

Collaboration Matters

Welcome to our newsletter

The Consortium of Agencies Serving Internationally-trained Persons (CASIP) was created in 1998 when eight founding organizations providing employment and training services to skilled immigrants in the Greater Toronto Area (GTA) came together to work collaboratively. In 2012 we welcomed three new members to our collaboration. As 11 organizations we now serve over 170,000 participants annually in employment programs, a significant proportion of whom are skilled immigrants.

As a consortium we share a vision of inclusive Canadian communities where skilled immigrants are able to find meaningful, sustainable employment in their fields of expertise and can contribute to building our society. We envision employers able to integrate skilled immigrants into their workplace, enabling them to use their skills to best advantage.

You can find out about our latest activities through the newsreel on our website www.casip.ca or by following @CASIP_ESN on Twitter.

We hope that you enjoy learning more about us! Please share your feedback at info@casip.ca

Collaborative Leaders for a Collaborative Future

In 2012, CASIP started an initiative to strengthen the collaborative capacity of Boards, Executives and Managers to raise employment service delivery to a new level of excellence. As part of this work, CASIP designed a leadership development program for up and coming managers from Toronto's key immigrant serving organizations. This project is about nurturing collaboration with the aim of strengthening the capacity of current and future leaders at all levels of their organizations. In the GTA's immigrant employment sector, there is no shortage of talented, passionate and pioneering leaders. Many have been collaborating and innovating in countless ways. This endeavor will support and further develop these leaders to work in partnership.

Not only is the potential impact of this model on the non-profit sector truly exciting, the process by which it was developed was uniquely collaborative. A Leadership Work Group was formed and consisted of seven member organizations that identified an

interest or expertise in this area. Individuals included service directors, managers, and coordinators, as well as a director of human resources.

The model development process, guided by an expert facilitator and supported by a coordinator, included a two day retreat. The process of developing this model presented a unique opportunity for work group members from across organizations to collaborate, build relationships and expand their knowledge in ways that would have not otherwise been possible. Seeing the energy in the room, as well as the excitement and pride of the group, demonstrated the significant impact the process has already yielded.

In 2014, CASIP secured two years of funding from the Ontario Trillium Foundation to support the Collaborative Leadership Training Model. We are delighted to introduce this new collaborative leadership training model to the GTA's immigrant employment sector!



ACCESS OUR ONLINE
RESOURCES ON YOUTUBE:

FEATURED VIDEOS

- CASIP – Together We Succeed
- Collaborative Leaders for a Collaborative Future
- Program Launch: *Collaborative Leaders for a Collaborative Future* Keynote Address – Elizabeth McIsaac, Mowat Centre
- Board Dialogue #3: Shaping The Future – Naomi Alboim, Queen's University



EMPLOYER SERVICES NETWORK— 2013/2014 SNAPSHOT

- 11 Organizations
- Team of 20 Integrated Job Developers
- 200 new employers joined existing network of 850
- 1,000 new postings advertised on job sharing site
- 1,400 jobs seekers with improved access to opportunities

Employer Services Network: A Successful Model

CASIP successfully secured an additional three years of funding from Citizenship and Immigration Canada for its Employer Services Network (ESN) project from April 2013 to March 2016.

The ESN is an employer's single point of contact to access expert HR resources across our network of 11 members. Through a coordinated approach, an employer working with one CASIP contact can tap into a pool of qualified skilled immigrants from across the GTA, and a wealth of diverse tools and supports for hiring, onboarding and retention.

The new phase of the project will focus on broadening the ESN's regional collaborative

networks and working with industry and stakeholder groups to enhance overall coordination and referral of employers to provide seamless access to a coordinated network of specialized HR supports related to skilled immigrants.

As a result of this collaboration across organizations offering similar services, skilled immigrant job seekers experience enhanced employment outcomes. If you would like to learn more about the ESN model of collaboration such as success factors, guidelines and protocols; or if you're an employer seeking to access a pool of job ready professional candidates, please connect with us through our hotline 1-855-CASIP-99 or info@casip.ca

Through collaboration, CASIP drives innovation, advocacy, and excellence in employment services for skilled immigrants and employers in the Greater Toronto Area.

Our Members

ACCES Employment
Collège Boréal
COSTI Immigrant Services
Humber College Community Employment Services
Job Skills
JobStart
JVS Toronto
MicroSkills
Seneca College
Skills for Change
WoodGreen

Employer Services Network Project:

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| Funded by: | Financé par : |
|  Citizenship and Immigration Canada | Citoyenneté et Immigration Canada |

Governance & Leadership Project funded by:



Collaborative Leadership Training Program funded by:



Board Dialogues: Building Collaboration at the Governance Level

CASIP's Governance & Leadership Capacity Development Project is focused on building the capacity of members to engage in strategic collaboration and to develop leaders in collaborative management and governance. One of the goals of this project is systemic change – to engage and develop current Board of Directors and Senior Executives to collaborate at a strategic level and create sector change. To this end, we organized a series of Board Dialogues, which brought together Board members and executive leaders to engage in strategic and generative thinking to determine how to stimulate collaborative activities among the governing bodies of CASIP's members.

Four Board Dialogues have been held to date with various high profile keynote speakers including Amanda Lang (CBC News), Minister Michael Coteau (MCI), Elizabeth McIsaac (Mowat Centre), John Shields (Ryerson University), Naomi Alboim (Queen's University), and Carl Nicholson (OCASI Board Chair). The series provides participants with an opportunity to engage in facilitated discussions for the purpose of: building awareness of common governance issues in the sector, identifying common goals, and agreeing on areas of collective action. This series has been generously supported by various corporate sponsors (TD Bank, McCarthy Tétrault, Scotiabank, Collège Boréal, Certified Management Accountants of Ontario) highlighting the significance of the project to participants. A Concluding Symposium, held in October, celebrated successes to date and established next steps for sustaining collaborative activities at the governance level after the end of the funded project. Susan McIsaac, CEO of United Way Toronto, delivered the keynote address titled, *Innovation through Collaboration*.

In a competitive environment with limited funding resources, we are finding new ways to engage and maximize Board members, one of our greatest resources. For non-profits, Boards not only lead organizations and are accountable to communities, but are also a source of knowledge, influence and resources. Finding a catalyst to leverage that resource and build collaboration is critical to driving systemic sector change. The Board Dialogues model is proving to be such a catalyst. Learn more about this work: CASIP Governance & Leadership Capacity Development Project Case Study.