

APPENDIX H: Inventory of IMMIGRANT SERVING AGENCIES by province

IMMIGRANT SERVING AGENCIES	DESCRIPTION	MANDATE/MISSION	SERVICES
<b>NATIONAL</b>			
Canadian Immigrant Settlement Sector Alliance (link is broken)	An alliance of provincial and national organizations that represent 450 immigrant and refugee settlement agencies from across Canada. Harnesses the expertise of the immigrant settlement sector, and is the sector's national voice to help build a Canadian society in which all immigrants and refugees are able to participate fully.		
Canadian Immigrant Integration Program (Citizenship and Immigration Canada) ( <a href="http://www.cic.gc.ca/english/department/partner/bpss/ciip.asp">http://www.cic.gc.ca/english/department/partner/bpss/ciip.asp</a> )	Established in 2010, as an initiative between the Government of Canada, the Association of Canadian Community Colleges (ACCC), and a network of partners across Canada to help newcomers gain employment that reflects their skills, credentials, and experience. The program helps immigrants better prepare for economic success by providing information, planning, and online support through partners in Canada and while they are still overseas during the final stages of the immigration process.		Provides: 1) access to key information and research resources; 2) advice to help immigrant consider options and make decisions that are right for them and their families; 3) insights into challenges immigrants might face; and 4) direct connections with employers and other organizations (e.g., colleges and immigrant-serving agencies) that can support immigrants while they are in their countries of origin and throughout their transition to Canada. Three components: 1) one-day orientation workshop providing information about job prospects, job readiness, job search and job retention; 2) personalized planning focused on key job and integration decisions, and actions to be taken before and after arrival in Canada; and, 3) online advice, tools, and other resources from Canadian partner organizations and direct contact with Canadian employers.
Federal Internship for Newcomers ( <a href="http://www.credentials.gc.ca/jobs/what-you-can-do/internship-program.asp">http://www.credentials.gc.ca/jobs/what-you-can-do/internship-program.asp</a> )	Provides newcomers with valuable temporary Canadian work experience and training opportunities with federal government departments and agencies and private sector organizations. Internships help newcomers integrate into the Canadian labour market by providing career development and training opportunities, and by helping to expand a newcomer's networks of contacts.		Interns are hired as casual employees for 90 days. This may be extended an additional 90 days. Internships are offered in categories such as: policy, administration, project management, computer science, communications, science and engineering. A mentor will be provided for the duration of the internship.

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The Canadian Coalition for Community-Based Employability Training (CCCBET) ( <a href="http://www.savie.qc.ca/Ccocde/An/AccueilPublique.asp">http://www.savie.qc.ca/Ccocde/An/AccueilPublique.asp</a> )	National, non-profit organization whose membership is comprised of appointees from provincially chartered community-based training associations. Goal: to help community-based trainers become known world-wide for excellence in client-centred training and employment services.	Provide holistic, collaborative and non-institutional career development opportunities for people who are unemployed and who experience barriers to employment.	
Working in Canada ( <a href="http://www.workingincanada.gc.ca/">http://www.workingincanada.gc.ca/</a> )	Launched in 2007, Government of Canada's leading source for jobs and labour market information. It offers users free occupational and career information such as job opportunities, educational requirements, main duties, wage rates and salaries, current employment trends, and outlooks.		The site integrated 7 sources of information in 1 convenient location (mash-up) to help workers make informed decisions. As of 2010, the site had expanded to include 23 sources of learning and labour market information for Canadians and newcomers alike. Can explore the job market and search 60,000 listings daily from Job Bank and external sources.

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<b>BRITISH COLUMBIA</b>			
AB Association of Immigrant Serving Agencies ( <a href="http://aaisa.ca/">http://aaisa.ca/</a> )	Umbrella organization of immigrant-serving agencies in Alberta addressing the needs of immigrants, the agencies that serve them, and the larger community that welcomes them.	Vision to provide an association by and through which its members work towards addressing the needs of Newcomer Canadians, the agencies that serve them, and the communities that welcome them.	Settlement training program: supports practitioners by providing training, professional development, and certification.
Affiliation of Multicultural Societies and Service Agencies of British Columbia ( <a href="http://www.amssa.org/">www.amssa.org/</a> )	AMSSA is the provincial umbrella for community-based immigrant serving agencies in BC - more than 80 multicultural agencies providing immigrant settlement and multicultural services in communities throughout BC.	Facilitates collaborative leadership, knowledge exchange and stakeholder engagement to support member agencies that serve immigrants and build culturally inclusive communities	1) Settlement and integration, 2) Multi-cultural health: promote access to culturally appropriate health information and services and encourage communication and cooperation on multicultural health issues between health care providers, settlement workers and diverse communities ; 3) Diversity: safe harbour - respect for all program.
<b>ALBERTA</b>			
Alberta Clinical and Surgical Assistance Program (ACSAP) ( <a href="http://acsap.ca/">http://acsap.ca/</a> )	Program is administered by AB Health Services (AHS) Medical Affairs and is open to IMGs interested to receive Cdn clinical experience within AB.	The goal is to provide a transition program in preparation for acute care coverage roles to address clinical and/or surgical coverage by providing IMG's an opportunity for clinical assessment and evaluation within a supervised setting	Six month orientation, clinical assessment, and evaluation program within a particular clinical or surgical service located in Calgary or Edmonton. IMGs have the potential to move into career stream positions after completing a Clinical Assistant (CA) or Clinical/Surgical Assistant Program (CSA). Successful completion of the program does not result in full licensure or independent practice. Instead, successful program Candidates are eligible to be contracted to provide after hours patient care under the supervision of independently licensed physicians and surgeons on designated hospital services.

