

ONE YEAR ANNIVERSARY

EMPOWERING VISIBLE MINORITY NEWCOMER WOMEN TO SUCCEED IN THE CANADIAN LABOUR MARKET

Hear what our participants have to on YouTube! 



Meet The Team

The ENW team is passionate about bridging the gap of integration for newcomer women, tapping into a pool of talented professional women and bringing out the best of their abilities. The staff at ENW understands the challenges one faces coming to a new country, but our team is ready to support you and ease the process. Our hardworking facilitators, coordinators, and recruiters have put together a series of career development workshops to guide newcomer women to a path of success!



ABOUT ENW:

The Empowering Visible Minority Newcomer Women program is a pilot project which is part of the national Career Pathways for Visible Minority Newcomer Women.

The purpose of this project is to help visible minority newcomer women integrate into the Canadian labor market and to gain the confidence and skills required for success.

The program is being managed and studied by the Social Research and Demonstration Corporation and funded by Immigration, Refugees and Citizenship Canada. It is offered through the World Skills Employment Centre in partnership with Immigrant Women Services Ottawa.

Funded by:

Financé par :



Immigration, Refugees and Citizenship Canada

Immigration, Réfugiés et Citoyenneté Canada



Immigrant Women Services Ottawa
Services pour femmes immigrantes d'Ottawa



WORLD SKILLS
EMPLOYMENT CENTRE D'EMPLOI
COMPÉTENCES MONDIALES

Intake, Assessment, & Referrals



Conducting 544 intakes in our first year, the IAR team works to meet with potential program participants to facilitate the assessment and referral process. The group administers screening and assessment for program eligibility. Happily following up with each client to monitor their intake progress.

“An accomplished day means meeting internationally trained talent, getting to know their challenges and helping them with the necessary information or resources.” – Niveditha, ENW Staff

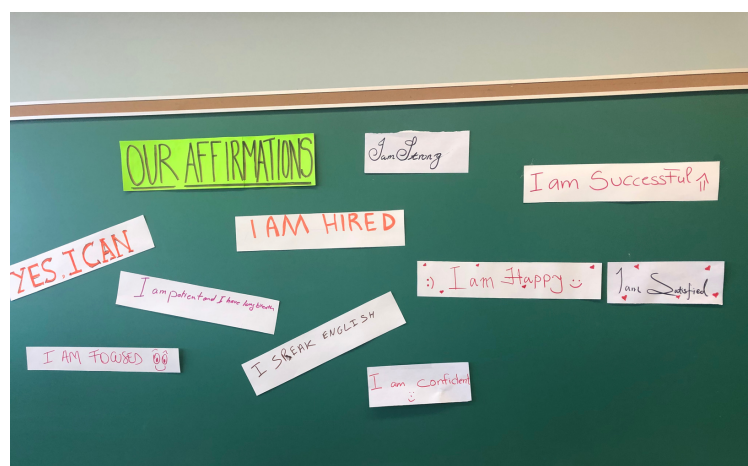


Information Sessions

From September 2019 to September 2020, the Empowering Newcomer women's program has conducted a total of 59 in-Group information and orientation sessions, which welcomed 750 attendees and potential participants, who were eager to know about the program. Through these information sessions, the ENW program was able to recruit close to 500 participants who showed interest and consented to be part of the research study.

Program Activities

Since the beginning of the program in September 2019, there have been a total of 19 cohorts offered to program participants. Each month, the women participated in workshops focused on Empowerment, Skill development, and job search strategies. In total, this represented 173 program participants becoming better equipped for a successful transition into the labour market.

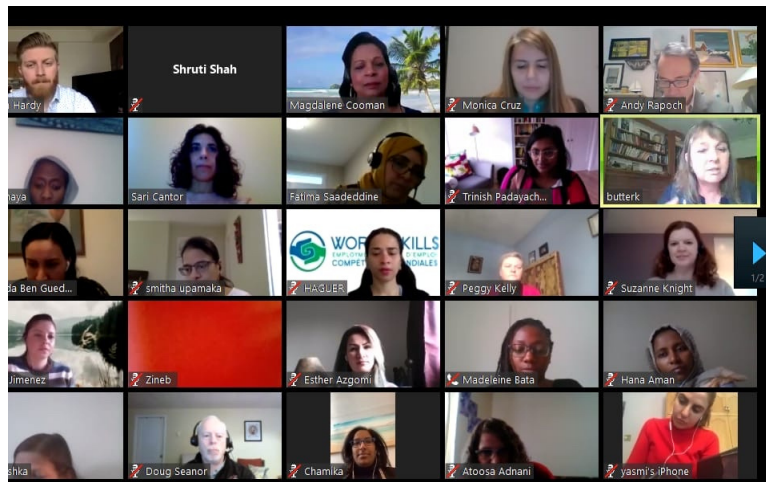


The Covid Shift of ENW

As with many other organizations, the Empowering Visible Minority Newcomer Women To Succeed in the Canadian Labour Market (ENW) program had to deal with an unexpected turn of events earlier this year as the COVID-19 pandemic began to affect the Ottawa region. With public health recommendations resulting in closed office locations, the ENW team came together on March 13, 2020, our last day in the office, for a planning meeting to orchestrate a quick pivot from the classroom learning environment to an online delivery format for the foreseeable future.

