

## **Colleges Integrating Immigrants To Employment (CIITE) Project Update to Executive Council, January 20, 2009**

**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 December 31, 2008, 2,707 ITIs have been served by CIITE ITI advisors. 299 ITIs have completed the ITI Satisfaction Survey. *Pathways to Employment* guidelines are being created with input from advisors. **Points for discussion** – Update on ITI Advisement budget reallocation.

**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), *My Record* (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 *My Record*, to prepare for implementation in Phase 3.2. **Update** – *My Record* Go Live date was January 8, 2009 in 3 of the 4 pilot colleges. Close monitoring of the pilot will continue. **Points for discussion** – Linking advising database to *My Record*, Public Relations campaign to support *My Record*.

**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 Employment Services audit has received 89 responses. **Points for discussion** – Value of audit process.

**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** – A draft training package has been delivered to CIITE by DiversiPro and the final product is currently being fine tuned with feedback from CIITE. College training sessions are being scheduled. Some colleges have advanced their cultural competence capability using their own in-house resources. To enable college-facilitated training, DiversiPro will deliver a Facilitator's Kit. As well, colleges will be provided with an institutional checklist that allows for assessment of the institution's level of cultural competence. To date, some 190 college staff have received formal training facilitated by DiversiPro. **Points for discussion** – How cultural proficiency training can support a college with low ITI enrollment

**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** – Maintaining both French colleges updated and online with activities. **Points for discussion** – Survey "fatigue" expressed by both Francophone 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** – Final benchmarking reports were submitted to the project office by the designated deadline, December 19, 2008. Coordinators will follow up with concluding meetings with the benchmarking teams of the two distinct BM models on January 23 at Mohawk and January 26 at Sheridan. Final reports integrating their findings will follow. **Points for discussion** – Impact of strike at York University on Seneca's benchmarking program (located at the university).

**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** – Recruiting candidates is continuing. Pilot set to start end of the month. **Points for discussion** – Buy-in from Registrars, impact of transit strike in Ottawa.

**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** – 8 colleges have completed surveys and received reports on their self-audits and 4 of these colleges have made concrete plans to create their action plans. Debriefing and planning sessions are currently being scheduled with the other 4 colleges. **Points for discussion** – Support for action plan development

**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** – Informica is the vendor that is now developing the new Advisement System. The Advisement System Kick Off meeting was held on January 9, 2009 with 19 people attending. **Points for discussion** – Developing the Advisement System in only 2.5 months, the link between the Advisement System and My Record.

**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**- The Working Group for this activity held its final meeting during the CIITE Midterm Reflection Conference on December 4, 2008. Smadar is finalizing the concluding report summing up the groups extensive findings on the flexible modular programs currently offered at Ontario Colleges, as well as the group's final recommendations. **Points for discussion** – Sharing flexible modular delivery option findings from colleges.

**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** – Planning is underway for writing the Final Reports. The PO is planning final wrap up meetings for end of January and the month of February. Discussions and planning have begun with a consultant regarding the final evaluation of the CIITE Project. **Points for discussion** – Community Colleges 101 training for PO, monitoring the completion of project deliverables during final quarter of Phase 3.1.

**Project Budget** – Fund project activities to ensure deliverables are met in a fiscally responsible manner. **Points for discussion** – On-going 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 AG continue to meet regularly to inform project activities. **Points for discussion** – MTCU funding strategy discussion.

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