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Alberta IMG Association ( <a href="http://aimga.ca/">http://aimga.ca/</a> )	Created in 2001, AIMGA consists of doctors trained or educated in countries other than Canada and also includes individuals and organizations interested in the various challenges facing IMGs in Alberta.	Responsible, informed, and equitable integration of international graduate physicians into the Canadian Healthcare System. AIMGA aims for the recognition of skills and experience gained outside Canada, without compromising current Canadian medical ideals or standards.	Provides support for the licensure process, professional integration support (i.e., observership, mentorship, and professional development support), enhanced language support, and employment readiness support (i.e., career enhancement training, focused training programs, and volunteer opportunities).
Alberta Network of Immigrant Women ( <a href="http://www.aniw.org">www.aniw.org</a> )	The Network is uniquely positioned to understand women's concerns, and to work across various community and government agencies to encourage effective collaboration in delivering programs and services.	Connect and support immigrant women to build a new life in Canada.	Through Capacity Alberta Initiative provide orientation sessions regarding the accreditation process for dentists, nurses, and engineers; professional education workshops; well-being and personal development workshops; study groups for IMGs, International Educated and Trained (IET) engineers, IET dentists, nurses and dental assistants; and, education and awareness workshops.
Association of International Medical Doctors of BC ( <a href="http://aimdbc.org/">http://aimdbc.org/</a> )	Established in 2003 and through the support of the BC ITPs Network. Has been active in a number of advocacy activities.	Ensure that internationally trained medical doctors are integrated effectively and equitably into British Columbia's healthcare system.	Provides support to IMGs working towards licensure (i.e., preparation for MCQEE I and OSCE preparation).
Association of Service Providers for Employability and Career Training - ASPECT ( <a href="http://www.aspect.bc.ca">www.aspect.bc.ca</a> )	Non-profit association of community-based trainers in BC with a goal to prepare people for work. represents more than 175 agencies in more than 100 communities throughout BC. Member agencies are comprised of non-profit and private organizations that provide a variety of services including career assessment, work and life skills training, employment counselling, and job placement. Target group includes new immigrants together with unemployed, persons with disabilities, visible minorities, etc.	Provide leadership, education, advocacy and public awareness in support of its members who provide community-based workforce development services	Currently delivering IMMPowerBC, the only province-wide program that is designed for skilled immigrants and internationally trained professionals.

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BC Internationally Trained Professionals (ITPs) Network ( <a href="http://bcitp.net/">http://bcitp.net/</a> )	Founded in 2002, a partnership of ITPs from around BC, working cooperatively, to improve access to meaningful employment for all immigrant professionals in BC. Primary focus: empower ITPs to enter into constructive dialogue with stakeholders and to act on self identified goals. MOSAIC, ISS and SDISS (Surrey Delta Immigrant Services Society of BC) collaborated to found the network.	Help build associations and networks among ITPs.	Links to local associations and networks of ITPs.
Bow Valley College - Directions for Immigrants ( <a href="http://www.directionsforimmigrants.ca/index.html">http://www.directionsforimmigrants.ca/index.html</a> )	No cost career service centre that helps internationally educated professionals secure professional employment and gain accreditation. Work with professionals in all occupations. Operated by Bow Valley College, and funded by the Government of Alberta and the Government of Canada.	Help immigrant professionals work towards accreditation and finding employment in their profession.	In 2008, launched service to help internationally educated health professionals. Clients now have access to a growing number of study groups, career coaches and workshops all developed to help establish a career in the healthcare industry.
Bredin Learning Centre (Bredin Institute) ( <a href="http://www.bredin.ca">http://www.bredin.ca</a> )	Non-profit organization funded by Alberta Employment & Immigration, Service Canada, and Citizenship and Immigration Canada. Offers employment assistance, training and career planning programs to youth, adults and newcomers to Canada.	Successful employment training and development by providing innovative, flexible programs; by treating people with dignity and respect; and by responding to the economic needs of the individual and the community.	The Centre for Skilled and Internationally Trained Professionals is a work search program that helps internationally trained professionals navigate the obstacles of licensure recognition and secure meaningful employment in their field of expertise. The Health Career Centre is a work search program that helps internationally trained health professionals navigate the obstacles of licensure recognition and secure meaningful employment in their field of expertise.

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Calgary Immigrant Women's Association ( <a href="http://www.ciwa-online.com/">http://www.ciwa-online.com/</a> )	Non-profit organization established in 1982, the CIWA is a culturally diverse settlement agency that recognizes, responds to, and focuses on the unique concerns and needs of immigrant and refugee women, girls and their families.	Engage and integrate immigrant women and their families in the community.	CIWA offers 36 programs and projects that use a holistic approach to service delivery in the areas of settlement and integration, literacy and language training, employment support and bridging programs, family violence, parenting, individual counselling, in-home support, civic engagement, health, housing and community development.
Calgary Region Immigrant Employment Counselling ( <a href="http://www.criec.ca/">http://www.criec.ca/</a> )	Builds pathways such as mentoring programs, cultural competency programs and positive relationships between Calgary employers and ITPs that encourage hiring and retention. CRIEC is funded by a number of funders including CIC.	Create seamless and transparent processes that empower ITPs to work in their field and achieve full acceptance by their professional and regulatory bodies.	Connect International Trained Professionals with employers through critical initiatives such as the mentoring program.
Central Alberta Immigrant Women's Association ( <a href="http://www.caiwa.ca/">http://www.caiwa.ca/</a> )	Incorporated in 1991, the goal of the CAIWA is to empower immigrant women.	Raise the level of awareness of Immigrant Women and their families in all aspect of Canadian life, and to assist them in achieving their full potential as members of Canadian Society.	Programs offered in skill development (computer classes), health awareness and wellness, and community outreach.
Centre for Newcomers ( <a href="http://www.centrefornewcomers.ca/">http://www.centrefornewcomers.ca/</a> )	Non-profit organization established in 1998 to welcome newcomers, and support their adjustment in Canada through services and initiatives that promote diversity, participation and citizenship. Newcomers learn the language, employment skills and cultural practices that characterize life in Canada. Services are delivered by diverse and multicultural professionals in English and in a newcomer's first language.	Achieve integration of newcomers in the community through services and initiatives that promote diversity, participation and citizenship.	Assist with career and employment planning. Training programs provide opportunities to develop employability and communication skills, while training for a new occupation or further develop professional skill in the previous occupation.

