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Issue 43 • March/April 2012

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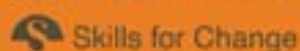
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Finding Employment in Engineering

Who hires engineers? It's almost easier to say who doesn't. Engineers are the cogs who keep the wheels of industry turning. Getting natural resources out of the ground requires water resources engineers, forest engineers, metallurgical, petroleum and mine engineers. Process and materials engineers make those raw materials market-ready, and mechanical engineers design the machines that use the

raw materials to manufacture goods.

It could be said that engineers build and maintain the infrastructure that permits and supports our entire quality of life. Construction, power generation and telecommunications all employ thousands upon thousands of engineers.

But those are far from the only places that hire engineers. Candy maker Mars Canada hires engineers,

as does seafood processor and marketer High Liner. From toy-makers to weapons makers, from construction to demolition, you'll find engineers behind the scenes almost everywhere you look. Even the Canadian Security Intelligence Service (CSIS) – employs engineers and engineering technologists.

All of this speaks to the fact that there are more and different employment possibilities out there than you've ever dreamed – and that if you gain as much knowledge and experience as you can, work hard and keep an open mind – you should eventually become well-employed in your field.

So Why Are You Having Trouble Finding a Job in Your Field?

Immigrant advocacy groups have long protested that regulated professions unfairly create and maintain barriers that keep immigrants from succeeding. If there wasn't some truth to this, the province of Ontario would never have needed to establish the Office of the Fairness Commissioner in order to ensure transparency, objectivity and impartiality. During their assessments of practices and procedures, Fairness Commissioner Hon. Jean Augustine says "We have

found more commendable practices than inadequate ones."

2006 Stats Can data showed that 52% of immigrants "from a field of study that typically leads to a regulated occupation" had engineering degrees. Among non-immigrants, engineering was the second after teaching, at 17%. So the competition for engineering jobs is fierce among internationally-trained engineers. Foreign-educated immigrants living in Ontario have a 24% chance of finding a career match in their field of study. While these are better than the match rates in Quebec and BC, the match rates for immigrants across the country was less than one-half the match rates of the Canadian-born engineers.

Despite these discouraging numbers, it is a fact that the regulators for Engineers and Engineering Technologists and Technicians across Canada have been working hard and making progress toward the goal of increasing accessibility for Internationally-Trained Professionals. The engineering associations and regulatory bodies including PEO, Engineers Canada, OSPE and OACETT, all recognize the need to improve access to suitable employment for Internationally-Trained Engineers.

CAPE – The Council for Access to the Profession of Engineering – an advocacy, employment and support group for Internationally-Trained Engineers – works

tirelessly to improve the prospects for foreign-trained engineers. In its mission statement, CAPE states that it will not promote the under-employment or under-utilization of the skills of its members. CAPE also states that it focuses on employment rather than licensing of its members.

The Canadian and international regulatory bodies have all done their best to make the process of transferring your skills fairer, faster and easier. As an individual, it's good to know that regulatory changes are being made on your behalf – that somebody is working to make the process easier. But that in itself is unlikely to get you the job you are looking for. What else can you do?

Assessing and Making the Most of Your Skills

When the system doesn't work in your favour, you must learn to adapt.

Perhaps you set your short-term expectations too high. You may feel that your education and experience speaks for itself. But the more you think about it, the more you will likely appreciate that you need to understand the intricacies of your profession in a Canadian context, including weights and measures, materials, minimum quality and safety standards and regulations. Consider how guidelines that work well in one climate may not be suitable in a completely different



Engineering CONNECTIONS

ACCES Employment's highly successful Engineering Connections bridging program provides internationally trained professionals with the support they need to launch their careers in Canada. The program was designed in collaboration with key stakeholders and focuses on sector specific workplace communication, employment preparation, job search and project management training.

Engineering Connections is supported by:

Funded by: Citizenship and Immigration Canada

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Ontario receives support for some skills training programs from the Government of Canada.

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climate. Building materials, mechanical parts, viscosities, acceptable stresses and tolerances – you name it – they are simply not the same from country to country. Neither are educational standards. The more international experience you have, the more likely it is that you have dealt with and learned to understand these issues in the past.

It is vitally important for you to figure out where you stand as quickly and realistically as possible. If you can start applying for licensure to PEO or OACETT before you even arrive in Canada, do it! It is one thing to discover you're not qualified to work as a professional engineer in Canada a month or two after you arrive, and another thing altogether to make the same discovery after you've been here for 18 months and your savings are running out. The sooner you can determine how far you are from your goals, the more easily you can make

plans that work within your budget and your timeframe.

Your actual education may become less important in the short term than having a positive attitude and an open mind, if your education and skills won't immediately get you where you want to be. Rather than thinking about what you can't do, you have to think about what you can do. So if you can't get license to work as a professional engineer, it makes sense for you to identify how to use the skills you do have to get the best job available to you. Sometimes it makes sense to take a job that is below your skill level in order to get the income and Canadian experience you need to reach your long term goals.

Find out as much as you can about bridging programs to help you get a job in your field. There may be related courses that you can take from a community or career college that will take advantage of your skills

and give you a launching point. If you hold out too long for the perfect job, you could find yourself empty-handed – having to take a survival job just to get from one day to the next. That can be a very hard cycle to get out of. So instead of the perfect job, look for “a good job” that pays a decent wage, that has room for advancement and will give you an opportunity to improve yourself, that will give you the time and money to take other programs or courses. It may take a hundred baby steps to get where you wanted to be, but if you're determined and have a positive outlook you can get where you want to go.

Bridging Programs

Read the Partner Profiles in this issue to learn about the bridging programs for Internationally-Trained Engineers available at ACCES Employment, Humber College, OSPE, Ryerson University and the Toronto and Region Conservation Authority – plus related opportunities at George Brown College and Laurentian University (Professions North/Nord).

Who are the largest employers of engineers in Ontario?

As far as individual employers go, the list of Ontario's largest employers

of engineers would have to include Bombardier Aerospace and TELUS, both of whom have tens of thousands of employees in Canada. Hatch Limited expanded their staff by 3000 people over the last two years. Ledcor Group of Companies hired over 1200 people last year.

Many Canadian employers have Engineer-in-Training programs, including agricultural products supplier, Agrium; uranium mining company, Cameco; Golder Associates Ltd; and Bombardier Aerospace.

TELUS is one of Canada's largest employers, with over 20,000 full time employees and an impressive percentage of staff and management who are visible minorities. Other big Ontario employers who hire a large number of engineers include construction giant Ellis-Don, Enbridge, Hydro One, Toronto Hydro and Ontario Power Generation.

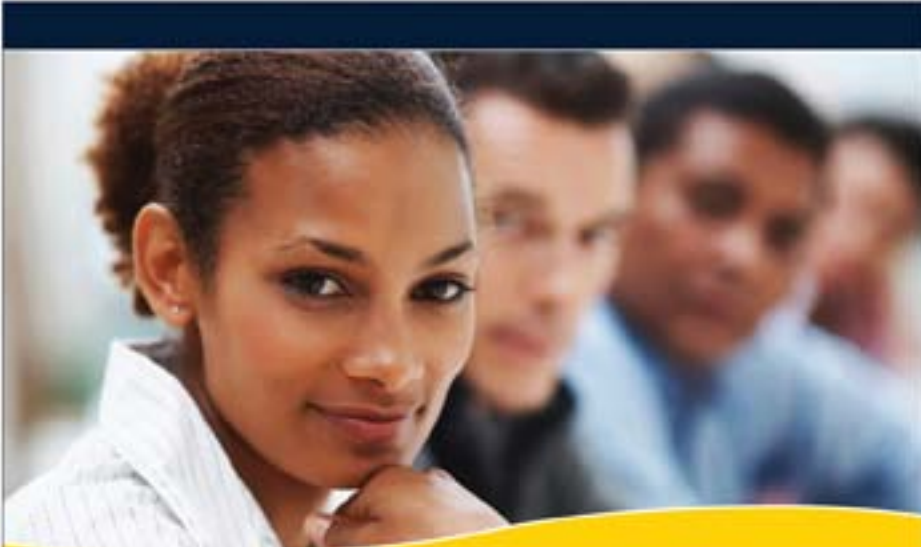
There are some real advantages in looking for engineering careers at the major international engineering firms. Being global, most of these companies need staff who can communicate in other languages and adapt to the cultures of the countries where they set up operations. Examples of companies like these are SNC-Lavalin, Intergraph, CDI Corporation, Holcim and CH2M Hill. Hatch Ltd. – an employee-owned consulting engineering firm, providing services to the mining, metallurgical, energy, manufacturing and infrastructure industries – had over 600 jobs listed on Eluta.ca last year – which would certainly make them a major Canadian employer of engineers..

The editors of Canada's Top 100 Employers in partnership with ALLIES, a joint initiative of The Maytree Foundation and The J.W. McConnell Family Foundation, had a Best Employers for New Canadians competition And the winners included a number of firms that employ significant numbers of engineers, including CH2M Hill, Bombardier, TELUS, City of Mississauga and Xerox.

