

Colleges Integrating Immigrants To Employment (CIITE) Project Update to Executive Council, December 16, 2008

Vision: *Internationally trained immigrants have access to programs and services in the Ontario college system that build on their qualifications and expedite their securing employment in their field of expertise or in a related field.*

ITI Advisement – Build on the expertise developed in Phase 2 to improve ITI pre-entry advising and offer at more Ontario college sites. **Project goal** – serve and track 1,800 ITIs. The project has exceeded this target. **Update** – From July 2008 until November 30, 2008, 2225 ITIs have been served by CIITE ITI advisors. The *Pathways to Employment* Working Group was formed and had first meeting. ITI Satisfaction Survey data collection is underway. **Points for discussion** – ITI Advisors from Humber College and ITI's on OMNI Television; ITI Advisement budget reallocation decision.

ITI Credential Recognition – Develop and test with 4 Ontario Colleges (Algonquin, Fanshawe, George Brown, Sheridan) and 2 partners (International Credential Assessment Service and World Education Services) the Record of Education and Experience (REE). This tool, which captures an ITI's formal and informal learning outcomes, will be adopted by the Ontario colleges as the standard template to determine recognition of prior learning. **Project goal** – refine and test the REE to prepare for implementation in Phase 3.2. **Update** – The REE was demonstrated at the December 4 and 5 CIITE Mid-Year Reflection to approximately 140 college representatives and partners who attended the luncheons. The Go Live Date has been changed to January 8, 2009. 'My Record' training is being scheduled for this week. **Points for discussion** – ITI subsidization, knowledge dissemination to colleges prior to Go Live, December 4 and 5 REE presentation discussion.

ITI Employment Services – Conduct an audit of college employment services. **Project goal** – Build a model for use in the twenty-four colleges based on the results of the audit. **Update** – The audit was launched online on November 21, 2008 and is being completed by 15 college representatives. **Points for discussion** – results reporting.

Cultural Proficiency – Address cultural barriers for ITIs through the provision of training and education materials. **Project goal** – system-wide provision of inter-culturally effective delivery of college programs and services. **Update** – DiversiPro provided two training sessions at the CIITE Mid-Year Reflection. Twenty-six representatives from seventeen colleges plus OCAS attended the beta session on December 4. On December 5, 31 advisors and supervisors from 14 colleges attended a training session. During November, Humber College's Diversity Office coordinated workshops for 38 participants. Some 90 staff are expected to participate in a training session at Fanshawe College on December 17. Training at other colleges are now being scheduled. **Points for discussion** – Humber training experience; December 4 and 5 training, project activity list and schedule.

Francophone Activities – Develop and refine CIITE services for Francophone ITIs and ensure that CIITE service and advisory materials are appropriately translated from English to French. **Project goal** – CIITE participation of Francophone colleges so that French-speaking ITIs are served throughout the province. **Update** – The second cultural proficiency activity at La Cité collégiale was held on November 18th. **Points for discussion** – update regarding conversation with participating colleges.

Language Benchmarking – Build college benchmarking activity capacity and share best practices to ensure that appropriate language programming for ITIs is delivered throughout the province to maximize their success. **Project goal** – Diagram the college program benchmarking process for application throughout the system. **Update** – Phase 2 results were presented at the activity meeting on December 4 to 33 college benchmarkers as part of the CIITE Mid-Year Reflection. Also at this meeting, updates were presented on the two benchmarking models being tested. **Points for discussion** – results of December 4 and 5 meeting.

Competency Assessment – Develop and implement competency assessment models throughout the Ontario college system in Mechanical Engineering Technology and Respiratory Technology. **Project goal** – Involving 9 colleges, apply and test the CIITE competency assessment model. **Update** – Preparations are continuing for the two pilot competency assessments. The draft for the Mechanical Engineering Technology assessment is nearly complete. As well as a draft RT assessment. Other supporting materials have been prepared (e.g. interview forms, participation criteria, information sheet for candidates, data collection work sheet). **Points for discussion** – results from discussion with Ali Cheaib.

Organizational Culture and Change Management – Develop tools and strategies to equip colleges to meet the needs of ITIs and other non-direct entry students. **Project goal** – Improved flexibility and responsiveness to ensure appropriate delivery for ITIs throughout the college system. **Update** – Survey completion is on target (before the holiday break). Six colleges have completed their surveys. The French version of the Self-Audit Tool was completed and launched on November 13, 2008. The action planning template is in development. Seven colleges are meeting on December 18, 2008 for support in analyzing their results and developing their action plans. **Points for discussion** – college presidents' concerns.

ITI Data Collection – Standardize the planning, measurement, and evaluation of ITI services through CIITE data collection and analysis activities. **Project goal** – Measured and demonstrated impact of CIITE activities on ITIs, the college system, and project partners. **Update** – Monthly data reports continue to be developed. Preparations are underway for meetings with 5 vendors to support the Advisement System. Meetings to be held on December 12, 2008. **Points for discussion** – update from CoP discussion, updates on self-audit tool changes and development.

Flexible / Modular Delivery – Explore flexible and modular delivery options and suggest solutions and innovations that will benefit ITIs and other non-direct entry students. **Project goals** – Meet the needs of ITIs by providing more efficient transition to appropriate employment through responsive college programming. **Update**- At the CIITE Mid-Year Reflection meeting on December 4, strategies were discussed with 10 Working Group members on how to effectively disseminate the rich findings collected from the *Flexible Modular* programs that are offered at Ontario colleges. **Points for discussion** – response to funding request; update regarding Colleges Ontario initiative.

Project Office – Support project activities to ensure efficient implementation where all stakeholders are informed and involved. **Project goals** – Improved access to appropriate employment for ITIs who are served by the Ontario college system. **Update** – The project staff meet twice/month to review activities and plan next steps. The project staff also submit bi-weekly Status Reports to inform MCI reporting and other project update activities. The CIITE team is actively moving into the last quarter of Phase 3.1 and staff are carefully monitoring and acting within tight timelines to meet final project deliverables. **Points for discussion** – December 4 and 5 project reflection event.

Project Budget – Fund project activities to ensure deliverables are met in a fiscally responsible manner. **Points for discussion** – Project budgets forecasting.

Project Governance & Advisory Activities – Provide advice to project office staff to ensure that overall project goals and objectives are met. **Project goals** – Improved access to appropriate employment for ITIs who are served by the Ontario college system. **Update** – EC and EG meet regularly to inform project activities. **Points for discussion** – AG Meeting update, MTCU funding strategy discussion.

Project Partners Include: OCAS, TRIEC, WES, ICAS, ICTC, Colleges, Community agencies.