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Edmonton Immigrant Services Association ( <a href="http://www.eisa-edmonton.org/">www.eisa-edmonton.org/</a> )	exists in order to provide programs and direct services relating to <b>Integration, Settlement, Adaptation and Education</b> for new immigrants, refugees and first generation Canadians in Edmonton and surrounding areas regardless of age, gender, religion, nationality or ethnic origin to assist them make a smooth transition into Canadian life.		
Immigrant Employment Council of B.C. ( <a href="http://www.iecbc.ca/">http://www.iecbc.ca/</a> )	Started in 2003 to build a more integrated system to better support the needs of skilled immigrants seeking entry into the workforce.		Provides counselling, settlement support and referrals, and its agencies also partner formally and informally with training institutions for specific training services.
Immigrant Services Calgary <a href="http://www.immigrantservicescalgary.ca/">www.immigrantservicescalgary.ca/</a> )	provides a variety of services to support the settlement and integration of newcomers in the Calgary community.		
Immigrant Services Society of BC ( <a href="http://www.issbc.org/">http://www.issbc.org/</a> )	Incorporated in 1972, ISSofBC is the largest agency of its kind in Western Canada.	Help immigrants start new lives in Canada by: delivering educational, settlement and employment services; developing partnerships with local communities; and, promoting an integrated and equitable community.	Offer programs in career services, settlement services and English Language Services for Adults (ELSA).
Inter-Cultural Association of Greater Victoria ( <a href="http://www.icavictoria.org/">www.icavictoria.org/</a> )	Founded in 1971 ICA helps individuals and organizations to connect across cultures.	Promote cultural understanding and alleviate	Information, support and tools to help immigrants reach their goals such as settlement and integration counselling, translation and interpretation, English classes, mentoring, job search assistance and guidance, volunteer matching, and peer support. ICA also provides outreach and education in the community through arts programming, as well as community development workshops on anti-racism, multiculturalism, diversity awareness, immigration, and human rights.

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MOSAIC ( <a href="http://www.mosaicbc.com/">http://www.mosaicbc.com/</a> )	A multilingual non-profit organization dedicated to addressing issues that affect immigrants and refugees in the course of their settlement and integration into Canadian society.	Support and to empower immigrant and refugee communities, helping them to address critical issues in their neighborhoods and workplace.	Services include interpretation, translation, English classes, employment programs, community outreach and development programs, family support programs and bilingual and family counselling. Workplace Connections Mentoring Program: designed to complement with one-on-one support from a volunteer mentor. Volunteer mentors can help you learn about Canadian workplace culture, build your professional networks, improve your professional English skills, practice your self-marketing techniques and identify potential employers.
Skills Connect for Immigrants Program Back in Motion ( <a href="http://www.skillsconnect.ca/">http://www.skillsconnect.ca/</a> )	Part of the WelcomeBC umbrella of services. Funding from the Government of Canada and B.C. Jointly offered by Back in Motion and MOSAIC in Lower Mainland B.C. and ISSBC in Surrey, B.C.	Help skilled immigrants move more quickly into jobs that match their experience and background.	Skills Connect for Immigrants Program at Back in Motion helps immigrants in B.C. move into careers that match their experience and background. Also offer a free program connecting employers with qualified individuals by posting job opportunities. Services: career counselling, assessment and planning services, access to courses and certification, workplace practice opportunities, job placements, and support to navigate the system, language barriers, credential recognition, and employment networks.
The Edmonton Mennonite Centre for Newcomers ( <a href="http://www.emcn.ab.ca/">www.emcn.ab.ca/</a> )	A community agency that seeks to assist immigrants and refugees coming to the Edmonton area in achieving full participation in the community as well as contributing their experiences and skills to strengthen and enrich the lives of all Canadians.	Enhance quality of life for newcomers and all Canadians.	Provides english language services; career and employment services such as: workshops and clinics, employment and career counselling, employment resource centres, job clubs, outreach workshops, and specialized training and bridging programs; and, workshop and exposure courses such as: self-assessment, goal setting, career research and essential skills training to reach short-term careers.

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The Immigrant Employment Council of BC ( <a href="http://www.iecbc.ca/about-us">http://www.iecbc.ca/about-us</a> )	A provincial non-government organization that stimulates integration of skilled immigrants into B.C.'s workforce. Newcomers are quickly integrated into our labour market at a level that utilizes their skills, training and education.	Integrate immigrants into the labour market builds BC's economy.	
Victoria Immigrants and Refugee Centre Society	Non-profit organization founded in 1989. The Centre helps immigrants, refugees, new Canadian citizens, and visible minorities settle and adapt into new lives in Greater Victoria.	Assist in the settlement and adjustment of immigrants and refugees in Canada, and to provide services designed to increase the newcomer's participation in Canadian society, by assisting the newcomer to overcome barriers.	Offer services and resources (resume and interview preparation, life skills coaching) to start job searches. Links to SkillsConnect and Work BC Employment Program of BC.

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<b>SASKATCHEWAN</b>			
Immigrant Centre Manitoba ( <a href="http://icmanitoba.com/about-immigrant-centre/">http://icmanitoba.com/about-immigrant-centre/</a> )	Established in 1948 to deliver quality, innovative Immigration and Settlement Services.	Allow immigrants to connect, integrate, and fully participate in Canadian Society.	The employment services offered specializes in helping clients with low Canadian Language Benchmarks, and clients with work-permits. Facilitators assess individual and establish a short-term work plan. Job search workshop and assistance is offered as part of the program. Optional information about interviewing skills, and the opportunity to attend a Job Club every week is offered as the third stage in working model.
International Women of Saskatoon ( <a href="http://internationalwomenofsaskatoon.org/">http://internationalwomenofsaskatoon.org/</a> )	Non-profit organization dedicated to assisting immigrant and refugee women and their families, residing in Saskatoon and area, through free programs and services designed to support their settlement and integration into their community. Works both independently and in partnership with other community based organizations, both immigrant and mainstream serving agencies, private and government organizations.	Goal: to help improve the status of immigrant and refugee women and their families, residing in Saskatoon and the surrounding region, by assisting them to become full participating members in all aspects of the Canadian society.	Offer language and literacy classes and work readiness program as part of its employment training program. The work-readiness program is designed to assist immigrant/refugee women, skilled and unskilled, in their effort to enter or re-enter the Canadian workforce. The program consists of two intakes each year each intake a 20 week training period for onsite and offsite components: September and February. The onsite and offsite component include: 1) workplace literacy and public speaking sessions; 2) hard/technical skills (food safe, first aid/CPR, WHIMS); 3) Work/Life Skills workshops (cover letter, resume, job search techniques); and, 4) individual case management sessions. Program involves a 6-8 week work-placement whereby the participants are matched with local employers for the opportunity to put into practice the knowledge and skills that they have acquired and hence gain Canadian work experience. They are also linked to real employment opportunities.

