
Newcomer Workforce: An Employer Newsletter

Issue #4; April 2022

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.

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. 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.

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



CÉCS
CONSEIL ÉCONOMIQUE ET COOPÉRATIF
DE LA SASKATCHEWAN



RIW C
REGINA IMMIGRANT WOMEN CENTRE INC.



Training Needs

As an employer, what would you like to learn about when employing newcomers?

The RRLIP, along with its Labour Market Working Group, would like to understand how to best support Regina's employer community. Please consider what you would like to learn about, in sessions that will provide opportunities to gain a deeper understanding of the challenges, and opportunities, of a diverse workforce.

By taking this brief survey, future educational opportunities can be tailored to suit the needs of local employers. Survey Link:

<https://www.surveymonkey.com/r/ZGKDTJM>



Translators & Interpreters

Translation and Interpretation Support to Enhance Your Ability to Engage with Newcomers

Communicator Program

A current list of community interpreters and translators who have completed 30 hours of professional development training and met the requirements of the Communicator Training Program provided by the Ukrainian Canadian Congress of Saskatchewan is available here:

<https://www.ucc.sk.ca/en/services/communicator-training-program/news>

Contact interpreters and/or translators directly to negotiate terms individually. Graduates' preferences for accepting written translation or oral interpretation assignments are listed under their names.

Disclaimer: As a professional development program, Communicator does not offer language proficiency testing services, neither for English, nor for any other language.

*If you or your organization requires translations completed by a certified translator (member of a provincial association), please refer to the Association of Translators and Interpreters of Saskatchewan: <https://atisask.ca/>.

The Association Of Translators And Interpreters Of Saskatchewan (ATIS)

The Association of Translators and Interpreters of Saskatchewan was incorporated in 1980 with the aim of fostering and promoting translation and interpretation in the province. As a non-profit professional association, it provides listings for both certified, and associate member translators and interpreters.

Fees are not set by ATIS, but negotiated between the translator/interpreter and client.

To review the ATIS Directory: <https://atisask.ca//directory/alpha>





New Immigration Stream – Highly Skilled Tech Talent & Labour Market Related UNHCR Statistics

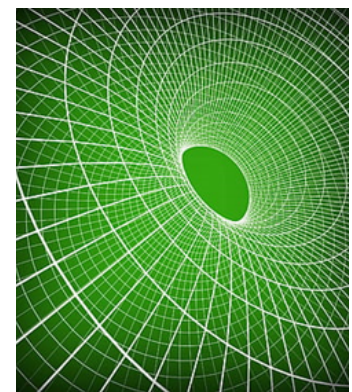
New Immigration Stream to Target Highly Skilled Tech Talent

In March, the Government of Saskatchewan announced the new Tech Talent Pathway under the Saskatchewan Immigrant Nominee Program (SINP) to attract highly skilled technology professionals into the province.

The Tech Talent Pathway will support Saskatchewan's tech sector by easing critical labour shortages.

What impact will that have on local employers?

Employers in the technology and innovation sectors will be able to attract more highly skilled talent to support their growth and expansion efforts.



For more information on the initiative, contact the Ministry of Immigration and Career Training's Immigration Services at: 1-833-613-0485 or immigration@gov.sk.ca.

[Press Release March 7th, 2022](#)

UNHCR Canada (the UN Refugee Agency) has compiled a glimpse into the lives and achievements of the one million refugees who have arrived in Canada since 1980.

Unemployment Rate:

Refugees have almost the same unemployment rate as Canadians. They contribute to this country's economy and are not a burden on Canadian taxpayers, as few are unemployed. The unemployment rate for refugees aged 25 to 54 is 9%, close to that of Canadian-born citizens (6%). The situation for refugees improves as they spend more time in Canada. Refugees who arrived in Canada between 1981 and 1990 have an unemployment rate of 6%, identical to those born in Canada.

Skill levels :

Half of refugees (51%) working are employed in high-skilled jobs, which includes doctors, dentists, architects, service managers and software engineers. In 2016, 33% of refugees worked in jobs that required high school and/or job-specific training (e.g. truck drivers, food and beverage servers, industrial butchers). About one fifth of refugees were employed in professional jobs that required a university degree (e.g. doctors, dentists, architects).

Local Employment Programs

Local agency information regarding employment programs, highlighting the impact on the labour market, and informing employers about how to become involved.


Mentorship Program

As part of its capacity development initiatives, Regina Open Door Society started a [mentorship program](#) last year, to help alleviate the challenges faced by newcomers that stem from their lack of knowledge about industry, profession, and the local job market. Mentors, through one on one sessions, help newcomers develop a professional network, identify knowledge gaps, and set SMART career goals. This is an indirect approach to developing a talent pipeline that employers and our community will be able to take advantage of in the long run. This program also helps the mentors strengthen active listening skills, enhance leadership qualities, sharpen their people management skills, and establish a sense of fulfillment through guiding. [All these skills that the mentor gains during the mentorship program directly support the employer in achieving their business goals.](#) With the help of mentors, who are experts in their profession and have profound knowledge of the industry, a significant number of newcomers were able to resume their careers in their professions. For information about the program please contact us at mentor@rods.sk.ca.

Job Fair – Many Newcomer Job Seekers to Connect With!

Regina Open Door Society has been hosting the Career Link Job Fair every year since 2016. [Annually, this job fair brings in at least 1000 newcomer job seekers to connect with local employers on a single day.](#) Employers will have the opportunity to download the resumes of the job seekers, respond to their questions and promote their brand and current vacancies.

Employers, to participate in the event please contact careerlink@rods.sk.ca.



Regina Open Door Society Inc.
CAREER LINK 2022
CONNECTING EMPLOYERS TO A DIVERSE WORKFORCE, EMPOWERING NEWCOMERS THROUGH EMPLOYMENT

May 5th, 2022
10:00am - 3:00pm

- Meet Diverse Workforce**
Connect with experienced and internationally trained professionals. Recruit with confidence.
- Employer Branding**
Communicate your company's mission and vision. Market your employer brand to attract and hire the best talent.
- Webinars & Information Sessions**
We have the audience waiting for you to share your insights about Saskatchewan's labour market and hiring process.

Contact Us
306-351-3521
careerlink@rods.sk.ca

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)

<https://cecs-sk.ca/fr/secteurs/employabilite-et-immigration/page/68>

Regina Immigrant Women Centre

<https://reginaiwc.ca/programs/employment-programs>

Regina Public Library

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

Regina Open Door Society Inc.

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

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.

The RRLIP would like to thank its project partners:

Regina Human Service Partnership (RHSP)

&

Regina Open Door Society Inc. (RODS)

We acknowledge the financial support of Immigration, Refugees and Citizenship Canada.
