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Career Advancement for Immigrant Professionals 2.0

The project

Partners

Toronto Region Immigrant Employment Council (TRIEC)

Newcomer professionals in the financial services, telecommunication, consumer packaged goods and food and beverage sectors.

Locations

[Ontario](#)

Additional Partners

Medium and large employers in the financial services, telecommunication, consumer packaged goods and food and beverage sectors

Topics

[Inclusive Economy Pathways to Jobs](#)

Related Tags

[career advancement](#), [career pathways](#), [consumer packaged goods industry](#), [employee development](#), [employee retention](#), [financial services](#),

Few programs help immigrant professionals move beyond entry-level jobs, yet many newcomers have significant education and experience that could meet the needs of Canadian employers. One of the ways to bridge the talent gaps faced by Canadian companies is to ensure immigrants are employed in jobs that match their skills, competencies, and experience.

food & drink,
growth strategy,
high performing companies,
newcomers,
professional development,
professionals,
skills development,
skills gap,
talent mobility,
telecommunications

The Career Advancement for Immigrant Professionals (CAIP) program helps employers retain and advance existing newcomer talent, while empowering immigrant professionals to showcase their full expertise and potential.

The Future Skills Centre is investing \$568,829 to expand this successful project, based in the Greater Toronto Area (GTA), into CAIP 2.0, following an initial investment of \$410,000.

Evaluation Report: Career Advancements for Immigrant Professionals Evaluation Report

[Download Report ▶](#)

**Skills
training
/
career
service
provided**

The project aims to enhance the talent mobility strategy by identifying opportunities for newcomer career advancement and leadership pathways, and meeting employers' current and future talent needs.

The format enables members of the Human Resources/ Diversity, Equity and Inclusion teams to be trained to deliver the entire rollout of a cohort through a train-the-trainer model.

The project also engages employers on how to build a

culture
of
mobility,
using
feedback
from
immigrant
professionals
and
employers
to
inform
the
development
of
the
program.

Early results

The
first
cohort
of
the
project
sought
to
increase
the
knowledge,
skills
and
access
of
40
newcomers,
and
improve
the
career
progression
outcomes
of
participants
within
one
year
of
program
completion.
The
program
worked
with
two
employer
partners
and
produced
very
positive
feedback.



The second cohort saw 18 participants completing the program, including 11 immigrant professionals and 7 managers. Over 60% of immigrant participants

reported new actions as a result of participating in the program, including building professional relationships, taking a different approach to discussing career goals with managers, and pursuing internal job openings. To date, 33% of immigrant participants have reported landing a new job within their organizations.

**Next
phase**

The CAIP program was delivered to two employer partners and is now delivering CAIP 2.0 to a third. In this next phase, the goal is to build sustained, scalable culture change and create inclusive career pathways for immigrant professionals. CAIP 2.0 will progress from an individual learning program to a broader, talent-management change initiative. It will actively engage key stakeholders in the partner organization, including senior

leadership,
HR
and
diversity,
equity/inclusion
(DEI)
teams,
immigrant
employees
and
managers.

If
you're
an
employer
interested
in
participating
in
this
project,
contact
TRIEC
at inquiries@triec.ca.

Evaluation Strategy

This project will be evaluated using tools and approaches aligned with its goals, context, and stage of development. The evaluation will focus on generating the right evidence at the right moment to move the intervention forward. [Read more about our evaluation strategy.](#)



The Future Skills Centre acknowledges that the Anishinaabe, Mississaugas and Haudenosaunee share a special relationship to the 'Dish With One Spoon Territory,' where our office is located, bound to share and protect the land. As a pan-Canadian initiative, FSC operates on the traditional territory of many Indigenous nations across Turtle Island, the name given to the North American continent by some Indigenous peoples. We are grateful for the opportunity to work in this territory and commit ourselves to learning about our shared history and doing our part towards reconciliation.

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