Historically, Internationally-Trained Engineers in Canada have not had an easy path, and while the prospects won't improve miraculously anytime soon, steady progress is being made as governments, industry associations,

settlement sector agencies and employers work together to bring about systemic change. As an engineer looking for work in this system, the best you can do is follow and take advantage of developments, keep your eyes and ears open for opportunities, and move forward with a positive attitude, an open mind and a solid work ethic. So that when your opportunity comes, you'll be able to recognize it and give it everything you've got. Every engineer who succeeds in Canada makes it easier for others following in his or her footsteps. Because every time a company has a good result from hiring an Internationally-Trained Engineer, it's more likely that they will hire the next ITE who walks in the door. Let's hope one of them is you.

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**Newcomers create new possibilities.
So do professional engineers.**

PROFESSIONAL ENGINEERS ONTARIO (PEO) is proud that among its 75,000 licence holders are individuals from around the world whose distinctive perspectives help to enrich the lives of us all.

Our Financial Credit Program allows qualified newcomers to apply for a licence at no cost and you do not need to be a Canadian citizen or a permanent resident to obtain a licence to practise professional engineering in Ontario.

For more information on PEO licensing requirements visit our website at www.peo.on.ca or call us at (416) 224-1100 or 1 (800) 339-3716.

Professional Engineers Ontario

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Partner Profile: Associations/Bridging Ontario Society of Professional Engineers OSPE

Bridging programs help ITEs succeed in Ontario

By Helen Tam and Aarthi Vig

Thanks to funding from the Government of Ontario, the Ontario Society of Professional Engineers (OSPE) has offered two Bridge Training Programs since 2009 to help speed the integration of internationally trained engineers (ITEs) into Ontario's labour market. Developed by OSPE and offered in partnership with WoodGreen Community Services - Immigrant Services, OSPE's Bridging Internationally Trained Engineers to Job Readiness in the Green Economy program is currently offered in Toronto and Kitchener-Waterloo.

This unique program prepares ITEs for engineering careers within Canada's green economy, a sector that has been driving jobs and economic growth in recent years. Since the inception of the program in 2010, over 230 ITEs have gained vital insights into the engineering profession in Ontario and, specifically, opportunities within the province's green economy.

"I have been recommending this program to new immigrants," says R. Ibazebo, a program graduate who is now employed as a project coordinator with an energy conglomerate that has worldwide operations in utilities, power generation and related services. "Knowledge and soft skills learned in the program helped in no small measure in achieving [my career] objectives. The mock interview session with WoodGreen was very helpful."

With 42 hours of classroom training, the program provides an in-depth understanding of the historical, legal, social, political and cultural background of the growing green economy sector. Participants also learn about the culture of the Ontario technical workplace—vital information that can help graduates succeed. Then participants work with an employment consultant, who provides job development and counselling support customized to the individual's needs.

Since 2009, OSPE's Examination Skills Preparation for Internationally Trained Engineers program has supported ITEs wishing to write the Professional Practice Examination (PPE), administered by PEO, which is an essential component of the P.Eng licensure process. Of the more than 100 participants who have completed the program and written the exam, 90 per cent have successfully passed the PPE.



"It was an important milestone on my path for success," says M. Khalef, a program graduate who passed the PPE in April 2011 and has recently applied for a full licence with PEO.

Facilitated by lawyers, engineers and ESL instructors from the field, the Examination Skills Preparation program is tailored to the specific needs of ITEs who often lack the confidence and experience to succeed at writing essay-based examinations. The 30 hours of classroom instruction provides a solid foundation in Canadian law and ethics, while also addressing gaps related to exam-writing in the Canadian context.

"This OSPE Bridge Training Program helped me to prepare for the PPE exam on both engineering law and ethics. I was able to write and handle the PPE exam without problem after taking this course," says 2011 participant D. Xu.

For many, the road to employment and licensure is marked by one milestone at a time. OSPE's programs aim to bring each ITE one step closer to meeting the ultimate goal—to translate engineering knowledge and skills into a rewarding career in Canada. For more information about how these proven programs might assist you, please visit our website at www.ospe.on.ca or contact us:

Bridging Internationally Trained Engineers to Job Readiness in the Green Economy:

Helen Tam, htam@ospe.on.ca, 416-223-9961, ext. 232.

Examination Skills Preparation for Internationally Trained Engineers:

Aarthi Vig, avig@ospe.on.ca, 416-223-9961 ext. 238.

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Partner Profile: Associations Professional Engineers Ontario PEO

Valuing Newcomers

In Canada, the P.Eng. designation represents the highest standards of engineering knowledge, experience and professionalism. It tells employers that you are committed to engineering excellence; that you have the right skills, education and attitude; and that you're a responsible professional with proven problem solving abilities. To practise professional engineering in Canada, you must obtain the P.Eng. licence in the provincial/territorial jurisdiction in which you are employed. In Ontario, only those individuals who have demonstrated that they possess the necessary qualifications and have been licensed by Professional Engineers Ontario (PEO) can call themselves professional engineers, take responsibility for professional engineering work and use the P.Eng. title.

A leader among regulators in Canada, PEO has worked hard for many years to enable newcomers to better use the skills, education, and experience they bring with them. Since 2000, applicants from over 1000 institutions world-wide have been granted licences by PEO. One-third of the association's 75,000 licence holders were educated outside of Canada.

To help ensure that newcomers arrive in Ontario with full knowledge of our licensing requirements and a head start, PEO enables prospective immigrants to begin the process from outside Canada, before they finalize their immigration plans, and to continue the process when they ar-

rive. Its website (www.peo.on.ca) includes information on licensing requirements, application procedures and downloadable application forms.

To help international engineering graduates obtain experience for licensure, PEO created the provisional licence in 2003 for applicants who have met all the requirements for licensing as professional engineers except the required 12 months work experience under a Canadian professional engineer. A provisional licence tells potential employers that the holder is qualified academically and has demonstrated knowledge of the profession's high professional practice and ethics standards.

In 2007, PEO introduced the Engineering Intern Financial Credit Program (FCP) to remove potential economic hurdles to licensure application for engineering graduates and newcomers to Canada.

Under the program, international engineering graduates and Canadian university graduates may be eligible to apply for a licence at no cost and be enrolled in the first year of PEO's Engineering Intern (EIT) Program. Full details on the program are available at www.peo.on.ca/FCP/FCP1.html.

"While a professional engineer licence is not required for engineering employment in Ontario when a professional engineer supervises and is responsible for the work, most employers want to know if a prospective employee would be eligible to become a professional engineer," says PEO President J. David Adams, P.Eng., MBA, FEC.

"Our process provides a front-end assessment of credentials and through the EIT program applicants and their employers are guided to complete the remaining requirements for licensure"

In 2010, at PEO's request, the provincial government eliminated the requirement to be a citizen or to have the status of a permanent resident of Canada to obtain a P.Eng. licence, provisional licence or limited licence. Now, qualified applicants may arrive in Canada with many of the licensing requirements already met so they can enter the engineering workforce sooner.

For more information on obtaining a licence to practise professional engineering in Ontario, visit www.peo.on.ca.

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Partner Profile: Associations OACETT

The Organization for Engineering Technicians & Technologists



OACETT is a professional association of over 24,000 engineering technicians and technologists. Established in 1957, OACETT confers professional designations, C.E.T. (Certified Engineering Technologist) and C.Tech. (Certified Technician) in 15 disciplines of engineering and applied science technology.

Internationally trained engineering professionals who have at least 6 post-secondary, academic credits from a recognized engineering or applied science technology program are eligible to join OACETT. Becoming a member provides professional recognition, networking opportunities, access to employment resources, salary information and discounts on various products and services. Earning the C.Tech or C.E.T. designation can enhance employment opportunities as a growing number of positions require certification and create greater earning potential as certified members on average earn more than those not certified. 23% of OACETT members have an international background. Many have successfully used their OACETT membership to mobilize their career. A one time application fee of \$196.20 plus the annual dues of \$202.65 are payable upon submission of the application.

Many internationally educated engineering professionals have joined OACETT which has given them valuable professional recognition to help them secure that all important Canadian work experience. Generally, ITP members are able to quickly move through the certification process and earn the C.E.T. or C.Tech. designation in short order. To assist members in their job search, OACETT has networking opportunities through their chapters and exclusive access to CTEN, a career site where members may post their resume and browse the hundreds of job postings.

If your application to become a professional engineer is turned down your Engineering Degree from Nepal or Chile or any other country that wasn't a part of the Washington Accord,

your academic credentials may well qualify you meet OACETT's certification requirements to become an Engineering Technologist or Technician. Once you've applied for membership, OACETT will review your transcripts and provide a specific assessment.

