

# BC Settlement & Integration Services (BC SIS) Summary

## Program Overview

- BCSIS is intended to complement the federal settlement program and fill a service gap for federally-ineligible clients.
- It aims to support the social and economic integration of temporary residents and naturalized citizens.
- BCSIS clients receive support to pursue permanent residency and/or jobs, and better integrate into the community and workplace.

## Funding History

- \$4M has been allocated annually since April 2014 to provide settlement services across B.C.
- 10% for settlement and trauma support for refugee claimants in Metro Vancouver.

## 2017/18 Program \$

- Annual \$4M distributed to 54 agencies under 56 contracts.
- \$3.2M to support immigration and labour market support services, \$0.8M to place clients into federal language classes in regional areas.

## Eligible Clients

- Temporary foreign workers
- Provincial nominees (who are not yet PR)
- Naturalized citizens
- Refugee claimants
- International students

## Program Key Facts

- Since the transition of settlement services to federal administration in April 2014, B.C. has been filling a gap through BCSIS for newcomers who are not eligible for the federal program. At the same time BCSIS aligns services toward provincial priorities in immigration and labour market outcomes.
- BCSIS has been serving over 10,000 clients in 60+ communities each year.
- Services are provided through direct award contracts with federally-funded settlement organizations but will be subject to open procurement for 2018 according to procurement best practice.

## Intended Outcomes

- Temporary residents who have potential pathways for immigration are successful in obtaining permanent residency.
- Temporary foreign workers are protected from employer abuse.
- International students are encouraged to stay upon graduation to fill B.C. labour market needs.
- Naturalized citizens with integration barriers are enabled to enter/attach labour market.
- Newcomers and their families are more likely to stay in communities where their skills are needed.

## Program Communities and Clients

### Greater Vancouver

Vancouver, Burnaby, New Westminster, Tri-Cities, Maple Ridge, North Shore, Richmond

### Surrey/Fraser Valley

Surrey, Langley, Delta, Aldergrove, Abbotsford, Mission, Chilliwack, Hope

### Vancouver Island

Greater Victoria, Duncan, Cowichan Lake, Chemainus, Crofton, Mills Bay, Nanaimo, Port Alberni, Campbell River, Courtenay, Port Hardy

### Sea to Sky/Sunshine Coast

Gibsons, Pemberton, Squamish, Secelt, Whistler, Powell River

### Interior

Kamloops, Kelowna, Penticton, Summerland, Naramata, Kaleden, Okanagan Falls, Oliver, Osoyoos, Princeton, Vernon, Keremeos, Cawston, Invermere, Fernie, Kimberley, Cranbrook, Creston, Golden, Trail, Castlegar, Nelson, Grand Forks, Revelstoke, Salmon Arm

### North/Cariboo

Prince George, Williams Lake, 100 Mile House, Quesnel, Fort St James, Dawson Creek, Fort St John, Fort Nelson, Prince Rupert, Kitimat, Terrace, Smithers, Valemount

High number of naturalized citizens; good mix of foreign workers, refugee claimants, and foreign students

Mainly naturalized citizens; sizable number of foreign workers and students; some refugee claimants

A mix of foreign workers and naturalized citizens; some international students and refugee claimants

High number of foreign workers; a mix of other clients

High number of foreign workers; a mix of other clients

High number of foreign workers and students; some naturalized citizens

## Funded Services

### 1. Immigration and Settlement Services

- Orientation, information and referral
- Assistance to navigate immigration and work permits
- Community connection
- Short-term crisis/mental health counseling

### 2. Labour Market Services

- Information on the local job market
- Connection to job opportunities e.g. job fairs
- Employment counseling
- Short-term pre-employment and certificate courses
- Supported access to WorkBC and other employment training or bridging programs
- Education on workplace rights and responsibilities, work safety, workplace culture
- Assistance in the event of workplace safety or employment standards violation

### 3. Language Training for Adults

- English Practice such as conversation groups
- Formal English Language Training

# Career Paths for Skilled Immigrants Program

## Overview

- Career Paths is an employment and skills upgrading program for internationally trained professionals
- The program is divided into three streams:
  - Stream 1: BC Priority Occupations
  - Stream 2: Regulated Occupations
  - Stream 3: Unregulated Occupations.
- Clients are accepted on a continuous intake model.

## Strategic Objectives

Assist skilled immigrants to:

- Find employment that fully utilizes their pre-arrival skills, experience and education.
- Gain Canadian workplace experience
- Increase language proficiency
- Assist regulated professionals to become re-certified to practice in BC.

## Client Profile

- Under employed or unemployed Skilled immigrants,
- Emphasis on WorkBC ineligible clients
- Permanent resident w/in 5 years
- Wide range of occupations served, emphasis on high priority occupations
- Regulated and non-regulated professionals
- May require occupation specific language training (OSLT)

## Program Budgets

**2016/17** – 0.75MBC/0.4MIRCC

**2017/18 to 2019/20** –  
3.5M BC + 2M IRCC = 5.5 M  
annual budget

## Cost per Client

Stream 1: \$8,750 OSLT  
Stream 1: \$6,000 Non-OSLT  
Stream 2: \$5,000

## Program History & Future

- Launched in January 2016 to replace Skills Connect for Immigrants
- Unique funding arrangement: Stream 1 and approximately 30% of Stream 2/3 costs are funded by BC; IRCC funds 70% of Stream 2/3.

## 17/18 Estimated Intake & Outcome Targets

**1085** new clients  
to enter the program

**868**  
clients to complete the  
program

**521-694**  
clients to find  
employment in

**96**

**TECHNOLOGY**

**146**

**CONSTRUCTION &  
ENGINEERING**

**100**

**HEALTH**

**60**

**BUSINESS &  
ADMINISTRATION**

**17/18 Intake  
Targets Stream 1  
BC PRIORITY  
OCCUPATIONAL  
GROUPS**

## Service Areas

- Service in all cities across BC

## Service Providers

- Eight lead service providers: ISSofBC, MOSAIC, Douglas College, Back in Motion (BIM), Abbotsford Community Services, Inter-cultural Association of Greater Victoria, Central Vancouver Island Multicultural Society, North Shore Multicultural Services, plus 4 subcontractors.

