



How To Become an Ally: Skills for Change

Presented by
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About Us:

First inception in 1982

- Provided office training to a group of Southeast Asian women to achieve full-time employment

Over 14,000 people annually

Locations include: Toronto, Peel Region, York Region, Hamilton

Programs:

- Information and Referral, Settlement, Language instruction and integrated training, Employment Prep, Mentoring, Youth, Women and Seniors, Business Skills, Skilled Trades, Entrepreneurship.

Vision:

- We envision a Canada where every immigrant succeeds.

Mission:

- We provide learning and training opportunities for immigrants and refugees to access and fully participate in the workplace and wider community



Key Terms

Newcomers

Immigrants

Refugee

Undocumented

A newcomer is an immigrant or refugee that resides in a new country for a short time general less than 5 years.

An immigrant is someone who has moved from their home country to another country permanently.

A refugee an individual seeking protection from persecution in their homeland.

An undocumented person is someone who has moved from their homeland to another country to become a citizen but their immigration status is unknown or unofficial is referred to as an "undocumented person".



Stateless Person

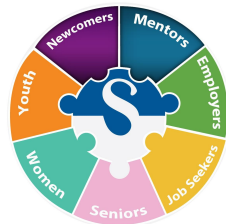
Permanent Resident

Temporary Resident

Stateless person is a person that no state recognizes as a citizen. Some refugees may be stateless but not all are. Similarly, not all stateless people are refugees.

Permanent resident is a person granted the right to live permanently in Canada. The person may have come to Canada as an immigrant or as a refugee. Permanent residents who become Canadian citizens are no longer permanent residents.

Temporary resident is a person who has permission to remain in Canada only for a limited period of time. Visitors and students are temporary residents, and so are temporary foreign workers such as agricultural workers and live-in caregivers.



Convention refugee

Refugee claimant or Asylum Seeker

Protected Person

A Convention refugee is a person who meets the refugee definition in the 1951 Geneva Convention.

Refugee claimant or Asylum Seeker – a person who has fled their country and is asking for protection in another country. We don't know whether a claimant is a refugee or not until their case has been decided.

According to Canada's Immigration and Refugee Protection Act, a protected person is a person who has been determined to be either (a) a Convention Refugee or (b) a person in need of protection (including, for example, a person who is in danger of being tortured if deported from Canada).



Challenges

- Mental health/ Trauma
- Lack of understanding about credit and finance
- Housing
- Cultural Integration
- Job seeking
- Access to healthcare
- Language
- Mentoring
- Lack of support
- Accessibility



Gaps/ Barriers

An invisible fence or obstacle that prevents process.

- Wanting newcomers to forget about their old culture and only embrace Canadian culture
- Canadian Language Benchmarks (CBL levels) 1-7 in order to be able to join any of the language classes an individual has to be at level 1-6
- Staff may treat newcomers as inferior because because they do not speak english, therefore they may assume they individual doesn't understand and may take advantage.
- Refugee Claimants are not eligible to receive LINC classes
- Foreign student, foreign workers and visitors are not eligible for LINC classes



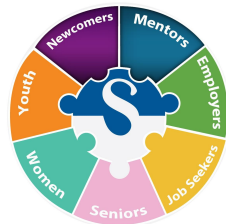
Skill for Change

Skills for Change believes that every person has the right to learn, work and live in a society that treats individuals with respect and dignity. We also believe that we must take an active role in eliminating discrimination. This will be achieved in two ways:

1. Skills for Change believes that every person has the right to learn, work
2. By advocating for systemic and social change.

Harassment and discrimination based on gender, sexual orientation, race, ancestry, place of origin, ethnic origin, citizenship, colour, creed, age, marital status, family status or disability is defined in the Human Rights Code as against the law and will not be tolerated.

Failure to comply with Human Rights legislation will not be tolerated under any circumstances, and can lead to disciplinary action, up to and including immediate discharge.



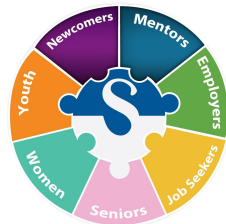
Ally

Allies are people who recognize the unearned privilege they receive from society's patterns of injustice and take responsibility for changing these patterns.

Allies include men who work to end sexism, white people who work to end racism, heterosexual people who work to end heterosexism, able-bodied people who work to end ableism, and so on.

Part of becoming an ally is also recognizing one's own experience of oppression and applying it to marginalized groups

The challenge what most "Allies" have is listening to the voices of marginalized people. Most simply, this involves listening to what members of that community have to share about their systemic oppression and how privilege work must not be a minor part of one's desire to be an ally.





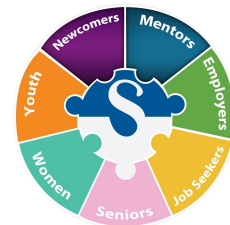
PROGRAMS & SERVICES

Settlement Services: Immigrant, Refugee and Settlement Hub

At Skills for Change we have experienced settlement counsellors who facilitate the social, economic and civic integration of immigrants and refugees in Canada.