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<b>MANITOBA</b>			
Manitoba Interfaith Immigration Council ( <a href="http://www.miiic.ca/Default.aspx">http://www.miiic.ca/Default.aspx</a> )	Promotes and supports the protection and resettlement of refugees and offers a range of services that welcomes and assists refugee newcomers in their settlement and integration into Canadian society. Strives to enable independence and full participation of newcomers in the community.	Welcome and extend hospitality to all refugees/immigrants and to serve them as brothers and sisters.	Settlement services provided includes facilitating referral and access to language training, employment assistance, and education services.
Moose Jaw Multicultural Council ( <a href="http://www.mjmcinc.ca/index.php">http://www.mjmcinc.ca/index.php</a> )	Founded in 1974, the Council is a non-profit charitable organization and acts as an umbrella for other cultural groups in the city of Moose Jaw and area.	Welcomes and integrates newcomers to Canada, and develops harmonious relations among Canadians, through programs and activities that recognize, respect and promote the positive aspects of cultural diversity, and that seek to discover, encourage and develop commonalities among people.	Provides a full range of Settlement, Orientation and Language services for newcomers to Moose Jaw and Area. As a part of the Career & Employment Preparation program, participants attend a 12 week Career & Employment Preparation course, which provides a strong basis for successful integration into the labour market. The course includes education on skills development, Canadian workplace culture, resume creation, and job search skills.
Regina Immigrant Women <a href="http://www.reginaiwc.ca/">http://www.reginaiwc.ca/</a>	Founded in the early 1980s as a non-profit organization providing programming for the education, integration, enrichment and empowerment of immigrant and refugee women and their families.	Empower new Canadian women and promote equity and diversity in Regina	Provide pre-employment and upskilling programs. Pre-employment program includes one-on-one counselling, volunteer mentoring opportunities, and workshops (e.g., Canadian workplace culture, career exploration and labour market trends). Upskilling programs are designed to help Internationally Trained Female Professionals overcome barriers to employment, build self-confidence and transition into Canadian Society. The programs include: one-on-one counselling, professional to professional mentoring and networking opportunities and workshops.

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Regina Open Door Society <a href="http://rods.sk.ca/">http://rods.sk.ca/</a>	Non-profit organization that provides settlement and integration services to refugees and immigrants in Regina.	Meet the needs of newcomers by offering programs and services that enable them to achieve their goals and participate fully in the larger community.	Variety of pre-employment classes and employment counselling to newcomers.
Saskatchewan Association of Immigrant Settlement and Integration Agencies (SAISIA) ( <a href="http://saisia.ca/index.php?pageid=about">http://saisia.ca/index.php?pageid=about</a> )	Established in 1987 as an umbrella organization for settlement and integration service agencies in Saskatchewan. Acts as a forum for: 1) networking and information exchange, provincially, interprovincially and nationally; 2) facilitating the identification of shared needs concerning immigrants and refugees; 3) defining collective goals; 4) representing and advocating for common concerns and objectives to the federal, provincial and municipal governments; the community and the public; and, 5) providing quality client centered services along the settlement continuum.	Ensure that all newcomers are welcomed and supported in way that encourages timely settlement, adaptation and integration into the fabric of Saskatchewan life	
Saskatoon Open Door Society <a href="http://www.sods.sk.ca/Home.aspx">http://www.sods.sk.ca/Home.aspx</a>	Established in 1980 as a centre to assist refugees and immigrants moving to Saskatoon.	Welcome and assist refugees and immigrants to become informed and effective participants in Canadian society and to involve the Saskatoon community in their hospitable reception and acceptance.	Employment counselling offered as well as employment programs.

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<b>ONTARIO</b>			
Access Centre for Internationally Educated Health Professionals (Health Force Ontario) ( <a href="http://www.healthforceontario.ca/en/">http://www.healthforceontario.ca/en/</a> )	Ontario's strategy to ensure that Ontarians have access to the right number and mix of qualified health care providers, now and in the future. Ministry of Health and Long-Term Care and the Ministry of Training, Colleges and Universities are delivering on the strategy in collaboration with the providers and consumers.	Ensure that Ontarians have access to the right number and mix of qualified health care providers, now and in the future.	Provide services to several different groups of health professionals, including Internationally Educated Health Professionals who need help navigating the licensing process in Ontario, license-eligible physicians in other countries/provinces who wish to relocate and practice in Ontario, and physicians training in Ontario who need help determining their ideal practice location or fulfilling a return of service agreement with the Ministry of Health and Long-term Care. Focus is on helping physicians get their license or a practice in Ontario.
Afghan Women's Association ( <a href="http://www.afghanwomen.org/home">http://www.afghanwomen.org/home</a> )	Located in North York, Toronto, AWO has been in existence for 20 years. AWO's commitment is to ameliorating the lives of Afghan women and children in Ontario, as well as in Afghanistan and Pakistan. Future goal is to expand AWO's projects and programs in Ontario as well as in Afghanistan and Pakistan.	<b>Mandate:</b> provide settlement services to all newcomers, with a special focus on women, their families, refugees and people who have experienced war and persecution. <b>Mission:</b> improve newcomers' quality of life, to help them live in dignity and reach their full potential, and to prompt social and economic inclusion so that they may be contributing members of society.	LINC (Language Instruction for Newcomers to Canada) program offered in Toronto area. Job Search Workshops are three-to-four days in length, with no cost to the participant, and can be taken during the day, in the evening, or on Saturdays.