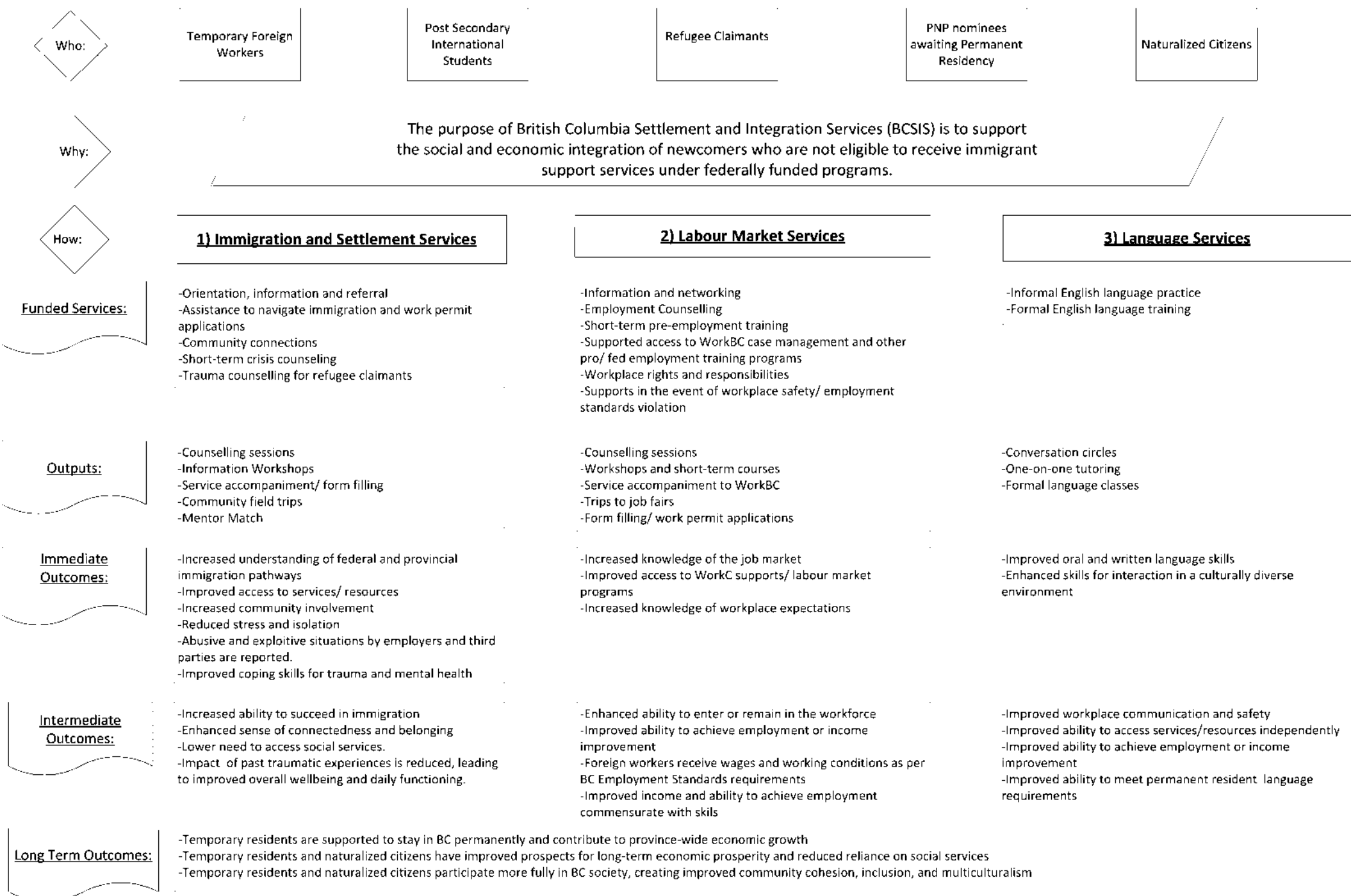
## Stakeholders

- Regulatory bodies, professional associations, post-secondary institutions, skills training providers, settlement organizations, employers, other ministries and levels of government.

## Differences from Skills Connect

- Unique partnership with IRCC to jointly fund program with BC's program management
- Changed eligibility to focus on WorkBC ineligible clients
- Focus on BC priority occupations with occupation specific supports such as language training to improve labour market attachment
- Created streams that increase funding and the duration of supports to regulated professionals
- Prioritized services to refugees, women and youth
- More emphasis on employer/ regulator involvement

# BC Settlement & Integration Services (BCSIS) Logic Model 2017



Service Provider	Contract #	FY14/15 - Contract Value	FY15/16 - Contract Value	FY16/17 - Contract Value
Abbotsford Community Services	C14SSL00101A	\$ 345,000.00	\$ 345,000.00	\$ 345,000.00
Capilano University	C14SS11601B	\$ 30,000.00	\$ 30,000.00	\$ 39,000.00
Cariboo-Chilcotin Partners for Literacy	C14SS14001A	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00
Central Vancouver Island Multicultural Society	C14SSL00701A	\$ 110,000.00	\$ 110,000.00	\$ 110,000.00
Chetwyn Public Library	C14SS14801	\$ 10,000.00	\$ 2,500.00	s.13
Chilliwack Community Services	C14SSL00901A	\$ 90,000.00	\$ 90,000.00	\$ 90,000.00
College of New Caledonia	C14SS01301	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00
Collingwood Neighbourhood House Society	C14SS01401A	\$ 35,000.00	\$ 35,000.00	\$ 40,000.00
Columbia Basin Alliance for Literacy	C14SS14101A	\$ 60,000.00	\$ 60,000.00	\$ 60,000.00
Cowichan Valley Intercultural and Immigrant Aid Society	C14SSL01901A	\$ 55,000.00	\$ 55,000.00	\$ 55,000.00
Dawson Creek Literacy Society	C14SS12001A	\$ 25,000.00	\$ 25,000.00	\$ 25,000.00
DIVERSEcity Community Resources Society	C14SS02101A	\$ 140,000.00	\$ 140,000.00	\$ 140,000.00
Fort Nelson Community Literacy Society	C14SS14201A	\$ 15,000.00	\$ 15,000.00	\$ 15,000.00
Fort St. John Literacy Society	C14LINC15101A	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00

Frog Hollow Neighbourhood House	C14SS10601A	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00
Hecate Strait Employment Development Society	C14SS14501A	\$ 10,000.00	\$ 10,000.00	\$ 15,000.00
Immigrant Services Society of BC - ISSofBC	C14SS09102A	\$ 325,000.00	\$ 325,000.00	\$ 300,835.00
Immigrant Services Society of BC - ISSofBC - Squamish	C14LINC09103A	\$ 45,000.00	\$ 45,000.00	\$ 45,000.00
Immigrant Services Society of BC - ISSofBC (Refugee Claimants)	C14SSRC09101A	\$ 400,000.00	\$ 400,000.00	\$ 400,000.00
IMSS-PG (Immigrant and Multicultural Services Society of Prince Ge	C14SSL02901A	\$ 135,000.00	\$ 135,000.00	\$ 135,000.00
Inter-Cultural Association of Greater Victoria - ICA	C14SSL03001A	\$ 280,000.00	\$ 280,000.00	\$ 280,000.00
Jewish Family Service Agency	C14SS15201A	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00
Kamloops-Cariboo Regional Immigrant Society	C14SSL03101A	\$ 90,000.00	\$ 90,000.00	\$ 90,000.00
Kelowna Community Resources Society	C14SS03201A	\$ 80,000.00	\$ 80,000.00	\$ 80,000.00
Ki-Low-Na Friendship Society	C14LINC15301A	\$ 37,500.00	\$ 37,500.00	\$ 37,500.00
Kitimat Community Development Centre Society	C14SS14301C	\$ 10,000.00	\$ 16,250.00	\$ 20,000.00
Kitimat Community Services Society	C14SS15401A	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00
La Federation des francophones de la Colombie-Britannique	C14SS03501A	\$ 35,000.00	\$ 35,000.00	\$ 35,000.00
Langley Community Services Society	C14SS03601A	\$ 10,000.00	\$ 10,000.00	\$ 20,000.00
Literacy Alberni Society	C14SS14401A	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00

