



WORKPLACE AND
IMMIGRANT NETWORK
OF WATERLOO REGION

Who We Are

The Workplace & Immigrant Network (WIN) is a product of the Workforce Planning Board of Waterloo Wellington Dufferin, focused on establishing a centralized network that brings together immigrant jobseekers, and local employers in the Waterloo Region.

At WIN, our primary goal is to improve immigrant-employer connections in the Waterloo Region.



Professional Talent Gaps

- Credential Assessments
- Lack of knowledge of the local labour market
- Training opportunities
- Barriers to engagement with licensing bodies and regulatory colleges
- Lack of opportunities to showcase skills
- Lack of professional networks
- Personalized support



How we Support Immigrant Talent

- Individualized 1:1 Supports
- Individualized Local Labour Market Reports
- Individualized action plans
- Support with navigating licensing and regulatory bodies
- Workshops and Networking Events
 - Unlocking Opportunities in Advanced Manufacturing
 - Bridging the Gap in Construction -skill integration
 - Mastering Professional Interviews



Employer Gaps

- Budget constraints/ Limited resources
- Lack of HR Capacity
- Limited Awareness of FREE community resources
- Lack of information about foreign credentials and experience
- Legal and Compliance Concerns



SERVICES FOR EMPLOYERS

1:1 Supports:

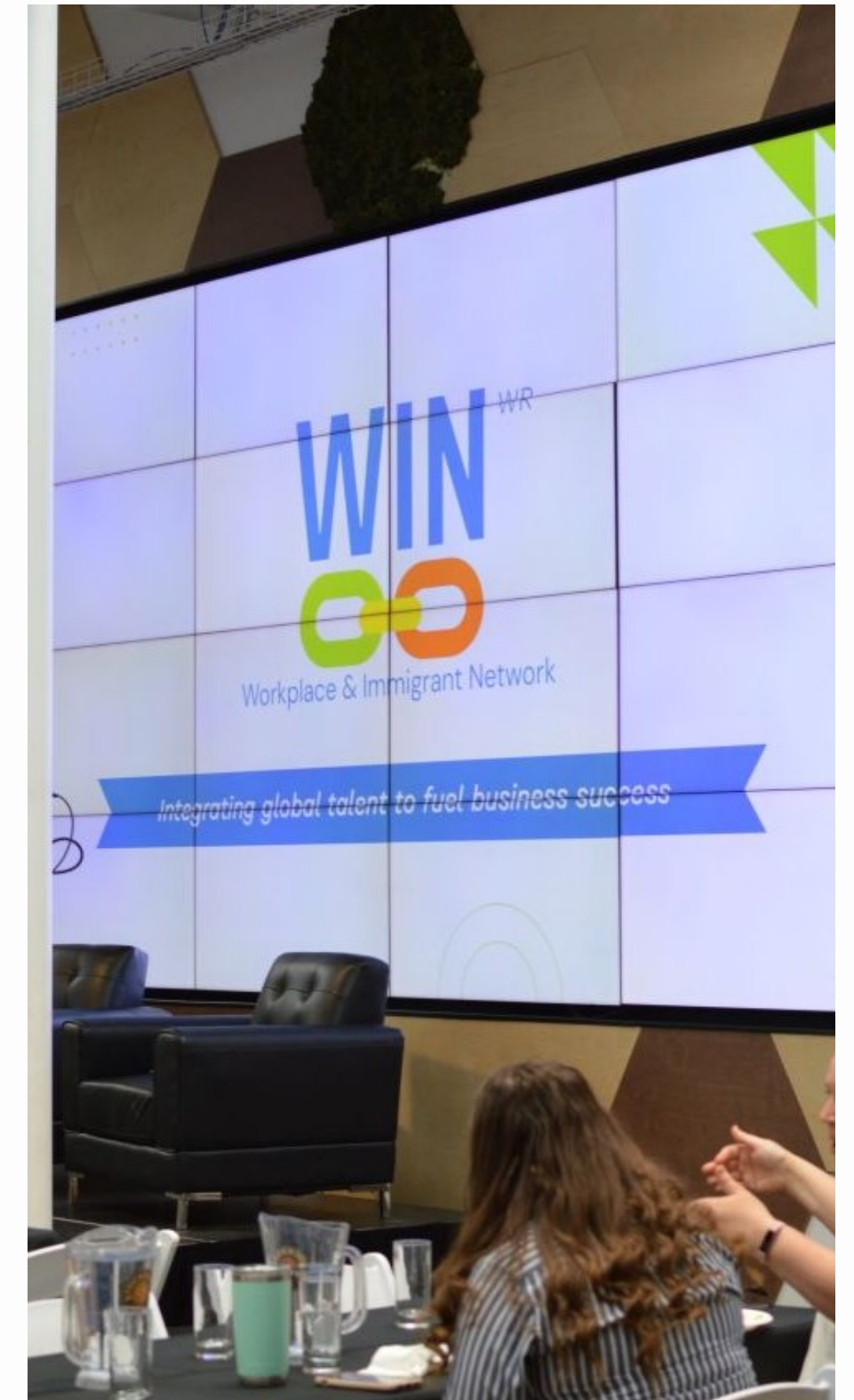
Expanded Talent Pool Access,
Access to Resources, Provide
In-house training to staff on
Intercultural Competencies

