

Connecting Employers to Skilled, Job-ready Employees

Presented by Laurie Hauer
Edmonton Mennonite Centre for Newcomers

Who Are We?

- ▶ Established in 1981
- ▶ 15,000 individuals served in 2014–2015 fiscal year
- ▶ We believe we serve as a key catalyst and leading collaborator in positively shaping the attitudes, behaviours and practices of organizations and individuals to value the diversity that newcomers bring to community.
- ▶ Core Values:
 - Social Justice
 - Diversity
 - Compassion
 - Responsibility

Bridging Programs

- ▶ Engineers' and Technologists' Integration Program (ETIP)
 - 11 months full-time
 - Offered in partnership with NAIT, the Association of Science and Engineering Technologist Professionals of Alberta (ASET), and Alberta Human Services
 - ETIP is the only program of its kind in Canada with this unique partnership and designation outcome
 - Each year more than 400+ applicants apply in four engineering disciplines (mechanical, civil, electrical, and instrumentation and automation)

To Qualify To Apply For ETIP

- ▶ Must be a graduate of a recognized Engineering Degree program from outside of Canada
- ▶ Complete a Prior Learning And Recognition (PLAR) tool which is then assessed by ASET
- ▶ Have a minimum Canadian Language Benchmarks (CLBA) score of 6 in all areas (reading, writing, listening and speaking)
- ▶ Permanent Resident or Canadian Citizen

Bridging Programs

- ▶ Accountants' Bridging Program (ABP)
 - 12 months full-time
 - Offered in partnership with NAIT and Alberta Human Services, with support from CPA Alberta Joint Venture
 - Students complete 12 of 20 courses towards the NAIT Accelerated Accounting Diploma; 10 of the 12 courses meet the requirements for CPA Alberta Joint Ventures pre-requisite education program
 - Each year more than 100+ applicants apply

To Qualify To Apply For ABP

- ▶ Must be a graduate of a degree program from an international institution with experience in the accounting field
- ▶ Complete an Accounting Fundamentals Exam and upon passing complete a Prior Learning And Recognition (PLAR) tool which is then assessed by NAIT
- ▶ Have a minimum Canadian Language Benchmarks (CLBA) score of 6 in all areas (reading, writing, listening and speaking)
- ▶ Permanent Resident or Canadian Citizen

Applicant Interviews

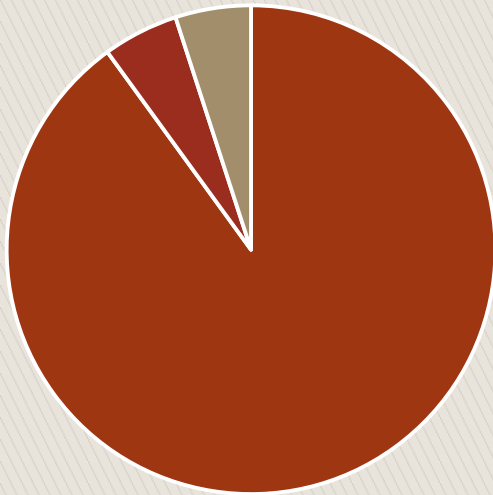
- ▶ All applicants are interviewed by a panel of trustees that include:
 - Department representative from NAIT
 - EMCN Program Coordinator
 - ASET representative (ETIP)
 - Industry representative

Program Content

- ▶ Semester One (At EMCN):
 - Effective Business Communication
 - Canadian Workplace Culture
 - Employment Readiness
 - Computer Skills Enhancement
- ▶ Semester Two (At NAIT):
 - Customized technical training
- ▶ Semester Three (At EMCN):
 - Employment Readiness and Directed Job Search

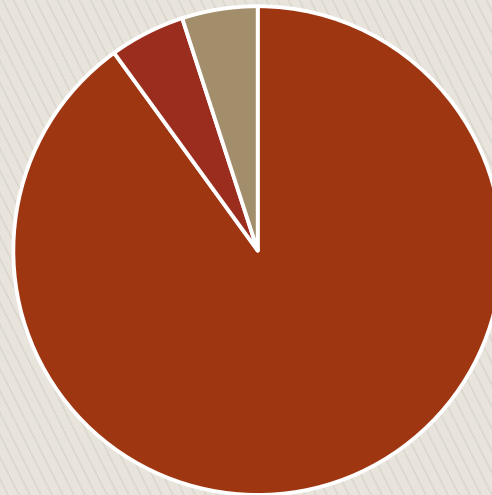
Success Rates

ETIP



- Employed in Field of Expertise
- Move on to Further Related Education
- Unavailable Data