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Association of International Physicians and Surgeons of Ontario (AIPSO) ( <a href="http://aipso.webs.com/">http://aipso.webs.com/</a> )	Non-profit, independent professional association which represents physicians and surgeons trained and licensed in jurisdictions outside Canada. AIPSO and its local affiliates have more than 2000 registered physicians from 105 countries. AIPSO's members are at various stages of the licensing process in Ontario. Most are not yet licensed to practice medicine in Ontario. Working on a new initiative — in partnership with stakeholders — to develop a program that will help foreign-trained physicians find related employment in other healthcare fields.	Ensure that internationally-trained physicians are integrated effectively and equitably into the Canadian health care system.	Objectives: 1) to facilitate access to the licensing process for internationally trained physicians; 2) to work collaboratively with other stakeholders to identify and develop appropriate assessment, orientation, upgrading and integration programs for IMGs.
Canadian Centre for Language and Cultural Studies ( <a href="http://www.cclcs.ca/">http://www.cclcs.ca/</a> )	In operation since 1992 as a non-profit, charitable organization, located in downtown Toronto. The LINC (Language Instruction for Newcomers to Canada) program is supported by Citizenship and Immigration Canada (CIC).	Provide high quality instruction and practical assistance in a friendly, welcoming environment.	offer a variety of educational services and programs to individuals and organizations, including: 1) TESL Ontario and TESL Canada recognized programs for teaching English in Canada or abroad; 2) free LINC English classes for newcomers to Canada (childcare provided); 3) professional development workshops, job announcements, and links to other organizations.
Canadian Ukrainian Immigrant Aid Society ( <a href="http://www.cuias.org/">http://www.cuias.org/</a> )	Non-profit community organization for over 30 years. Supported by the federal and provincial governments and charitable donations from the community. Provide some employment services.	Provide settlement assistance to immigrants.	Provides some resources/information on the website pertaining to job interviews, examples of resume and some job listings in the area. Links to credential assessment do not work.

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Career Transitions for International Medical Doctors (IMD) ( <a href="http://www.imd-info.ca">http://www.imd-info.ca</a> )	The Career Transitions for IMDs program provides sector-specific employment preparation and counseling services and employer outreach specific to internationally trained physicians. LASI World Skills and Catholic Immigration Centre support and administer Career Transitions. These services assist IMDs in accessing alternative employment in the health sector that makes effective use of their skills.	Goals: 1) ensure that health sector employers are aware of the human resource potential of IMDs; 2) encourage health sector employers to become involved in finding effective ways to use the transferable skills of IMDs to meet their human resource needs; and, 3) provide International Medical Doctors with access to information and support that assists them in directly entering health sector employment or in applying for health-related training programs.	<i>Sector-specific Employment preparation program</i> : provides information that helps IMDs become aware of their options for alternative employment in the health care sector. <i>Counseling services</i> : Cprovide one-on-one counseling to IMDs to assist them in refining their portfolio and in developing their individual career action plans. <i>Employer outreach</i> : project partners and health sector employers in Ottawa, Toronto and Hamilton working together to explore possibilities for full- and part-time positions, co-op placements, volunteering and mentoring. <i>IMD resources</i> provided: 1) Career Transitions Employment Readiness Self-Assessment tool; 2) Online self-study workshops; 3) Health care labour market information; and, 4) Health care job information fact sheets.
Catholic Immigration Centre of Ottawa ( <a href="http://www.cic.ca/index-e.php">http://www.cic.ca/index-e.php</a> )	Centre came into existence as a community based non-profit organization in 1985. In past few years became aware that some of their clients who were talented foreign trained medical doctors were lacking information on how to enter their profession in Canada. Three years ago started providing some services to foreign trained medical doctors.	Promote and facilitate the reception of newcomers to Canada; sensitize the community to address newcomers' needs and invites to respond; and assist newcomers in realizing their full potential in Canadian society.	Orientation sessions regarding licensing and non-licensed health-related employment alternatives; study groups, meetings, study resources; and updated information and support to group members through close collaboration with the Association of International Physicians and Surgeons of Ontario. Career Transitions Program funded by the Government of Ontario provides international medical doctors with a comprehensive employment preparation program to support their entry into the health sector. The Centre is the project lead for this program.

# Inventory of IMMIGRANT SERVING AGENCIES by province

IMMIGRANT SERVING AGENCIES	DESCRIPTION	MANDATE/MISSION	SERVICES
Centre d'évaluation des diplômés internationaux en santé (CÉDIS) ( <a href="http://www.cedis.ca/">http://www.cedis.ca/</a> )	Independent incorporated non-profit organization under Part III of the <i>Companies Act</i> (RSQ, c. C-38). Offers advice and administers a program and services in French that are provided for free to IMGs. To be eligible, physicians must reside in Québec, must have been granted a recognition of equivalence of their medical degree by Collège des médecins du Québec (CMQ), and have been denied entry into a residency program at a Québec medical faculty after applying at least once. Funded by Québec's Ministère de la Santé et des Services sociaux and a contribution from Health Canada as part of a contribution agreement for the Québec government's initiative to integrate internationally educated health professionals into the province's healthcare system.	Mandate: 1) sign necessary agreements with university academic experts and medical faculty members to conduct assessments themselves; 2) generate and analyze service supplier bids and select the best sites and resources for conducting assessments and bridging internships; 3) plan and carry out tasks related to bridging internships and assessments; 4) provide applicants with the results of their assessments and bridging internships, as well as any recommendations, and also handle complaints; 5) make necessary adjustments to assessment tools, drawing on expert assistance as needed; 6) make recommendations to the government about the required services (bridging internships, clerkships, career transition preparation, etc.) and their funding so that IMG assessor guidelines are implemented; 7) administer the budget allocated by the Québec government for funding bridging internships and assessments, and granting the \$8,000 scholarship to applicants accepted into these internships; and, 8) periodically report to the Board of Directors and make recommendations to the government on the best ways to improve the program.	Help to better assess participants' clinical skills and guide them towards solutions best suited for them. Some are directed into a four-month clinical bridging internship and are supported with an \$8,000 CÉDIS scholarship. This internship prepares them to obtain and succeed in postgraduate training. Others are guided, on a voluntary basis, into preparing for a career transition with assistance from an agency reporting to the Montréal office of Emploi-Québec.