The Ministry of Transportation of Ontario requires mandatory certification of road construction contract administration consultants. OACETT offers a Road Construction certification program for technicians and technologists. The designations, representing the three required

categories of workers are, "rcca" (road construction contract administrator), "rcsi" (road construction senior inspector) and "rcji" (road construction junior inspector). For additional information on the requirements, please go to their website at www.oacett.org. CNM



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Partner Profile: Bridging Humber College ESSE Program

Bridging to Employment with Humber College

Luis is an accomplished, internationally trained Civil Engineer with over 10 years of experience in the oil and gas industry, primarily working in engineering, procurement and construction management projects. He is also a skilled Structural Designer, proficient in both 2D and 3D design software. Today, Luis is working in Alberta as a Structural Engineer in Training (EIT) with AMEC, one of the world's leading engineering, project management and consultancy companies. Luis considers himself fortunate to have been offered this opportunity and knows he couldn't have done it alone.

Luis started his career in Venezuela where he earned a Bachelor's Degree in Civil Engineering. He studied for a Master's Degree in Structural Engineering and Seismic Resistant Design while working as a Structural Engineer. After arriving in Canada in 2009, Luis worked on improving his language and communication skills before applying for and being accepted into Humber's Engineering Software Skills Enhancement (ESSE) Program, a bridging program for internationally trained civil, electrical and mechanical engineers, funded by the Government of Ontario and the Government of Canada. Its courses in Revit, AutoCAD, Project Management, Safety Standards, SolidWorks, Construction Estimating, Ontario Building Code (OBC), and Quality Concepts gave him the technical and software skills he needed to make himself more marketable to employers.

More importantly, the program offered job search supports and advice. From the start, Luis was open to suggestions offered by staff, and revised his resume and improved his LinkedIn profile. His hard work started to pay off even before graduation from the ESSE program, when he received invitations for job interviews from top employers, and after a telephone interview with AMEC was offered his current position.

Humber College, one of Canada's leading educational institutions has helped many talented people like Luis achieve success. Dedicated to helping all learners succeed, Humber's academic programs combine a solid academic foundation with practical learning. Serving more than 22,000 full-time and 56,000 part-time students, Humber offers a wide-range of career-focused opportunities for students to personalize their educational path. The college's 150 full-time and 200 continuing education programs include four-year baccalaureate degrees, two and three-year diplomas, and one and two-year certificates.

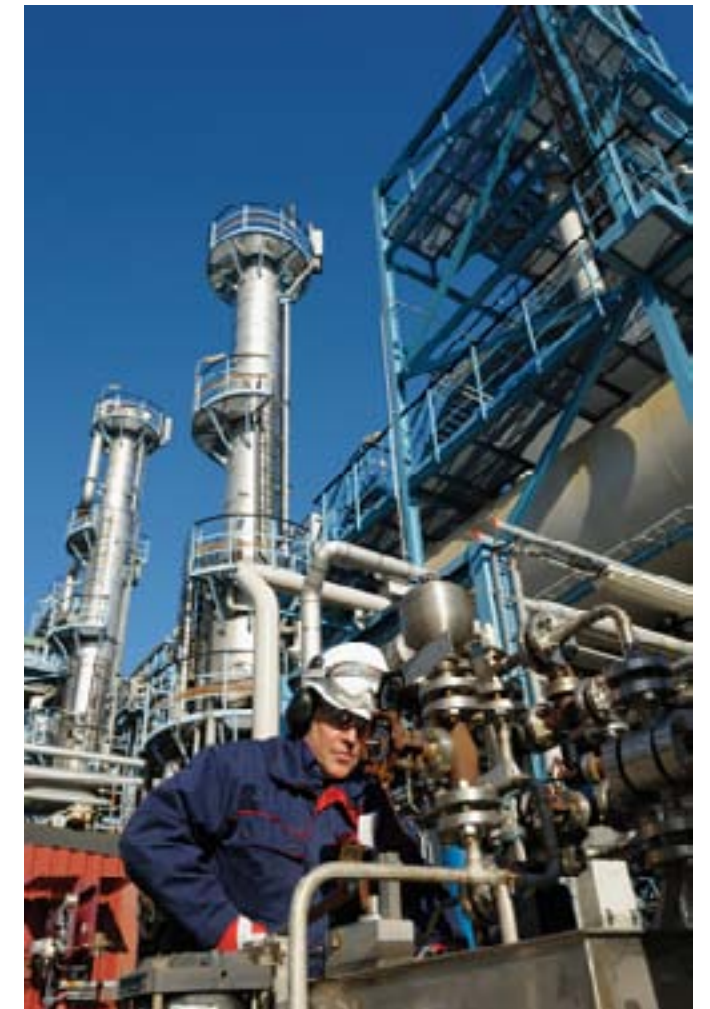
Along with government and community partners, Humber has been able to offer a number of programs to help launch internationally trained professionals into the Canadian labour market – such as language training, pre-entry advising, employment services and of course, bridge training. "We

recognize the value, skills and contributions that internationally trained professionals bring to our society and it's important that we provide learning opportunities that will allow them to make the transition to employment and education quickly and easily," says Geraldine Babcock, Director of Humber's Community Outreach and Workforce Development office.

Luis benefitted from these opportunities at Humber and in early January 2012, he relocated to Alberta to embark on his engineering career in Alberta. In a few short months, his wife will complete her work in Ontario and will join him in Calgary. In the spring they will welcome the arrival of their first child, another reason to celebrate and appreciate what life has brought them in Canada.

For more information on how Humber can help you achieve success in Canada, see www.newtocanada.humber.ca.

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Note: The views expressed in this article are the views of Humber College and do not necessarily reflect those of the Government of Ontario and the Government of Canada.



Expanding Horizons for Engineers

Northern Ontario is rich with opportunities for engineers

Mining projects are booming in Northern Ontario with everything from chromite to gold. Of note is the area, called “The Ring of Fire”, which is in the James Bay Lowlands, where a major mining exploration project is currently taking place.

Both Open Pit and Underground mining is occurring. There are opportunities in this field for most disciplines of engineering. Mine owners and developers need engineers to help run the mines once they are built. Before that, engineering consultants and geologists perform preliminary economic analysis. If it appears that a mine is viable, further design efforts are undertaken with feasibility studies to determine more closely the costs of development and operation for the facilities. If a profitable mine is still indicated and financial backing obtained, the detailed engineering design can begin. Most often, a facility (mill) for crushing, grinding and initial metal separation is required to concentrate the final product for shipping to a smelter.

In these processes, engineering and technical people are required to perform the civil, structural, mechanical and electrical engineering designs to construct a mill and to plan and excavate a mine. Internationally-trained and experienced engineers are valuable to the continued success of the North. The demand for technical professionals far exceeds the existing supply of talent currently available in the North. Outside resources are required to provide the depth of experience and the quantity of personnel needed to satisfy the growing demands of the mining industry in the North.

Professions North/Nord: Support for Internationally- Trained Engineers

Professions North/Nord (PNN) works with internationally-trained professionals (ITPs) to leverage their global education and experiences so that they can obtain employment in their field. PNN also provides assistance to help them adapt to the Canadian workplace. PNN is funded by the

Government of Ontario under Laurentian University's Faculty of Management. As a result, services are offered free of charge to eligible candidates.

- Their bilingual services include:
- Portfolio Development
- Intercultural Communication for the Canadian Workplace
- Bridging to Accreditation
- Networking, Mentorship, Work Placement

These services offer the ITP valuable tools to pursue their engineering career. With this preparation they can look forward to employment connections in Northern Ontario, where opportunities abound for qualified engineers.

For further information on Professions North's services, including how to register, visit: www.professionsnorth.ca. For many resources on immigrating to Northern Ontario cities such as North Bay, Sault Ste. Marie, Sudbury, Timmins and Thunder Bay visit: www.immigrationnorthernontario.ca. For information on the Professional Engineers of Ontario visit: www.peo.on.ca.

Take the bridge to success today!

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Connecting Talent with Opportunities



Environment, Water Resources, Water/Wastewater, Transportation, Municipal, Civil, Geotechnical, Hydrogeology, Mining and Exploration, Solid Waste, Air/Emissions, and Renewable Energy.

PAIE's competitive curriculum is developed and delivered by TRCA managers, regulators, employers, industry experts, professional trainers and educational institutions. This enables the program to deliver highly relevant training informed by the most current industry practices, designed to ensure that PAIE participants hit the ground running. During the program participants access over 200 hours of targeted, industry-specific technical and soft skill training covering current engineering practices

such as stormwater and floodplain management and low impact development, project management, legislation including the CA's Act, OWRA, EA Act, EPA, Clean Water Act, and the Brownfields Act, and technical software packages such as ArcGIS, HEC-RAS, and Visual OTTHYMO to name a few.

As one of the largest environmental employers in Ontario and a highly-regarded leader in the green economy, TRCA understands the shortages in the labour market and the necessity of attracting and recruiting international professionals to fill those gaps. With jobs in the Canadian environmental sector being created much faster than the workforce is growing, TRCA strongly believes that it is critical that global talent and expertise be harnessed in order to effectively address and overcome the environmental challenges of our time and we pride ourselves on our ability to recruit and foster incredible talent.

They are entering another exciting phase of the PAIE Program and will be accepting applications as of April 2012. Visit their website (www.trca.on.ca/paie) and follow them on Facebook, LinkedIn, and Twitter to be the first to receive important updates and notifications.

