



**WORLD SKILLS**  
EMPLOYMENT CENTRE D'EMPLOI  
COMPÉTENCES MONDIALES

*Connecting Immigrants to Employment*

## Equity and Empowerment: Fostering the Real Organizational Change

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## Programs and Services

- Pre-employment
- Workplace Language Training
- Employer Engagement
- Entrepreneurship
- **Mentorship**

## AGENDA

A **reflection** on how Mentorship initiatives at two workplaces support immigrants in developing their careers beyond entry level positions to leadership roles.



- TD-World Skills Corporate Mentorship Program (2010 – Current)
- TD-Accenture Corporate Mentorship Program (2014 – Current)

## Examples and Promising Practices:

- Long term vision and sponsorship
- Consistency and continuity of efforts
- Targets and measurements within a timeframe
- Consciously building trusted relationships between leaders and immigrants
- Creating a business case for retention of staff which reduces cost of new hires and training



*Progressive, compassionate leadership gives me hope for a future where all people feel valued, respected and belonged.*

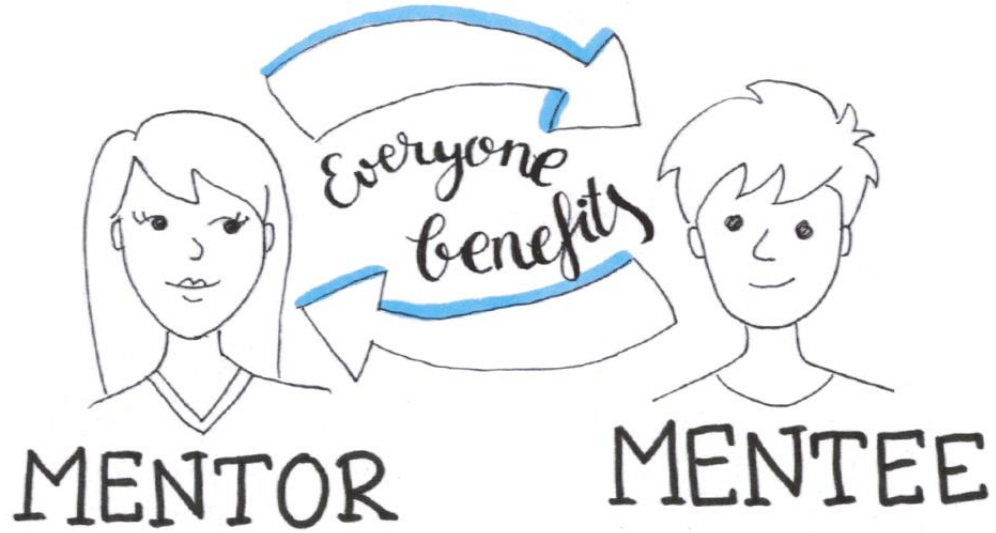


## Examples and Promising Practices

- Incentives and recognition
- Informal and formal sharing of opportunities, networks, information and resources
- Supporting immigrants to build a career trajectory of possibilities to leadership positions
- Immigrants “paying it forward” to new hires



*We can all be the change we want to see. We must walk the talk in every sphere of our lives, including where we work.*



Inclusion and fairness in the workplace... is not simply the right thing to do; it's the smart thing to do.

Alexis Herman

[PICTUREQUOTES.COM](http://PICTUREQUOTES.COM)

## MY FIVE CONVICTIONS ABOUT MENTORSHIP, DIVERSITY, INCLUSION AND CAREER GROWTH...



- Building **confidence** in immigrants is key for them to believe that they can access commensurate level jobs – role models, right information, access to resources
- Starting one’s journey in the **right job** helps them to **progress** with their career faster -
- Stronger **bridges** need to be built between settlement organizations and employers to access talent and be **‘real, authentic change agents’** for an inclusive workplace
- If we can all **“pay it forward”** for every act of goodness bestowed upon us, we can create an inclusive society in a heartbeat
- **Progressive, compassionate leadership** gives me hope for a future where all people feel **valued, respected and belonged**.

# Thank you!

## Questions and Answers

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