Although this shift brought about some uncertainty regarding how to successfully manage an interactive, collaborative program in a virtual world, the team was able to effectively facilitate the transition of learning materials to the Zoom platform and launch its first virtual cohort only four days later on March 17, 2020. Since that time, participants have continued to demonstrate strong flexibility to leverage technology and build their skills with virtual meeting platforms, joining workshops and information sessions from their homes, often while balancing the needs of children and home life in the midst of learning about job search.

Employers have been phenomenal in supporting the program during the pandemic by engaging in virtual panel discussions and sharing their expertise with participants about how COVID-19 has shifted the workplace and job search process. Since the early days of moving online, the ENW program has offered numerous information sessions, sector specific networking and coaching forums, and online recruitment events to participants. In addition, champions have continued to share their time and expertise with our participants, engaging their protégés in creative virtual ways to build a supportive network around the program.



While it was not initially clear how the shift in program delivery would affect participant experiences and related outcomes, the opportunity to implement this varied format has been successful. A foundational element of the ENW program is the opportunity to provide information and support participants. With the engagement of our participants, champions, employers and other community partners, the ENW program has continued to thrive in an uncertain time, offering an opportunity for learning, personal development and connection when occasions for maintaining contact are otherwise limited.

We thank all those who are connected to the ENW program and have contributed to its ongoing success since this onset of the pandemic!

**Do you identify as a visible minority
newcomer woman?**

Contact:

**Nadiya@ottawa-worldskills.org
(613)-800-0700 X 410**

ENW Outcomes



Model 2

- 47 attended Model 2 Workshops
- 38 completed 75% - 100% of the workshops



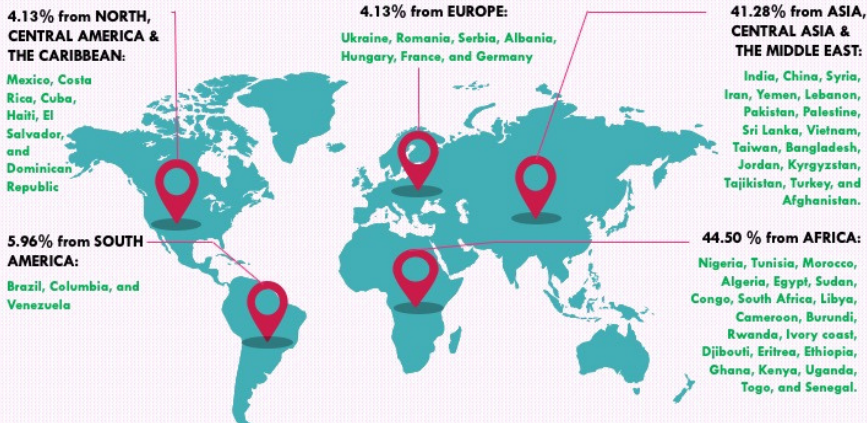
Model 3

- 126 attended Model 3 Workshops
- 118 completed 75% - 100% of the workshops

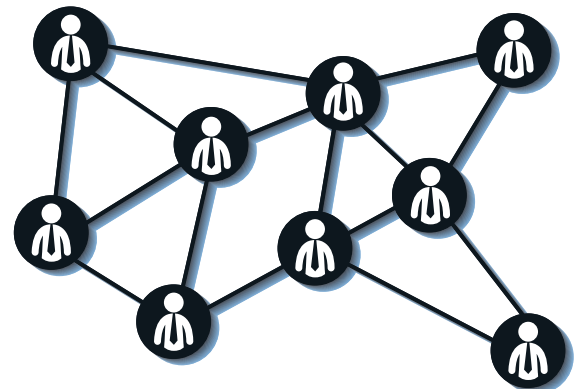
1 Year = 115 Employed Program Group participants



Countries of ENW Program Group Participants



38 Employer Networking Events!



Circle of Champions



Mentorship is one of the fastest ways newcomer women can integrate into the Canadian system and everyone has a story to tell about their immigration experience! For newcomer women navigating professional terrains after immigrating, the importance of having more experienced hands holding up the light for guidance through unknown paths cannot be overemphasized.

In this first year of the ENW program, 108 professional women have been successfully matched with Champions. Here are some of the testimonials and success stories from the champions and newcomer women.

Program Testimonials

"I feel more empowered to network. During my job search, I felt disconnected but now I am back on track. This program has taught me skills that go hand in hand with my field. The team here is also very supportive, professional, and positive."

