Are States and the private sector equipped to lead creative forms of partnerships with a view to integrating skilled migrants and refugees?

Global Forum on Migration and Development
GFMD Business Mechanism Thematic Meeting

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About ICTC

The Information and Communications Technology Council (ICTC) is a not-for-profit national centre of expertise for the digital economy in Canada.
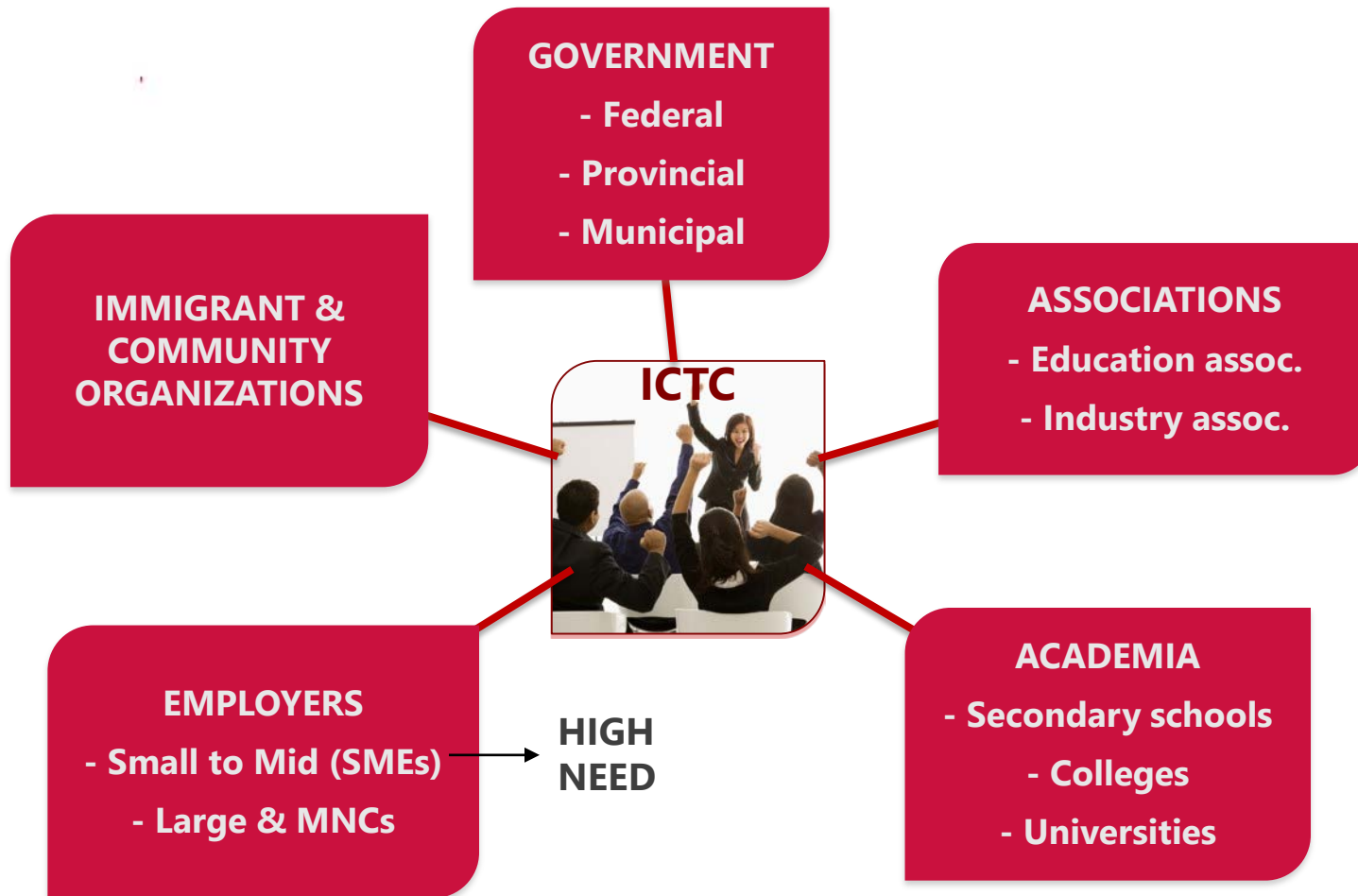
Through trusted research, innovative talent solutions, and practical policy advice, ICTC fosters innovative and globally competitive Canadian industries empowered by a talented and diverse digital workforce.

