

Refugees Jobs Agenda: Rethinking Employer Role & Leadership

June 22, 2017

Refugees Jobs Agenda Webinar Series

A webinar series exploring refugees and labour market integration hosted by Hire Immigrants, Cities of Migration and Bertelsmann Stiftung.

Upcoming Sessions:

- *From Welcoming Cities to Welcoming Economies (June 28) - Register now*
- *Entrepreneurship Offers Employment Pathway - Coming soon*

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Cities of Migration

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| **BertelsmannStiftung**

Refugees Jobs Agenda: Rethinking Employer Role & Leadership

AGENDA



1. Presentation by **Merissa Preston**, Training Liaison, LiUNA! Local 506 (Toronto, CA)

2. Presentation by **Anki Elken**, Head of Sustainability & Public Affairs, Randstad Sweden Group (Stockholm, SE)

3. Q&A moderated by **Fatma Hassan**, Program Coordinator, Hire Immigrants (Toronto, CA)



This webinar is co-presented by:

Construction Union: Innovative Training Program for Refugees



Laborers'
International
Union of
North America

LiUNA!

Feel the Power

Merissa Preston

Training Liaison,
LiUNA! Local 506
(Toronto, CA)

OVERVIEW

Who are we?

- Serves 8,000 workers
- Construction and industrial sectors:
 - Demolition
 - Precast Erector/Finisher
 - Abatement
 - Cement Finishing
 - Concrete Sawing and Drilling
 - Waterproofing

FOCUS

What do we provide in the training centre?

- Membership training
 - Health & Safety; Equipment
- Apprenticeship training
 - 4 programs
- Community programming
 - Pre-apprenticeship, skills and health & safety

TRAINING CENTRE

What programs do we offer?

- Whims
- Working at Heights
- Ministry of Labour 4 Steps
- Propane
- Health and Safety Regulations
- Hoisting and Rigging
- Traffic Control
- Workplace Violence and Harassment

SKILLED TRADE SHORTAGE

What are our current labour needs?

Challenge

- Contractors cannot complete jobs
- Contractors turning down jobs

= Job loss, tax loss and pay loss

SKILLED TRADE SHORTAGE

What are our current labour needs?

Mitigating Skills Shortage

- Through Apprenticeship Training
 - Construction Craft Worker
 - Precast Erector
 - Concrete Finisher
 - HAZMAT Worker
- Employer Recruitment

REFUGEE PROGRAM

Who's involved?

- LiUNA! Local 506 Training Centre
- ACCESS Employment
- Ontario Masonry Training Centre

Laborers'
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Union of
North America

LiUNA!

Feel the Power

A C C E S 
E M P L O Y M E N T

Making Connections



**ONTARIO MASONRY
TRAINING CENTRE**

REFUGEE PROGRAM

What are the program specifics?

- Two streams of sector-specific language training
- Pre-apprenticeship training



REFUGEE PROGRAM

How do we select refugees?

- Partners: connect to refugee community
- Refugee skills profile – experience in:
 - Concrete; Brick & Stone
 - Painting
 - Drywall
 - Tile & Flooring

REFUGEE PROGRAM

How do we select refugees?

- Language prerequisite: CLB Level 2
- Participate in the classroom training
- Previous experience/interest



REFUGEE PROGRAM

What are the current outcomes?

- Pilot launched November 2016
- 100% retention/participation
- 66 graduates
- 20 in full-time employment



REFUGEE PROGRAM

How can other employers replicate?

- Partner with local organizations
 - Partner with industry knowledge
 - Partner with training expertise
 - Partner with connections to population



Recruitment Agency: Providing Refugee Pipeline for Employer



OVERVIEW

Who are we?

- Mission: Shaping the world of work
- Key Facts (2016):
 - Revenue € 20,7 billion
 - ~5,752 branches & in-house locations
 - 34,060 corporate employees
 - 626,300 staffing employees (ave.)
 - Present in 39 countries



SECTORS

Who do we serve?

- Offer employment solutions:
 - Skills shortages
 - Declining population
 - Aging workforce



REFUGEE PROGRAM

Who's involved?

