselling, and **workplace culture training**, as well as referral to a wide range of post-arrival services upon entry to Canada.

As reported in the RRLIPs 2018 Employer Survey, local employers reported barriers to hiring/retaining newcomer employees such as **a lack of understanding of Canadian Workplace**

Culture.

Contact the Saskatchewan SOPA program for more information:

[SOPA Saskatchewan - Home | Facebook](#)

Learn more about SOPA: <https://arriveprepared.ca/>



Wage Subsidy Opportunity to Hire Newcomers in Regulated Occupations

The Ministry of Immigration and Career Training is **seeking employers** willing to provide a **wage-subsidized work placement** opportunity for internationally trained professionals who are licensed/certified in Saskatchewan but lack Canadian work experience.

Two pilot projects are underway: **Working as an Engineer in Saskatchewan** (WES) and the **Saskatchewan Workplace Integration Pilot** (SWIP). Employers will benefit by participating in this program through: access to licensed/certified workers who are Saskatchewan residents; a wage subsidy to assist with the costs of orientation, onboarding and mentoring; opportunity to enhance diversity within your organization with the added benefits of international business practices and perspectives; potential to expand customer base locally and internationally through improved cultural awareness and communication, and many more.

Work placement positions must be a minimum of three months, but may be longer. Current registered participants are in the engineering, agrolgy and information technology (IT) professions. Additionally, if you have a potential new hire in mind, contact us to find out if they are eligible to participate.

For information including eligibility requirements and application forms, please contact SWIPpilot@gov.sk.ca.

Regulated Occupations

Jobs may have different titles and descriptions in different countries. Even when the job title is the same, the role or the work may be different in Saskatchewan.

If an occupation is regulated in Saskatchewan, individuals must contact the **regulatory body** to find out if they have to be licensed **before** they begin work in that occupation. The regulatory body will assess foreign qualifications and credentials.

There will be a fee for the assessment and it may take up to one year to complete. The individual may need to do the following to be licensed:

- Complete examinations;
- Undertake a period of supervised work experience; and
- Prove language competency.



Mental Health Support



Feelings of isolation, language barriers, family reunification challenges, etc., are some examples of why newcomers may face mental health challenges. In order to support staff members requiring wellness assistance, it is important to know that local settlement sector agencies and other community organizations offer programs/services to alleviate the stresses and strains of settling in a new community. More information will be included in future issues about **local initiatives**.

A digital tool was recently developed with funding from the Government of Canada, and is **FREE** for all who require it.

Wellness Together Canada, gives individuals of all ages in Canada or Canadians abroad, access to supports ranging from self-assessment and peer support, to free and confidential sessions with social workers, psychologists and other professionals. Supports are provided online in both official languages, as well as by phone and text for those without internet access. **Phone-counselling sessions are available in 200 languages and dialects, through instantaneous interpretation.**

Connect to Wellness Together Canada, by:

- 1) Visiting [Wellness Together Canada](#)
- 2) Texting the word WELLNESS to the following numbers for immediate assistance:
 - 686868 for youth
 - 741741 for adults
- 3) Calling 1-888-668-6810 (Youth) or 1-866-585-0445 (Adults)

Future Topics of Interest

As a local employer, are there topics of interest you'd like us to consider for an upcoming issue? When thinking about attracting, hiring, training and retaining newcomer employees, what information would be a helpful support to you and your organization? Please email info@rrlip.ca to share your ideas with us.



Local Employment Programs and Services

To support your efforts as an employer seeking to develop and sustain a more diverse workforce, local settlement serving agencies and other related supports share pertinent program/service information in each newsletter. The overall goal of most employment-related programs is to **assist newcomers in the development of valuable employment skills that translate into a more employment-ready workforce**. Being aware of the types of support local agencies provide newcomer job seekers will be helpful in workforce planning and development. Below is an example of a local program that provides employment skills experience for newcomer youth in Regina.

To become a YESS employer partner in the future, please contact Employment Services (RODS) at 306-352-3521 and/or employment@rods.sk.ca.