- Ogechukwu, ENW Participant

"Connecting with women from various backgrounds and hearing their life story; struggles and triumphs is such an honour. To see them succeed and having being a part of that success in some small way makes my soul smile." - Joanne Jarocki, Champion



"I highly recommend this program to every newcomer woman as it is the only program that matched me with a mentor in the same field as myself. I was able to get great insights from my mentor on both personal and professional development and how to succeed in my field. My mentor also shared great suggestions on approaching job opportunities and the kind of jobs that I could pursue in Canada based on my experience to get my foot in the door."

- Nimra Naeem, ENW Participant

"I am empowered to succeed; I'm blessed to be a part of this program. I've attended other workshops before; however, everything in ENW is starting to work. It's such an amazing experience and an amazing team that provides daily encouragement. I'm empowered to not only help myself but to help other newcomer women as well." - Amani, ENW Participant

"Initially I was concerned about the time commitment required but the meet ups with Maria and Ouassila were so enjoyable and inspiring it quickly became something I looked forward to. I am so impressed with the positivity and commitment of both women, it was inspiring to me and thinking about my own career path."

- Erin Mackie, Champion

"My experience with the Targeted Recruitment Event that was organized by World Skills Employment Centre was very positive. The people I have met through this event are all highly skilled professionals and are ready to enter the Canadian work force. The event was well organized by Fatima who was a great help throughout." - Rewind, Employer

"The event was great, it was highly interactive. Participants came prepared with great and thoughtful questions that were an added value. I thought the majority of candidates were interview-ready and prepared to meet with an employer. 2 candidates will be interviewed. The overall experience of the Targeted Recruitment Event was Excellent." -

RBC, Employer



A Year With ENW



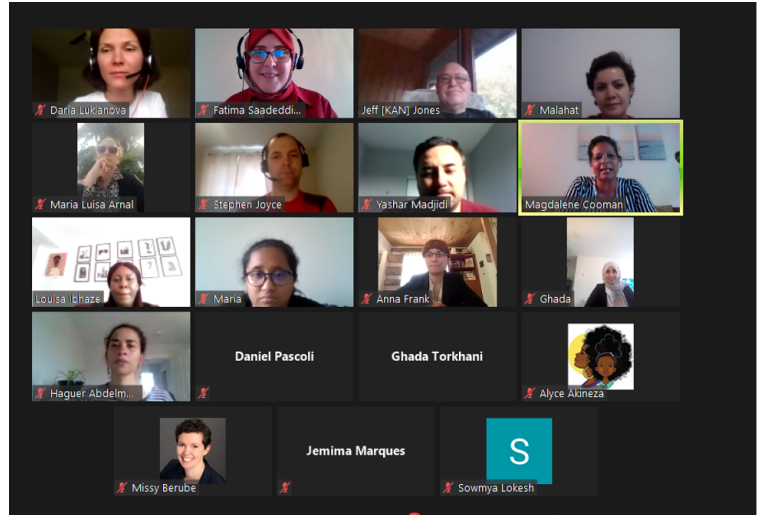
INSPIRATION, CONNECTION, GROWTH

Flex Partnership

World Skills' Empowering Newcomer Visible Minority Women Program (ENW) Recruitment Team continuously seeks out new opportunities and partnerships that would facilitate its clients' integration into the Canadian Labour market. Creating partnerships is one of the programs key cornerstones, which has proved its value and effectiveness time and time again. In August 2020, the ENW program managed to launch its first corporate mentorship program ever in collaboration with the Kanata-based high-tech company Flex, which is one of the top technology innovation, supply chain, and manufacturing solutions providers in the world.

One of the challenges that the ENW program constantly grapples with is the effective integration of internationally-trained engineers into the Canadian labour market. By partnering with Flex, seven women from the ENW program were offered the opportunity to be matched with well-established Flex engineers who are highly experienced in their fields whether hardware, software, electrical, or mechanical engineering.

On September 28, 2020, Flex representatives, ENW's management team, recruitment specialists, and the partnerships coordinator all gathered in a virtual meeting and successfully ushered this partnership into existence. After the launch event, Flex engineers, who we call Champions, had the opportunity to meet their protégées one-on-one in virtual breakout rooms.



The mentorship program itself is a 3-month long commitment. Its goal is to support the protégées in different aspects related to improving their prospects to land the careers they aspire to, such as the provision of resume support by a professional in the same field as they are, interview preparation, expanding their professional networks, introducing them to certifications relevant to their fields, etc. We have also been fortunate enough to witness most of those champion-protégée relationships blossom into real friendships that extend well beyond the professional confines, which is testimony to the programs success.

The ENW Recruitment Team is continuously on the lookout for new corporate partners who are interested in supporting our clients' integration into the Canadian setting. If you are interested in becoming one of our corporate mentors, please do not hesitate to connect with fatima@ottawa-worldskills.org.

Are you an employer or professional who is interested in learning more about our program?

Contact:

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(613)-290-8311**

Hear what our Champions have to say on YouTube! 