

SPRING 2010

Issue 11

Inside this Issue:

- Greetings
- Member News
- Feedback from Membership
- Employment Focus

Report:

CAPE Membership
Feedback

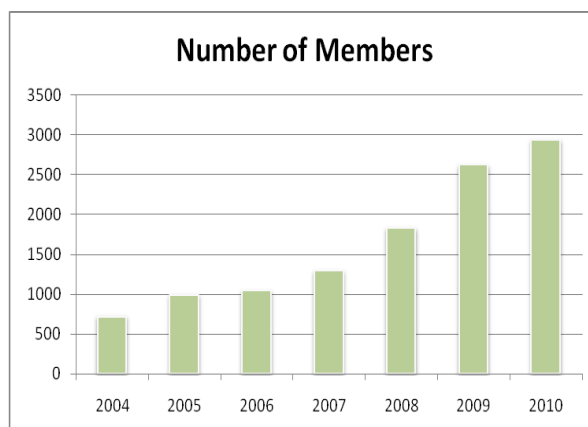
In the next issue:

Upcoming Elections

Greetings

- In this quarter the CAPE Board has actively focused on building a vibrant community of CAPE members and strengthening our collective voice and advocacy.
- Our membership has now grown to over 3000 direct members and is increasing every day.
- Having concluded our capacity building workshops for organizations serving immigrants with engineering backgrounds across Ontario, CAPE is now moving to build the capacity of job-developers to engage employers.
- If you have recently moved or any of your contact details have changed, please update your information by calling us at 416 955 0563 or send us an email at Info@capeinfo.ca
- If you have any questions, please don't hesitate to email us at info@capeinfo.ca.
- We have now started a program of social meetings for our members. Three meetings will be held in North York, Scarborough and Toronto over the coming months.
- Over the coming months we will continue to focus building our community of immigrants with engineering backgrounds (see results of member survey)

CAPE Membership continues to increase and currently stands at over 2940 strong



Member News

SPRING MEETINGS.

It's no secret that when it comes to the deserved inclusion and integration of foreign-trained professionals, in general, and engineers, in particular, into the Canadian labor market, the prospects have largely been less than inspiring. The good news is that CAPE as an organization of Immigrants with Engineering Background [IEBs] has, through its research and strategic initiatives, been able to create a voice that is credible, effective and constructively engaged. Much as it is satisfying that a lot of significant quarters have begun to pay some serious attention to CAPE's work, we can never emphasize enough that our members, coming as they do from over 110 countries, are one of the biggest strengths we have. Your vibrant participation and support will only add to our combined strength.

In our continued effort to create opportunities for such participation, we have held social get-togethers for our members and Board on the following dates:

- 1. May 7, 2010 North York Civic Centre**
- 2. June 4, 2010 Scarborough Civic Centre**
- 3. July 2, Metro Hall, Toronto**

More than 130 CAPE members participated in these meetings and have initiated a number of focus groups and projects as a consequence. Positive feedback on these meetings has encouraged us to follow these up with a series of social events over the summer.

Feedback from CAPE Membership

In November 2008, CAPE initiated the Leveraging Global Engineering Skills project to pilot an employer-driven, job function-based training curriculum for IEBs using specialized skills and competency matching tools. With the conclusion of this project expected in October 2010, CAPE will have developed a seamless process to help immigrants with engineering backgrounds to:

- Become a part of a vibrant welcoming community in Canada
- Access real-time labour market information about engineering in Canada
- Make informed decisions about their career paths to join the Canadian engineering workforce
- Translate their engineering experiential and academic backgrounds into portfolios with built-in Canadian terminology
- Access employer information, and employment supports comprising of orientation and communication online workshops, tutorials, and curricula driven by the identification of actual skill gaps in real-time
- CAPE carried out a feedback survey between June 14, 2010 and June 20, 2010 in which some 2% our members participated to help us to analyze the degree to which our members are aware of the service delivery that CAPE has developed (Fig 1).





Overview of engineering in Canada		54.0%
joining a welcoming community		12.0%
Social and networking events		32.0%
Group insurance and benefits		2.0%

Fig1. Member Awareness about CAPE supports

Further this survey shows the extent to which CAPE members are using our orientation services, labour market information and employment supports. It is clear from these statistics that CAPE members find the employment information component of our service delivery model most useful followed by tutorials, orientation and a welcoming community service in that order of preference (Fig 2).











Self learning Tutorial on engineering in canada (Employment support)		17.5%
Portfolio/resume builder (Employment support)		17.5%
Employer Mapping/listing ((Employment support)		2.5%
Social and networking events		17.5%
Employer networking events		10.0%
Annual Knowledge Conference		0.0%
Annual General Meeting		15.0%
Training/workshops		7.5%
Collective voice and welcoming community		7.5%
Individual Consultation		2.5%
Presentations		0.0%
Insurance Benefits		2.5%

Fig 2 Percentage of Members Using Different Components of CAPE Services

Further member feedback (Fig 3,) indicates show that our members want us to continue to focus of on employment support. It appears that the members favor a learned knowledge-driven (one that focuses on engineering content, learning and employment) welcoming community, rather than one that is socially-driven.

Fig 3 Member feedback on CAPE services

3. Please indicate which services CAPE should focus on.							
	Employment support (1)	Membership benefits such as group insurance, housing etc (2)	Training/workshops (3)	Building a welcoming community and collective voice (4)	Conferences (5)	Networking events (6)	Social events (7)
1	X						
2						X	
3			X				
4							X
5					X		
6				X			
7		X					

Employment Focus

BEYOND EMPLOYMENT SUPPORT

CAPE is engaging employers in its new “no resume, no scanning” approach to identifying talent. You should fill in your portfolio at the CAPE website. This becomes part of a database that the employer can search in real-time using our new competencies screener. If you match the job requirements you will be referred to the Hiring Manager/Employer who will contact you directly. Unfortunately, the vast majority of CAPE members are not taking advantage of this service.

**IMPORTANT: For us to seriously engage employers we must have more of your completed portfolios on the database!
 Help us to help you
 Fill in your CAPE portfolio now! Go to**

<http://www.capeinfo.ca/employment.php>