Little Mountain Neighbourhood House	C14SS09201A	\$ 35,000.00	\$ 35,000.00	\$ 35,000.00
Lower Similkameen Community Services Society	C14SS15501A	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00
M.O.S.A.I.C. Multi-Lingual Orientation Service Association for Immig	C14SS04001A	\$ 140,000.00	\$ 140,000.00	\$ 140,000.00
Mission Community Services	C14SS03901A	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00
Mount Pleasant Neighbourhood House	C14SS04101A	\$ 25,000.00	\$ 25,000.00	\$ 25,000.00
Multicultural and Immigrant Services Association of North Vancouv	C14SS00501A	\$ 80,000.00	\$ 80,000.00	\$ 80,000.00
Multicultural Helping House	C14SS04201A	\$ 25,000.00	\$ 25,000.00	\$ 25,000.00
New Focus Society	C14SS14601A	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00
North Island College	C14LINC04401	\$ 27,000.00	\$ 27,000.00	\$ 25,000.00
North Shore Multicultural Society	C14SS04501A	\$ 105,000.00	\$ 105,000.00	\$ 105,000.00
Northwest Community College	C14LINC04701A	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00
Okanagan College	C14SS04801A	\$ 20,000.00	\$ 20,000.00	\$ 20,000.00
Options Community Services Society	C14SS04901A	\$ 120,000.00	\$ 120,000.00	\$ 130,000.00
PICS - Progressive Intercultural Community Services	C14SS05301A	\$ 65,000.00	\$ 65,000.00	\$ 65,000.00
Powell River Employment Program Society	C14SS05201A	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00
Reach Centre Association	C14SS15701A	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00

Read Right Society	C14SS15601A	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00
Richmond Multicultural Community Services	C14SS05701A	\$ 65,000.00	\$ 65,000.00	\$ 65,000.00
S.U.C.C.E.S.S. (ALSO KNOWN AS UNITED CHINESE COMMUNITY ENR	C14SS08801A	\$ 380,000.00	\$ 380,000.00	\$ 380,000.00
Shuswap Settlement Services Society	C14SS08201	\$ 10,000.00	\$ 10,000.00	\$ 15,000.00
Skeena Diversity Society	C14SS08401A	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00
Smithers Community Services Association	C14SSL10201A	\$ 20,000.00	\$ 20,000.00	\$ 20,000.00
SOICS (South Okanagan Immigrant & Community Services)	C14SSL05101A	\$ 130,000.00	\$ 130,000.00	\$ 130,000.00
South Vancouver Neighbourhood House	C14SS15801A	\$ 40,000.00	\$ 40,000.00	\$ 40,000.00
Valemount Learning Society	C14SS15901A	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00
Vancouver Public Library	C14SS016001A	\$ 40,000.00	\$ 40,000.00	\$ 40,000.00
Vernon And District Immigrant And Community Services Society	C14SSL09801A	\$ 37,500.00	\$ 37,500.00	\$ 37,500.00
Volunteer Terrace	C14SS16101A	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00
YMCA of Greater Vancouver	C14SS10001A	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00
	<b>Total Contract Value</b>	<b>\$ 3,917,000.00</b>	<b>\$ 3,915,750.00</b>	<b>\$ 3,934,835.00</b>

FY17/18 - Contract Value	Contract Total Value
\$ 345,000.00	\$ 1,380,000.00
\$ 39,000.00	\$ 138,000.00
\$ 30,000.00	\$ 60,000.00
\$ 110,000.00	\$ 440,000.00
s.13	\$ 12,500.00
\$ 90,000.00	\$ 360,000.00
	\$ 30,000.00
\$ 40,000.00	\$ 150,000.00
\$ 60,000.00	\$ 240,000.00
\$ 55,000.00	\$ 220,000.00
\$ 25,000.00	\$ 100,000.00
\$ 140,000.00	\$ 560,000.00
\$ 15,000.00	\$ 60,000.00
\$ 10,000.00	\$ 40,000.00



\$ 10,000.00	\$ 40,000.00
\$ 15,000.00	\$ 50,000.00
\$ 325,000.00	\$ 1,275,835.00
\$ 45,000.00	\$ 180,000.00
\$ 479,225.00	\$ 1,679,225.00
\$ 120,000.00	\$ 525,000.00
\$ 280,000.00	\$ 1,120,000.00
\$ 10,000.00	\$ 40,000.00
\$ 90,000.00	\$ 360,000.00
\$ 80,000.00	\$ 320,000.00
\$ 37,500.00	\$ 150,000.00
\$ 20,000.00	\$ 66,250.00
\$ 10,000.00	\$ 40,000.00
\$ 35,000.00	\$ 140,000.00
\$ 20,000.00	\$ 60,000.00
\$ 10,000.00	\$ 40,000.00

\$	35,000.00	\$	140,000.00
\$	10,000.00	\$	40,000.00
\$	140,000.00	\$	560,000.00
\$	10,000.00	\$	40,000.00
\$	25,000.00	\$	100,000.00
\$	105,000.00	\$	345,000.00
\$	25,000.00	\$	100,000.00
\$	10,000.00	\$	40,000.00
s.13		\$	79,000.00
		\$	420,000.00
\$	105,000.00	\$	42,500.00
\$	12,500.00	\$	80,000.00
\$	20,000.00	\$	500,000.00
\$	130,000.00	\$	260,000.00
\$	65,000.00	\$	40,000.00
\$	10,000.00	\$	40,000.00
\$	10,000.00	\$	40,000.00

\$ 13,700.00	\$ 43,700.00
\$ 65,000.00	\$ 260,000.00
\$ 380,000.00	\$ 1,520,000.00
\$ 15,000.00	\$ 50,000.00
\$ 10,000.00	\$ 40,000.00
\$ 20,000.00	\$ 80,000.00
\$ 130,000.00	\$ 520,000.00
\$ 40,000.00	\$ 160,000.00
\$ 10,000.00	\$ 40,000.00
\$ 40,000.00	\$ 160,000.00
\$ 37,500.00	\$ 150,000.00
\$ 10,000.00	\$ 40,000.00
\$ 10,000.00	\$ 40,000.00
<b>\$ 4,039,425.00</b>	<b>\$ 15,807,010.00</b>

# British Columbia Settlement and Integration Services Policy Framework

April 27, 2017

## **Program Purpose:**

The purpose of British Columbia Settlement and Integration Services (BCSIS) is to support the social and economic integration of newcomers who are not eligible to receive immigrant support services under federally funded programs. All newcomers benefit from settlement services because such services help newcomers achieve their best possible settlement outcomes, which in turn benefits the broader community both economically and socially. The various client groups served by BCSIS each face unique barriers and challenges to integration that necessitate settlement supports. For example:

- Temporary Foreign Workers' temporary immigration status makes them vulnerable to abuse and exploitation, and fear of removal from Canada may make them reluctant to seek assistance.
- International Students may face challenges related to transitioning to permanent residence, achieving labour market outcomes commensurate with their education, and stress related to separation from home and family.
- Provincial Nominees are waiting for permanent resident status and may require Settlement and Integration services while they are waiting for a final determination of their application by Immigration Refugees and Citizenship Canada (IRCC). They may also be vulnerable to abuse and exploitation due to fear of jeopardizing their permanent resident application.
- Refugee Claimants are seeking protection based on a fear of persecution in their countries of origin and they may be vulnerable to abuse and exploitation due to their precarious immigration status. They may have physical and mental health issues associated with trauma due to persecution in their home country and abuse and exploitation faced while travelling to Canada.
- Naturalized citizens, although being in Canada for several years, may continue to be dependent on settlement supports due to crisis situations, social isolation or persistent barriers to integration.