# Inventory of IMMIGRANT SERVING AGENCIES by province

IMMIGRANT SERVING AGENCIES	DESCRIPTION	MANDATE/MISSION	SERVICES
COSTI Immigrant Services ( <a href="http://www.costi.org/index.php">http://www.costi.org/index.php</a> )	Multicultural agency that works with all immigrant communities having a shortage of established services. COSTI originated with the amalgamation, in 1981, of two major service agencies, COSTI (formerly Centro Organizzativo Scuole Tecniche Italiane) and the IIAS (Italian Immigrant Aid Society).	Provides educational, social, and employment services to help all immigrants in the Toronto area attain self-sufficiency in Canadian society.	COSTI 's programs encompass orientation, education, training and employment. <i>Employment services</i> : career planning and assessment, employer placement and support, employment programs for newcomers and internationally trained individuals, employment service centres, online services and youth employment. <i>Language training</i> : English courses, specialized English instruction for internationally trained individuals, and Language Training at the Workplace. <i>Skills training</i> : Canadian Adult Achievement Test and Computer Application Training.
Halton Multicultural Council ( <a href="http://www.halton-multicultural.org/">http://www.halton-multicultural.org/</a> )	Community-based settlement agency that provides a variety of programs and services to immigrant and refugee communities.	Enable every individual, regardless of race or ethnic origin, to participate as full and active members of the community through fostering mutual respect and understanding of one another.	Offer: 1) language programs (LINC and ELT); and, 2) Labour market access programs - job search workshops and clinics and job mentoring programs.
LASI World Skills ( <a href="http://ottawa-worldskills.org/EN/">http://ottawa-worldskills.org/EN/</a> )	Established in 1997 by Local Agencies Serving Immigrants coalition (LASI). Core belief and dependent on partnerships. Founded to simplify, coordinate and facilitate the delivery of employment services for newcomers in the Ottawa area. Funded by: CIC, Ontario Ministry of Citizenship and Immigration, Ontario Trillium Foundation, United Way and private donors.	Enhance the economic integration of immigrants, refugees and newcomers by: 1) developing and offering programs and services that assist them in increasing their employability in the Canadian job market; and, 2) creating employment opportunities for them through increasing public awareness of their employability, and by forming partnerships with employers in the region.	Programs offered to immigrants: 1) Career Access for Newcomers; 2) International Medical Doctors (Career Transitions program); 3) Job Search Workshop; and, 4) Workplace Language Training. Other services to immigrants: 1) cross-cultural work place training; 2) employment resource centre (use of computers, staff to help refine job search techniques, resource library job search materials); 3) resume clinic; 4) interview roulette; and, 5) suited for success (provision of business suits for interviews). Staff supports the immigrant find work in Ottawa through a number of services such as preparing for interviews, preparing resumes, assessing needs.

Agencies highlighted in blue relevant to IMGs in Canada

## Inventory of IMMIGRANT SERVING AGENCIES by province

IMMIGRANT SERVING AGENCIES	DESCRIPTION	MANDATE/MISSION	SERVICES
New Canadians' Centre of Excellence (website under development)	Community based agency in Windsor-Essex region. Website under development. Little information about the organization is available.	Assist, support and promote the full and equitable participation of immigrants and refugees in all aspects of social, cultural and economic life in the Windsor-Essex region.	Information and referral for housing, employment, government services and legal/human rights, assistance filling out government forms, supportive counseling, problem solving, settlement and orientation for immigrants and refugees, translation and interpretation of documents.
Ontario Council of Agencies Serving Immigrants (OCASI) <a href="http://www.ocasi.org/">http://www.ocasi.org/</a>	Established in 1978 to act as a collective voice for immigrant serving agencies and to coordinate responses to shared needs and concerns.	Achieve equality, access and full participation for immigrants and refugees in every aspect of Canadian life.	Programs and research to support immigrant serving agencies.
Ontario Network for Internationally Trained Professionals Online ( <a href="http://www.onip.ca/">http://www.onip.ca/</a> )	ONIP offers international professionals new to Ontario help to find employment and build a career in their professional field. Information on licensing and employment options existing in the relevant fields is provided as well as help in learning the English language terminology used in the professions, and opportunities to network with other professionals.		Employment information and links to resources is provided for internationally trained physicians new to Ontario. It also provides information about licensing and certification in Ontario and sector specific terminology. Information and resources are all available online. There is no apparent head office or staff.
Ontario Network of Employment Skills Training Projects, (OneStep)	Province-wide umbrella organization for the community-based training and employment (CBTE) sector. Member agencies provide more than 450 programs; over 250,000 clients served each year. Open to all.	Continue to strengthen Ontario's system of community training, which addresses the needs of employment-disadvantaged individuals, through the provision of membership services and advocacy efforts.	Services include but are not limited to: career and personal counseling; literacy, ESL and numeracy programs; job-finding clubs; computer courses; sector-specific training (finances, tourism, healthcare) and job placement.
Ottawa Community Immigrant Services Organization (OCISO) <a href="http://ociso.org/En/">http://ociso.org/En/</a>	Non-profit service agency that has been assisting immigrants and refugees with settlement issues since 1978.	Support immigrants through the journey of making Canada their home by providing creative and responsive programs that are culturally and linguistically appropriate, by building community through mutual respect and partnerships, and by fostering healthy and inclusive spaces for open dialogue and healing.	OCISO offers Language Instruction for Newcomers to Canada (LINC), a Settlement to Employment Mentorship (STEP) program, and job search workshops.

