

Accelerating Engagement by Providing Opportunities for Success

Offering professional development, pre-employment training and employment opportunities at the local and provincial levels and also providing pre-arrival information, referrals and consultations internationally, allows COSTI to connect with clients no matter where they live.

Over 7,587 adults and young adults, high school, university graduates, and individuals with international work experience, came to COSTI in 2018/19 for help to secure the right job, or to get advice that will set them on the right educational or career path for their future.

Last year, we continued to enhance services offered to youth, focusing on youth-specific mentoring programs, enhancing our online services by making available useful tools such as a résumé critiquing tool and developing and hosting events specific to youth, with a focus on apprenticeship opportunities and skilled trades.

A large number of youth do not lean towards employment in the trades, partly because of lack of information. Our focus in the next year will be to enhance opportunities, demystify the stigma and educate young adults on the financial incentives of selecting a trade as a legitimate career path.

Samira came to Canada from Nigeria in June 2016. She was alone with two children. Like many immigrants before her, Samira made the brave decision to leave her home country and her job as a manager at a leading banking institution and come to Canada so that her children could experience the best life possible.



Samira Golo, Participant in COSTI's I Am A New Canadian Campaign, COSTI Employment Services and the TRIEC Mentoring Partnership

359 NEWCOMER PROFESSIONALS
WERE MATCHED AND SUPPORTED BY A MENTOR
WHO WORKS IN THEIR FIELD IN CANADA
THROUGH THE TRIEC MENTORING PARTNERSHIP

63% OF UNEMPLOYED AND UNDER-EMPLOYED
ADULTS AND YOUTH ACCESSING COSTI'S ONLINE SERVICES, OR
E-FACILITATED WORKSHOPS TO HELP IMPROVE THEIR JOB SEARCH SKILLS,
ARE WOMEN

"When I first arrived, I felt out of place, I wasn't sure where to go or what my next step should be. I had a friend who helped me in the beginning, but then I realized, 'you're here, you have kids, you need to help yourself if you want to move ahead'. Whether that was going back to school or finding a job in my field.

Because I was a single parent with two children, many people suggested that I abandon any hope of furthering my education and go on Social Assistance to support my family. But I could not consider this as an option. I was determined to be self-reliant and demonstrate to my children and others, that with determination and hard work, you can stand on your own two feet as an immigrant and not rely on government financial support."

Samira had heard about COSTI's Mississauga Employment Services and decided to register for a Résumé Writing Workshop when she moved to the city in 2017. Employment Consultant Boguslawa (Slava) Gutkowska, provided Samira with an overview of employment options available to her and also introduced Samira to the Toronto Region Immigrant Employment Council (TRIEC) Mentoring Partnership, a program that matches newcomers with mentors who have the same professional background.

"Meeting my banking mentor was a turning point for me. She went out of her way! She would meet me every Saturday and encouraged me to improve my skills, such as Excel, so that I could secure a job in my field of experience. As an immigrant herself, she was a role model for me. How could I obtain the same success my mentor had achieved? I was encouraged to further my education and with my work experience, encouraged to strive for employment in my field and not accept a survival job.

I did just that! I quickly found a job at an insurance company and registered at George Brown College (GBC) in the Information System Business Analysis Post Graduate program. For a year, I would work during the day and go to school at night. But I didn't stop there! In my third semester at GBC, I applied to Queen's University Management Analytics program for my Masters Degree and I was accepted! Never one to shy away from a challenge, I successfully completed both programs and graduated in the spring of 2019.

I feel so fortunate. My mentee guided me toward a path I never thought I could take. Today, I am proud to say that I am a Business System Analyst at one of Canada's leading banking institutions and my future is in analytics...maybe even a PH.D.! I have such a supportive employer, so there are many avenues for me to choose from.

The best choice I made was going to COSTI for help. The amazing resources and programs available to me helped me to be self-reliant. But it is the dedicated staff, who only want the best for you that make me forever grateful to COSTI and to my mentor.

My children are motivated to do well and continue with their education. They have witnessed their mother's success first hand and want to achieve the same. I am proud that they view me as a role model. An example of how hard work and determination leads to success.

My advice to anyone new to Canada is to do what's best for you and never give up. There are many opportunities out there for you. You just need to educate yourself and find your path. I accomplished so much more in Canada in just a few short years, more than I could have achieved in Nigeria."

The TRIEC Mentoring Partnership brings together community partners that match, recruit, register and coach participants. Employer partners offer mentoring as a professional development opportunity for their staff and settlement and employment agencies like COSTI, refer newcomers to mentoring as a way of finding meaningful employment.

17,000+

NEWCOMERS

**HAVE BEEN SUCCESSFULLY
MATCHED WITH MENTORS
THROUGH EMPLOYER
PARTNERSHIPS BY THE TRIEC
MENTORING PARTNERSHIP**