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The PAIE Program is an innovative, employer-led Ontario bridge training program that connects highly skilled Internationally-Trained Engineers and Geoscientists with employers seeking qualified talent.

PAIE is developed and led by Toronto and Region Conservation (TRCA) in collaboration with Professional Engineers Ontario (PEO) and the Association of Professional Geoscientists of Ontario (APGO), funded by the Government of Ontario and the Government of Canada. This program links employers in TRCA's network with highly skilled candidates to fulfill hiring needs in the environmental sector, while helping newcomers to obtain valuable Canadian experience and obtain a professional license as a Professional Engineer (P.Eng.) or Professional Geoscientist (P.Geo.) through a 12-month paid work placement.

PAIE works directly with a rapidly growing network of over 50 like-minded employers in both the public and private sectors including York Region, Cole Engineering, and Dillon Consulting. Through leveraging TRCA's vast employer network, PAIE has achieved an employment success rate of over 90% for their participants, who are working in their professional field, earning an average of \$55,000 annually.

This program is a highly specialized service designed for Engineers and Geoscientists working in the areas of

Employer profile: HATCH

A World-Wide Field of Opportunities

When you think of firms that lead Canada's worldwide reputation for engineering excellence, Hatch comes automatically to mind. The scope, size, and quality of the projects they undertake doesn't just make them a world leader in their field. Their work changes economies throughout the world, and results in the improvement of many people's lives.

Who is Hatch looking for?

"We're looking for great people, no matter where they come from," says Ian Cluroe, Hatch's Global Director of Marketing and Communications. "We hire a lot of engineers all the time, and we need them to deliver projects that help our clients receive economic benefit."

Owned by its employees, Hatch is more than just engineering. It's a multidisciplinary firm that has been providing the Mining, Metallurgy, Energy, and Infrastructure sectors with engineering, process development, project management and construction management services for the last 80-plus years. A Canadian company with offices in 65 countries, Hatch has project experience in more than 150 nations of the world. The firm currently has 35 billion dollars in projects under management... and even in the world's currently lean economy, they're expanding all the time.

Hatch hires professional engineers in Canada – both newcomers and Canadian-born – by making use of the firm's strong recruiting team. They're very proactive about reaching out to find new talent for the firm's ever-expanding project list. Hatch needs all types of engineers, especially those whose skills apply to the mining, metallurgy, energy, civil engineering, and structural engineering branches of the field. "We also need good project managers," says Cluroe. "Besides people with good raw engineering skills and qualifications, we need people who can understand a project from a business perspective as well as an engineering one. We need team players, good communicators, and those who don't mind working all over the world."

In fact, because of the global nature of Hatch's business, they actively recruit newcomer engineers who speak languages other than English, for clear and accurate communication with their many overseas clients. Good communication is one of the cornerstones of Hatch's success. Their corporate culture demands more than just a job well done; they believe in doing the right job for their clients, keeping lines of communication open so that customers receive the maximum benefit of their services.

Respect is part of the corporate culture at Hatch, too. Colleagues treat each other as equals, regardless of nationality, culture, language, origin, beliefs, or gender. The men and women working for Hatch value discipline, safety, quality of work, and continuous improvement on every job they do.

Hatch's continuous excellence receives frequent public recognition. Their Toronto-York Spadina Subway Extension Project won Bentley's Be Inspired Award for Innovation in



Rail and Transit, beating 56 other finalists. The criteria for the award included lowering maintenance costs, improving knowledge and reliability of the assets, managing railway real estate, changing and renewing existing infrastructure, designing and building new infrastructure, and planning integration in an urban setting. And this March, Hatch was named one of Canada's 50 Best-Managed Companies – for the sixth time. This is the country's premier award for excellence in Canadian-owned and -managed firms whose revenues exceed \$10 million. The award recognizes that Hatch has created many thousands of jobs, achieved sustainable growth, outperformed their competition, and achieved excellence in their field, both in Canada and around the world.

Currently, Hatch is working on a large number of projects that need engineers – everywhere in the world, from China and South Africa to Australia, South America, North America, and the Canadian Arctic. They have hired 3000 people in the past two years alone. And if Hatch believes you're good hiring material, they offer lots of additional ways for you to advance your career: wide-reaching professional development programs, online and in-class training, constructive mentoring, and in-depth career assessments. They believe in helping their employees to reach their highest potential, meet their clients' needs, and succeed in the company. Hatch employee programs even include social and team-building events and networking opportunities, which are especially useful to newcomers adjusting to life in the Canadian workplace.

What advice would Hatch give to newcomer engineers looking for employment in Canada? "Besides having the skills and qualifications, networking is the most important thing," says Cluroe. "In this field, everybody knows each other. If you have solid skills and you get your networking connections together, more people will find you."

If you're a new Canadian in the engineering field, you should probably take note of this opportunity. Hatch may be trying to find you already.

CNM

Partner Profile: Welcome Centre

Employment Help in York and Durham Regions

Finding a job can be a challenge for anyone. But it is even more difficult for newcomers and immigrants who don't know their way around the community and haven't had the time to develop a network, which is key when looking for work. Although newcomers may bring a wide variety of employment skills and experience to their search for employment in Canada; many are unfamiliar with Canadian job search practices.

All of these challenges can be addressed at seven Welcome Centres now open in York and Durham Regions.

All of the Centres offer a wide range of employment supports to assist newcomers and immigrants with their job search needs. These supports are delivered through one-to-one assistance or in a group setting in the Job Search Workshops Program – whichever works best to meet the individual needs and employment goals for the client.

Staff are available to assist with developing the skills and tools needed to find work including resume and cover letter preparation, use of research tools (Internet), interview readiness and explanation of – or in some cases experience with – workplace practices, and information about Canadian employers and the labour market. Job Search Workshop Facilitators provide a safe environment in which clients are able to learn and develop the skills to successfully navigate the world of Job Search in Canada.

A Resource Area at each Centre offers staff-supported access to computers, Internet connection, faxing, photocopying and telephones. A Job Board houses both employment opportunities and labour market information for clients to review. The Resource Area offers information specific to the cultures and activities in the community. It often becomes a gathering place for clients to talk, network and share.

In York Region's Welcome Centres, Employment Settlement Specialists are available to provide one-to-one assistance including career exploration, Return to Work Action Plans and job search coaching, as well as referrals to other services and programs if required, giving structure and momentum to the job search process.

Welcome Centre Immigrant Services provide a one-stop service under one roof designed to guide and support immigrants through the maze of information and resources. Each Centre offers core services including: Settlement Services, English Language Classes, Employment Supports, Accreditation and Qualifications Information. Other services are also offered at each Centre, based on each community's needs. For more information about Employment Services and the Welcome Centres, call 1-877-761-1155 or visit the website at www.welcomecentre.ca.

The Welcome Centres in York and Durham Regions are funded by Citizenship and Immigration Canada. CNM

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1-877-761-1155
info@welcomecentre.ca www.welcomecentre.ca

Funded by: Citizenship and Immigration Canada Financed par: Citoyenneté et Immigration Canada

Partner Profile: Bridging Skills for Change

Paving a Road to Employment

With immigration accounting for nearly all workforce growth as well as total population growth in Ontario, you'd think immigrants were doing well. But Stats Canada reports that immigrants are falling behind economically. This should set off alarm bells across the country.

This immigration growth will continue. Canada's economy will suffer if it doesn't. But the well-being of newcomers to Canada must grow along with it. Skills for Change Executive Director, Cheryl May, says, "As our workforce becomes more culturally diverse, Skills for Change aims to provide practical solutions and social initiatives to make sure that everyone has equal access to opportunities. But while the process requires each and every one of us to get involved, achieving the goals is not something that any individual or organization can accomplish by themselves."

Progress is made when the settlement sector works together, when the changes become systemic rather than isolated. This truth has been recognized by the movers and shakers in the settlement sector for years, and was one of the main motivations behind the formation of CASIP, the Consortium of Agencies Serving Internationally-trained Persons, of which Skills for Change is a founding member.

In that spirit of collaboration – and with funding from the Ontario Ministry of Citizenship and Immigration – Skills for Change is hosting the Conference for International Engineers on March 30th at MaRS Centre in Toronto. Their co-hosts for the event are a collaboration of partners – service providers, educators, regulatory bodies and interest groups that care about improving opportunities for internationally-trained engineers in Canada sponsoring the three break-out sessions, participating in the Ontario International Engineering Success Awards and introducing internationally-trained engineers to new programs, ideas and strategies for moving ahead in the green economy.

Skills for Change has always been head-first and hands-on. Its pilot program in 1983 was an office training course that successfully prepared a group of Southeast Asian women for full-time employment. Today, a wide range of accelerated programs are offered to fit the needs of people arriving from all parts of the world.

The Trades Win Program helps internationally-trained HVAC mechanics, plumbers, millwrights, construction/maintenance electricians and industrial electricians get the qualifications they need to find work in Ontario.

The Career Transitions for International Medical Doctors Program "is a must for any medical doctor immigrating to Canada", says University Health Network, Clinical Research Coordinator, Andrea Morillo.