Immigrant Employment

- Employed Immigrants in ICT jobs: 335,500 (35-40% of ICT workforce)
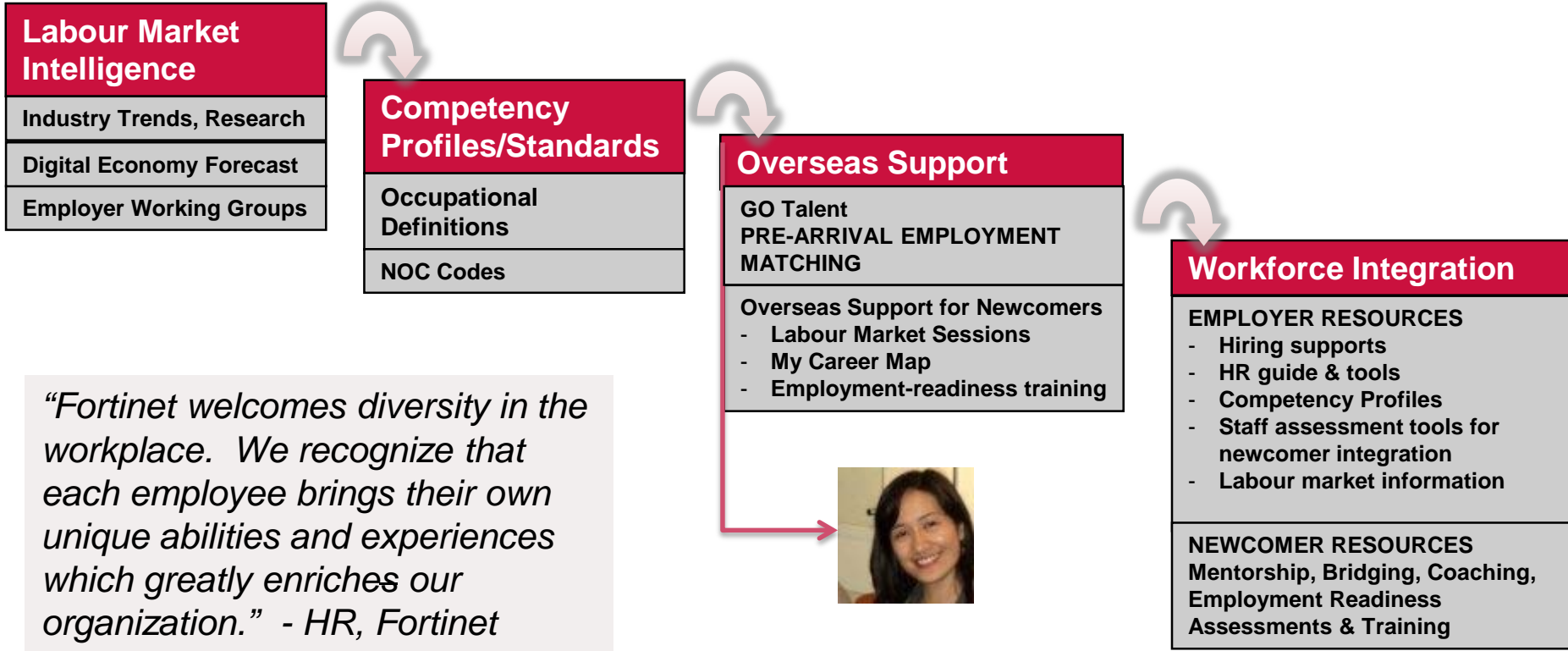- Unemployment rate among immigrants in ICT jobs: 2.84%

DIVERSITY, INCLUSION & INTEGRATION = INNOVATION

ICTC Partner Platform

GOVERNMENT
- Federal
- Provincial
- Municipal

IMMIGRANT & COMMUNITY ORGANIZATIONS

ASSOCIATIONS
- Education assoc.
- Industry assoc.

