

Bringing you a
**WORLD-CLASS
WORKFORCE**

ANNUAL REPORT 2021 - 2022



Message from the **CHAIRPERSON**

To begin, we acknowledge that Manitoba Start is situated on ancestral lands, Treaty 1 territory, traditional territory of the Anishinabek, Cree, Oji-Cree, Dakota, and Dene Peoples, and on the National Homeland of the Red River Métis.

Manitoba Start is the leader in career development and job matching services for newcomers and employers in Manitoba. One-on-one assessments allow us to discover and recognize the value and skills of each client's professional experience. This facilitates employment outcomes that match local Manitoba organizations with ideal job candidates and expands diversity within the workplace. In 2021-2022, Manitoba Start served 2,128 newcomer clients that arrived from 92 countries.

In adapting to the changes that the Covid-19 pandemic has had on our reality, Manitoba Start focused on addressing clients' needs virtually. Workshops were held online on "Virtual Fridays" to provide resources and information to prepare newcomers for entering the labour market. During these sessions, clients received useful information while gaining exposure to online applications and technological skills necessary in many Canadian workplaces. Additionally, the Arrival Advisor app and Winnipeg Introduction for Newcomers website were launched to ease the settlement journey of newcomers to Manitoba. The Arrival Advisor app provides users with customized recommendations based on anonymous questionnaire responses

and geographic location. Both the app and Winnipeg Introduction for Newcomers website will connect newcomers with the information and services they need to learn English, seek employment, find housing, explore education opportunities and more.

Although met with challenges, Manitoba Start was able to successfully work with immigrants and businesses in Manitoba. We had a range of newcomers walk through our virtual doors, from internationally trained professionals to international students and refugees. These clients were first welcomed by Intake Advisors who completed Manitoba Needs and Assets Assessment and Referral Services (MNAARS) during their registration at Manitoba Start. Once the clients were ready for employment, they would work with Career Coaches who would help them craft outstanding resumes focusing on recognizing credentials and realizing their full potential. From there they would work on interview skills, learn about Canadian workplace culture, and begin their job search. The Job Matching Unit stayed up to date with labour market trends and would connect with local businesses in the recruitment of internationally trained professionals. It takes a highly coordinated effort to ensure ultimate success for Manitoba Start clients!

This year has emphasized our commitment to growing a strong and diverse world-class workforce and community within Manitoba. We are more grateful than ever to Manitoba Start staff members, funders, and partners. I look forward to what the next year has in store and hope that Manitoba can once again accept more newcomers into the province. Thank you for your support!



Alisha Miguez
BOARD OF DIRECTORS
MANITOBA START

Message from the **EXECUTIVE DIRECTOR**

In the spirit of cultivating strong relationships with Indigenous communities, I would like to begin by acknowledging that Manitoba Start is situated on ancestral lands, Treaty 1 territory, traditional territory of the Anishinabek, Cree, Oji-Cree, Dakota, and Dene Peoples, and on the National Homeland of the Red River Métis.

Manitoba Start continued to see the impacts of the Covid-19 pandemic in 2021-22. While client numbers remained low due to travel restrictions and in-person services were limited to contain the spread of the pandemic, Manitoba Start continued to find new ways of providing service so that we could continue to serve our clients virtually and provide the same level of service satisfaction.

In 2021-22, with support from the funders and the Board of Directors, Manitoba Start was able to provide a blend of in-person and virtual intake, career coaching and job matching services to its newcomer clients. This was possible due to a strong IT team that was able to equip our staff with the tools and resources to work effectively both from home and at the office.

Intake Services registered and referred 2,128 new clients. 30% of the clients were Provincial Nominees, followed by Work Permit holders (20%) and Study permit holders (16%). The top source countries were India, Nigeria and China. Intake Advisors provided newcomers to Manitoba with an overview and referrals to various settlement, language upgrading, and employment support services. 85% of the clients were referred to Manitoba Start's Career Services.

In 2021-22, Career Services had 1,953 client registrations. Within this fiscal year, 1,843 files were closed and of this number, 1,319 were either employed or enrolled in educational programs. The organization continues to support the remaining clients that have accessed our services and are actively seeking to enter the labour market. A major theme throughout the organization this year was to utilize technology to improve service delivery. This year, Career Services continued to utilize e-learning curriculum as well as live coaching to support clients in their career development and employment preparation journey.

The Job Matching Unit used this year to increase outreach to employers. This year, the Job Matching Unit actively engaged with 1153 employer contacts. Out of these employer contacts, 36% were existing partners, whereas the remaining 64% partnerships were new or re-established contacts. Manitoba Start supported 873 clients to enter the Manitoba labour market. This was a result of the Job Matching Unit accessing direct employer leads and networking opportunities.