We provide:

- One-on-one settlement assistance and counselling to individuals and families
- Referral to other community and government services.
- Assistance in completing forms
- Information about relevant services that meet your specific needs
- Free workshops, information sessions and group activities provided settlement and orientation information



Youth Centre for Excellence

Lead On!

Free program catered to newcomer youth. Youth will have the opportunity to develop leadership skills, receive volunteer hours, networking. Access employment services and more...!

Step Ahead

Youth sports and recreation program hosted in the Jane-Finch area for youth ages 12-18. This program offers training, placements and summer employment geared toward sport and recreation leadership

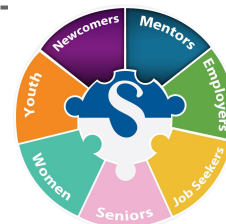
Youth Job Link

Employment service that caters to youth between 15- 29 year old. Eligible clients can receive up to 300 dollars for work supplies.

Employing Youth Talent Initiative

Incentive for employers to encourage hiring young Talent, employers will receive up to 2000 for hiring youth.

Building Welcoming & Equitable Communities - Jane and Finch



Building Welcoming and Equitable Communities

Supporting **community-driven interventions** informed by collective impact approach to address **barriers to equitable access to post-secondary education** for youth in the Jane-Finch community.

Youth-Led Participatory Action Research:

Identify barriers to equitable post secondary opportunities by training **YOUTH** as **Community Research Fellows**. In collaboration with the multi-sectoral Advisory board, community organizations and residents, Research Fellows will co develop and execute the research plan.

Community Driven Interventions:

Informed by the **Collective Impact** approach, community driven interventions addressing barriers identified will be piloted and evaluated. Collective impact strives for a common understanding of the challenges, a shared vision for change mutually reinforcing activities and an agreed measurement of success.



Mentoring for Change

Connects new immigrants and refugees with established volunteers/mentors. These include providing support and guidance to newcomers in finding employment and attaining skills in their professional field.

Mentee Criteria:

- Have professional qualifications
- Minimum of 2 years of professional experience outside of Canada
- Highly motivated, and committed to meet with a mentor for 1 hour per week for up to 4 months

Mentor Criteria:

- Established professional with 2 or more years of experience in your field
- Motivation to help a newcomer

https://youtu.be/KyVr_NEjU2w



Language Programs

Formally known as Enhanced Language Training (ELT) **Now known as Communication for the Canadian Workplace**

- Information Technology (IT)
- Construction Trades
- Engineers
- Architects

Language Instruction for Newcomers to Canada (LINC)

- Intermediate to advanced language skills to access higher levels of education and employment.
- Advanced conversation skills, Canadian Culture, Writing and Grammar

English as a Second Language (ESL)

- Occupation-language based courses taught by Toronto District School Board (TDSB) for employability
 - Medical Terminology



Bridging Programs

Trades Win Support Programs

For internationally-trained tradespersons:

- Safety Training
- Job Search Assistance
- Technical Skills Upgrading
- Trades-Specific language Profession
- RED Seal Exam
- Connecting with Industry Experts
- Canadian Codes and Standards Training

Health Informatics

Full-time 8 week program offered to internationally trained professionals in the Healthcare and IT sector.

Accounting/Finance Programs

26 weeks course designed for newcomers who have education and experience in Accounting and Finance industry

Participants will have the opportunity to become familiar with the Canadian and Financial systems in Canada, enhance their language, interpersonal and technical skills, and certification in up-to-date softwares.

- Partnership with the City of Toronto - Toronto Employment & Social Services Division
- Ontario Works (OW)



Employment

Employment Services

- Two week workshop for Job searching skills.
- Career exploration
- Personality Inventory
- Vocational assessment : enhance communication skills
- Networking
- Workplace communication and culture

Employment Ontario

- Career Counselling
- Job Postings
- Interview Preparation
- Resume Review
- Mentorship
- Internet Cafe
- Including Employment services



Employment Ontario Services

Youth Job Link

Our **Youth Job Link** (YJL) program assists youth who are in high school or post secondary studies and who are looking for their first job.

The program offers: Career exploration, job search workshops, job matching to employment opportunities, financial support, employer incentive support

This program is especially beneficial to students who have had trouble finding a job due to their location or available resources

Employment Youth Talent Incentive

Hire youth and receive up to 2000 dollars through the Employment Youth Talent Incentive (EYTI) program.

Benefits: A signing bonus of 1000 dollars and additional 1000 dollars after retaining the hire for six-month

Ongoing support for you and your employee in the areas including: Identifying hiring requirements, Pre-screening candidates, Job matching services



Women Connecting with Women

This program aims to address the systemic barriers that newcomer women face.

8 barriers identified: language and communication, looking for opportunities, unemployment, lack of confidence, cultural differences, working survival jobs, finances and refugee status.

This program provides newcomer women with tools and resources to reduce social isolation, increase self-esteem, increase their networks and build confidence.

Our goal is to empower newcomer women and support with their social and economic integration process in Canada.



Entrepreneurship Hub

10-week program full-time
(20-25 hrs per week)
program facilitated by
expert entrepreneurs that
teach holistic approaches
to start a business.



