

Employment and Skill Matters

Problem Statement

- Visible minorities, including immigrants and refugees, face higher unemployment and underemployment rates compared to the general population. Many work in precarious, low-wage jobs despite having education or international experience.

Key Challenges

- Barriers to Accessing the Labor Market
- Systemic discrimination, unconscious bias, and lack of recognition of foreign credentials often prevent visible minorities from securing jobs that match their skills.
- Language barriers, limited networks, and lack of Canadian work experience further restrict access.
- Many are forced into “survival jobs” far below their education, skills and experience level
- Limited access to apprenticeship and skilled trades.
- Visible minorities are underrepresented in apprenticeship programs, due in part to lack of outreach, mentorship, or systemic gatekeeping within trades associations.

Our Support Services

We believe employment is more than a job—it is a pathway to dignity, stability, and long-term inclusion. Our programs are designed to address the unique barriers faced by visible minorities, newcomers, and marginalized communities through culturally responsive, hands-on, and empowering services that lead to real employment outcomes.

We Offer

Skills Development and Training

- Computer and digital literacy training
- Soft skills workshops (communication, teamwork, problem-solving)
- Language-for-employment and workplace English programs
- Connections to Employers and Work Experience
- Job matching and placement services
- Access to internships, co-ops, and mentorships
- Support for entry into trades, social enterprise jobs, or small business start-up
- Partnerships with employers committed to equity and diversity hiring
- Resume writing and cover letter assistance
- Interview preparation and mock interviews
- Support with online job applications and job search strategies
- Information on workplace rights and responsibilities.

We envision

We support individuals not only to find jobs—but to build careers, confidence, and community connections. Our goal is to eliminate barriers and open doors to meaningful, long-term employment.