In 2021-22, Manitoba Start piloted the Manitoba Needs and Assets Assessment and Referral (MNAARS) Program. Under the MNAARS program, Manitoba Start is now the centralized registration service for all federally funded settlement organizations in Manitoba. This year, Manitoba Start also launched the Arrival Advisor App. Arrival Advisor is a free app that utilizes questionnaire functionality and/or geographic location to refer and direct newcomers to tailored information and services when navigating their settlement journey. Arrival Advisor will bridge the gap of inaccessibility to information and be a useful tool for newcomers to learn about and keep track of pertinent settlement resources.

Manitoba Start is pleased to recognize our Board of Directors and funders—core funder Province of Manitoba; Service Canada; and Immigration, Refugees and Citizenship Canada. Without your support, we would not be able to serve our clients the way we do.



Judith Hayes
EXECUTIVE DIRECTOR
MANITOBA START

STRATEGIC FRAMEWORK

VISION

A stronger Manitoba workforce built on cultural diversity and global talent.

MISSION

To welcome and empower newcomers as they build their careers in Manitoba by establishing and strengthening connections between skilled newcomers and businesses for mutual success and prosperity.

VALUES

Cultural competence

Demonstrating an understanding and respect for different cultures

Solution-driven approach

Finding innovative ways to deliver programs and services

Partnerships

Collaborating with others

Learning-centred philosophy

Supporting and encouraging ongoing continuous learning by all

International training and expertise

Benefiting from and enhancing newcomers' skills

2021-22 BOARD OF DIRECTORS

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DIRECTOR

CORE SERVICES

Centralized Intake

Manitoba Start is the first step for all new immigrants, including successful Manitoba Provincial Nominee Program applicants. Each year, approximately 5,000 newcomers from over 11 countries visit Manitoba Start to connect to settlement, orientation, language, and employment services.

Career Services

Manitoba Start is the leading provider of career development services to newcomers to the province. Newcomers benefit from employment workshops, personalized career coaching, resume development, interview skill practice, job search assistance, and networking opportunities to achieve their professional goals.

Job Matching

Manitoba Start addresses employers' hiring needs by connecting employers to highly skilled, job-ready newcomers. Thousands of internationally educated professionals and skilled workers immigrate to Manitoba each year. Manitoba Start matches qualified individuals with employers' specific job requirements through direct placements, employer cafés, and job fairs.

Diversity Management Solutions and Business Supports

Diversity and Intercultural Training provides employers with customized tools and human resources supports to attract and retain a diverse workforce to create more inclusive workplaces.

Cross-Cultural Coaching

Cross-Cultural coaching is a powerful tool for organizations that are committed to investing in the development of their diverse workforce and assists both managers and employees to better understand and adapt to new ways of interacting in the workplace.



INTAKE SERVICES

In 2021-22, Intake Services utilized a blended model for service delivery. Clients were welcomed in-person and virtually by emails and phone. If eligible for Intake services, permission was sought to collect client's information in our database. Clients were provided with registration forms to gather information and assess their needs and assets as well as their reading and writing skills in English, after which, they were informed of the referral process. Intake Advisors met one-on-one with clients, in-person or virtually through Microsoft Teams or by phone, to register them into Better Outcomes and to develop a referral pathway reflecting their assessed needs and identified priorities.