*Agencies highlighted in blue relevant to IMGs in Canada*

## Inventory of IMMIGRANT SERVING AGENCIES by province

IMMIGRANT SERVING AGENCIES	DESCRIPTION	MANDATE/MISSION	SERVICES
Peel Multicultural Centre ( <a href="http://peelmc.ca/">http://peelmc.ca/</a> )	Established in 1997 as an umbrella organization to provide public information, awareness and education programs on equality, race relations and other community issues in the Peel region.	Promote a harmonious multicultural society in Peel by increasing communication and building bridges of understanding between ethno cultural groups, institutions and the community to facilitate the settlement and integration of newcomers to Canada.	Enhanced Language Training (ELT) Coop Program for ITPs (provision of tools to needed to enter the job market and the opportunity to gain work experience in respective field), Job Search Workshops (JSW).
Settlement.org ( <a href="http://www.settlement.org">www.settlement.org</a> )	Website that provides newcomers with information and resources to settle in Ontario.		Provides resources about a number of employment areas such as: 1) finding a job; 2) planning a career; 3) working in Canada; and, 4) professions and trades.
Skills for Change ( <a href="http://www.skillsforchange.org/">http://www.skillsforchange.org/</a> )	Known for pioneering programs that respond to shifting immigration and workplace trends and lead to employment. Mainly in the Toronto area.	Provide learning and training opportunities for immigrants and refugees to access and fully participate in the workplace and wider community.	Services offered include information and referral, French and English language assessment, English language instruction, integrated language/skills training, employment preparation, business skills, mentoring and settlement services. Offer a one week workshop through Employment Ontario program to provide the internationally trained health professional sector-specific employment preparation to help transition into long-term alternative employment in the non-regulated health sector. The program assists the internationally trained health professional secure an alternative career utilizing their medical expertise.
The Consortium of Agencies Serving Internationally-Trained Professionals (CASIP) <a href="http://www.casip.ca/">http://www.casip.ca/</a>	Established in 1998 as a collective of eight agencies serving internationally-trained professionals with the shared vision of improving access for skilled immigrants to employment in their professional occupations. a consortium of independent, community-based agencies and colleges who deliver employment and training services to internationally trained job seekers and to employers. Sponsored by CIC.	Drive innovation, advocacy and excellence in employment services for skilled immigrants and employers in the Greater Toronto Area.	CASIP's focus on building the capacity and skills of the staff of the member organizations. Member organizations deliver services to support skilled immigrants to access their professional fields of expertise in the Greater Toronto Area.

*Agencies highlighted in blue relevant to IMGs in Canada*

## Inventory of IMMIGRANT SERVING AGENCIES by province

IMMIGRANT SERVING AGENCIES	DESCRIPTION	MANDATE/MISSION	SERVICES
Thunder Bay Multicultural Association ( <a href="http://www.thunderbay.org/">http://www.thunderbay.org/</a> )	Incorporated in 1976 as a non-profit organization encourage and facilitate co-operation among ethnic organizations in promoting the concept of multiculturalism.		Provide number of settlement support including LINC (language instruction) and information and orientation for job preparation (resume writing, job search).
Toronto Region Immigrant Employment Council (TRIEC) ( <a href="http://triec.ca/">http://triec.ca/</a> )	Multi-stakeholder council founded by Maytree and the Greater Toronto CivicAction Alliance in 2003. TRIEC is taking action on the underutilization of skilled immigrants' education, talent and experience. Objectives: 1) convene and collaborate with partners, creating opportunities for skilled immigrants to connect to the local labour market; 2) work with key stakeholders, particularly employers, building their awareness and capacity to better integrate skilled immigrants into the workforce; and, 3) work with all levels of government, enhancing coordination and effecting more responsive policy and programs for skilled immigrant employment. Funded by CIC, Ontario government, Maytree and the Ontario Trillium Foundation. TRIEC does not provide direct services to immigrants but rather, connects them to partner organizations.	Create and champion solutions to better integrate skilled immigrants in the Greater Toronto Region labour market.	Brings together stakeholder groups - employers, regulatory bodies, professional associations, educators, labour, community groups, government and immigrants - in a Council to develop local and practical solutions. Help employers by connecting them to programs to help them better recruit and retain immigrants, and by developing and distributing learning tools and curriculum. Help immigrants build professional networks through mentorship and professional immigrant networks. TRIEC Mentoring Partnership program: skilled and professional immigrants need to have the education, experience and language skills necessary to succeed in the labour market. Skilled immigrants are linked with a mentor in an occupation specific mentorship relationship for the purpose of gaining a better understanding of the Canadian workplace and industry trends; developing effective job search strategies; building a local professional network; and identifying ways to leverage their experience and skills.

Inventory of IMMIGRANT SERVING AGENCIES by province

IMMIGRANT SERVING AGENCIES	DESCRIPTION	MANDATE/MISSION	SERVICES
Windsor Women Working with Immigrant Women ( <a href="http://www.wwwwiw.org/">http://www.wwwwiw.org/</a> )	Non-profit organization established in 1992 in Windsor. Objectives: to: provide welcoming and supportive space for newcomers and first generation Canadians; support the settlement and advancement of newcomers and first generation Canadians; identify and eliminate systemic barriers faced by immigrants and refugees; and, provide culturally sensitive settlement services focusing on the needs of newcomers and first generation Canadians.	Assist immigrant and refugee women and their families to become full and participating members of Canadian Society.	Extensive employment and career development related services offered to unemployed and underemployed individuals in the community.