Swedish Agency
for Economic &
Regional Growth

\$

We Link
Sweden

Connection to community

Randstad

Antenn

Recruit, train & source

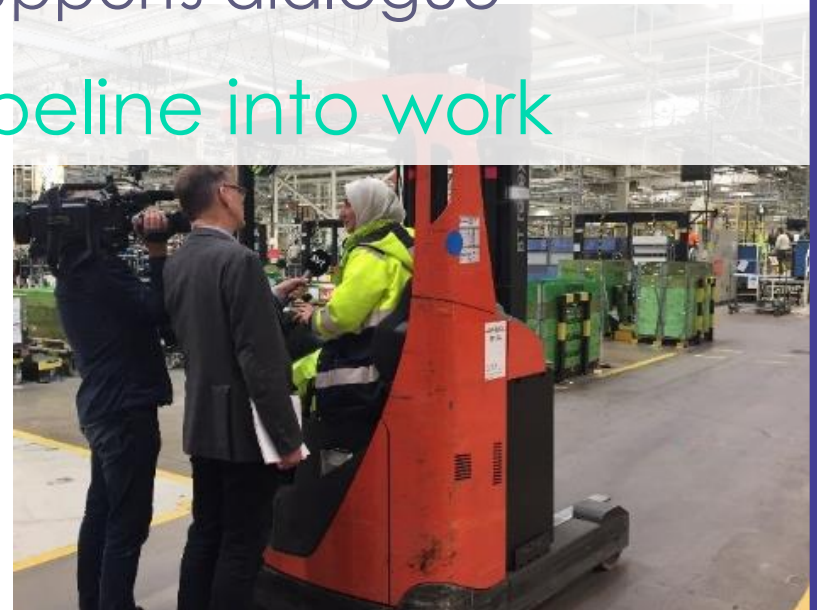
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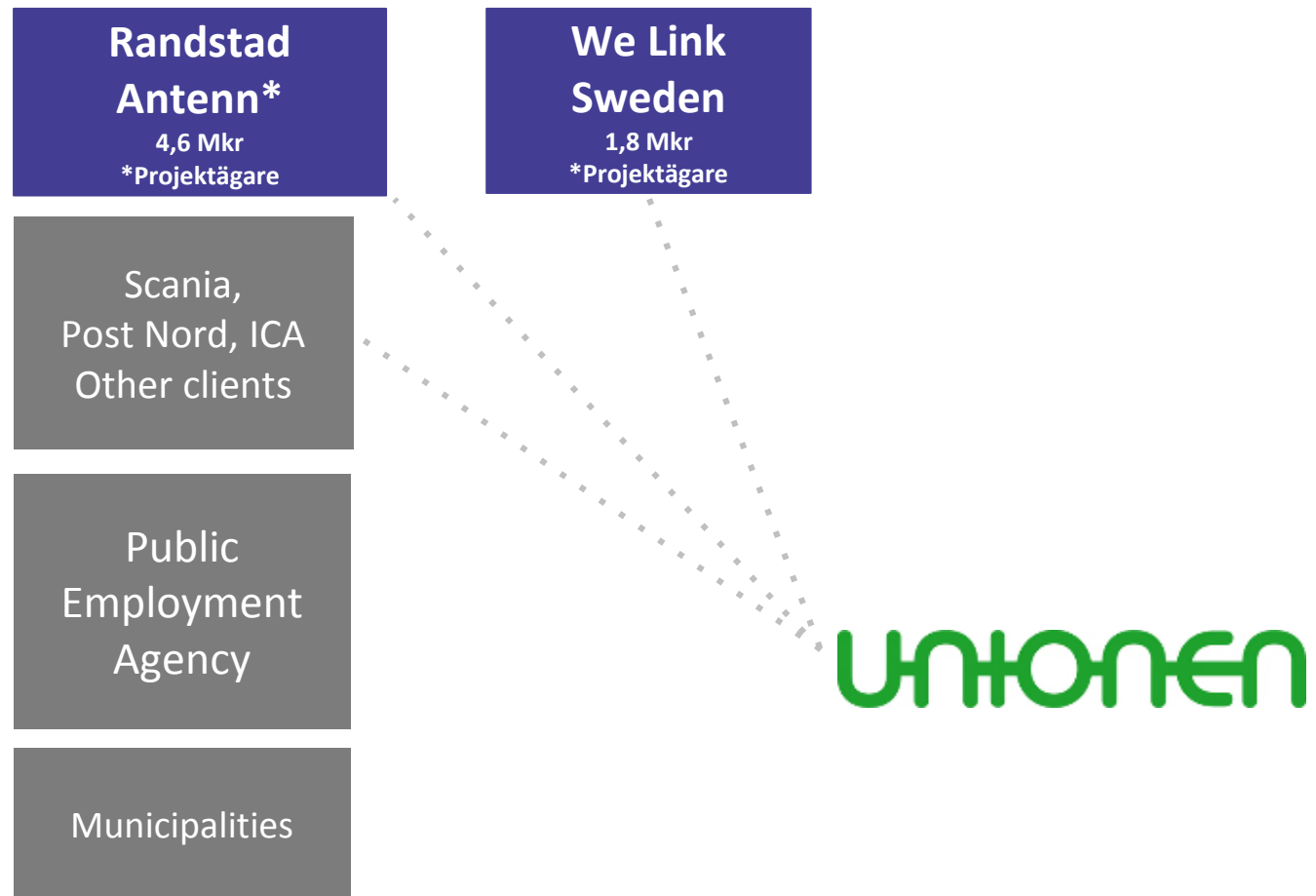
REFUGEE PROGRAM

How do we support refugee employment?