Without BCSIS, a large group of newcomers in BC would be without supports and this could hinder their experience of welcoming communities and their willingness to seek avenues to stay permanently in BC. BCSIS seeks to invest and support newcomers at the onset of their settlement journey in BC to create labour market attachment and community connections which will contribute to the long term overall economic benefit of the province of BC.

## **Background:**

The current BCSIS model commenced in April 2014 with the goal of filling a service gap to provide Settlement and Integration Services to federally ineligible clients. Presently the BCSIS operates with an annual budget of \$4 million dollars that is distributed through 56 contracts direct awarded to Settlement Service Providers across British Columbia. These Settlement Service Providers were direct awarded BCSIS funding based on the fact that they have received federal funds for Settlement and Integration between 2014 and 2016 through contribution agreements made with Immigration, Refugees and Citizenship Canada (IRCC). BC is now undertaking a competitive procurement for BCSIS funded service providers to stay aligned with procurement best practice guidelines. In advance of the procurement we are confirming the BCSIS policy framework and program model.

## Program Principles:

- **Complementary:** BCSIS is complementary to existing federal Settlement and Integration programs and provincial employment programs, but avoids duplication of service delivery.
- **Continuity:** BCSIS is a well-established program with existing client groups and policy changes seek to enhance the current program through improvements and minor shifts in priorities.
- **Effectiveness:** BCSIS seeks to provide the right services to the right clients in the right communities.
- **Balanced:** Each newcomer to BC has unique needs based on their personal circumstances. BCSIS serves a wide range of individuals who all have differing needs. BCSIS strikes a balance between broad service delivery to a large client group and prioritizing more intensive and targeted service delivery to vulnerable clients and those with labour market needs.
- **Collaborative:** BCSIS seeks to increase knowledge of newcomers needs and create opportunities for collaborative and coordinated initiatives with communities and service sectors for further engagement and transfer of human capital.

## Evidence Basis:

- Literature review
- Ministry priorities (Service Plan)
- Open data
- Provincial jurisdictional scan
- Gap analysis of current federal and provincial programs available to immigrants
- Helping Immigrants Succeed framework (Federal/ Provincial/ Territorial Working Group)

## Target Clients:\*

- Temporary Foreign Workers\*\*
- Provincial Nominees who are not yet approved for permanent residency\*\*\*
- Post-secondary International Students
- Refugee Claimants
- Naturalized Citizens

\*For all target clients, access to some services may be limited based on the client eligibility matrix (see Appendix 2).

\*\*Temporary foreign workers who hold or received approval of a work permit under section 112 of the Immigration and Refugee Protection Regulations (IRPR) (Formerly known as Live-in Caregivers) or received initial approval for permanent residence under section 113 of the IRPR (Formerly known as Live-in Caregivers) are eligible to receive federal settlement services.

\*\*\*This client group includes a) individuals who have arrived as Provincial Nominees but not yet received IRCC approval for permanent residency, and b) entrepreneurs or business individuals who have arrived with a Letter of Confirmation from the BC Provincial Nominee Program (BC PNP) to implement a business plan but have not yet received a nomination from BC PNP.

### Program Services:

The BCSIS has three types of funded services with access filtered based on client needs:

Immigration and Settlement Services	Labour Market Services	Language Training
<ul style="list-style-type: none"><li>- Orientation, information and referral</li><li>- Assistance to navigate immigration and work permit applications</li><li>- Community connections</li><li>- Short-term crisis/ mental health counselling</li><li>- Trauma counselling (for refugee claimants)</li></ul>	<ul style="list-style-type: none"><li>- Information about the local job market</li><li>- Connection to job opportunities</li><li>- Employment Counselling</li><li>- Short-term pre-employment and certificate courses</li><li>- Supported access to WorkBC and other employment training and bridging programs</li><li>- Education on workplace rights and responsibilities, work safety, workplace culture</li><li>- Assistance in the event of workplace safety or employment standards violations</li></ul>	<ul style="list-style-type: none"><li>- English Practice such as conversation groups</li><li>- Formal English language training</li></ul>

### Intended Client Outcomes:

	Immediate Outcomes	Intermediate Outcomes	Long Term Outcomes
All BCSIS Clients	<ul style="list-style-type: none"><li>* Improved access to services/resources</li><li>* Increased community involvement</li><li>* Increased knowledge of the job market</li><li>* Increased knowledge of workplace expectations</li><li>* Enhanced skills for interaction in a culturally diverse environment</li><li>* Reduced stress and isolation</li><li>* Increased safety and reduced vulnerability</li></ul>	<ul style="list-style-type: none"><li>* Enhanced sense of community connectedness and belonging</li><li>* Lower need to access social services</li><li>* Enhanced ability to enter or remain in the workforce</li><li>* Improved ability to access mainstream services/ resources independently</li><li>* Improved workplace communication and safety</li></ul>	<ul style="list-style-type: none"><li>* Temporary residents and naturalized citizens have improved prospects for long-term economic prosperity and reduced reliance on social services</li><li>* Temporary residents and naturalized citizens participate more fully in BC society, creating improved community cohesion, inclusion, and multiculturalism</li></ul>
Temporary Foreign Workers	<ul style="list-style-type: none"><li>* Increased understanding of federal and provincial immigration pathways</li><li>* Abusive and exploitive situations by employers or third parties are reported</li><li>* Improved oral and written language skills</li></ul>	<ul style="list-style-type: none"><li>* Increased ability to succeed in immigration</li><li>* Foreign workers receive wages and working conditions as per BC Employment Standards requirements</li><li>* Improved ability to meet permanent resident language requirements</li></ul>	<ul style="list-style-type: none"><li>* Temporary residents are supported to stay in BC permanently and contribute to province-wide economic growth.</li></ul>

International Students	<ul style="list-style-type: none"> <li>*Increased understanding of federal and provincial immigration pathways</li> <li>*International students are supported while transitioning to a post-graduate work permit.</li> </ul>	<ul style="list-style-type: none"> <li>* Increased ability to succeed in immigration</li> <li>*Improved income and ability to achieve employment commensurate with skills</li> </ul>	
Refugee Claimants	<ul style="list-style-type: none"> <li>*Refugee claims are filed in a timely manner</li> <li>*Improved coping skills for trauma and mental health</li> <li>*Improved oral and written language skills</li> <li>*Improved access to WorkBC supports</li> </ul>	<ul style="list-style-type: none"> <li>*Permanent residency (if claim approved) is achieved more quickly</li> <li>*Impact of past traumatic experiences is reduced, leading to improved overall wellbeing and daily functioning</li> <li>*Improved income and reduced dependence on social assistance</li> </ul>	
Provincial Nominees	<ul style="list-style-type: none"> <li>*Improved oral and written language skills</li> </ul>	<ul style="list-style-type: none"> <li>*Increased ability to succeed in immigration</li> <li>*Improved ability to achieve employment or income improvement</li> </ul>	
Naturalized Citizens	<ul style="list-style-type: none"> <li>*Improved access to WorkBC supports/labour market programs</li> <li>*Improved oral and written language skills</li> </ul>	<ul style="list-style-type: none"> <li>* Improved ability to meet training program language requirements</li> <li>*Improved income and ability to achieve employment commensurate with skills</li> </ul>	

