

A SYNERGETIC APPROACH TO WORKFORCE INTEGRATION IN LOCAL LABOUR MARKETS

ROUNDTABLE SESSION - NOVEMBER 26TH 2024

P2P CONFERENCE | 25TH - 26TH NOVEMBER | VANCOUVER, BC

PRESENTERS:

MR. ABDOULAYE BARRY | MANAGER
STRATEGIC WORKFORCE INTEGRATION & ENTREPRENEURSHIP PROGRAM

MRS. SUZANA DUMO
DIRECTOR OF PROGRAMS

OVERVIEW

1. PART-I

- a. Introduction & Land Acknowledgement
- b. The Essentials of AHC-Alberta's Workforce Integration Strategies (14+ years)
- c. **Roundtable Discussion I: Knowledge Synergy (Newcomers Challenges)**

2. PART-II

- a. Workforce Integration of Newcomers in SMEs (Private Sector).
- b. Trends, Challenges & Barriers Influencing Workforce Integration Outcomes
- c. **Roundtable Discussion II: Experience Sharing & Collective Thinking**

3. PART-III

- a. Leveraging Synergetic Approaches that Enhances and Accelerates Workforce Integration – (AHC-Alberta & Other Examples of Synergetic Approaches)
- b. **Roundtable Discussion III: Collaborative Exploration & Co-creation**
- c. Conclusion

INTRODUCTION

MR. ABDOULAYE BARRY | MANAGER

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AHC LAND ACKNOWLEDGEMENT



In the spirit of respect and gratitude, we at AHC-Alberta acknowledge that we live and work within Treaty 6 and Treaty 8 territories, and the Métis Nation of Alberta Region 1, 2, and 4, the ancestral land, traditional meeting grounds, gathering places, travel routes and present day home for many Indigenous communities including the Cree, Blackfoot, Métis, Nakota Sioux, Iroquois, Dene, Ojibway/ Saulteaux/Anishinaabe, Inuit, and many other First Nations whose histories, languages, and cultures continues to enrich and influence our communities.

We are grateful to have the opportunity to work in the communities that have thrived in these treaty and ancestral lands. As an organization working towards improving peoples' well-being, we strive to learn, understand, and reframe our responsibilities to the land and community, as partners, neighbors and residents.

In the spirit of collaboration and building positive relationships with indigenous people, we are committed to fostering opportunities to educate staff, volunteers, and community members, about the lived experiences, resilience and ingenuity of the indigenous people.

ABOUT AHC ALBERTA

Action for Healthy Communities Society of Alberta (AHC Alberta), established in 1995, is a non-profit and charitable organization serving in the Greater Edmonton Metropolitan Region and multiple small and rural communities, municipalities and towns in Central and Northeastern Alberta.

MISSION:

AHC is committed to working with all Albertans, facilitating targeted capacity building opportunities, particularly, supporting underserved, equity-deserving individuals and communities improve determinants of wellbeing that contributes to an enhanced quality of life.

VISION

Active individuals and groups committed to using their skills, knowledge, culture, and values to build a stronger and healthier society.



AHC PROGRAMS & SERVICES

- Healthy Children & Youth
- Settlement & Integration
- Strategic Workforce Integration & Entrepreneurship
- Adult Literacy & Skills Development
- Rural Small Centres
- Community Capacity Building
- Mental Health Supports

WHERE WE SERVE



THE ESSENTIALS OF AHC-ALBERTA'S WORKFORCE INTEGRATION STRATEGIES (14+ YEARS)

💡 Over a decade | Customized | Client-Centred | Multi-year.

- Employment & Entrepreneurship.
- Tailored & Focused towards demographic factors.
- Strength-based + Capacity Building

💡 Knowledge-Driven | Intersectoral | Co-creation

- Job-seekers: wrap-around strategies
- Employers & Industry: Connections & Networking.
- Ecosystems: Pathfinding & Collaborations



ROUNDTABLE DISCUSSION I

Brief Reflections: (10 min.)

- Discuss examples (3-5) - newcomer workforce integration services – (employment & entrepreneurship) across Canada

QUESTION1: what are some of the prominent integration challenges that these services target to address?

QUESTION2: What are some key common challenges impacting SPOs delivery of the identified services?