- Highlight individuals' ability to work
- Connect with refugee population
 - We Link Sweden supports dialogue
- Create refugee pipeline into work

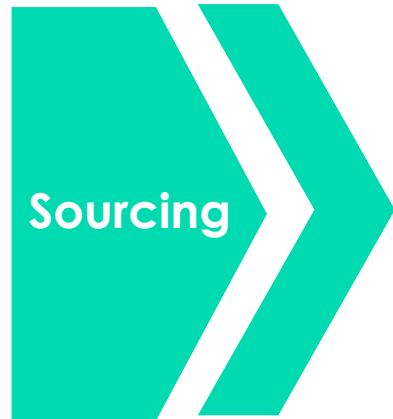


REFUGEE PROGRAM



REFUGEE PROGRAM

How do we support refugee employment?



ANTENN

Coach talk
Competence

Coach talk
Motivation

Coach talk
Interview

Application documents

Recruitment Interview



SCANIA

REFUGEE PROGRAM

What are the program specifics?

Newly arrived

Match candidates with clients

Coaching Provided

Find new channels to target group

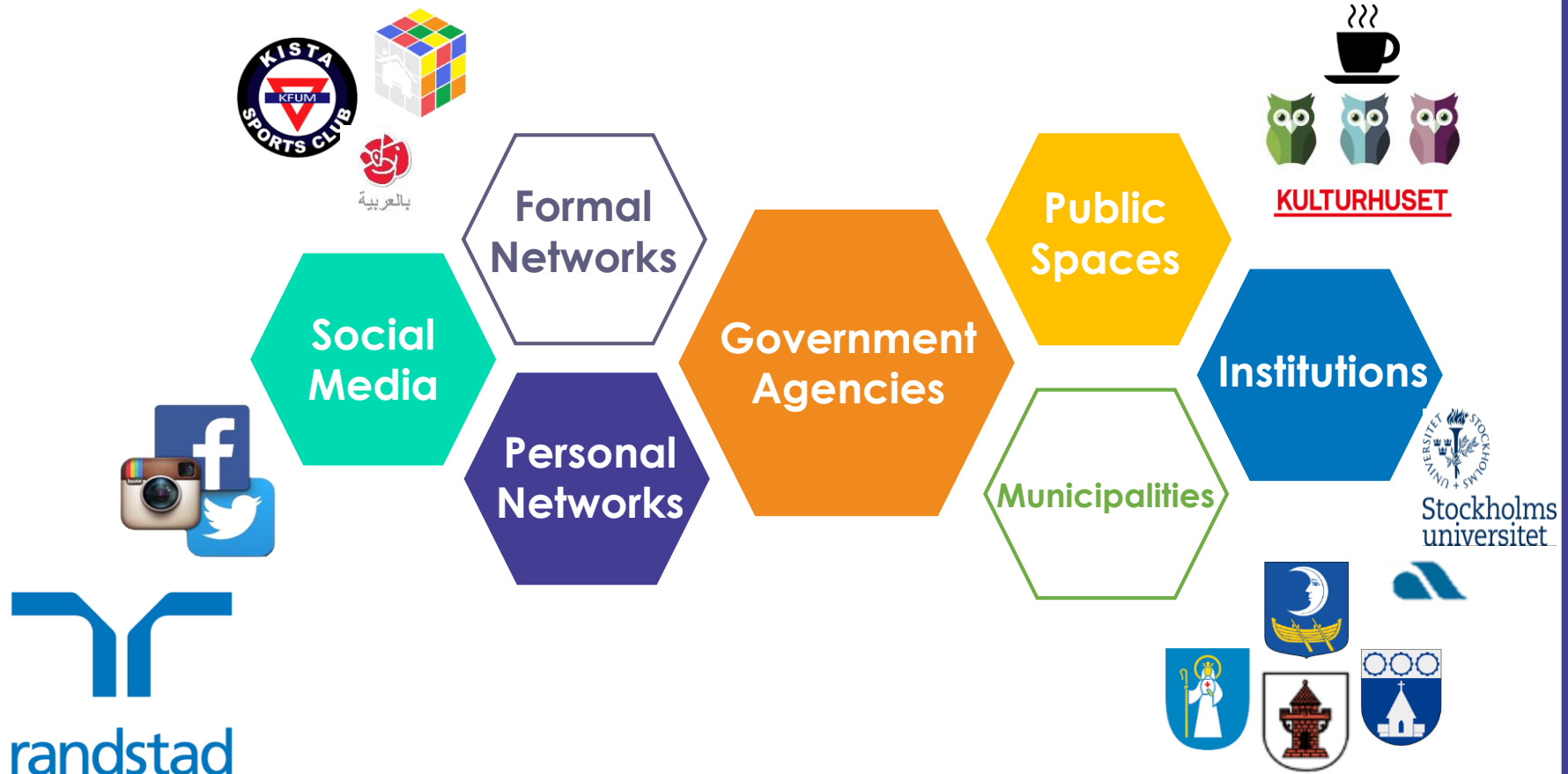
400 people from target group will participate

