Retaining Newcomers Through Career Bridging at Regina Open Door Society

by Leah Soveran
Manager of Employment Services
### Immigration in Saskatchewan

**Permanent Residents – Monthly IRCC Updates**

Canada - Admissions of Permanent Residents by Province/Territory and Census Metropolitan Area of Intended Destination (2018 ranking), January - July 2019

<table>
<thead>
<tr>
<th>Census Metropolitan Area and Province/Territory</th>
<th>2018 Total</th>
<th>January - July 2019 Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regina</td>
<td>6,035</td>
<td>3,360</td>
</tr>
<tr>
<td>Saskatoon</td>
<td>5,780</td>
<td>3,065</td>
</tr>
<tr>
<td>Prince Albert</td>
<td>515</td>
<td>325</td>
</tr>
<tr>
<td>Moose Jaw</td>
<td>350</td>
<td>120</td>
</tr>
<tr>
<td>Yorkton</td>
<td>230</td>
<td>120</td>
</tr>
<tr>
<td>Lloydminster (Saskatchewan part)</td>
<td>220</td>
<td>90</td>
</tr>
<tr>
<td>Swift Current</td>
<td>205</td>
<td>130</td>
</tr>
<tr>
<td>North Battleford</td>
<td>165</td>
<td>120</td>
</tr>
<tr>
<td>Estevan</td>
<td>160</td>
<td>85</td>
</tr>
<tr>
<td>Other - Saskatchewan</td>
<td>1,845</td>
<td>1,025</td>
</tr>
<tr>
<td><strong>Saskatchewan Total</strong></td>
<td><strong>15,510</strong></td>
<td><strong>8,440</strong></td>
</tr>
<tr>
<td>Manitoba Total for 2018</td>
<td>15,725</td>
<td>10,580</td>
</tr>
<tr>
<td>British Columbia Total for 2018</td>
<td>44,870</td>
<td>28,320</td>
</tr>
<tr>
<td>Alberta Total for 2018</td>
<td>42,025</td>
<td>25,080</td>
</tr>
<tr>
<td>Montreal Total for 2018</td>
<td>43,525</td>
<td>19,525</td>
</tr>
<tr>
<td>Quebec Total for 2018</td>
<td>51,125</td>
<td>22,750</td>
</tr>
<tr>
<td>Toronto Total for 2018</td>
<td>106,355</td>
<td>69,735</td>
</tr>
<tr>
<td>Ontario Total for 2018</td>
<td>137,430</td>
<td>90,960</td>
</tr>
</tbody>
</table>

*Immigration, Refugees and Citizenship Canada*

[https://open.canada.ca/data/en/dataset/f7e5498e-0ad8-4417-85c9-9b8aff9b9eda](https://open.canada.ca/data/en/dataset/f7e5498e-0ad8-4417-85c9-9b8aff9b9eda)
The immigrant serving sector in Regina

Agencies Include:

- Regina Open Door Society
- Catholic Family Services
- Regina Immigrant Women's Centre
- Newcomer Welcome Centre
- Assemblée Communautaire Fransaskoise (ACF)
- Conseil Économique et Coopératif de la Saskatchewan (CÉCS)

Umbrella Organizations:

Saskatchewan Association of Immigrant Settlement and Integration Agencies (SAISIA)

Regina Regional Local Immigration Partnership (RRLIP)
How do we keep them in Regina?

How does Employment Services assist newcomers with economic integration?

How do we get them working?
1. Labour Market Forecast -> Programming
2. Training Clients
3. Employer Relationships
4. Face-to-Face Client-Employer Connection
**Saskatchewan Labour Market Outlook 2019-2023**

Top 12 Occupations with the highest number of job openings due to expansion and replacement demand

1. Managers in agriculture & general farm workers
2. Accounting technicians and bookkeepers
3. Transport truck drivers
4. Retail and wholesale trade managers
5. Food counter attendants, kitchen helpers and related support occupations
6. Light duty cleaners
7. Administrative officers & General office support workers
8. Carpenters
9. Cooks
10. Janitors, caretakers and building superintendents
11. Nurse aides, orderlies and patient service associates
12. Early Childhood Educators, Elementary and Kindergarten teachers and assistants
We recently had the opportunity to welcome several new faces to our stores through our partnership with the Regina Open Door Society Inc.! Seven of our Regina stores hosted newcomers from all over the world who recently moved to Canada. Participants shadowed managers and sales reps to help them understand better what it is like to work in retail in Canada at a 100% Canadian owned and operated company. For most of the RODS students, this was their first chance to gain experience in the Canadian retail world. The feedback we've gotten from the students has been amazing and we look forward to doing this again next year!!
Employment Services

Employment Readiness

Employment Counseling, Workshops, Skills Training and Certification, Credential Rec. $ for Assessments, Job Developers: Work Placements, Info Sessions, Job Fairs

Career Bridging

Classroom training on workplace culture and soft skills, financial/computer literacy, followed by 8 week work placements

English for Employment

Industry specific language training incorporating real-life training & job shadowing

Youth

Employment Counseling, Computer & Financial Literacy, Coding Camps and other event programming

SOPA

Settlement Online Pre-Arrival (contracted by ISANS) - serves newcomers across Saskatchewan
Harder Work with Clients

Convince Newcomers they Need (All) Our Services

Nuanced Messaging

Expectation Management
On-site, Hands-on Training

Client-Employer Connections

Practical Skills Training
Job Shadowing
Work Placements
Networking Events
Build Relationships with Employers

Listen to Employers

Explain our Client Training

Try to Meet their Needs
Tech Skills Showcase

Face to Face Client-Employer Connection

All day event that allowed employers to see our clients skills - both technical and soft skills - in action.
Youth Coding Camps

Learning new skills and exploring careers in the tech sector

Youth enjoyed a fantastic learning experience building websites, using HTML, CSS and JavaScript!
Outcomes

Employment Services Benefits
Benefits to Clients
Benefits to Employers
Looking Ahead

New, increased programming
New, expanded partnerships
Training for Employers
OUR FUNDERS & PARTNERS
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