

COALITION ON RICHER DIVERSITY [CORD]

A Newfoundland & Labrador Diversity and Immigration Umbrella Organization

Solutions Group B (SGB) – Employment

The Employment Solutions Group is a coming together of proactive and energetic people who have a passion for empowering people to work at their optimum level, for finding innovative ways to overcome employment barriers and for promoting diversity.

The group's purpose is to devise *practical* ways to address diversity by

- ✓ Addressing current employment issues,
- ✓ Improving employment prospects for newcomers,
- ✓ Finding new solutions to credential evaluation and the accreditation process

Members will meet regularly to discuss current labour/employment issues in all areas. Members will discuss and share information regarding employment trends and prospects.

Members will explore strategies on how to

- Review employment strategies
- Identify barriers, successes and resources in the employment sector
- Make workplaces more representative of a diverse community
 - arrange diversity training as part of work orientation
 - establish diversity training for the hiring committees
 - Set up Diversity Committees
- Address Policies and credentials: i.e. qualifications for health care providers coming from other countries
- Improve references recognition (employers need to recognize skills and foreign experience rather than strict Canadian experience)
- Provide more complete information for internationally trained educational professionals (ITP) before they enter Canada

Members will also address skill shortages evident for some professional occupations and in most trades, including engineering/metal, energy and some food trades.

CORD wants your input.

CORD wants to benefit from your ideas and experiences.