



BACKGROUND

The Toronto Region Immigrant Employment Council (TRIEC)

The Toronto Region Immigrant Employment Council (TRIEC) creates and champions solutions to better integrate skilled immigrants in Greater Toronto Region labour market.

TRIEC believes that by bringing all stakeholders together through a council – employers, regulatory bodies, professional associations, educators, labour, community groups, government and immigrants – we can develop local and practical solutions. The Council is comprised of over 70 members and is co-chaired by RBC's Gordon Nixon and Zabeen Hirji.

Since 2003, TRIEC has taken a variety of leading-edge approaches to improve skilled immigrant integration such as policy development, program development, capacity building, public education and research. We connect companies to programs that can help them hire better; we educate the public through media and events; we work with immigrant serving organizations to support newcomers; and, we bring together partners to find new ideas and solutions.

Objectives

1. To convene and collaborate with partners, creating opportunities for skilled immigrants to connect to the local labour market.

TRIEC has launched:

- **The Mentoring Partnership** – brings together recent skilled immigrants and established professionals in occupation-specific mentoring relationships. This partnership provides mentors with valuable professional development skills, while providing mentees with the local insights and access to professional networks that only a one-to-one professional connection with a mentor can offer.
- **The Professional Immigrant Networks (PINs) Initiative** – works collaboratively with immigrant networks to increase their capacity, so they can achieve more success in connecting their skilled immigrant members to meaningful employment.

TRIEC has partnered with:

- **Career Bridge** – operated by Career Edge Organization, the Career Bridge program is a low-risk, cost-effective paid internship program that allows small and large Canadian organizations to tap into the skilled immigrant talent pool. Participants gain valuable Canadian work experience while employers add skills and diversity to their workforce.
- **CASIP** –The Consortium of Agencies Serving Internationally-trained Persons (CASIP) is a network of community agencies in the GTA that provides employment and training services for internationally-trained persons. CASIP agencies can also pre-screen candidates and provide coordinated recruitment at no cost to the employer.

2. To work with key stakeholders, particularly employers, building their awareness and capacity to better integrate skilled immigrants into the workforce.

TRIEC initiatives include:

- **The Immigrant Success (IS) Awards** – recognize employer leadership and innovation in recruiting and retaining skilled immigrants.
- **Learning Resources** - increasing companies' capacity to recruit, select and integrate skilled immigrants through complimentary workshops, e-learning modules and training videos that come with downloadable discussion guides.
- **hireimmigrants.ca** – provides employers with interactive tools and resources to accelerate the integration of skilled immigrants into their organization. Now managed by ALLIES, a program of Maytree.

3. To work with all levels of government, enhancing coordination and effecting more responsive policy and programs for skilled immigrant employment.

TRIEC works with various government ministries and departments, to increase awareness of what each is doing, and can better coordinate policy and programming around issues of immigrant labour market integration.

How TRIEC Came to Be

In 2002 the Toronto City Summit – a conference of leaders representing the city's various sectors and communities – was held to assess the Toronto region's strengths and challenges, and shape future directions to move the region forward. Following the Summit, the Toronto City Summit Alliance (now known as the Greater Toronto CivicAction Alliance) was formed to address the challenges the Summit identified as critical to a shared future.

One of the challenges identified by the Alliance was immigration – more specifically the labour market integration of skilled immigrants. Employment is a key benchmark in settlement, and immigrants face many barriers to employment in the Toronto Region. To face this challenge, the Greater Toronto CivicAction Alliance and Maytree, formed TRIEC – the Toronto Region Immigrant Employment Council – the following year.

For further information about TRIEC, please contact:

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