NEWCOMER WORKFORCE IN SMALL & MID-SIZE ENTERPRISES - SMES (PRIVATE SECTOR).



FACTS:

- ❑ SMEs are pivotal in newcomers' integration.
- ❑ Newcomers seek/compete for jobs at SMEs.

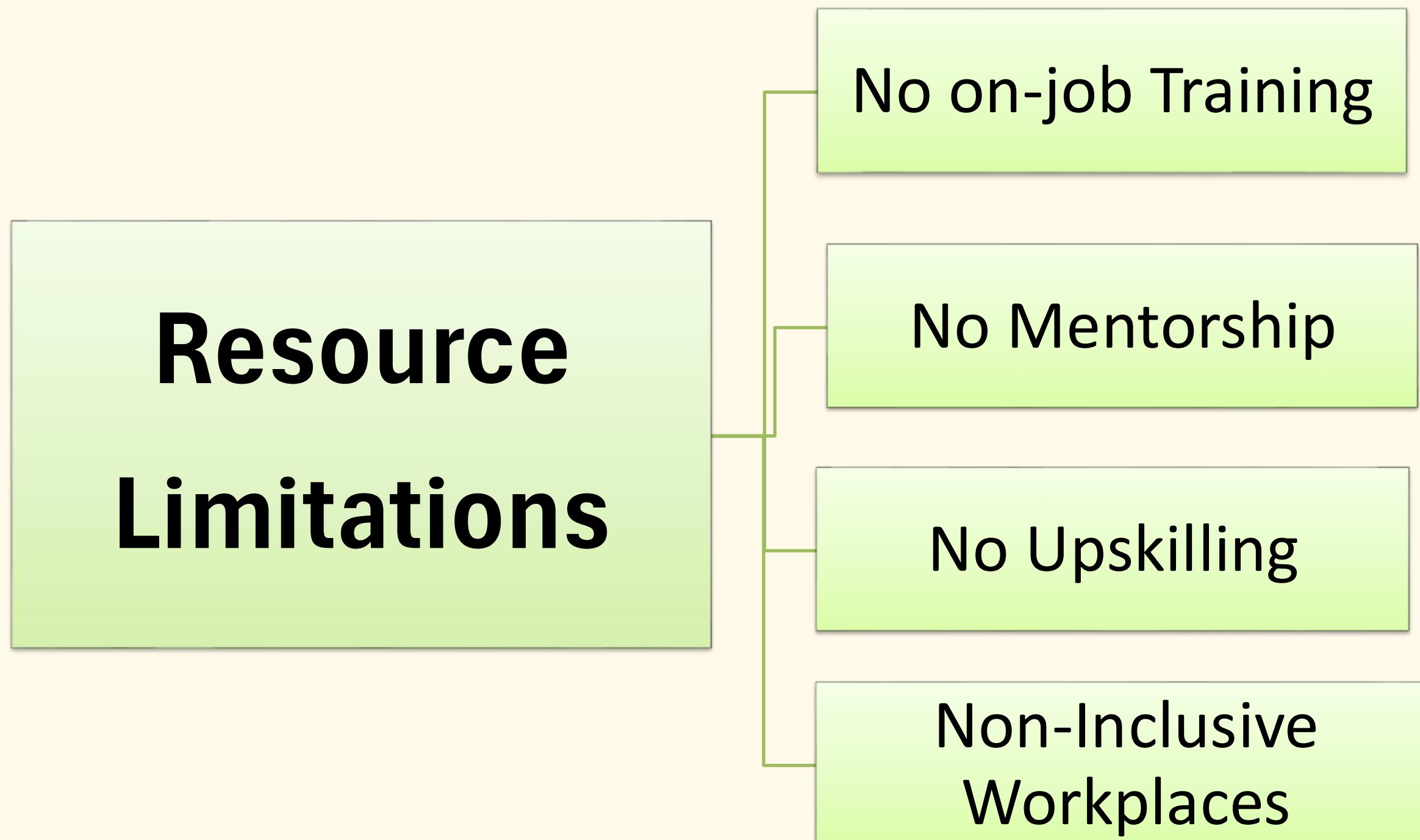
The Issue:

