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 Fundaments 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

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

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

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