#### Appendix 1: BCSIS Program Logic Model (see attachment)

## Appendix 2: Client Service Eligibility Matrix

Service Type:	Temporary Workers with clear pathway to PR	Post-Secondary International Students(*)	Provincial Nominees awaiting PR	Refugee Claimants	Temporary Workers with no clear pathway to PR	Naturalized Citizens actively seeking work	Naturalized Citizens not actively seeking work (>)
<b>Immigration and Settlement Services</b>							
Orientation, info and referrals	√	√	√	√	√	√	√
Immigration/ Work Permits	√	√!	√	√	√		
Community Connection	√	√	√	√	√		
Short-term crisis counseling	√		√	√	√	√	√
Trauma Counselling				√			
<b>Labour Market Services</b>							
Information and networking	√	√!	√	√*			
Employment counseling	√	√!	√	√*		√(^)	
Short-term pre-employment training	√(&)		√(&)			√(^)	
Supported access to WorkBC case management and other prov/fed employment training/ programs				√**		√*	
Workplace rights and responsibilities	√	√	√	√*	√	√	
Supports in the event of workplace safety/employment standards violation	√	√	√	√*	√	√	
<b>Language training:</b>							
Formal Language training	√^					√^	
Informal language practice	√		√	√	√	√	√

(\*)Priority should be given to International students transitioning to permanent residency or transitioning into the labour market through a post graduate work permit.

! International Students may access these services only if they are not available at their educational institution.

\* WorkBC/EPBC case management services are subject to various eligibility conditions (consult with local Employment Services Centre). Note: WorkBC self-serve services are open to all.

\* Refugee claimants may only access these services if they have been issued a work permit authorizing them to work in Canada by Immigration, Refugees and Citizenship Canada.

^Formal language training may be provided only to clients who need short-term upgrading to meet PR application requirement or access employment training/programs. Max 400 hours of instruction/client. Formal language training will be targeted to communities outside of the Lower Mainland.

(>)Priority should be given to naturalized citizens who require continued Settlement Integration services due to crisis situations, isolation and significant barriers to integration.

(^)Only eligible for Naturalized Citizens who do not have access to WorkBC case management.

(&)Only eligible for spouses/ dependents of temporary foreign workers and provincial nominees.



## Stream 1

SPO	Occupation Group	3.25 Yrs - SES + Other (Prov)	17/18 Contract Value
ISSofBC	Construction & Engineering	\$2,080,000.00	\$640,000.00
ISSofBC	Technology	\$1,410,500.00	\$434,000.00
Douglas College	Health	\$2,759,540.29	\$769,500.00
MOSAIC	Business and Admin	\$1,155,656.83	\$355,586.72
		<b>\$7,405,697.12</b>	<b>\$2,278,676.04</b>

## Stream 2/3

SPO	Region	3.25 Yrs - SES commitments (Prov)	17/18 Contract Value
ISSofBC	Vancouver	\$628,729.00	\$193,455.08
ISSofBC	Thompson/Okanagan	\$187,850.00	\$57,800.00
ISSofBC	Cariboo/North	\$78,000.00	\$24,000.00
Back in Motion	South Delta/Richmond	\$279,435.00	\$85,980.00
Back in Motion	Surrey/Langley Plus	\$647,329.00	\$199,178.15
Douglas College	TriCities	\$304,580.00	\$93,716.92
MOSAIC	Burnaby/New West	\$279,435.00	\$85,980.00
NSMS	North and West Van/Coast	\$127,774.00	\$50,392.00
Abbotsford CS	Fraser Valley	\$111,774.00	\$34,392.00
ICA	Vancouver Island South	\$111,774.00	\$34,392.00
CVIMS	Vancouver Island North	\$55,887.00	\$17,196.00
		<b>\$2,812,567.00</b>	<b>\$865,405.23</b>

\$10,218,264.12      \$3,144,081.27

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# Introduction to Career Paths for Skilled Immigrants

October 2017



**Ministry of Jobs, Trade and  
Technology**

Workforce, Immigration and Major  
Investments Division

# Introduction

- This presentation will provide information to encourage referrals including:
  - An introduction to the program as a whole
  - A more detailed introduction to the program streams
  - An opportunity at the end to ask questions
  - Contact information for all of the Career Paths providers across the province

# Introduction

- Career Paths is a redesign of Skills Connect and offers employment case management for skilled immigrants helping clients achieve or work towards **goal employment**
- Skills Connect achievements:
  - Skills Connect served over 14,000 clients from 2006-2016
  - Over 80% of clients completed the program
  - 72-75% of client achieved employment
  - Clients making more than \$30/hr went from 9% pre-program to 35% post program.

# Program Design Elements

Case Management

Pathway to  
Licensure  
(Regulated Occupations)

Skills enhancement  
funding

Occupation Specific  
Language Training  
for BC priority  
occupations

Practicums & Temp  
Aligned  
Employment

Program Duration

Eligibility

# Funding

- Career Paths is managed by BC as a jointly funded program with the Federal Government, Immigration, Refugees and Citizenship Canada (IRCC)

3.5M  
BC FY Budget

2M  
IRCC FY Budget

**5.5M Annually**

# Program Goals

The program's success is dependant on clients:

- Completing the program
- Gaining Canadian work experience through a temporary job in their field while pursuing goal employment
- Finding work in their field that is commensurate with pre-arrival employment and training
- Progressing towards re-credentialing while in the program
- Addressing language proficiency as a barrier to employment
- Connecting to employers and mentors



# The Three Career Path Streams

- Stream 1, 2 and 3
- Service Providers may provide Stream 2/3 or all three streams
- If waitlist – priority to Youth, Refugees and Women
- We'll start by explaining Stream 2/3 first.

# Streams 2 and 3

Stream 2: Regulated Occupations  
Stream 3: Unregulated Occupations

Province-wide coverage in 11 Regions

- **Vancouver**
- **Burnaby/New Westminster**
- **North and West Vancouver & Coast**
- **TriCities Plus**
- **South Delta/Richmond**
- **Surrey/Langley Plus**
- **Fraser Valley**
- **Thompson Okanagan and Kootney**
- **Vancouver Island North**
- **Vancouver Island South**
- **Cariboo and North**

# Differences between Stream 2 and 3

Element	Stream 2 - Regulated	Stream 3 – Unregulated
Duration	Up to 20 months	Up to 11 months
Eligibility	<ul style="list-style-type: none"> <li>• Permanent Resident within 5 years</li> <li>• <b>Underemployed</b> working 20 hrs+ per week <b>OR Unemployed</b> Non-EI, Non BCEA, needing more than short term training</li> <li>• 3 years work experience in field (1 year youth) &amp; certification/education in field</li> </ul>	<ul style="list-style-type: none"> <li>• Permanent Resident within 5 years</li> <li>• Underemployed working 20 hrs+ per week</li> <li>• 3 years work experience in field (1 year youth) &amp; certification/education in field</li> </ul>
Language	CLB* 6 or equivalent	CLB* 5 or equivalent

*\*CLB – Canadian Language Benchmark (a measure of English language proficiency)*

# Stream 2/3 Service Provider Highlights

## ISSofBC - Vancouver, Thompson Okanagan and Cariboo North

- Vancouver head office near SkyTrain, after business hour and Skype/GoTo Meeting remote appointments/Moodle workshops available
- Experienced case managers – some were with Skills Connect program for over 8 years
- Stream 2-3 has its own Employer Relations Specialist with connections to employers

## North Shore Multicultural Services – North and West Vancouver/Coast

### **In addition to case managed services, NSMS has hosted industry events:**

- Soft Skills for Professionals in the Canadian Workplace workshop featuring guest speaker Alden Habacon, an accomplished Diversity and Inclusion Strategist
- A site tour of Seaspan ULC in North Vancouver for clients with an engineering/technical background. Seaspan provided personalized hard hats to clients and an intro to their work.
- “Networking on the Shore” event giving clients the opportunity to mingle with employers, HR professionals, local business owners and community partners.