- **SMEs have fewer newcomers in their workforce?**

In 2021, SMEs were responsible for 88% of private sector employment and 86% of net job growth in Canada. Yet over 60% of SMEs noted that newcomers only account for less than 10% of their current workforce - *(Source: State of Skills Report – Future Skills Centre)*

NEWCOMER WORKFORCE INTEGRATION BARRIERS & CHALLENGES - PRIVATE SECTOR (SMES) -

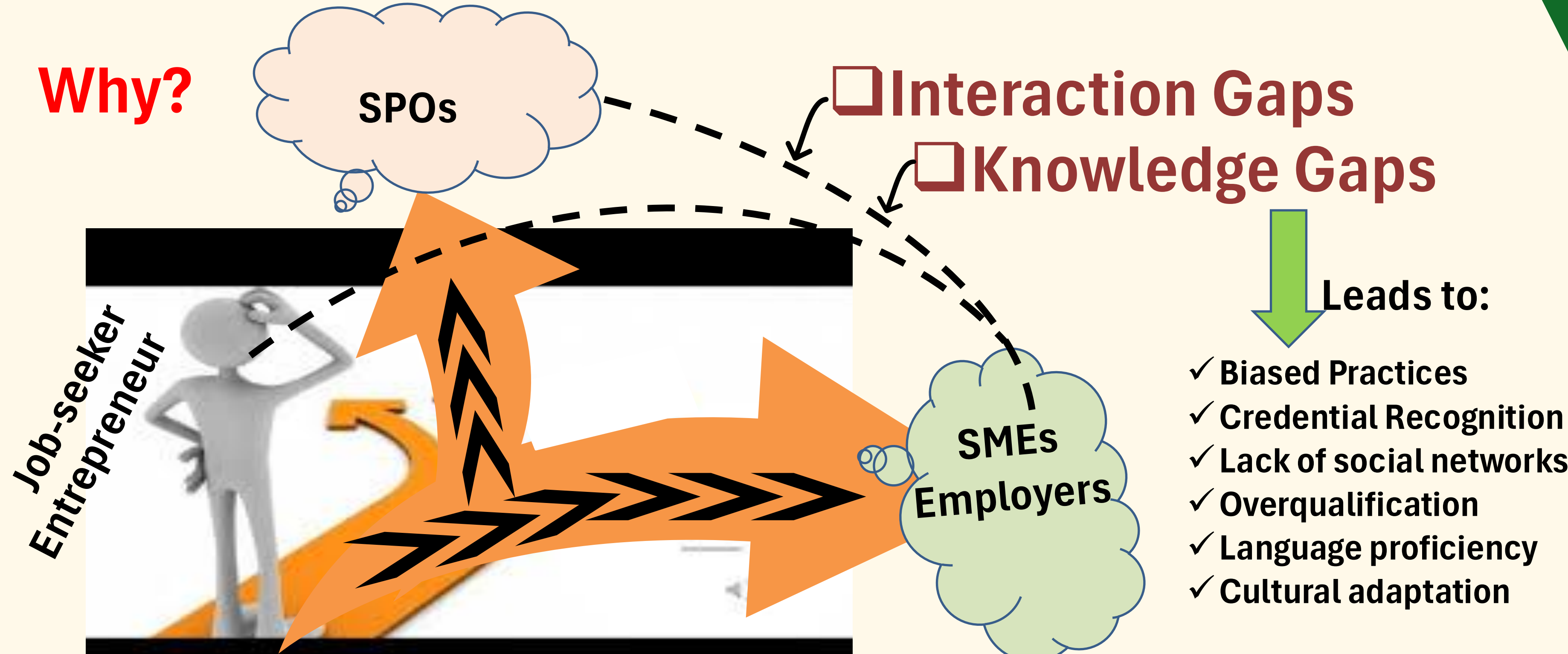
Why?



NEWCOMER WORKFORCE INTEGRATION BARRIERS & CHALLENGES

- PRIVATE SECTOR (SMES) -

Why?