Following the Conference for International Engineers at MaRS Centre are Pioneers for Change – the 20th anniversary

of the celebrated Pioneers for Change Awards, on June 5th; The second annual Mentorpalooza! in August; The third Diversity@Work conference in November; plus numerous Workshops & Information Sessions throughout the year.

If you're setting the course for your career in Canada, visit the Skills for Change website at www.skillsforchange.org. You can also drop in at 791 St. Clair Avenue West in Toronto, their Brampton office focused on trades and engineering, or either of their two new Employment Centres in Toronto (at Dufferin Mall and Flemingdon Park). Future development plans reflect new trends in employment and settlement, and a new centre in York Region will be opening in early 2012.

All centres offer: information and referral; assessment, including Canadian Language Benchmark assessments in English and French; one-to-one counselling; workshops and events; settlement services and/or referral to settlement services in the community; and mentoring. Aside from employment, Mentoring for Change includes settlement, professional and language mentoring. The reach of this program is expanding to include e-mentoring.

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Partner Profile: Bridging ACCES Employment Engineering Connections

Engineering Connections

Getting ahead in today's competitive business environment requires having the right people in the right job. ACCES Employment specializes in providing employers with qualified professionals who bring valuable international skills and experience to Canadian businesses.

As new Canadians become a major source of talent within the Canadian labour market, many companies and organizations have begun to capitalize on the global experience, skills and talent that newcomers bring with them to the Canadian marketplace. At ACCES, they have created a series of sector specific bridging programs that provide new Canadians with the skills and information they require to obtain employment within their profession.

Their highly successful Engineering Connections Bridging Program is designed and delivered in close collaboration with key stakeholders – employers, professional associations and academic institutions (Ryerson University and Humber Institute of Technology and Advanced Learning). The program components include workplace communication and culture, employment preparation and job search, and project management.

Program participants learn about the engineering labour market, employers' expectations, effective job search strategies and the licensure process in Ontario. In addition, the various program components provide an overview of software for engineers, Canadian Engineering Codes and Standards, Health and Safety Codes, and workshops on project management, including preparation for the Project Management Professional certificate exam.

Paul Castro, one of many successful program graduates provides testament of the program effectiveness:

"My hope in coming to this program was to find a job within my field of expertise. I found that this was a great opportunity to learn about the Canadian engineering labour market, workplace culture and how to successfully enter into the job search competition.

What was most helpful about the program was the simulated interviews and information provided by employers and guest speakers. Also, the workshops helped me to improve my resume and cover letter. The interaction between the participants was also beneficial as we were able to learn from each others' experience and gained a better understanding of how to successfully integrate into the Canadian labour market."

Paul's hiring manager speaks highly about his success in the workplace:

"Paul has demonstrated an exceptional ability to learn and to apply his existing knowledge as an

Instrumentation and Control (I&C) engineer. We thought at first that language may be a barrier but this has not been the case. Paul's ability to communicate effectively in English (particularly technical terms) is not a problem at all. He quickly grasped the design concepts of the equipment and systems and was able to contribute to the execution of our contracts shortly after arriving. Paul is keen to learn and is not afraid to ask questions as he becomes more familiar and confident with the technology of boilers for power and steam generation."

During and after the program, participants have the opportunity to enhance their engineering network by connecting with employers through ACCES' employer network and with program alumni. One of the key components of this program is the post-employment support that addresses employment specific needs related to language and sector specific communication development.

ACCES' Engineering Connections program is funded by the Government of Canada and the Government of Ontario to support internationally trained engineers to successfully integrate into employment commensurate with their skills and education, within the engineering sector.

To learn more about ACCES' no cost programs and services, visit www.accesemployment.ca.

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PAIE Engineers & Geoscientists for a Green Economy

90% of our participants have gained professional employment in their field earning an average of \$55,000 annually.

We are accepting applications in April 2012!

Check out our website at www.trca.on.ca/paie and follow us on Facebook, LinkedIn and Twitter to be the first to receive program updates and announcements.

Funded by: Ontario Canada | Program of: Conservation for The Living City

Ontario International Engineers Success Awards Winners

Bridging partners at the Skills for Change Conference for Internationally Trained Engineers submitted 24 nominations for the Ontario International Engineers Success Awards.

Six winners were selected for award presentation by Dr. Mamdouh Shoukri, President and Vice-Chancellor, York University, following his afternoon keynote address at the conference. The awards recognize internationally trained engineers for their achievements and contributions to Ontario in the field of engineering.

Khalid Ibrahim

Humber College – ESSE Program

Khalid's employment advisor, Lynda Jackson explained, "Khalid impressed us right away with his professionalism during his interview for selection into Although Khalid came from an architectural background he knew that he could benefit from the Civil stream of the Humber College 22 week Engineering Software Skills Enhancement program.

Committed to the program curriculum and to his ongoing job search, Khalid displayed a positive attitude and determination. Prior to the end of the program, he responded to a lead provided by Humber College's Career Centre, joining Memar Consultants in Scarborough as an Architectural Technologist. He finished the program while working 40+ hours a week in his new role. With infant twins at home at the time, it was remarkable that Khalid was able to balance all of these commitments. Now the Executive Manager at Memar, he also teaches evening Blueprint classes at Humber. Khalid has also almost completed the process to be a licensed designer with BCIN and is in the process of creating an Engineers Group for the Sudanese Community Association of Ontario.



Ragbhir Singh Sudan,



Skills for Change – Trades Win Support Program

After 16 years as an Electrical Engineer, Ragbhir Sudan came to Canada in 2000. He had no idea at the time of the support provided by the non-profit sector.

After three years of doing odd jobs, he passed his Industrial Electrician exam and secured a job with electrical manufacturing company called Air King. When his recession-hit employer closed its doors, 6 years later Ragbhir needed to restart his career yet again.

The Newcomer Information Centre referred him to the Skills for Change Trades Win Support program. The 11 week

program not only helped him get the C & M license that had eluded him on his four previous tries, he passed his Master Electrician exam on his first attempt. Determined to start his own business, Ragbhir got his electrical contractor license from ECRA of the ESA and started his company called Metro Electrical. Today, he employs five to ten people, he is teaching part time electrical at Sheridan College, and volunteering for a number of causes in his community.

Leany Moreno, P. Eng

TRCA PAIE Program

Leany Moreno finished her M.Sc. in Chemical Engineering in the Philippines and had over 8 years experience in chemical processes and water and wastewater treatment and operation when she arrived in Canada with her husband and two kids. She took part in employment programs and worked survival jobs to gain Canadian experience and pay the bills.

While many tried to talk her out of pursuing her professional designation, Leany remained hopeful, focused and stayed positive that one day she would get her dream job. She took online training to keep abreast of advancements in the engineering field and public speaking to improve her self confidence and communications skills. A 2009 work placement with York Region as an Environmental Specialist through the PAIE Program, unlocked great opportunities for her in Canada.

Becoming a P.Eng. in August, 2010; she was rapidly promoted from her first permanent, salaried position to her current job as Industrial Treatment Engineer.

Currently, Leany helps industries collect, handle and treat wastewater in order to comply with Canadian environmental laws and regulations.



Ashok Naik, Operations Manager



TRCA PAIE Program

Ashok Naik is a Mechanical Engineer from India who specializes in Wind Energy. He participated in the Engineering Connections program through ACCES Employment in Mississauga before joining TRCA's PAIE Program in September, 2010.

He never lost sight of his goal to continue his career in Canada as a mechanical engineer working in the renewable energy sector, and consistently accessed services and training provided by PAIE to improve his employability and expand his professional network in Ontario.

Ashok conducted a very active job search and demonstrated his knowledge of the renewable energy sector



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in Canada by focusing his efforts on the right locations in Ontario and across the country. Networking through social media enabled him to target his efforts in developing himself professionally in Ontario. Ashok demonstrated unwavering commitment to his career goals and regularly attended job search and work place culture and communication training offered by PAIE which got him an offer from Siemens Wind Power Canada in Hamilton.

Farius (TJ) Tjioesman – Sales Engineer



Humber College ESSE Program

From the moment, Farius (TJ) Tjioesman enrolled in the Humber College Engineering Software Skills Enhancement (ESSE) program, it would have been hard to find anyone at the school with a more positive attitude. TJ always initiated class discussions, had questions and was eager to participate. TJ is so resourceful at doing company research and such a sponge for information, that he quickly became the “go to” person for many of his classmates. TJ embraced the job search strategies which were reviewed in the course, particularly networking and Informational Interviewing. While his classmates struggled to arrange their first Information Interviews, TJ had already done several. A Career Fair on the Humber campus gave TJ an opportunity to network with employers. A conversation with an HR staff-member at Mersen led to a series of interviews and a job offer.

His combination sales-and-engineering role at Mersen

Canada allows him the opportunity to use both his technical and his business knowledge.

Albena Bukurova EIT, Project Engineer Intern-Waste TRCA PAIE Program

Joining TRCA’s PAIE program in September 2010, Albena Bukurova completed 50 hours of Intercultural Communications training, a 56 hour Communication in the Engineering Professions course at Ryerson University and approximately 90 hours of technical training and field excursions for a total of 196 hours of formal training.