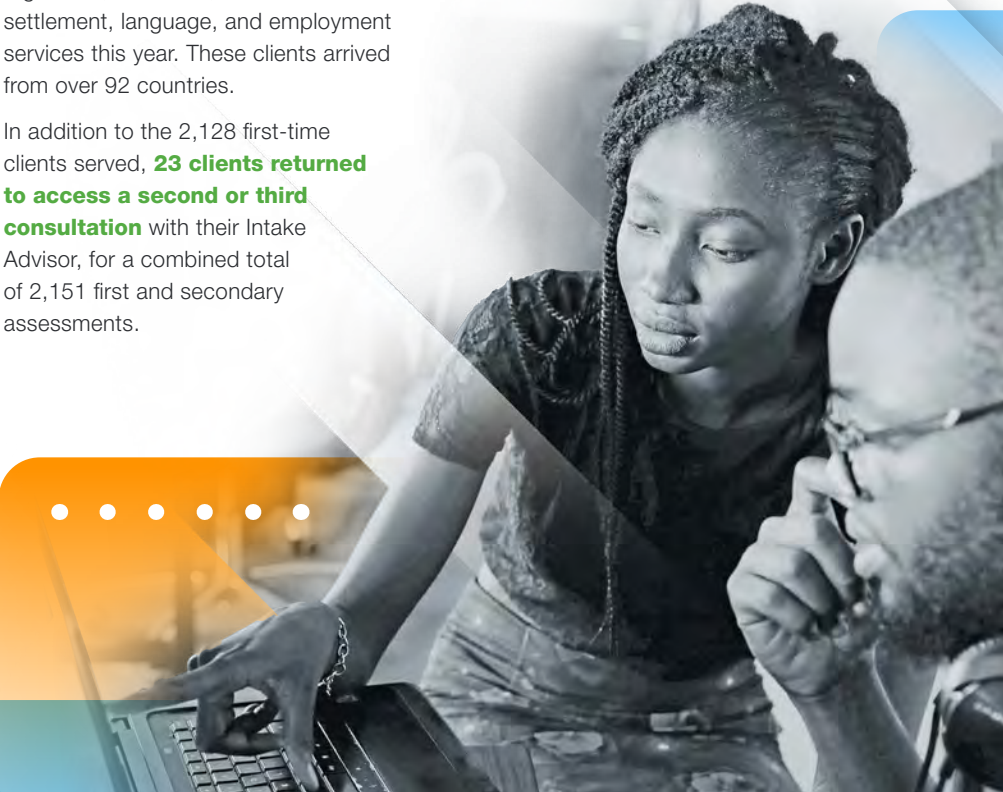
Two thousand one hundred twenty-eight (2,128) new clients were registered, assessed, and referred for settlement, language, and employment services this year. These clients arrived from over 92 countries.

In addition to the 2,128 first-time clients served, **23 clients returned to access a second or third consultation** with their Intake Advisor, for a combined total of 2,151 first and secondary assessments.

This year has recorded an **increase of 82.5%** for new client registrations compared to last year.

Intake Services received 82 Action Plans (APs) from Planning for Canada clients from the Philippines, Jamaica, UK, India, Nigeria and others. These clients received a welcome email from us, which reminded them of our services and invited further contact as necessary. There were an additional 48 inquiries from CIIP clients.

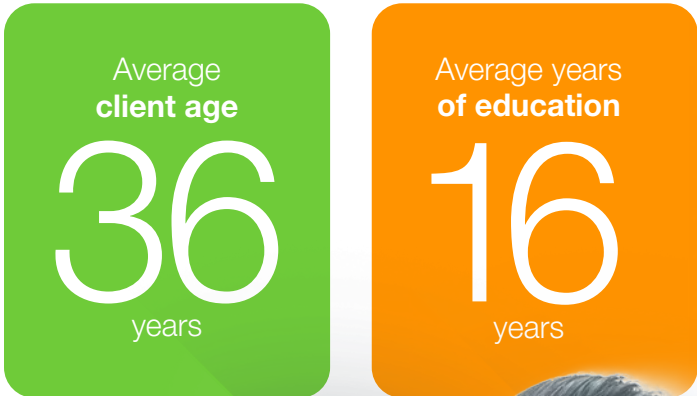
A total of 19 (15 in-person and 4 virtual) exploratory visits were hosted by Intake Advisors for clients who have applied to the Provincial Nominee Program and/or are considering moving to Manitoba.



WELCOME WORLD

The average client's age is 36 years old and average years of education is 16 years.

Intake Services used a client-focused approach where newcomers discuss their specific settlement needs with an Intake Advisor. The Intake Advisor and client work together to prepare a service pathway that reflects the newcomer's assessed needs and priorities. Intake Advisors bring consistency in delivering information that is both relevant and timely for newcomers; therefore, eliminating duplication of service and building a seamless referral pathway between partner agencies that enhances accessibility.



DEMOGRAPHIC


OVERVIEW OF NEW CLIENTS AT INTAKE 2021-2022

TOP 10 Immigration Categories	Clients	%	TOP 10 Countries of Origin	Clients	%
PV2 - Provincial Nominee	648	30.49%	India	372	17.51%
Work Permit	413	19.44%	Nigeria	312	14.68%
Study Permit	342	16.09%	China, People's Republic	164	7.72%
FC1 - Spouse	236	11.11%	Philippines	129	6.07%
CR1 - Government Assistance Required	154	7.25%	Hong Kong	124	5.84%
PN Approved	56	2.64%	Colombia	94	4.42%
SW1 - Skilled Worker	49	2.31%	Eritrea	79	3.72%
CRG - Convention Refugee abroad Sponsored by Group of 5	41	1.93%	Ecuador	65	3.06%
CRS - Convention Refugee abroad Sponsored by SAH	39	1.84%	Bangladesh	52	2.45%
Work Permit - Post Graduate	34	1.60%	Pakistan	47	2.21%


MNAARS

MANITOBA NEEDS AND ASSETS ASSESSMENT AND REFERRAL SERVICES


Intake Services successfully piloted and implemented the Manitoba Needs and Assets Assessment and Referral Services (MNAARS) project that has poised Manitoba Start as the centralized registration and referral service for all federally funded settlement agencies. A total of 625 clients have been assessed using the MNAARS form. Manitoba Start was instrumental in the development of:




A new dashboard has been created to share information with partner agencies.