# Stream 2/3 Service Provider Highlights

## MOSAIC – Burnaby/New Westminster

### **Targeted employer presentations and hiring fairs**

- Presentation by TELUS Director, Technology Strategy
- Smart Networking Event in collaboration with Burnaby Board of Trade
- MOSAIC Job Fair attended annually by over 50 employers and 5,000 clients
- Immigrant Professionals Conference (IPC) in Burnaby on October 21

### **Practicum Placements and Canadian Work Experience**

#### Burnaby Heights Merchants Association

- Client placed as Advisory Council Member of PeaceGeeks representing Burnaby
- Volunteer Opportunities through active involvement with community immigrant partnership tables
- Exclusive access to MOSAIC Job Board with over 500 jobs posted monthly

# Stream 2/3 Service Provider Highlights

## Back in Motion – South Delta/Richmond; Surrey/Langley Plus

- Back in Motion Career Paths - providing services to skilled immigrants since 2006 with vast expertise in regulatory processes in Canada and British Columbia
- **Mentorship Services** that match job-ready skilled immigrants in BC with established local professionals for one-on-one job specific coaching.
- **Industry Insiders Events** are industry specific information sessions where clients can get advice from Canadian professionals, gain insights on market trends, and be provided opportunities to network and learn how to succeed from experts in their field to help reach their employment goal.

## Douglas College – Tri Cities Plus

- Coquitlam, Port Coquitlam, Port Moody, Maple Ridge, Pitt Meadows
- Workshops on Essential Skills, Exam Prep, Starting your Own Business
- Workshops, meetings, activities around client schedules
- Industry Connection Events to introduce clients to employers & professional associations

# Stream 2/3 Service Provider Highlights

## **Abbotsford Community Services – Fraser Valley**

- Meeting space available in Abbotsford and Chilliwack
- Weekend Workshops
- Collaboration with specialized Employment Mentors Program to ensure full range of professional services for clientele

## **Central Vancouver Island Multicultural Services – Vancouver Island North**

- CVIMS services are covering North Island Region – including communities from Ladysmith to Campbell River and Port Alberni
- CVIMS is providing individualized case management model with expertise of staff working with immigrants for over the past 18 years
- We are utilizing a flexible approach with working clients and accommodating sessions according to their availability, utilizing various social media, video calling, etc.
- Referring agencies, at the initial stage - only name and contact number is required.

# Stream 2/3 Service Provider Highlights

## Inter-cultural Association of Greater Victoria – Vancouver Island South

- **Bridging Program and Career Mapping:** Includes tailored information and workshops on licensure processes, networking opportunities with potential employers, insights into job shadows/internships or placements. Multi-session programs for specific sectors/occupational groups.
- **Collaboration between ICA's Community Partnership Network/LIPS and Career Paths:** Collaboration to host events that bringing together local employers in a wide variety of occupations and clients, potentially resulting in meaningful connections that increase potential employers' awareness of foreign trained professionals' potential contribution(s) to the workforce or organization.



# Stream 1 Overview

## Stream 1: BC Priority Occupations

### Occupation Specific

#### Occupational Groups

1. Technology
2. Business & Administration
3. Health
4. Construction & Engineering

# Stream 1 Overview

Element	Stream 1 – BC Priority Occupations
Duration	Up to 22 months
Eligibility	Same as Stream 2: <ul style="list-style-type: none"><li>• Permanent Resident within 5 years</li><li>• <b>Underemployed</b> working 20 hrs+ per week <b>OR Unemployed</b> Non-EI, Non BCEA, needing more than short term training</li><li>• 3 years work experience in field (1 year youth) &amp; certification/education in field</li></ul>
Language	<ul style="list-style-type: none"><li>• Occupation Specific Language Training – clients who are 1 CLB level lower than industry standard (see next slide)</li></ul>
NOC Code	Client's goal occupation must be one of the specified NOC Codes. (See next slide)
Regions	BC wide, remotely or with delivery partners outside of the Lower Mainland/Fraser Valley

# Stream 1: Service Providers, NOC & CLB

<b>MOSAIC – Business and Administration</b>	<b>NOC</b>	<b>OSLT</b>	<b>No OSLT</b>
Administrative Officers	1221	CLB 7	CLB 8+
Administrative Assistants	1241	CLB 6	CLB 7+
Financial Auditors and Accountants	1111	CLB 7	CLB 8+
Accounting Technicians and Bookkeepers	1311	CLB 6	CLB 7+
<b>ISSofBC - Technology</b>	<b>NOC</b>	<b>OSLT</b>	<b>No OSLT</b>
Information Systems Analysts and Consultants	2171	CLB 6	CLB 7+
Computer Programmers and Interactive Media Developers	2174	CLB 6	CLB 7+
<b>Douglas College - Health</b>	<b>NOC</b>	<b>OSLT</b>	<b>No OSLT</b>
Registered Nurses and speciality nursing	3012	CLB/IELTS 7	CLB/IELTS 8+
Licensed Practical Nurses	3233	CLB/IELTS 7	CLB/IELTS 8+
Medical Sonographers	3216	CLB/IELTS 6	CLB/IELTS 7+
General Practitioners	3112	CLB/IELTS 7	CLB/IELTS 8+
Health Care Assistant and Care Aide	3413	CLB/IELTS 6	CLB/IELTS 7+
<b>ISSofBC – Construction and Engineering</b>	<b>NOC</b>	<b>OSLT</b>	<b>No OSLT</b>
Construction managers	0711	CLB 6	CLB 7+
Civil engineers	2131	CLB 6	CLB 7+
Electrical and electronics engineers	2133	CLB 6	CLB 7+
Mechanical engineers	2132	CLB 6	CLB 7+

# Stream 1 SPO presentations

- **ISS of BC – Effie Garcia**
  - Construction and Engineering
  - Technology
- **Douglas College – Jennifer Kuenzig**
  - Health
- **MOSAIC - Shagun Bhanot**
  - Business and Administration

# Stream 1: Construction & Engineering, Technology



- ISSofBC offers Stream 1 services in:
  - ☐ Construction and Engineering
  - ☐ Information Technology
- ALL Case Managers serve all streams – quick referral for Clients ineligible for stream 1 to Stream 2-3
- Managers & Case Managers are either certified or experienced Career Development Practitioners
- Clients outside of Lower Mainland/ Fraser Valley are served by subcontractors in Thompson/ Okanagan, Cariboo North and Victoria

# Stream 1: Construction & Engineering, Technology.



- Stream 1 has a dedicated Employer Relations Specialist who arranges work placement for clients in both sectors
- Stream 1 info sessions come with pre-screening services & are conducted all over BC
- Client services (including blended workshops) are delivered via in-person, online via Moodle, Skype, email and telephone during and after work hours
- Occupational Specific Language Training (OSLT) is developed and run by Language Career College in the same building
- OSLT is tailor-fit to clients in the sector & composed of 3 components: Webinar, 1-1 with instructor and Moodle for reading materials and assignments