Her newly developed skills and personal determination got her a contract with DRPA Canada Inc as a Geoenvironmental Consultant, where she provided technical expertise on a large scale mining project for the First Nations. When that contract ended, Albena avoided the depression that is common for individuals who are thrown back into job search mode. She increased efforts at PAIE, attended workshops outside of her field and ultimately became the successful candidate for a Project Engineer Intern Position with the Ontario Ministry of the Environment, conducting technical reviews on applications for Environmental Compliance Approvals. She is a registered EIT with PEO, in the process of getting her professional licence this summer and is also pursuing the P.Geo and PMP designations.

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Partner Profile PEEL REGION

Peel’s Immigration Web Portal

Immigrationpeel.ca is one of 21 municipal websites dedicated to supporting successful integration of newcomers into their communities. Launched in 2008, the web portal is a resource that provides key information for newcomers to Peel – from finding a job to using the phone in Canada. With over 250,000 visits since it launched, immigrationpeel.ca is a valuable resource for those wishing to live or work in Peel region.

Popular topics for newcomers include First Days in Peel, Registering Your Child for School, Real Life Stories, Finding Places of Worship and Parenting Resources.

In 2010, a Peel Labour Market Survey revealed a significant gap in skill utilization, income and credential recognition of immigrants in the workplace. To help bridge the divide between unemployment and putting those skills to use in the labour market, the portal launched a For Employers section. Dedicated to helping businesses, hire, integrate and retain skilled immigrant candidates immigrationpeel.ca/ employers offers businesses a wealth of resources to tap into the skilled immigrant talent pool in Peel and grow a more diverse and competitive workforce. The most popular

employer topics include finding candidates for jobs, developing language skills among immigrant staff, learning how to accommodate religious and cultural needs and accessing financial incentives for hiring newcomers. So, for anyone looking for employees who can give them access to global opportunities, as well as diversifying local markets, immigrationpeel.ca/employers is a great resource.

- Immigration is an important source of population growth in Peel Region.
- Peel attracts immigrants who arrive directly from outside Canada or newcomers who move to Peel from other places in Canada.
- Immigrants make up 49% of Peel’s population (2006 Census).

Whether you’re looking for a place to live, learning about local laws and by-laws, or trying to find a family doctor or dentist, ImmigrationPeel.ca can connect you to the resources you need throughout Peel region.

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Partner Profile: The Chang School of Continuing Education at Ryerson University

Turn a Technical Background into a Project Management Job

This Spring at Ryerson University: Middle-level Managers (MLM) with Technical Background Bridging Program Attracts Internationally Educated Professionals

Project management skills are vitally important to the success of any business. For example, managing cost and contracts, maximizing profitability, and improving efficiency are needs that are important to most organizations.

To remain competitive in the global economy, corporations have recognized the demand for a more internationally educated workforce that brings fresh perspectives and innovation into the workplace.

If there is one program that exemplifies both this business trend and the technical project management industry, it would be the Middle-level Managers (MLM) with Technical Background Bridging Program at The G. Raymond Chang School of Continuing Education at Ryerson University.

This new program offers a unique learning opportunity specifically designed for internationally educated professionals with project management experience and technical backgrounds in engineering, science, environmental science, information technology, and other closely related disciplines.

This is a collaborative program between The Chang School at Ryerson University, Skills for Change, the Government of Ontario and the Government of Canada. The program consists of 15 weeks of in-class training in project management, communication skills, Canadian workplace culture, and job search preparation. It is unique in that training is followed by a minimum of eight weeks of internship work experience. At the end of the program, successful participants are equipped to write the Project Management Professional (PMP)® examination offered by the Project Management Institute (PMI). The MLM program focuses exclusively on technical project management and requires the successful completion of six courses:

- Communication in the Engineering Professions (CCMN 432)
- Exploring Leadership Skills (CDCE 400)
- Fundamentals of Project Management (CKPM 202)
- Leadership in Project Management (CKPM 211)
- Project Cost and Procurement Management (CKPM 212)
- Project Management Internship (CKPM 216)

For many internationally educated professionals, the process of pursuing post-secondary education can seem intimidating. Even completing the appropriate enrollment paperwork can seem overwhelming, but the MLM Bridging Program has an active educational support team to assist students throughout the process. In addition to the courses, learners also gain knowledge beyond exam prep. Support from the staff will include

workshops on topics such as how to better integrate and understand Canadian communication practices and workplace culture.

The application and intake process consists of an orientation and information session, a comprehensive one-on-one interview, and a language assessment. Participants who are Canadian citizens, permanent residents, and convention refugees are eligible for the program. During individual interviews, candidates are assessed on their suitability for the program, including relevant project management experience, academic credentials, and prior work experience. Qualified candidates are given in-depth language assessments to determine whether their Canadian Language Benchmark (CLB) levels are sufficient for entry into the program.

This program is funded by the Government of Ontario and the Government of Canada.

For more information or to register in the Middle-level Managers (MLM) with Technical Background Bridging Program, visit www.ryerson.ca/ce/mlm or contact the program assistant at 416.979.5000, ext. 2705 or by email at swastie.rampersaud@ryerson.ca. CNM

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Employer Profile: Intergraph

Global Leader... Global Talent



What advice does Intergraph give to internationally-trained engineers who are trying to find work in Canada?

"First of all, search and understand the current demands of the industrial market, and what companies are looking for," says Potic. "That's very important, really the most important thing." Thorough research into the skills and qualifications Canadian engineering firms need makes it far more likely that the candidate will be applying for the right jobs. And of course, it ensures that engineers applying for jobs know what training they might need to bring their skills and qualifications in line with Canadian requirements.

Intergraph is more than just an engineering firm. They are the world's leading engineering and geospatial software provider, geared toward making processes and infrastructures more efficient, safer, and more responsive to customer needs. Their systems and solutions enable the design and operation of efficient plants, ships, and offshore facilities. They also provide advanced geospatially powered solutions for such broad areas as transportation, government, public safety, defense, and security. Their enterprise engineering software has been used in the design of more than two-thirds of the world's plants and industrial facilities, and their infrastructure and intelligence solutions are used by the US and other governments worldwide.

And they recognize that some of Canada's best engineering talent is internationally-trained.

"We don't count months or years engineers have been in Canada, but whether their background makes them suitable," says Arnon Potic, Eastern Canada Services Manager for Intergraph's Process, Power and Marine division. Engineers who want to work for Intergraph must be adaptable, enthusiastic people who take the initiative in learning the skills they need – and once they've been hired, Intergraph provides them with training, in partnership with the immigrant service agency Skills for Change in Toronto. This government-funded skills training and upgrading program is free for new Canadians. Intergraph then gives the new engineers the in-house training necessary to work on the projects they were hired for. The firm considers their investment in people more than worthwhile – it's how they gained their reputation as the global leader in their field.

Intergraph looks for engineers with industrial backgrounds to meet the needs of its customers' upcoming projects. They mainly hire process, mechanical, electrical, and software engineers. "We are always expecting new projects, and we need engineers who know SmartPlant technology," says Potic. Intergraph's SmartPlant Construction system is a revolutionary way of managing engineering and construction projects, part of their SmartPlant Enterprise suite of solutions. The system allows the complexity of scheduling, material, labour, weather variables, procurement, and all the other factors and details of a construction project to be visualized and managed efficiently. "SmartPlant technology is typical of what leading engineering firms in Canada are adopting [to make their projects work]," says Potic. "Some training in that technology will add value when searching for a job."

A 9-month project Intergraph recently began in Western Canada provides an example of the firm's policy for hiring globally-trained engineering talent. For this project Intergraph hired four newcomer engineers, some of them graduates of the Skills for Change training program. Intergraph gave all four engineers more in-house training, and then brought them out West to work on the project. All four are making a great success of their work, and after the project is completed, Intergraph will consider hiring them permanently.

Intergraph shows the engineering world that to be a global leader, you need to look for global talent... and Canada is where to find it.

CNM

If Time is Money, You'd Better Get Going

Laleh Bighash, the COO and Dean of Scientific Affairs at AAPS – the Academy of Applied Pharmaceutical Science – is straightforward with her opinion. “When you first enter Canada, you should look for a job in your field. But if you don’t get an interview in 5 or 6 months, it’s unlikely that all of a sudden you’re going to get a job. You need to do something! That doesn’t mean you have to come to AAPS but you need to look at your education and training and figure out how to retrain yourself and get yourself oriented for the Canadian market. AAPS might be your best solution. For others, a public college or a university bridging program may be the ideal route.

“If you’re a Chemical Engineer, going for a Master’s degree or Ph.D is an option, but a post-graduate degree might narrow your employment options even further by making you overqualified. And if your savings are running out, or you have family, the cost and time required to go back to school for two to four years may not work for you.

“But if you start doing a survival job, and get used to the money, you set up your lifestyle based on that income...and then you can’t do without the money. You’re trapped!”

So Why Should You Come to AAPS?

Canadian employers need to see you taking steps to upgrade yourself and to understand the Canadian working environment.

