TALENT HAS NO BOUNDARIES:
PRIVATE SECTOR LOOKS TO SYRIAN REFUGEES FOR LABOUR MARKET NEEDS
This webinar is made possible with the funding from Government of Ontario to engage and assist employers with the recruitment and retention of Internationally Trained Professionals.
Devon is the Project Manager of Hire Immigrants, a program at the Global Diversity Exchange (GDX), a ‘think-and-do’ tank based at Ryerson University’s Ted Rogers School of Management. Hire Immigrants is an online platform for employers to find and share good practices on immigrant employment, and seeks to increase the awareness about the value of skills and talent immigrants bring to local and global businesses.
YOUR PRESENTERS

Sayre Nyce
Executive Director
Talent Beyond Boundaries

Abigail Fulton
Executive Director
Construction Foundation of B.C
LINKING GLOBAL LABOR MARKET TO A NEW TALENT POOL
Sayre Nyce is the Executive Director of Talent Beyond Boundaries.

Sayre has worked to improve refugee policy and response in Africa, Asia, and the Middle East, and has extensive experience conducting field analysis, building consensus among a variety of stakeholders, and increasing operational effectiveness. She has a B.A. in Psychology and French from St. Olaf College and a Masters in International Affairs from Columbia University.
HUMANITARIAN CRISIS

65.3 million forcibly displaced people due to conflict

21.3 million refugees

5 million registered Syrian refugees
“I ask that countries act with solidarity, in the name of our shared humanity, by pledging **new and additional pathways** for the admission of Syrian refugees.”

- Former UN Secretary General, Ban Ki-moon speaking to world leaders at the UN in 2016
Global Skills Gap

38% of employers globally had trouble filling jobs in 2015

Businesses stunted & Economic growth reduced

Private Sector Engagement in Solving a Humanitarian Crisis
Large numbers of refugees are educated & skilled workers but are unable to work.
UNTAPPED TALENT POOL

5K+ Candidates
with 1K+ added every month and target of 10K+ by April 2017 in TBB’s Talent Catalog

There are 1.7M refugees living in Lebanon and Jordan

100 unique professions represented in Talent Catalog

30% of candidates report tertiary education

30% of candidates report English language capabilities
UNTAPPED TALENT POOL

“If there was a work opportunity for me to travel abroad to any country in the world where I have respect and human rights, of course I would go.”

- Abdulrahman, Architect
BARRIERS
BARRIERS

- Information barriers
- Access to travel documents
- Legal work status
- Language proficiency
- Inability to verify/authenticate skills and experiences
CVs include:

- Work Experience
- Education
- Certifications
- Language Abilities
- Skills
CORPORATE PARTNERSHIPS
TBB-COMPANY PARTNERSHIPS

- Identify hiring needs of company
- Identifies talent within its pool
- Facilitates interview process with employer
Guides refugee through immigration process:

- Language training
- Job readiness training
- Immigration application
  - Language tests
  - Medical exams
  - Security checks
BENEFICIARIES

REFUGEES

EMPLOYERS

COMMUNITIES

HOME COUNTRIES
HOW TO GET INVOLVED

- Look to Talent Beyond Boundaries’ talent pool to fill skill gaps
- Volunteer to review CVs if you have subject matter expertise in IT, Tech, engineering, accounting, manufacturing
- Help with interview preparation
- Immigration advice
- Share labour market analytics
CONTACT US

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Check us out on Facebook or LinkedIn

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TALENT HAS NO BOUNDARIES
FACILITATING REFUGEES INTO EMPLOYMENT

Presented by Abigail Fulton, B.A., LL.B.
Executive Director, Construction Foundation of BC
Vice President, BC Construction Association
Abigail Fulton a lawyer by profession, works with industry and government on regulatory and policy issues impacting the construction industry. She currently leads the BCCA Foreign Skilled Worker BC initiative and works to bring in foreign trained, qualified trades people to BC, as well as the BCCA Integrating Newcomers Program that helps new immigrants find employment in BC prior to landing in Canada.
Located on the west coast of Canada the Construction Foundation is connected to the BC Construction Association and four regional associations located across the province of British Columbia.
Construction is one of the leading sources of employment growth in Canada.

Growth continues to be expected over the next decade.

Demographic trends add to market challenges, as retirements increase.

Not enough youth are entering the industry.
INDUSTRY STATISTICS

$81.7B
Value of current construction projects in BC

$296B
Available capital cost of proposed construction projects

49,800
Est. number of job openings in BC’s skilled trades by 2024
2 in 3 workers in BC’s skilled trades are over the age of 45.

25,400 construction jobs are expected to be unfilled due to labour shortage by 2024.
WHO ARE THE EMPLOYERS?

21,959 Registered construction companies in BC.

Include:
• General Contractors
• Trade Contractors
• Material Suppliers
• Design Professionals
• Associated Businesses
JOB OPPORTUNITIES

INDUSTRIAL

TRADES

- Trades Labourers & Helpers
- Carpenters
- Concrete Finishers
- Crane Operators
- Industrial Electricians
- Heavy Equipment Mechanics
- Pipefitters
- Welders
- …and many more

PROFESSIONALS

- Technicians
- Technologists
- Accountants
- Architects
- Estimators
- Surveyors
- Engineers
- Project Managers
- …and many more

SUPPORT OCCUPATIONS

- Truck Drivers
- Security Guards
- Traffic Control
- Building Managers
- Suppliers & Warehousing
- Administrators
- …and many more

INSTITUTIONAL

RESIDENTIAL

COMMERCIAL
INDUSTRY PARTNERS

Through our partnerships we have an annual reach of more than 6,000 points of contact with industry employers.
Refugee Integration into the Construction Industry

61% Have poor English language skills. The majority of their English skills come from interacting with Canadians and attending English classes.

50% Estimated by the provincial government, that as many as 50% of recent Syrian refugees have a background in construction.
THE CHALLENGE & THE OPPORTUNITY
CONNECTING THE DOTS
Why Talent Beyond Boundaries?
THANK YOU

ABIGAIL FULTON B.A., LL.B.
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Q&A WITH PRESENTERS

TALENT BEYOND BOUNDARIES

CONSTRUCTION FOUNDATION OF BC