# Stream 1: Construction & Engineering



- Existing cross-referral community partnerships
- Regular Networking & Industry Talks with employer partners (Cowi, Dominion, Embers, Ledcor, etc.)
- Regular job board postings in website from employer connections (Catalyst, Centura Structural Systems, Isidore Landscapes, etc..)
- OSLT Curriculum developed by a professional engineer and teacher
- Specialized workshop (in person and online) on “Basic Introduction to Engineering in BC” is currently being finalized

# Stream 1: Information Technology (IT)



- Have existing cross-referral partnerships with learning institutions e.g. BCIT, CodeCore, Lighthouse Lab, Red Academy
- Ongoing IT Industry Talks with Telus, Fortinet, Paladin Technologies, etc.
- Referrals from TechStart Program, IMPACT, EPBC, and experience in hosting conferences
- OSLT Curriculum developed by Doug Hillhouse, who co-developed and taught an instructional program for TechStart.
- Preparation for a special workshop on “Careers in IT in BC” -in its final stages.



# Referrals

Please include:

- » Resume with Pre-landing Occupation
- » PR Card # if available

Contact details:

Email: [careerpaths@issbc.org](mailto:careerpaths@issbc.org)

Phone: 604-590-4021

Website: [www.issbc.org/careerpaths](http://www.issbc.org/careerpaths)



# Stream 1 Health

## Uniqueness of Program

- Workshops on 'Working with Specialized Populations Groups in a Canadian Healthcare setting' e.g. persons with disabilities, indigenous peoples, frail & elderly, DTES/opioid crisis, etc.
  - Exam Study & Test Taking Strategy Sessions for regulated exams
  - Scenario based learning in our Health Sciences Simulation Lab
  - Language curriculum tailored to help clients pass regulator requirements e.g. IELTS, CELBAN
  - staff have worked with NOC occupations for nearly a decade

## Serving clients remotely outside of LM/FV

- Clients work 1-1 with staff via online software, phone, email
- Workshops live-streamed
- Regulators located in Lower Mainland or outside of BC

# Stream 1 Health

## Serving working clients

- Group services offered evenings and weekends
- 1-1 meetings around client schedules

## Referrals to Stream 1 Health

- Screen for basic eligibility (slide 16)
  - if a 'maybe' - send to us for further screening
- Webpage: [www.douglascollege.ca/careerpaths](http://www.douglascollege.ca/careerpaths)
- Phone: 604-588-7772
  - Can often be a 'not yet' with homework to do

# Stream 1 : Accounting and Business Administration



## Regulators Presentations and Networking:

- Monthly Networking Events with **CPABC** offering one on one expert consultation
- International Association for Administrative Professionals (IAAP)

## Access to Hidden Job Market through:

- MOSAIC's Job Board and Employer Relations Team
- Privileged access to internal Job Fairs and Annual Immigrant Professionals Conference (IPC)
- Opportunity to meet industry experts through Workshops and Panels (Accounting & Finance Breakout Sessions at IPC)

MOSAIC IMMIGRANT  
PROFESSIONALS  
CONFERENCE



## TAKE CONTROL OF YOUR CAREER!



**Husband and Wife Keynote Speakers: Manu and Ria Chopra**

Manu Chopra will share insights regarding his remarkable journey from being a top international ad agency executive to his current success in Canada writing and producing Hollywood movies.

Ria Chopra, owner operator of a bakery which caters to Vancouver's television industry, will recount struggles the couple faced starting over in Canada, along with advice on how to make it work.

**Saturday, October 21st, 2017**  
**10:00 am to 3:30 pm** (Check-in begins at 9:00 am)

Hilton Hotel - Metrotown  
6083 McKay Avenue, Burnaby, BC

- Learn how to succeed from sector-specific experts
- Get advice from Canadian professionals
- Be inspired by successful immigrants and their stories
- Network with other professionals in your field of work

Sponsored by



**RBC Royal Bank**

**Registration is Free!** (Lunch included)

Space is limited | Avoid disappointment and register early

**[www.ipc.mosaicbc.org/register](http://www.ipc.mosaicbc.org/register)**

# Stream 1 : Accounting and Business Administration



## Remote Services Available

- Through BigBlueButton and Moodle for career counselling as well as Occupation Specific Language Training

## Mentoring and Coaching

- Direct referrals to MOSAIC in-house Mentoring program
- Opportunities for Group mentoring and Networking

## Contact Us:



**604.438.8214**



[careerpaths@mosaicbc.org](mailto:careerpaths@mosaicbc.org)



**MOSAIC**

**5902 Kingsway, Burnaby V5J 1H2**

# Questions?

**<https://www.welcomebc.ca/Work-or-Study-in-B-C/Work-in-B-C/Employment-Language-Programs#anchor1>**

**Joni Rose – Senior Program Advisor**

**[Joni.Rose@gov.bc.ca](mailto:Joni.Rose@gov.bc.ca)**

**604-660-3463**

**Career Paths Rack Cards – [Karina.Lai@gov.bc.ca](mailto:Karina.Lai@gov.bc.ca)**

# Participant Poll

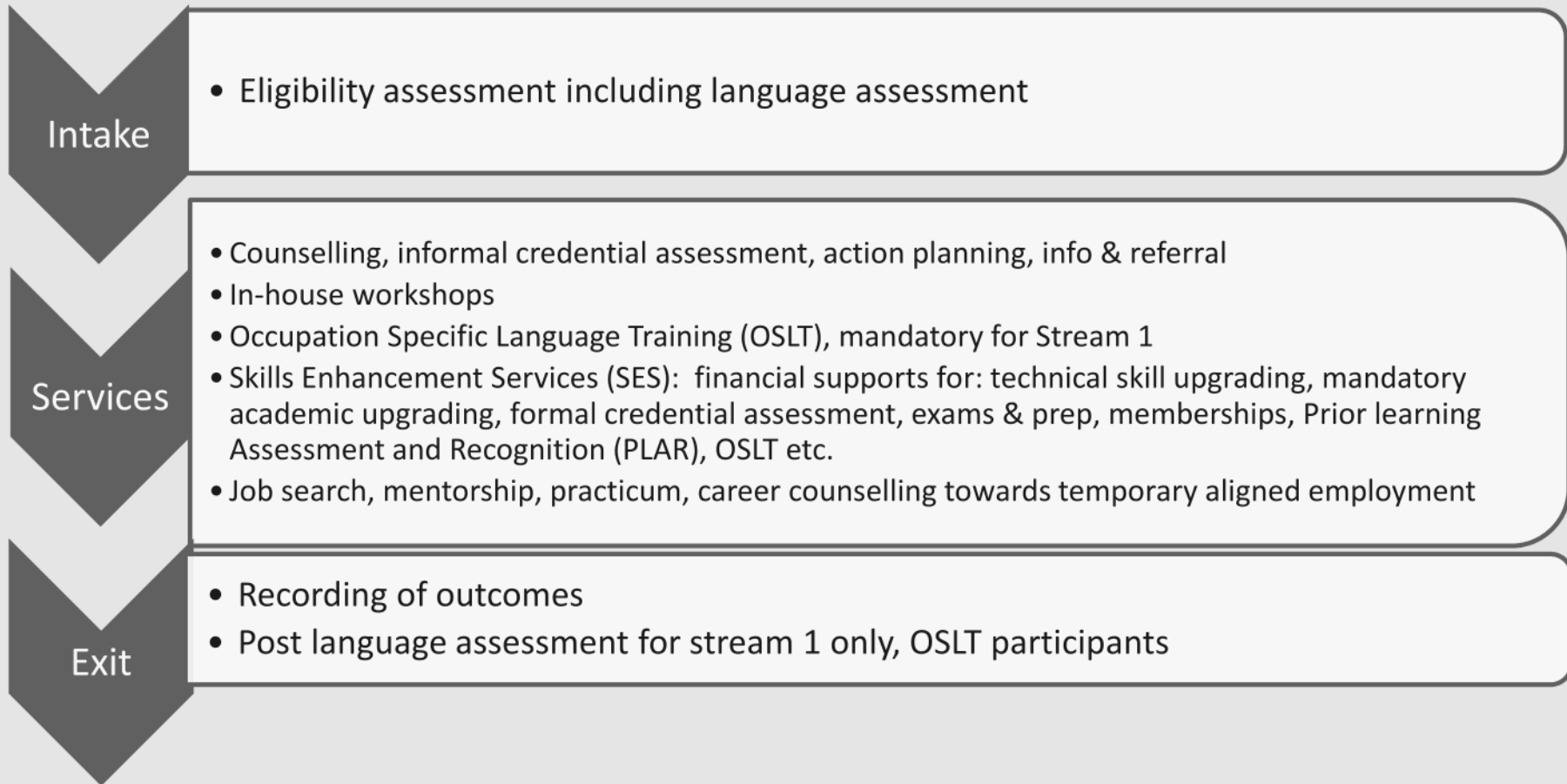
- Has your knowledge of the Career Paths program:
  - Increased
  - Stayed the same
  - Decreased – I feel confused/have more questions