The pharmaceutical and the food industries need people who understand chemistry and chemical analysis. AAPS will retrain you – not in engineering – but they will give you new tools to join either the pharmaceutical or food industry. They teach you the rules and regulations affecting those industries in Canada. They give you skills like testing, food safety, quality systems regulations, food or pharmaceutical processing and document creation. Jobs in the pharmaceutical field do *not* include retail pharmacist or pharmacy assistant jobs – it’s about working with manufacturers.

Getting Results

“We have about an 85% success rate in terms of helping students get into relevant jobs,” says Bighash. “Right now there is a lot of hiring in the pharmaceutical industry, so the past 2 terms we’ve had an almost 100% employment rate.”

“If you come to AAPS, you will end up in a pharmaceutical or food industry job – so you really have to have an interest. You will be using your knowledge and earning a better paycheque than people who take survival jobs. An entry level job with no experience usually pays from 35 to 45 thousand dollars a year. That’s a starting salary. If you prove yourself, demonstrate your skills and experience – you could quickly become a director, manager, supervisor...the sky is the limit.”

At What Cost?

“On the surface, a public college seems cheaper than a private school like AAPS. But if you go with AAPS, you could be employed in eight to ten months, making 40

thousand a year. So instead of spending 5 thousand dollars for a second year at public college, you could be making money by then. So if time is money, you should really get that going.”

“AAPS is approved and accredited by the same Ministry that oversees the University of Toronto and Seneca College,” says Bighash. “So our students are eligible for OSAP – the Ontario Student Assistance Program that offers a combination of loans and grants. We’ll do all the application documentation. If you decide to pay for yourself rather than applying for OSAP, you can talk to us about payment plans. You can pay weekly, monthly, whatever works for you, as long as you clear their account by the time you’ve finished school.”

Outside the Classroom

AAPS has free job search workshops for their students every other month. Afterwards they’ll have a one-on-one consultation with you, help put your resume together and tell you what kinds of jobs you should apply for based on your education, work experience and what you get at AAPS. They even help send your resume out to various companies to get you connected and employed in the industry. And when you get an interview, they like to prepare you. Your success is their success. And AAPS is all about success. CNM

A Foot in the Door: Employment in Engineering

by Sophia Lowe

Engineering is a self-regulated profession in Canada with licensure being a provincial or territorial responsibility. This means that by law, no one can legally call themselves a “professional engineer” without being licensed. However, 80% of jobs in the field of engineering and applied science technology in Canada do not require you to be licensed as a “professional engineer” and may be performed by non-licensed engineers under the supervision of a professional or licensed engineer. For international engineering graduates, obtaining a job in the engineering field before becoming licensed is considered a good first step in the Canadian labour market.

Many engineering related jobs require substantial technical knowledge and provide good salaries, Canadian field-related work experience and a foot in the door. Average wages for Engineering Technician and Technologist positions are \$25/hr, compared with the median wage for Canada (\$21/hr) and more than double the current minimum wage. IEGs employed in the engineering field can also gain the one year of required Canadian experience for licensure should they choose to. It is important to research the current labour market and consider careers where you can use your skills and education. The environmental field in Canada is growing and there currently many opportunities for engineering professionals.

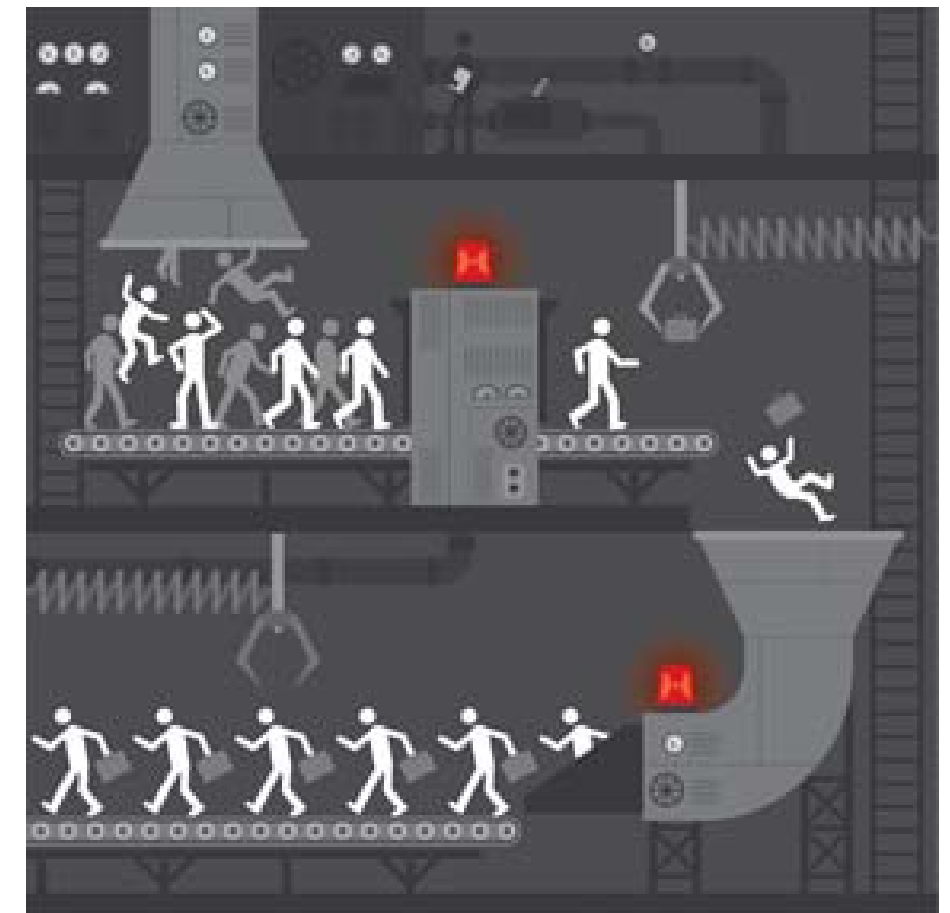
Getting the Job

A lot of employers have little or no training in how to evaluate engineering credentials earned outside of Canada; but they place a great deal of value on formal education when hiring. Having the Canadian equivalency of your international education on your resume helps employers understand your qualifications. Assessments performed by Government mandated evaluation services like World Education Services (WES) are useful for general employment and higher education purposes; however, provincial and territorial engineering regulatory bodies conduct their own credential assessments for licensure. For a list of Government mandated services, visit www.canalliance.org.

Employers are interested in learning about your education and work experience in short-form and this information can be summarized in a resume. Tailoring your resume for

the job you’re applying to is essential as many employers use software such as applicant tracking systems or HR staff (who may know little about the job) to screen-in candidates. Use the same language in the ‘job requirements’ section of the job posting to clearly demonstrate what you have and help get your resume on the hiring manager’s desk. Sending out multiple resumes is an ineffective and frustrating job search method. If you have not had your resume reviewed by an employment counsellor or job developer, you may want to do this.

Much of the Canadian job market is hidden. This means that many jobs are never posted for the public and getting those jobs becomes much more about “who you know, not what you know”. Consider joining an ‘Engineering Society’, attending events related to your field, finding mentorship and internship opportunities, and using social media sites such as LinkedIn. Networking will allow you to be visible to people in your field. Many companies use “Employee Referral Programs” to provide a financial incentive for current employees to help recruit skilled employees for their organizations. Above all, remain positive, be creative and persevere. CNM



Partner Profile: Bridging George Brown College Construction Management for IEPs

Start Your Career in Construction Management

If you're an internationally trained engineer, architect or other construction professional looking to gain Canadian credentials, George Brown College has a great one year program to prepare you for a career in construction management. Construction Management – For Internationally Educated Professionals was developed with input from industry and designed to build off the education and experience you're already worked hard to acquire. This Canadian education combined with your experience is sure to open some doors.

Jumpstart Your Career

There is a huge demand in the rapidly growing and increasingly specialized construction industry for construction project managers with international qualifications. Today's complex building industry requires professional managers who can function successfully in multidisciplinary teams consisting of project managers, architects, engineers, regulators, environmental consultants, urban planners, contractors and trade contractors. Managers also require a comprehensive understanding of quality management systems and sustainable building practices, and a deep and broad technical background in the construction industry.

Their Construction Management Program for Internationally Trained Professionals meets this demand with a unique combination of:

- Courses offered on one weekday evening, Friday and Saturday, allowing most students to continue working during the program
 - Technical courses as well as Career Portfolio and Career Preparation courses to assist with your transition into the Canadian construction industry.
 - Communications upgrading via interactive workshops on teambuilding, customer service and critical thinking.
 - Highly regarded faculty who come with Canadian industry experience in all areas such as Project Management, Estimating, Industry Practices, Ontario Building Code and Construction Law.
 - Industry-approved courses that prepare students for management positions in the Canadian construction industry
 - Canadian construction industry orientation and experiences
- This three-semester graduate certificate program provides applied education for management positions in all construction



settings, including an applied construction simulation or a workplace experience component to help you make a quick transition into a job. Candidates will receive graduate-level training that builds on your internationally acquired education and experience to enable you to successfully enter the Ontario construction workforce.