SPOs

Interaction Gaps

Knowledge Gaps

Leads to:

- ✓ Biased Practices
- ✓ Credential Recognition
- ✓ Lack of social networks
- ✓ Overqualification
- ✓ Language proficiency
- ✓ Cultural adaptation

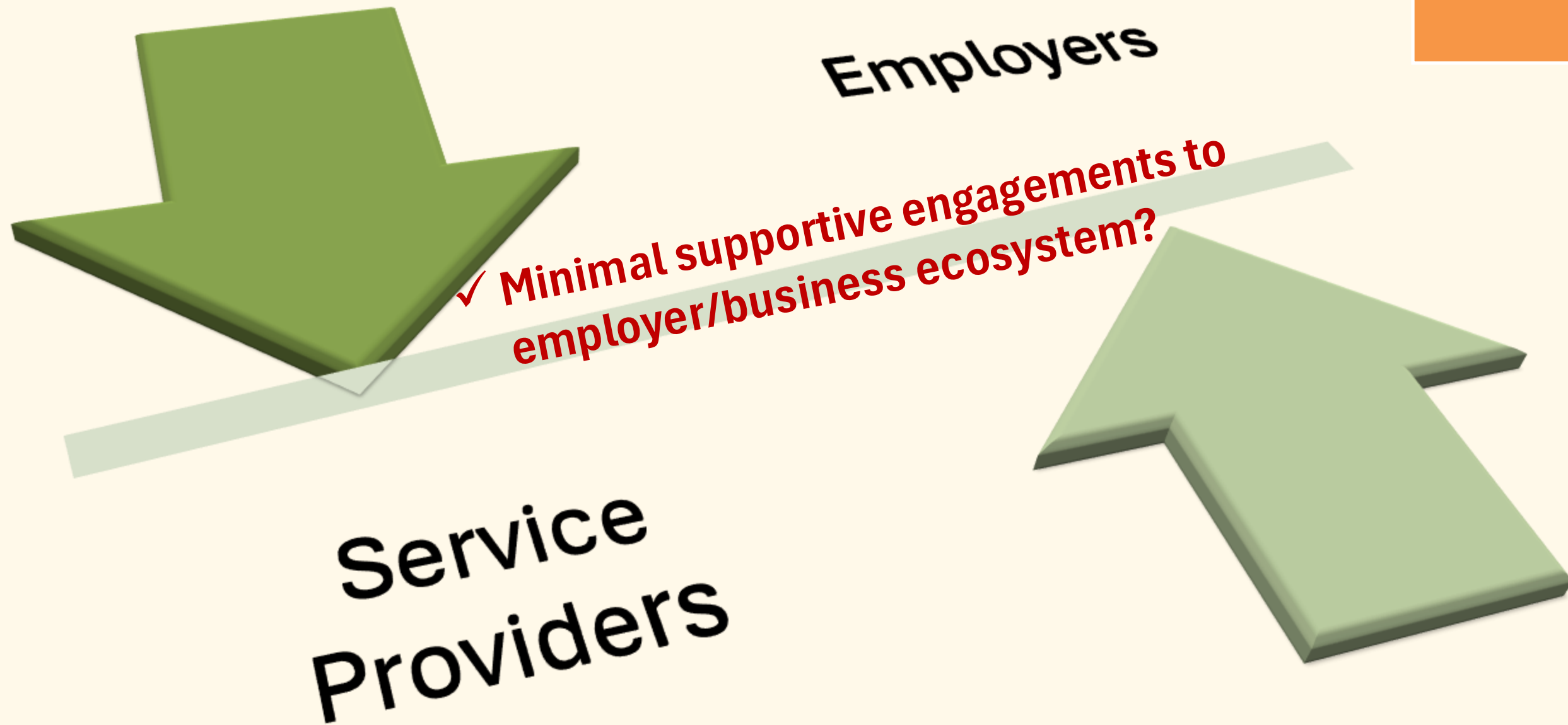
Job-seeker
Entrepreneur

SMEs
Employers

NEWCOMER WORKFORCE INTEGRATION BARRIERS & CHALLENGES

- PRIVATE SECTOR (SMES) -

Why?



ROUNDTABLE DISCUSSION II

Question 1:

What are the implications of these Barriers & Challenges in your local areas and/or regions?

- For newcomer job-seekers & entrepreneurs?
- For Employers/SMEs?
- For Ecosystem Stakeholders?



Question 2:

What are employers and stakeholders' views on regarding these barriers & challenges, particularly, regarding engagements with SPOs?