Career skills

Providing affordable training since 1998.

Receive a certificate of completion and job search assistance from our Employment Ontario (EO) program.

Career Skills are open to everyone regardless of status.



Career Skills Courses

Our hands-on courses are led by top instructors in a small group model. In just 2 to 10 sessions, you can successfully ramp up your business skills, learn a new software, or upgrade to the latest network certifications

- Accounting Essentials
- Accounting with Quickbooks
- Payroll Accounting Training
- Payroll Accounting with Quickbooks
- Microsoft PowerPoint & Publisher 2013
- PMP Exam Preparation
- Quality Assurance and Control Training
- Business Writing
- Web Design
- Sage 300 ERP
- Canadian Security Course
- SAP-FI
- Income Tax Preparation
- QuickBooks 2013
- Microsoft Office 2013
- Microsoft Word 2013
- Microsoft Excel 2013 Level 1 & Level 2
- Microsoft Access 2013
- Software Testing and Quality Assurance
- IT Security- CISSP certificate Preparation
- Microsoft Outlook

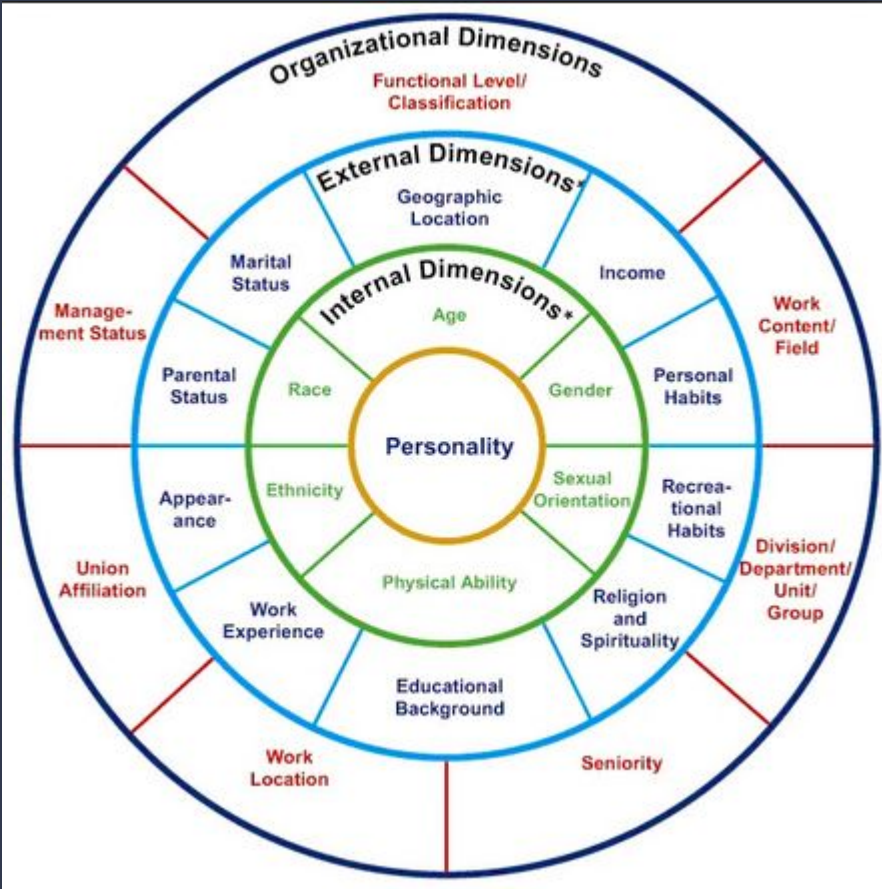


Ways to become an ally

Can You Be an Ally?

- Be a listener.
- Be open-minded.
- Be willing to talk.
- Be inclusive to all communities
- Confront your own prejudices and bias, even if it is uncomfortable to do so.
- Believe that all people, regardless of gender identity and sexual orientation, race etc. should be treated with dignity and respect.
- Being willing to make mistakes and keep trying
- Choosing to keep confronting your own privilege





The intersectionality wheel shows us ways in which we are privileged and oppressed. As individuals we can have both oppressive and privileged factors.

In regards to Newcomers factors that may be present are: language skill, education, religion, age, ability, sexual orientation, income, etc.

Intersectionalities can play as a barrier to access to services, information, process, etc.

***Remember in order for one to be privileged someone has to be oppressed.



How is Skills for Change an Ally?

- By providing many services to give newcomers the opportunity to excel this can be shown through:

Courses: enhancing their current skills and providing assistance with Canadian experience

- We allow our clients to share a role in our organization, for example:

Volunteering
Employment
Advocacy strategies

- Put in place anti-discrimination policies for all to abide by, to ensure a safe comfortable place for all.
- Allow access to services to all clients regardless of status
- Establishing trust by ensuring that us and our stakeholders are transparent and hold accountability for protecting the privacy of our clients and are willing to be open and inclusive to diversity within our clients

<https://youtu.be/7naqqUro06Y>





THANK YOU FOR
LISTENING!