# Appendix

See the following slides for more details on the Career Paths for Immigrants Program.



# Case Management Model



# Stream 2/3 Service Providers & Cities Served

Service Provider	Region	Cities Served
MOSAIC	Burnaby/New Westminster	Burnaby, New Westminster
Abbotsford Community Services	Fraser Valley	Abbotsford, Mission, Chilliwack, Hope
North Shore Multicultural Society	North and West Vancouver /Coast	West Vancouver, North Vancouver, Squamish, Whistler, Pemberton, Sunshine Coast, Powell River, Bowen Island, Lions Bay
Douglas College	Tri Cities Plus	Coquitlam, Port Moody, Port Coquitlam, Maple Ridge, Pitt Meadows
Back in Motion*	<ul style="list-style-type: none"> <li>• South Delta/Richmond</li> <li>• Surrey/Langley Plus</li> </ul>	South Delta, Richmond, Surrey, Langley, White Rock, North Delta
Immigrant Services Society of BC (ISSofBC)*	<ul style="list-style-type: none"> <li>• Vancouver</li> <li>• Thompson Okanagan</li> <li>• Cariboo and North</li> </ul>	Vancouver, Clearwater, Kamloops, Kelowna, Keremeos, Peachland, Penticton, Revelstoke, Salmon Arm, Summerland, Sunpeaks, Osoyoos, Vernon, Cranbrook, Creston, Castlegar, Fernie, Grand Forks, Invermere, Nelson, Radium Hot Springs, Rossland, Shuswap, Trail, Fraser-Fort, McBride, Prince George, Quesnel, Valemount, Williams Lake, Fort St. John, Dawson Creek, Prince Rupert, Terrace, Smithers, Kitimat, Port Edward, Queen Charlotte
Central Vancouver Island Multicultural Society (CVIMS)	Vancouver Island North	Campbell River, Courtenay, Comox Valley, Ladysmith, Nanaimo, Parksville, Port Alberni
Inter-cultural Association of Greater Victoria (ICA)	Vancouver Island South	Victoria, Duncan

# Service Provider Contact Information

Organization	Stream	Contact Phone Number	Email	Website
<b>The Immigrant Services Society of British Columbia (ISSofBC)</b>	Stream 1-Technology, Construction & Engineering	Vancouver 604-590-4021	<a href="mailto:careerpaths@issbc.org">careerpaths@issbc.org</a>	<a href="https://issbc.org/programs/career-services/careerpaths/">https://issbc.org/programs/career-services/careerpaths/</a>
	Stream 2/3 - Vancouver, Thompson Okanagan & Kootney, Cariboo North	Thompson Okanagan 250-545-0585		
		Cariboo North 250-624-9494		
<b>Back in Motion</b>	Stream 2/3 - South Delta/ Richmond, Surrey/Langley Plus	(604) 575-3800	<a href="mailto:info.careerpaths@backinmotion.com">info.careerpaths@backinmotion.com</a>	<a href="http://www.careerpaths.ca">www.careerpaths.ca</a> <a href="http://www.backinmotion.com/career-paths">www.backinmotion.com/career-paths</a>
<b>Douglas College</b>	Stream 1 - Health Stream 2/3 - TriCities	(604) 588-7772	<a href="mailto:careerpaths@douglascollege.ca">careerpaths@douglascollege.ca</a>	<a href="http://www.douglascollege.ca/careerpaths">www.douglascollege.ca/careerpaths</a>
<b>Multi-Lingual Orientation Service Association For Immigrant Communities (MOSAIC)</b>	Stream 1 - Bus Admin Stream 2/3 - Burnaby & New West	(604) 438-8214	<a href="mailto:careerpaths@mosaicbc.org">careerpaths@mosaicbc.org</a>	<a href="https://www.mosaicbc.org/careerpaths">https://www.mosaicbc.org/careerpaths</a>
<b>North Shore Multicultural Society</b>	Stream 2/3 - North and West Van/Coast	(604) 988-2931 ext.241	<a href="mailto:loria@nsms.ca">loria@nsms.ca</a>	<a href="http://nsms.ca/find-a-job/career-paths-program/">http://nsms.ca/find-a-job/career-paths-program/</a>
<b>Abbotsford Community Services</b>	Stream 2/3 - Fraser Valley	(604) 866-0257	<a href="mailto:CareerPaths@AbbotsfordCommunityServices.com">CareerPaths@AbbotsfordCommunityServices.com</a>	<a href="http://www.abbotsfordcommunityservices.com/programs/multi-cultural-immigrant-services/career-paths-for-skilled-immigrants">http://www.abbotsfordcommunityservices.com/programs/multi-cultural-immigrant-services/career-paths-for-skilled-immigrants</a>
<b>Inter-Cultural Association of Greater Victoria (ICA)</b>	Stream 2/3 - Van Island South	(250) 388-4728 ext. 122	<a href="mailto:mkovacev@icavictoria.org">mkovacev@icavictoria.org</a>	<a href="http://www.icavictoria.org/welcome-centre/employment-services/career-paths-skilled-immigrants/">http://www.icavictoria.org/welcome-centre/employment-services/career-paths-skilled-immigrants/</a>
<b>Central Vancouver Island Multicultural Society</b>	Stream 2/3 - Van Island North	(250) 753-6911 ext. 112	<a href="mailto:Avalchar@cvims.org">Avalchar@cvims.org</a>	<a href="http://www.cvims.org/get-a-job/career-paths-skilled-immigrants/">http://www.cvims.org/get-a-job/career-paths-skilled-immigrants/</a>