

## IPW's Employment Sector Table's Strategic Plan 2021-2023

Objectives		Key Activities		Timeline	Lead	Status	Anticipated Outcomes
Priority Area 1: Employer and Stakeholder Engagement	Enhance employer and stakeholder engagement	1.1.1	Conduct a scan of existing IPW employer and stakeholder partners and create a list of missing partnerships (ensure that the list includes, HR professionals, industry associations, sector associations, education institutions, employment equity associations, ethno cultural associations and others)	Winter/Spring 2021	IPW Secretariat		<ul style="list-style-type: none"> <li>• New relationships with employers and key stakeholders exist</li> <li>• Existing relationships with employer representatives are expanded and strengthened</li> <li>• Existing relationships with employment service providers are expanded and strengthened</li> </ul>
		1.1.2	Reach out to new employers and stakeholders to establish a relationship and invite them to be involved in the Employment Sector Table or other IPW initiatives.	Spring 2021/ Ongoing	IPW Secretariat/ Sector Table Members		
		1.1.3	Reach out to existing stakeholders to strengthen our relationship	Spring 2021/ Ongoing	IPW Secretariat/ Co-Chairs		
	Educate employers on the benefits of employing Newcomers	1.2.1	Conduct a scan of existing research and resources on the benefits of employing Newcomers	Fall 2021	IPW Secretariat		<ul style="list-style-type: none"> <li>• Employers understand the benefits of employing Newcomers</li> <li>• Employers have equitable hiring practices</li> <li>• More Newcomers are hired and retained</li> <li>• Employers have a greater awareness of the Newcomer experience and the necessity of immigration</li> </ul>
		1.2.2	Develop infographics and resources for employers on the benefits of employing Newcomers	Winter 2021	IPW Secretariat		
		1.2.3	Partner with key stakeholders to run an awareness initiative	Spring/2022	Establish a Working Group		

	1.3	Support employers in creating diverse and inclusive workplaces that are effective and welcoming	1.3.1	Conduct a scan of existing research, resources and services that support employers to create inclusive workplaces for Newcomers	Summer 2022	IPW Secretariat	<ul style="list-style-type: none"> <li>Employers have diverse and inclusive workplaces that are functional and effective</li> <li>Employers are aware of all programs that help support Newcomers, and actively participate in providing opportunities to Newcomers</li> <li>Newcomers feel valued for their skills and contribution in the workplace</li> </ul>
			1.3.2	Partner with key stakeholders to align work (such as the Province of Manitoba, City of Winnipeg, and Newcomer employment service providers)	Ongoing	IPW Secretariat/ Co-Chairs	
			1.3.3	Promote existing resources and services for employers to create inclusive workplaces	Ongoing	Sector Table	
			1.3.4	Support the creation of employer resources (where there are none) to assist employers to create inclusive workplaces	Fall 2022	Sector Table	
			1.3.5	Partner with the Winnipeg Chamber of Commerce to create a Newcomer Employment Hub	Immediate	IPW Secretariat/ Chamber of Commerce	
	1.4	Remove the "Canadian Experience" barrier	1.4.1	Conduct research on the "Canadian experience" barrier and develop a report on recommendations.	Fall 2021	IPW Secretariat	<ul style="list-style-type: none"> <li>Employers do not require "Canadian experience" as a qualification for employment (except where a bona fide requirement exists)</li> <li>Employers recognize and value Newcomers' international experience and credentials</li> <li>The Manitoba Human Rights Commission recognizes arbitrary requirements for "Canadian experience" as a form of discrimination</li> </ul>
			1.4.2	Create an awareness initiative to educate employers on the "Canadian experience barrier" and on the value of qualifications and international experience	Winter 2021	Establish a Working Group	
			1.4.3	Work with the Manitoba Human Rights Commission to implement a policy that recognizes arbitrary requirements for "Canadian experience" as a form of discrimination	Winter 2021	Establish a Working Group	

Priority Area 2: Credential Recognition for Internationally Educated Professionals		Objectives		Key Activities		Timeline	Lead	Status	Anticipated Outcomes
		2.1	Decrease barriers to credential recognition	2.1.1	Conduct a scan of literature (including any related to grounds for discrimination), data sources, and client experiences from service providers on credential recognition barriers faced by IEPs in Manitoba and identify research gaps	Spring 2021	IPW Secretariat/ MANSO		
2.1.2	Hold a consultation with IEPs	February 2021	IPW Secretariat/ MANSO						
2.1.3	Work with the OMFC to ensure necessary research is conducted and data is collected on IEPs. Conduct research if needed.	January 2021/ Ongoing	IPW Secretariat/ MANSO						
2.1.4	Create an awareness initiative of the barriers faced by IEPs and calling for the elimination of those barriers (in collaboration with MANSO to ensure no-duplication)	Summer 2021	Establish a Working Group						
Priority Area 3: Newcomers Secure Meaningful Employment		Objectives		Key Activities		Timeline	Lead	Status	Anticipated Outcomes
		3.1	Support Newcomers to Enter the workforce	3.1.1	Create a roadmap for Newcomer job seekers (in collaboration with service providers)	Fall 2022	Sector Table Members		<ul style="list-style-type: none"> <li>Newcomer job seekers are aware of the employment services available to them</li> <li>Newcomer job seekers secure employment.</li> <li>Employers are aware of all programs that help support Newcomers, and actively participate in providing employment opportunities to Newcomers</li> </ul>
3.1.2	Partner with the Winnipeg Chamber of Commerce and service providers to create a Newcomer Employment Hub	Fall 2021	IPW Secretariat/ Chamber of Commerce						

Updated: January 26, 2021 by Jessica Praznik