100 people will get permanent job

50/50 – men & women employed

REFUGEE PROGRAM

How do will we select refugees?



REFUGEE PROGRAM

How do will we select refugees?

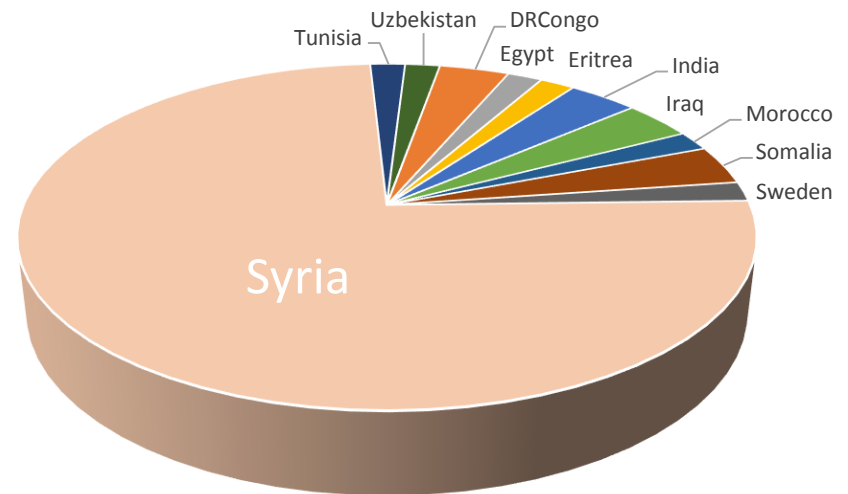
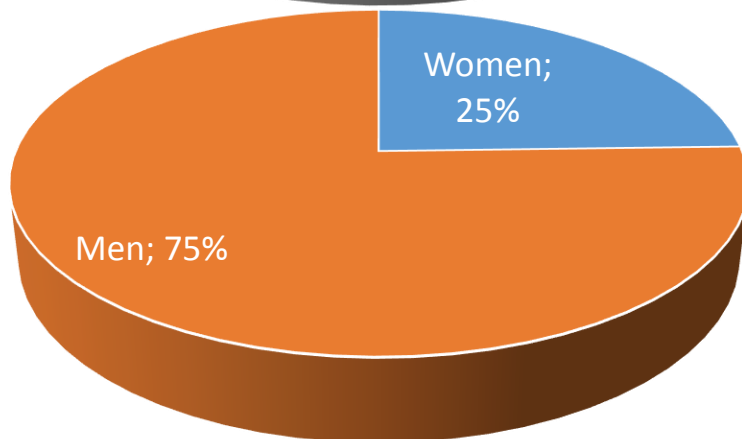
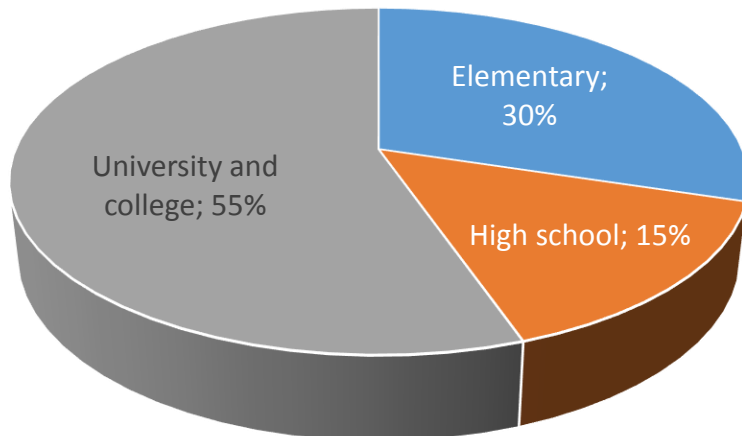


Example: Visiting Networks



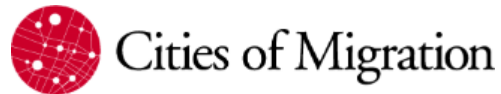
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What are the current outcomes?



Acknowledgements

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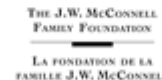
Fatma Hassan, Program Coordinator, Hire
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