

Colleges Integrating Immigrants To Employment (CIITE) Project Update to Executive Council, November 18, 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. It is expected that the project will exceed this target. **Update** – from July 2008 until October 31, 2008, 1,738 ITIs have been served by CIITE ITI advisors. The *Pathways to Employment* tool has been developed to provide support to Advisors so that ITIs may receive advice on employment planning. **Points for discussion** – Budget reallocations for advising projects, discussion regarding validity of data.

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** – Despite delays in the approval of the REE technical specification and resourcing, the REE will be ready for demonstration at the December 4 and 5 CIITE Project Review event. **Points for discussion** – update on WES conversation.

ITI Employment Services – Conduct an audit of college employment services. **Project goal** – increase college capacity to provide employment services advising by hiring and training 17 employment advisors; serve and track 2,000 ITIs. **Update** – Student surveys were administered to 430 ITIs and staff surveys were administered to 8 college representatives. The first of several Webinars introducing a variety of employment and career services and concepts were hosted by CIITE and attended by 41 participants from 10 colleges. **Points for discussion** – survey design and participant selection.

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** – Two CIITE training sessions in August and September were attended by 71 college representatives from 19 colleges. CIITE has contracted DiversiPro to provide various levels of training for Fanshawe and Humber Colleges to develop model training packages. All DiversiPro training activities will be documented to inform the development of a case study presentation of best practices and lessons learned. **Points for discussion** – Diversipro selection; college participation selection.

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** – Preparation is underway for delivery of the second cultural proficiency activity at La Cité collégiale on November 18th and the Benchmarking activity if being planned for both French colleges. Additionally, work is continuing on CIITE's French website. **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** - Benchmark training is being delivered across Ontario Colleges. A website message/discussion board has been developed to help maintain contact with the Benchmark Leads.

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** - Continued progress is being made towards implementing two pilot competency assessments in January 2009 for Mechanical Engineering Technology and Respiratory Technology programs. A curriculum/assessment expert is to be hired to help revise the Mechanical Engineering Technology assessment. The Competency Assessment Project was presented at the CAPLA conference October 20th. **Points for discussion** – Residency requirement discussion; response to inquiry from Lois Willson.

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** - A draft of the Audit-Tool, an information gathering device for use with 10 colleges, was completed and launched on October 20th, 2008. The French version is to be completed in early November. **Points for discussion** – survey participant selection, early results discussion.

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** – Data collection activities provide support to various CIITE projects; these are underway. **Points for discussion** – request for technical provider proposals, determining next steps.

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** - A working group was formed; their first meeting was held in August 2008. The group will determine ITI needs, and present different flexible initiatives that are being offered in Canada and internationally. **Points for discussion** – response to funding request; update regarding conversation with Colleges Ontario.

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** – Project is fully staffed. A Mid-Year Review Meeting will be held on December 4 and 5, 2008. This event will include an all-day Advisory Group meeting, unveiling the REE (Record of Education and Employment), Intercultural Diversity Training for ITI Advisors, a keynote presentation, as well as update meetings for various CIITE project activities. **Points for discussion** – December 4 and 5 project reflection event planning update; conference update.

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

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** – Colleges Ontario Award update; CCVPA presentation update; project budgets re-allocation review; decision making process; proposal updates; strategy discussion.