Workshops

Navigating Global Englishes,
Re-imagining Your Recruitment
Approach, Beyond One Size
Fits All: Understand & Support
the Region's Talent, Navigating
Grants & Immigration Pathways

Monthly Newsletters

Keeping employers
engaged by sharing best
practices through our
monthly newsletter” WIN
Insights”, Employers who
are doing it well are
spotlighted to share
strategies they have
adopted in their
immigrant integration
journey.



Community Impact

Engaged in talent partnerships, referrals, and ongoing reciprocal supports with:

- Kinbridge Community Centre
- KW Multicultural Centre
- YMCA
- YWCA
- Conestoga College
- CCRW
- Region of Waterloo
- Carizon
- CAWA
- NIROW
- African Women Alliance
- Reception House

Engaged in employer partnerships, referrals, and ongoing reciprocal supports with:

- Cambridge Chamber of Commerce
- Greater Kitchener-Waterloo Chamber of Commerce
- Small Business Community Network(SBCN)
- Uptown Waterloo BIA
- Grand Valley Construction Association
- Centre for Family Business(CFFB)
- Small Business Centre
- Waterloo EDC
- Economic Development Team, Region of Waterloo, City of Cambridge, City of Waterloo

Successes

Employer Focused:

- 117 Employers in workshops and networking events engaged
- 24 Employers engaged in 1:1 supports
- 5 direct hires
- Resource referrals to multiple employers
- Reviewed multiple job posting

Talent Focused:

- 58 PR supported, 28 are employed
- 17 are engaged in upskilling
- Supported over 40 non-IRCC approved clients through alternative methods
- 400 immigrants engaged through our workshops and networking events



Testimonials

Employer

“ Workplace & Immigrant Network, WIN, has been valuable to KEI in providing guidance, support, and retention training initiatives around diversity and inclusion in the workplace. The seminars have been thought provoking and we always walk away with great insight and ideas to incorporate into our practices to improve our workplace environment”

“[the]organization has been an amazing support to EAFWR and helping present some great candidates”.

Talent

“Overall, my experience with WINwr has been enriching, and I am grateful for the opportunity to be a part of such a dynamic and impactful program. I believe that the guidance and support offered by WINwr will continue to benefit job seekers in our community for years to come.”

“Your program was very helpful to me. Through your support, I was able to know the path I needed to take if I want to become a Nurse Practitioner or Medical Doctor in the future.”

MOVING FORWARD



- 3 Year funding approved through IRCC
- Potential expansion to other regions
- Continue to search for alternative funding options for non IRCC eligible candidates
- Revise resources for employers to support their immigrant integration journey
- Continue to expand outreach efforts to get employers ready for the current and future workforce

Thank You



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