Youth Employment and Skills Strategy (YESS) Program: Regina Open Door Society Inc. delivers a work placement program that helps youth make career decisions, learn valuable employment skills and support in getting Canadian work experience. This program includes 8 weeks of classroom training followed by a six-week work placement. Work placements are PAID! YESS offers four sessions per year for newcomers to Canada who want to be employed full time in their chosen field. Application to the program is on-going and available here: [YESS Program Application \(google.com\)](https://rods.sk.ca/pages/yess)

Eligibility Criteria:

- ◆ Permanent residents, Refugees, and recent Citizens under 30 years old
- ◆ Assessed at CLB 5 or higher

Dates:

- ◆ Fall Session: September 13 – November 9, 2021 + 6 week work placement
- ◆ Winter Session: January 4 – March 1, 2022 + 6 week work placement
- ◆ Spring Session: March 21 – May 17, 2022 + 6 week work placement

Due to Covid-19, all classes are ONLINE.

For more information click on the link:

<https://rods.sk.ca/pages/yess>

Heritage Language Resources - Regina Public Library

If your employee is wondering where to access **heritage language resources**, the **Regina Public Library** has resources in many different languages. Examples include:

OverDrive (Libby) - use **Advanced Search** and select eBooks, eAudiobooks, and magazines in many languages.

PressReader - read newspapers from around the world in many languages.

Books and other print materials: Search **RPL's catalogue**.



Global Talent - International Recruitment Opportunity

The upcoming **B2B Virtual Fair** centers on the labour needs of Francophone minority communities, the sharing of promising practices and information to attract, retain and integrate Francophone and bilingual workers in Canada. There will also be opportunities for Canadian employers to be connected to Francophone and bilingual candidate pools, and be informed about the various IRCC, provincial and territorial programs.

The B2B Virtual Fair will be held on September 28th and 29th, 2021. Registration Link:

<https://connectioninternationale.ca/en/formulaire-dinscription-exposants-anglais/>



Labour Market Information

Reliable labour market information provides a comprehensive view of employment in Saskatchewan. The information can help guide employers in the hiring, training and management of employees by providing **useful statistics, forecasts and reports.**

The employer community can view information such as labour force statistics, a regional analysis, employment by industry, etc., by visiting:



https://www.mb.jobbank.gc.ca/content_pieces-eng.do?cid=17979

Learn More About Local Programs and Services

An essential part of being a newcomer employer, is developing an awareness of the local programs and services meant to support the settlement and integration process. Settlement sector agencies and other related supports, provide programs and services that enhance a job seeker's knowledge, skills and experience, so they can thrive in a Canadian workplace. They also provide programs and services that support all areas of settlement, such as language acquisition, orientation services, life skills, etc.

**Catholic Family Services -
Newcomer Services**

<https://cfsregina.ca/newcomers/>

**Conseil économique et coopératif
de la Saskatchewan (CÉCS)**

<http://cecs-sk.ca/programmes-et-services/bravo/>

Regina Immigrant Women Centre

<https://www.reginaiwc.ca/programs-and-services/#>

Regina Public Library

<https://www.reginalibrary.ca/services/newcomers>

Regina Open Door Society Inc.

<https://rods.sk.ca/pages/services>



Local Employment Events Page!

The Regina Region Local Immigration Partnership (RRLIP Project) exists to strengthen and support the community's capacity to welcome, settle and integrate newcomers. The RRLIP is guided by a multi-stakeholder Partnership Council and informed by an Immigrant Advisory Table, comprised of individuals in varying stages of settlement and integration.

It was the RRLIP's Immigrant Advisory Table that identified a need for a centralized location for employment related events information (e.g. employment workshops, training opportunities, job fairs, networking events, etc.).

<https://rrlip.ca/pages/employment-related-events>

As an employer, we'd like to invite you to utilize this local resource to promote your upcoming employment related events, as the RRLIP website receives many unique visitors each month, many of whom are seeking labour market integration opportunities.

Contact the RRLIP Project for easy access to promotion on the Employment Events Page at info@rrlip.ca