



## Colleges Integrating Immigrants to Employment (CIITE) CIITE Phase 3.1 Information

---

CIITE Phase 3 is designed as a three year initiative that will implement changes in the Ontario college system to better integrate internationally trained immigrants (ITIs) to employment commensurate with their skills and experience. This information sheet focuses on Phase 3.1 which takes place between April 1, 2008 and March 31<sup>st</sup>, 2009. Below is a brief overview of the CIITE Phase 3.1 activity objectives. For further information on these activities please contact the CIITE Advisory Group member at your college (listed on page 2) or visit <http://www.ciite.ca>.

**Credential Recognition** - CIITE is working toward implementing the web-based *Record of Education and Experience (REE)* that will create a standard form to be used by colleges to recognize international credentials and experience. The long term goal of this activity is that the *REE* can be understood and used by employers as well as colleges. If used widely the *REE* will provide ITIs with a standardized document to apply for recognition at colleges, as well as a tool for seeking employment.

**ITI Advising Services** - The ITI advising service in CIITE Phase 3 builds on the proven ITI advising model developed in Phase 2. The goal of this activity over the next phase is to provide all-college training in ITI advising and develop and provide access to an advising information system and tools. This activity will also develop links with community agencies serving immigrants and other employment focused organizations.

**Language Benchmarking** - The goal of the Language Benchmarking activity is to build college system capacity for language benchmarking. "Orientation to the Canadian Language Benchmarks" training will be provided, as well as training to benchmark post-secondary programs using the Canadian Language Benchmarks. In order to enable efficient, sustainable benchmarking, two models will be examined – benchmarking as part of the program review process and benchmarking of similar programs in college teams. At the end of this phase, the benchmarking teams will share best practice to determine the rollout of benchmarking in Ontario colleges.

**Competency Assessment** - In CIITE Phase 2 a model for competency assessment was developed for both a regulated (Respiratory Therapy) and an unregulated profession (Mechanical Engineering Technology). These models will be piloted in Phase 3.1. Teams of experts in each profession will develop a "List of Competencies" and pilot the competency assessment model using this list in the last three months of Phase 3.1.

**ITI Data Collection** – The objective of the data collection activity is to create a college working group that will work with Colleges Ontario toward developing an ITI data gathering, analysis, and reporting framework across all colleges.

**Employment Services** – The Employment Services activity is focused on assessing individual college employment services and the delivery of improvements to these services for ITIs. Tools and a training package will be developed to support improved college capabilities for linking ITIs to employment including mentorships, internships and field placements, and career-search training resources. This activity will link community agency resources, provincial job placement support programs, and individual college's capabilities.

**Flexible/Modular Delivery-** The Flexible/Modular Delivery activity is a Working Group that will provide input to Colleges Ontario (CO) and the Ministry of Training, Colleges, and Universities (MTCU) on revisions to college funding formulae, which will be essential to colleges allowing open access to specific modules within programs and improved part-time access for ITIs. This activity is designed to complement the work of CO and MTCU by identifying flexible delivery issues from an ITI-focused perspective.

**ITI Integration Plans** – This activity will support colleges in strategic and organizational development planning for the integration of ITIs at their institution, including the development and design of a three year individual college plan. CIITE will develop an audit tool of ITI barriers and services at individual colleges and provide Organizational Development experts to work with each college. At the end of Phase 3, CIITE will consolidate the plans into a system-wide overview.

**Cultural Intelligence** – Cultural intelligence training will be developed and made available to all Ontario colleges. Training will incorporate specific ITI-related diversity issues, cultural sensitivity, and barrier-reduction training (with consideration for sustainability) and be considered upon request.

**Francophone Issues** – The Francophone activity will develop plans for the integration of immigrants through Francophone colleges that consider the specific needs and barriers of the Francophone immigrant community and colleges. Through this activity detailed workplans for the implementation of CIITE Phase 3 for Francophone colleges will be developed.

### **CIITE Phase 3.1 Advisory Group**

CIITE is guided by an Advisory Group consisting of representatives from all 24 Ontario colleges, which is overseen by an Executive Council consisting of representatives from 8 colleges.

Algonquin College - Denyce Diakun (Executive Council member)  
Cambrian College - Larry Bouchard  
Canadore College - Mary Lou Rainville  
Centennial College - Carol Roffey  
Conestoga College - John Donald (Executive Council Co-Chair)  
Boréal Collège - Gisèle Pham  
Confederation College - Tim Kerbashian  
Durham College - Ruth MacKay  
Fanshawe - Rod Cameron (Executive Council member)  
Fleming College – Lucy Ellen Canary  
George Brown College - Lorraine Trotter (Executive Council member)  
Georgian College - Maryann Fifield  
Humber College - Lois Willson (Executive Council member)  
La Cité Collégiale - Claude Bergeron (Executive Council member)  
Lambton College - Anne Marie Cosford  
Loyalist College - Dave O’Hearn  
Mohawk College - Ali Cheaib (Executive Council member)  
Niagara College - Fiona Allen  
Northern College – Fred Gibbons  
St. Clair College – Adel Esayed  
St. Lawrence College - Barry Keefe  
Sault College – Mary Ellen Tomie  
Seneca College – Stan Talesnick (Executive Council member)  
Sheridan College – Helen Allen