Courses that will help make you a preferred candidate include Construction Industry Practices, Construction and Project Management, Drawings and Specifications, Ontario Building Code, Managing Health and Safety

The program will give you an understanding of Ontario's construction industry that will enable you to take on a variety of positions including Construction Coordinator to Estimator, Field Engineer, Inspector and Project Coordinator

Program Admission Requirements:

- An international undergraduate degree or a three-year diploma in a construction-related field (i.e. engineering or architecture), or the equivalent.
- Demonstrated experience: One to two years of construction industry experience in a project management capacity is preferred.
- English language proficiency required is: TOEFL 550; IELTS 6.0; MELAB 80; Canadian Language Benchmark 8 or successful completion of Level 8 of the College's Intensive English program.

Employers have said, "The students from this program are fantastic. They are knowledgeable and come with a desire to work hard and do well."

And students are very pleased with the results. Graduate Prakash Singh says, "I have a full-time position as a project co-ordinator at Bondfield Construction, where I completed my placement. The three-month placement was an excellent complement to my studies at George Brown."

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Media



By Jill Snider Lum

Gerard Keledjian interviews Juan Orozco

Starting on April 9, 2012, Rogers TV Cable 10/63 in Toronto/Scarborough will present *Introducing Toronto*, a new TV series especially for newcomers to Canada.

The program is the brainchild of Community Producer Gerard Keledjian, who was inspired to create it by his own immigration experiences. Keledjian, who came to Canada from Dubai a year ago and is active in the immigrant community, volunteered with Rogers TV to make this series. "I wanted to help myself build my Canadian portfolio, by helping others," he says. "I want to educate newcomers about all the tools, programs, and opportunities out there... and inspire them with achievements that previous newcomers were able to make."

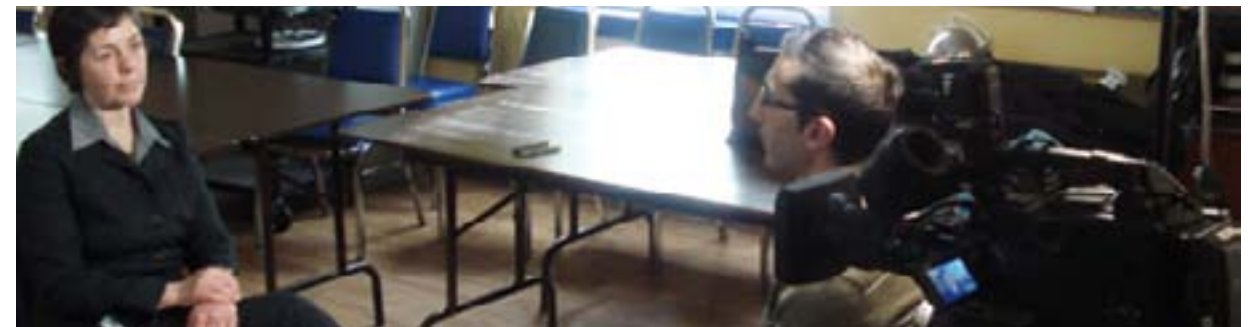
According to Eduarda Martins, Rogers TV producer, people who have been in Canada for two or three years will find *Introducing Toronto* as useful as the newly-arrived will. In addition to profiling agencies and organizations that help new immigrants, the show profiles many of the newcomers themselves. Their success stories will encourage viewers to persevere, find the help they need, and make a success of their immigration to Canada. Martins says that the series will raise awareness about many of the challenges new immigrants face, from finding jobs without "Canadian Experience" to dealing with the complexities of Federal and Provincial bureaucracy.

The second episode of the series includes a segment on the Engineering Your Future (EYF) Program offered by Skills for Change – an immigrant service agency dedicated to helping newcomers find employment, learn English, and advance their careers in Canada. The EYF Program is designed to help internationally-trained engineers bridge their qualifications to meet Canadian requirements and find work in their professions. The program features interviews with the organization's Executive Director Cheryl May, and with Juan Orozco, an award-winning graduate of Skills for Change who has since mentored more than 300 new Canadians in the engineering field.

Production on *Introducing Toronto* began in January, and Keledjian reports that the feedback from newcomers and service agencies has been positive during the process.

"Canadian immigrants need a TV show that will speak to their needs," says Keledjian, who blogs about the challenges and opportunities of immigrating on theimmigrant.ca. "If I can help connect just one newcomer to a service that's needed, I'll feel like I've done something."

Introducing Toronto premieres on Rogers TV Cable 10/63 in Toronto/Scarborough April 9 at 8:30PM. The episode highlighting Skills for Change's "Engineering Your Future" program will be broadcast on April 16. For more information please visit www.rogerstv.com. CNM



Gerard Keledjian interviews Skills for Change Executive Director Cheryl May

Small Classes, Big Ideas



In 2001, Skills for Change launched TechSkills – which now provides over 30 affordable fee-based instructor-led technical training courses to help equip individuals with the skills they need to effectively do their work and upgrade their skills for the competitive job market. TechSkills courses are open to everyone and are an excellent way to build your knowledge of the software that is relevant to the workplace today.

Techskills provides the latest software applications in such areas as: Accounting, Microsoft Office Suite, Software Testing and Quality Assurance, SAP, Engineering, Project Management, as well as French as a Second Language, Income Tax Preparation, Business Writing, and Canadian Securities.

With years of real-world expertise, TechSkills instructors deliver intensive training in a fun setting, teaching everything from basic web site development to more advanced accounting and database design.

Project Management Courses

With a Master of Science in Project Management degree from Boston University, a PMP certification from the Project Management Institute, Prince2 certification, and several other IT and project management certifications, TechSkills Project Management specialist Deon Robinson has also been managing complex IT infrastructure and software development projects for Fortune 500 companies for more than a decade. And Robinson brings that practical experience into the classroom, placing special emphasis on project lifecycle, risk management, coordinating the delivery of products by individuals and teams, quality, and key stakeholder management.

“I know there is a tremendous need for more advanced training in project management beyond getting ready to pass an exam,” says Robinson. In the real world, usually there isn't a “retest” when a project fails and millions of dollars are lost.”

Regarding teaching, he says, “One thing that I believe is essential for knowledge transfer that I possess is a passion for helping others learn, ready to apply the new knowledge successfully.”

This passion for teaching ignites a passion for learning among his students. Their comments include, “It was a time well spent. Deon is knowledgeable in this area and taught so

well.” “The instruction is effective and the instructor is very much willing to explain.” And “I already have recommend this course to some of my friends.”

Skills for Changes' TechSkills classes are small in size, so students have more hands-on interaction with the instructors.

Deon Robinson is currently teaching two courses that are filling up fast:

Microsoft Project 2010: teaches you to use Microsoft Project - a management tool that can help you plan a project, schedule activities, manage resources and generate reports. Course content includes a review of project management basics, an orientation to Microsoft Project (installation, set up, menu and views), creating a project, setting up calendars, resolving scheduling and resources conflicts, costs and estimates, tracking and updating project status, and reporting.

Principles of Project Management - PMP Exam

Preparation: This course is ideal for professionals who want to formalize their experiences and skills set according the PMI project management methodology or are preparing for the Project Management Institute's PMP® exam.

To get more information and find out what else TechSkills is offering, go to <http://www.skillsforchange.org/techskills>, call 416-658-3101 ext. 216, or e-mail techskills@skillsforchange.org. Over the past year the TechSkills program has served close to 800 students.

Deon Robinson is also the author of the popular handbook: “So You Got An iPad. Now What?”, available on iTunes, and his new title “Harvesting Benefits: The Stakeholders Guide to Successful Project Delivery” will be released soon. Visit his website at: <http://project-dvr.tumblr.com/>

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the bridge to employment in Canada

Presenting Sponsor



Pioneers for Change

June 5 2012



Five remarkable Canadians. One remarkable evening.

Our country has been shaped by the lives of accomplished individuals who have made Canada their home. Skills for Change is recognizing these contributions with an event featuring five short films celebrating five remarkable Canadians who inspire us all.

Right Honourable Adrienne Clarkson

Navin Chandaria

Dr. Alejandro (Alex) Jadad

Vahan Kololian

Toni Silberman

Honourary Patron, Pioneers for Change | Ratna Omidvar

By supporting Pioneers for Change, you're helping to build fresh solutions to employment success for new Canadians.

Skills for Change is a charitable organization dedicated to employment success for immigrants and refugees. A focus on professional communications, workplace culture, skills upgrading and bridging, mentoring and language classes meets the needs of hiring managers from Canada's leading employers.

Skills for Change is building to be responsive to market shifts and develop programming that's less dependant on public funding. With an innovation program launched in January 2012 to test and share new sustainable solutions in support and services, Skills for Change is adapting to the changing demands of immigration and employment for a vision of a Canada where every immigrant succeeds.

Tickets and information: www.PioneersforChange.ca



Pioneers for Change 2012 | TIFF Bell Lightbox | Reitman Square 350 King Street West Toronto | 6:00pm June 5, 2012