ICTC

EMPLOYERS
- Small to Mid (SMEs) → **HIGH NEED**
- Large & MNCs

ACADEMIA
- Secondary schools
- Colleges
- Universities

ICTC's ROADMAP TO INTEGRATION

Labour Market Intelligence

Industry Trends, Research
Digital Economy Forecast
Employer Working Groups

Competency Profiles/Standards

Occupational Definitions
NOC Codes

Overseas Support

GO Talent
PRE-ARRIVAL EMPLOYMENT MATCHING

Overseas Support for Newcomers
- Labour Market Sessions
- My Career Map
- Employment-readiness training

Workforce Integration

EMPLOYER RESOURCES
- Hiring supports
- HR guide & tools
- Competency Profiles
- Staff assessment tools for newcomer integration
- Labour market information

NEWCOMER RESOURCES
Mentorship, Bridging, Coaching, Employment Readiness Assessments & Training

"Fortinet welcomes diversity in the workplace. We recognize that each employee brings their own unique abilities and experiences which greatly enriches our organization." - HR, Fortinet

INTEGRATION

GO Talent!

A program that brings together employers with IEPs who are still in their country of origin.

What the program offers:

- Self-assessment tools for IEPs
- Resources for Employers
- Employment matching
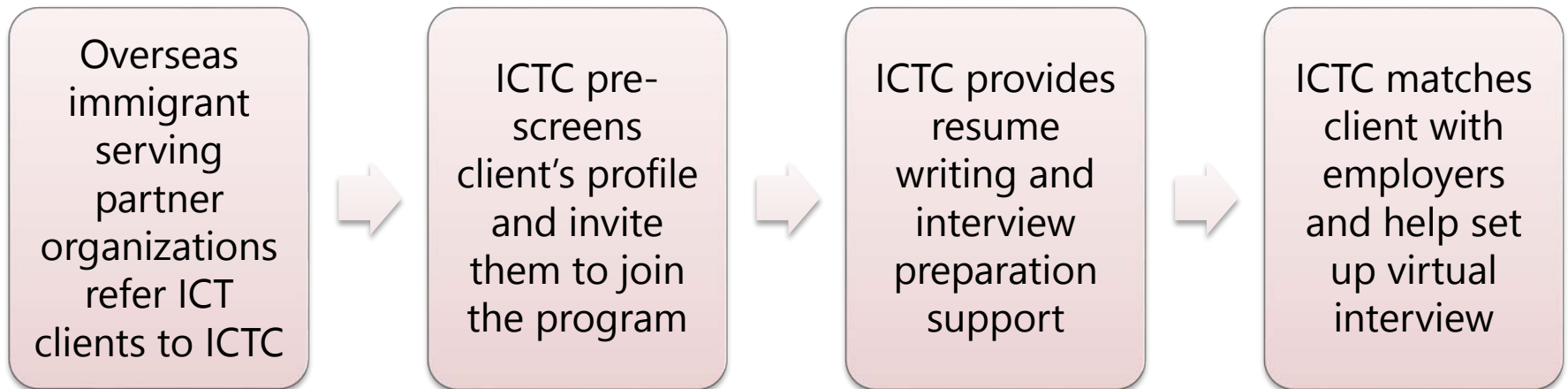- Resume review
- Virtual interview guidance

Canada

Go Talent! How it Works

The program connects employers with internationally educated ICT professionals (IEPs) who are still in their country of origin and helps to accelerate their economic integration process by connecting them with career opportunities.

| Overseas immigrant serving partner organizations refer ICT clients to ICTC | → | ICTC pre-screens client's profile and invite them to join the program | → | ICTC provides resume writing and interview preparation support | → | ICTC matches client with employers and help set up virtual interview |

For more information, please contact f.inso@ictc-ctic.ca

- Providing ICT skilled refugees with employment and immigration pathways to fill "in-demand" roles in the ICT sector throughout Canada.

Introducing…

Mohammed - His Story

More information: http://www.ictc-ctic.ca/new-initiative-aims-to-open-canadian-tech-jobs-to-skilled-refugees/

Thank You.

Other Resources

Tools and Resources http://www.ictc-ctic.ca/what-we-do/ictc-human-resource-tools/

Forecast, Trends, Studies and Publications http://www.ictc-ctic.ca/what-we-do/research/

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