Synergetic Approaches Enhances and Accelerates Workforce Integration

Creates collaborative workforce participation solutions



Labour M Stakeholders driver workforce integration



Holistic approach to understanding settlement needs



ROUNDTABLE DISCUSSION III

Question 1: share some thoughts or examples of How newcomer job-seekers/entrepreneurs, employers, and SPOs can work together more effectively to facilitate newcomers' workforce integration in employment and entrepreneurship? (**10 min**)

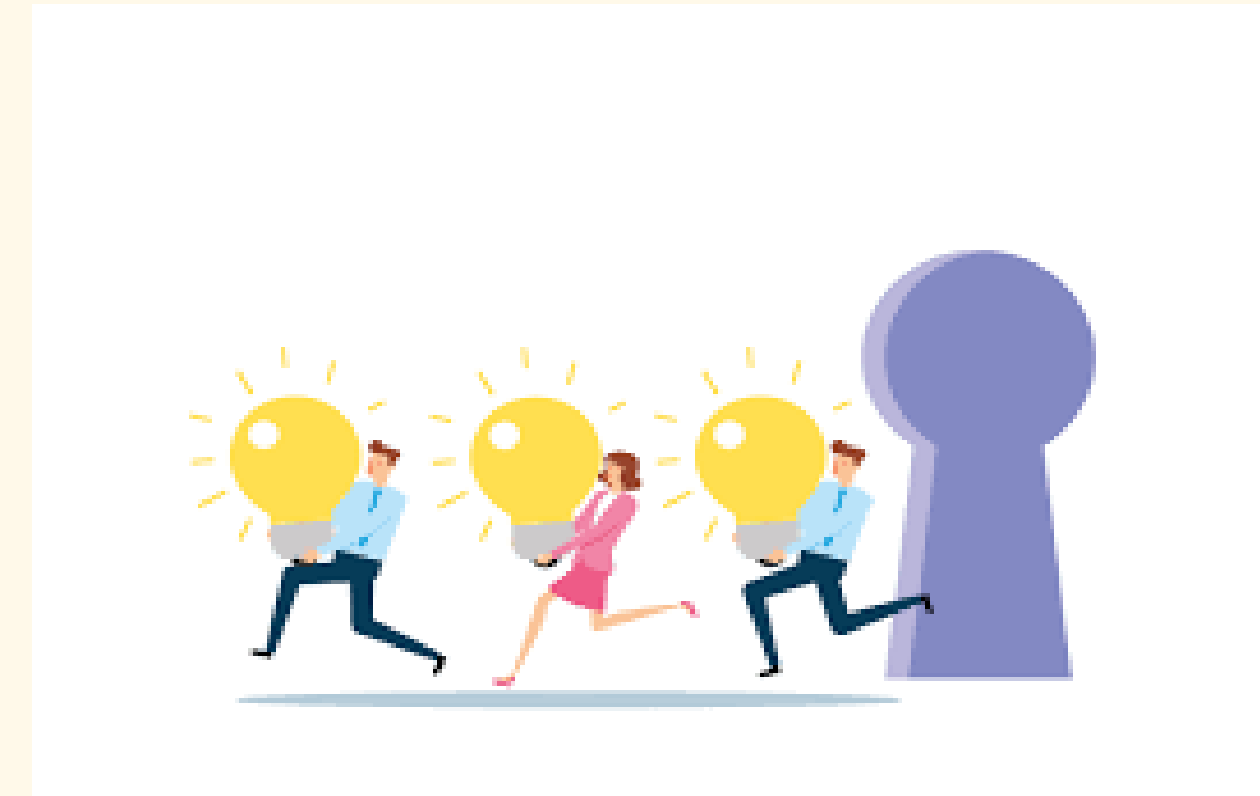


Question 2: Are there any specific examples or stories that resonated with you? Why? (**10 min**)

Any feedback, questions or comments about the Synergetic Approaches? (5 min) Q&A

TAKE AWAY & CALL TO ACTION

Q 1: What would be some practical steps to implement the approaches discussed today? (5 min)



Q 2: (Optional) Each group can share 1-2 most important actions the group identified. (5 min)



**ACTION FOR HEALTHY
COMMUNITIES**

PEOPLE AND COMMUNITIES IN ACTION

Thank You!
MERCI BEAUCOUP!
GRACIAS!

شكر!
谢谢!