# Inventory of IMMIGRANT SERVING AGENCIES by province

IMMIGRANT SERVING AGENCIES	DESCRIPTION	MANDATE/MISSION	SERVICES
QUEBEC			
Centre d'évaluation des diplômés internationaux en santé (CÉDIS) ( <a href="http://www.cedis.ca/">http://www.cedis.ca/</a> )	Independent incorporated non-profit organization under Part III of the Companies Act (RSQ, c. C-38). Offers advice and administers a program and services in French that are provided for free to IMGs. To be eligible, physicians must reside in Québec, must have been granted a recognition of equivalence of their medical degree by Collège des médecins du Québec (CMQ), and have been denied entry into a residency program at a Québec medical faculty after applying at least once. Funded by Québec's Ministère de la Santé et des Services sociaux and a contribution from Health Canada as part of a contribution agreement for the Québec government's initiative to integrate internationally educated health professionals into the province's healthcare system.	Mandate: 1) sign necessary agreements with university academic experts and medical faculty members to conduct assessments themselves; 2) generate and analyze service supplier bids and select the best sites and resources for conducting assessments and bridging internships; 3) plan and carry out tasks related to bridging internships and assessments; 4) provide applicants with the results of their assessments and bridging internships, as well as any recommendations, and also handle complaints; 5) make necessary adjustments to assessment tools, drawing on expert assistance as needed; 6) make recommendations to the government about the required services (bridging internships, clerkships, career transition preparation, etc.) and their funding so that IMG assessor guidelines are implemented; 7) administer the budget allocated by the Québec government for funding bridging internships and assessments, and granting the \$8,000 scholarship to applicants accepted into these internships; and, 8) periodically report to the Board of Directors and make recommendations to the government on the best ways to improve the program.	Help to better assess participants' clinical skills and guide them towards solutions best suited for them. Some are directed into a four-month clinical bridging internship and are supported with an \$8,000 CÉDIS scholarship. This internship prepares them to obtain and succeed in postgraduate training. Others are guided, on a voluntary basis, into preparing for a career transition with assistance from an agency reporting to the Montréal office of Emploi-Québec.

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IMMIGRANT SERVING AGENCIES	DESCRIPTION	MANDATE/MISSION	SERVICES
Médecins d'ailleurs (Medecinsdailleurs.com)	Established in 2001 to represent IMGs and ensure equal opportunities for all citizens of Canada.	<p>Vision: allow newcomers to fulfill their dream as did other Canadian before them, by not pitting on their way to the artificial barriers to their economic integration.</p> <p>Mission: 1) help and support-trained doctors abroad in their process of integration to the Quebec and Canadian health sector. 2)help internationally trained physicians to prepare for the exams of equivalence of the Collège des Médecins du Québec and the Canada medical College, in order to obtain their licence to practice medicine. 3) defend the interests of medical graduates abroad to professional corporations, universities and other partners of the Québec/Canada health network. 4) advise and guide newcomers d doctorsyears the steps to be followed for the recognition of diplomas. 5) raise awareness and inform policy makers of the health network, governments, professional societies, universities, media and the Canadian public on the situation of foreign-trained doctors. 6) organize information sessions, public lectures, round tables with all partners in the health network to find innovative and sustainable solutions in the integration of these physicians. 7) organize a mentorship program between foreign-trained doctors and doctors who have completed their medical studies in universities Canadian and Quebec. 8) organize workshops on integration for internationally educated physicians labour market. 9) maintain ongoing consultation and dialogue between all stakeholders in the</p>	Advocacy group.

# Inventory of IMMIGRANT SERVING AGENCIES by province

IMMIGRANT SERVING AGENCIES	DESCRIPTION	MANDATE/MISSION	SERVICES
NEW BRUNSWICK			
Multicultural Association of Fredericton ( <a href="http://www.mcaf.nb.ca/">http://www.mcaf.nb.ca/</a> )	Formed in 1974 with the goals to: encourage and promote the concept of diversity and inclusion; provide newcomers to Canada with settlement services, language instruction, employment services, and community networking; and, create an inclusive and welcoming community. Funded by the Government of Canada and the Province of New Brunswick through a labour market agreement.	Establish communication and foster understanding between the community, settled immigrants and newcomers.	Provides newcomers to Canada with settlement services, language instruction, employment services (through links to external organizations providing service), and community networking.
Multicultural Association of the Greater Moncton Area ( <a href="http://www.magma-amgm.org/">http://www.magma-amgm.org/</a> )	Founded in 1980. Umbrella organization of ethno-cultural associations and individuals in the Greater Moncton Area(Moncton, Riverview and Dieppe).	Enrich and enhance the well being of the community by fostering and nurturing respect, understanding, acceptance of and assisting people from all heritages.	Provides language training. Employment services includes: meeting with an employment counsellor to identify newcomer's strengths and goals. Will create a strategic action plan towards helping the newcomer reach their employment goals. Staff will facilitate on various employment topics such as résumé and cover letter writing, interview strategies, networking and for internationally trained professions, the recognition of foreign credentials.
PRINCE EDWARD ISLAND			
PEI Association for Newcomers to Canada ( <a href="http://www.peianc.com/">http://www.peianc.com/</a> )	Incorporated in 1993 as a non-profit charitable organization. The Association speaks publicly on immigrant issues and advocates on behalf of newcomers.	Mandate is to provide short-term settlement services, and long-term inclusion and community integration programs for new immigrants in Prince Edward Island.	Internationally Educated Health Professionals (IEHPs) program's goal is to assist IEHPs find their path in the Canadian health care system, and to support them in each step of the process, including the credential review, registration, understanding and complying with regulations, medical exams, licensing, and the employment search.



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IMMIGRANT SERVING AGENCIES	DESCRIPTION	MANDATE/MISSION	SERVICES
NOVA SCOTIA			
Immigrant Settlement & Integration Services ISIS ( <a href="http://www.misa.ns.ca">www.misa.ns.ca</a> )	Community organization offering services and creating opportunities to help immigrants to participate fully in Canadian life. Receives continuing funding from many different government departments, both federal and provincial.	Vision: Integration of new immigrants.	Provide a wide range of services to immigrants, from refugee resettlement to professional programs, from family counselling to English in the Workplace. Provide ongoing employment counselling and coaching, and recommend programs to newcomers. Range of employment support services to newcomers working with an <i>Employment Specialist</i> who assists the newcomers in their search for employment.
NEWFOUNDLAND AND LABRADOR			
Coalition for Richer Diversity (CORD) ( <a href="http://cancord.org/">http://cancord.org/</a> )	Umbrella organization, formed in 2007. Reaches out to organizations and groups of immigrants and those who provide services in the community to collaborate, to offer networking opportunities, and to help them grow to be diversity sensitive.	Increase the capacity and well being of the NL by building relationships and a sense of common purpose.	As an umbrella organization CORD acts as cultural and community brokers by bringing together people and organization to collaborate, share information and build richer community networks.