ABP

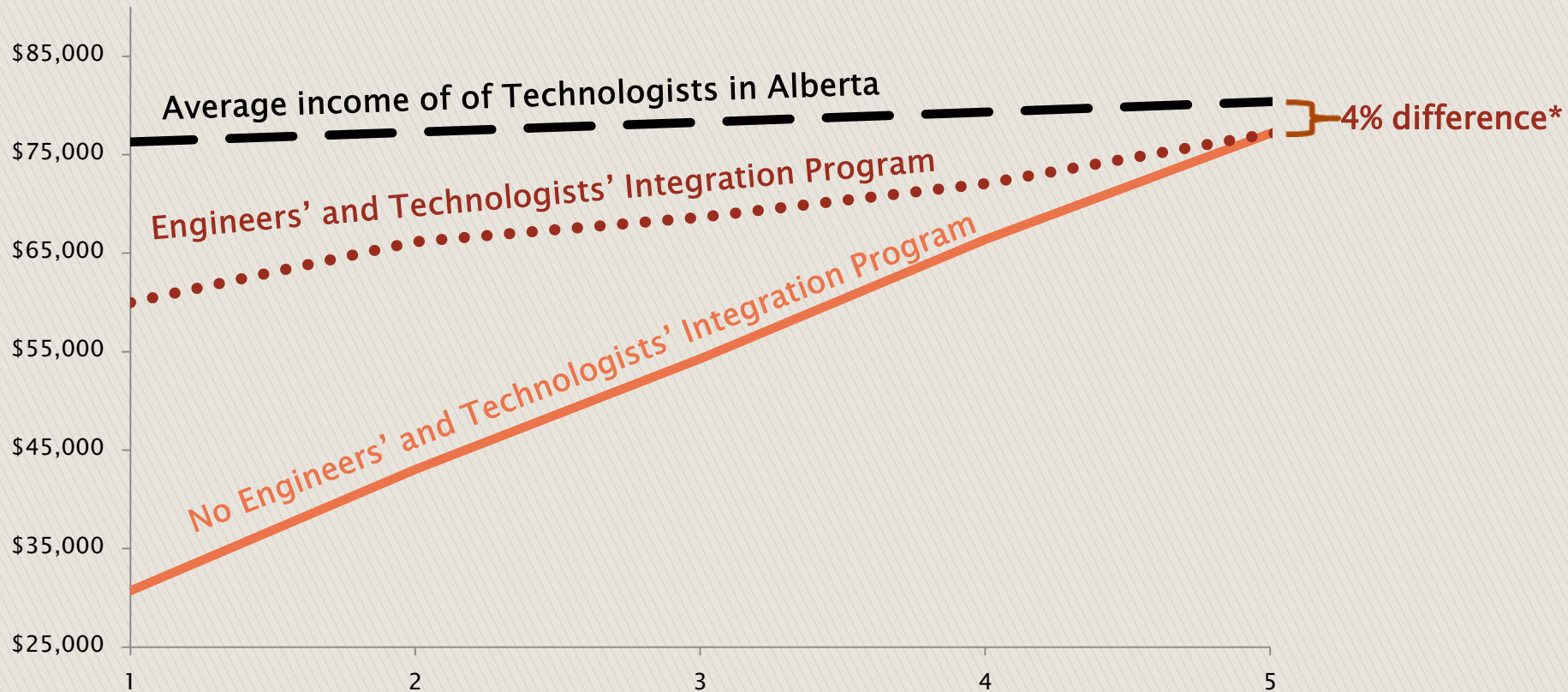


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How Our Graduates Benefit the Workplace

- ▶ Employment-ready, highly motivated, and are located locally
- ▶ Give businesses a competitive advantage in the global market of today
- ▶ Have international education and experience supplemented with “Canadianized” training and certification
- ▶ Professional membership
- ▶ Enhanced technical communication, presentations, pronunciation and technical writing skills
- ▶ Increased understanding of the Canadian workplace culture and employers’ expectations

Return on Investment Over 5 Years



*Source: Statistics Canada, Table 054-0006

Return on Investment Over 5 Years

Session Dates	June 2013 to April 2014	January 2013 to June 2013	June 2012 to April 2013	January 2012 to November 2012	All
Total change in earning	\$795,000	\$2,173,000	\$556,000	\$1,390,000	\$4,914,000
Total cost	\$486,000	\$457,000	\$446,000	\$435,000	\$1,824,000
Total net benefit	\$308,000	\$1,716,000	\$111,000	\$955,000	\$3,090,000
Number of Participants	14	57	14	25	110
Income known	10	33	9	18	70
Per Participant					
Average change in earnings	\$57,000	\$38,000	\$40,000	\$56,000	\$45,000
Average cost	\$35,000	\$8,000	\$32,000	\$17,000	\$17,000
Average net benefit	\$22,000	\$30,000	\$8,000	\$38,000	\$28,000
Return on Investment					
Per dollar spent	\$1.63	\$4.76	\$1.25	\$3.20	\$2.69
Annual compounded interest rate	10.32%	36.62%	4.53%	26.16%	21.93%

Thank You

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