

ITP Conference
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The Immigrant's Journey:
Creative Approaches to Success
Nick Noorani

1. LANGUAGE

There is really no way out of this one. Immigrants must learn English. Not negotiable.

Requirements to enter Canada:

Need to pass English skills. Education skills must consist of post-graduate or higher. Must have work experience in their country of origin. The reason why we meet immigrants who do not meet these requirements is because there is a second category called 'Family Reunification'. Spouses and children do not need to pass this same criteria.

2. STAY POSITIVE

Never give up. Persist. Dream big. Write down your dreams every day. Ask a new immigrant, "What did your dream of your life in Canada look like to you when you were on your way here for the first time?" Watch their eyes fill with tears.

One in 5 male immigrants return to their home country within the first year.

3. EMBRACE CANADA

Do not remain a visitor. Start falling in love with the city you live in. Develop a fondness for Canada. If you don't agree with a system, get involved. This is your country.

4. PLAN B

Have a functional Plan A and then be sure to have a Plan B. Sometimes by following your Plan B you will achieve your Plan A. Make sure your Plan B is related to your Plan A or at the very least one of your dream jobs. In other words, if Plan A is to get into advertising then Plan B shouldn't be to accept a janitor position in the Hospitals.

5. MOVE OUT OF ETHNIC SILOS

Move out of your comfort zone and mingle with others outside of your race. At the same time do not isolate yourself from your own race. It's important to connect with your own race but not exclusively.

6. TAKE RISKS

If you think about it Immigrants have a PhD in riskology. They left everything they knew, everyone they knew. They moved to a foreign country with a huge belief in themselves. Then they arrive in Canada and some of them will put on the brakes and want to start playing it safe? Immigrants have the ability; they have the facilities, what have you got to lose?

7a) VOLUNTEER

This opens many doors for you to help you get contacts, references, make new friends and speak English. Furthermore, your volunteering could land you a job.

7b) MENTORSHIP

It's FREE. This is about connecting with people who have the compassion to make a difference for others. More and more companies have employees who become mentors.

7c) NETWORKING

Goes without saying.

Resources

Canadian Immigrant Magazine – canadianimmigrant.ca (Creator: Nick Noorani)

BOOK: Arrival Survival Canada – Nick Noorani

www.goingtocanada.gc.ca

www.credentials.gc.ca

www.workbc.ca

Emily.hamer@gov.bc.ca

paul@sfu.ca

Integrating Immigrants into the B.C. Labour Market Emily Hamer

HEALTH SECTOR SHORTAGES:

LPN

Medical Laboratory Technician

Medical Radiation Technician

RN

Pharmacist

Mid Wives
Doctor
Occupational Therapist
Psychiatric Nurse
Physiotherapist
Ultra Sonographer
Speech Language Therapist
Audiologist

Multicultural Mosaic: *Opportunities for creative Career Counselling* Paul Yeung

How can employment counselors help new immigrants gain insights into their career exploration? What are the challenges faced by immigrants in (re)establishing their career identities in Canada?

Multicultural clients could be going through the following 4 stages. The client does not necessarily experience these stages in this order. In fact it is not uncommon for them to waiver in and out of these stages.

1. Experiencing Dissonance – The disconnect between immigration expectations and reality in job markets. (What keeps many immigrants going is their family and children responsibilities – I will be able to provide them with a better life in Canada)
2. Seeking Professional Help – Some new immigrants, after they have exhausted their social capital, they decide to give career counseling a try.

Some common themes faced by new immigrants:

- Lack of a proper orientation to living in Canada
- Lack of opportunity to use their previous knowledge and skills in Canada
- Lack of trust (tendency to keep to themselves)
- Loneliness and not fitting in
- Status as a visible minority (e.g., a minority within a minority)
- Parenting issues
- Couple's relationships
- Gender power shift (e.g., changes in women's roles)
- Family violence and breakdown
- Problems accessing the health system

3. Doing Reflection – What is working, what isn't. What seems to be their challenges. Some are still grieving the loss of their country.
4. Taking Action – It is important for employment counselors to maintain an ongoing dialogue with clients regarding decisions about career options and plans. Take time to hear their story. You want to get them to be open to learn but you must learn about them. We need to understand their mindset and culture in order to adapt our facilitation.

SIGNS OF PROGRESS:

- They will recognize the bumps in the exploration process
- They will recognize that they may need to start with Plan B before they get to Plan A.

Ponder

Understand how ethnicity/race, gender etc. affect how we and our clients construct meaning in the world.

Through an ever changing world clients have multiple identities and carry out multiple roles. Focus on their strengths.

We cannot teach another person directly: we can only facilitate his/her learning.