

Reactions	Employer Perceptions around Hiring Recent Immigrants & Newcomer Labour Market Experiences
	<p>Reactions:</p> <ul style="list-style-type: none"> • Language is the major barrier regardless of experience and credentials. • Obtaining employment comes down to communication-both verbal and written. • Employers are looking for skills regardless of education, whether Canadian or not. • There is no system in place that brings employers and immigrants together. • Disconnect exists between employer recruitment and employment services. • Surprised that immigrants are unaware of services offered. • Barriers in accessing services. 
Recommendations	Recommended Labour Market and Immigrant Workforce Integration Priorities:
	<ul style="list-style-type: none"> • Partnerships between service providers and hiring agencies/employers. • Events to connect employers and newcomers. • Language training programs tailored for specific industries. • Soft skills and communication skills training. • Creation of a data bank of upgrading courses for immigrants to meet credential requirements. • Promote pre-arrival services. • Collaborate with prospective employers and service providers to provide temporary work placements and internships. • Increase awareness of services available. • Database of various supports available/ central hub of services. 
Reactions	Employer and Newcomer Recommendations for Improved Labour Market Integration
	<p>Reactions:</p> <ul style="list-style-type: none"> • Volunteer opportunities do not translate into employment. • Newcomers are unaware of workplace culture. • Disconnect exists between employers and regulatory bodies. • Companies, especially smaller companies are less likely to take risks in terms of employing people who may not hit the ground running. • Hiring an employee without the necessary credentials serves as a legal risk.

Recommendations

Recommended priorities to support employers:

- TCLIP to connect with employers to find out what types of skills are in demand.
- Assistance for employers with training new immigrants.
- Webinars for employers on how to communicate and better teach newcomers.
- Information sessions for employers on immigration processes, immigration concerns and barriers.
- TCLIP data to be shared across local business to educate employers about labour market trends and engaging newcomers.
- Build relationships between service providers, employers, municipalities, Chamber of Commerce in order for information to be more widely shared, e.g. employment and mentoring opportunities.
- Host career fairs to increase communication between service providers, employers and job seekers- Tri- Cities Chamber of Commerce could assist and make recommendations.



Recommended priorities to support newcomers:

- Industry focused internship opportunities for newcomers.
- Job fairs specific for newcomers.
- Community portal for immigrants and employers with updated information on job and volunteer opportunities in the community.
- TCLIP data to be shared across local business to educate employers about labour market trends and newcomers' needs.
- Partner with Welcome to Coquitlam (City of Coquitlam) for an employment booth to educate newcomers on opportunities available.
- Work to streamline the credential process.
- Provide mentorship opportunities with employers.
- Encourage employers to provide more volunteer opportunities for newcomers.
- Increase awareness and access to existing services.
- Provide newcomers with a welcome package that provides local information.



The above input and feedback on the research findings from the Tri-Cities Labour Market Scan was obtained at the Tri-Cities Employer Forum on November 24, 2015, which brought together over 80 participants representing various employers, businesses and service providers in the Tri-Cities.