Winnipeg Introduction for Newcomers (WIN) package. This package includes a Settlement and Orientation Workbook that was developed considering the settlement needs of a newcomer.



30 Newcomers Fact Sheets, which are individual one pager documents created in both English and French with more details and resources on each topic to help newcomers settle.

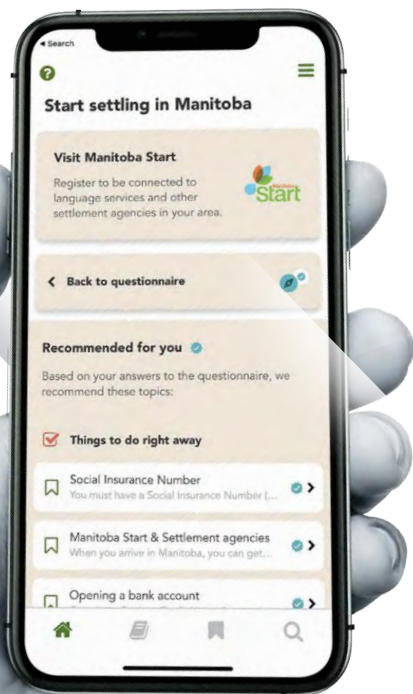


PowerPoint group presentation for delivery to new clients.

NEW ARRIVAL ADVISOR

Manitoba Start and PeaceGeeks have developed Arrival Advisor in partnership and with additional data provided by 211 Manitoba. The new Arrival Advisor app is designed to guide immigrants and refugees to information and services based on their needs.

By answering an optional and anonymous questionnaire about their circumstances, newcomers receive tailored recommendations and step-by-step guidance on topics such as Manitoba Health Plan registration, schools, employment, social insurance numbers, child tax credits, and government programs. Users do not need to create an account or disclose any personal information to use the app. Arrival Advisor syncs to phones' maps, allowing users to plan their journey to service agencies.



The app is available in English and French, with plans to expand to additional languages over the next three years. Download Arrival Advisor for free via the Apple App and Google Play stores.

CAREER SERVICES

Manitoba Start and PeaceGeeks have developed Arrival Advisor in Manitoba Start is the leading provider of career development services to newcomers to the province. Newcomers benefitted from employment preparation workshops, personalized career development, interview skills practice, job search assistances and networking opportunities to achieve their professional goals.

The Covid-19 pandemic continued to impact client numbers in 2021/22. However, by offering workshops and one-on-one coaching virtually, we were successful in providing career planning and job search assistance to clients. The average wait time to access Employment Services after referral through Intake for 6.7 business days. Due to Covid-19, our workshops were delivered virtually.

A total of 1,959 clients accessed Career Services in this fiscal year. 2021-2022 fiscal year registrants compared to 38.7% increase from 2020-2021 numbers.

Client Resumes
Created by Career
Services in 2021/2022:

2,352

Career Coach/Client
One-on-One Meetings
in 2021/2022:

30%

1-week Employment
Preparation Workshops
Completed in 2021/2022:

146

Files that were closed
in this fiscal year
2021/2022:

1,843

E-LEARNING COURSES

Career Services has been conducting online courses this year using Canvas as a platform. The primary Career Development workshop consists of four modules: career planning, change and transition, work search and resume development. This past year, 74% of participants registered have completed this course.

The secondary workshop is the International Student Work Search Program. This workshop is geared towards international students. This course is being delivered 3 hours per day for 5 days and aims to address the challenges faced by international students, when looking for employment. In 2021-22, 69% of participants registered have completed this course. The International Student workshop covers the following topics:

Addressing cross-cultural barriers

Understanding the Canadian labour market

Learning and applying effective work search strategies

Developing marketing tools: ATS friendly resumes and cover letters

Using LinkedIn and other networking tools

Preparing for virtual interviews



NEW Virtual Fridays

In response to the Covid-19 pandemic, we have launched Virtual Fridays. Every Friday, appointments and events took place online. The workshops and events that occurred on Virtual Fridays include:



TOP 10 OCCUPATIONS

- Secondary school teachers
- Advertising, marketing, and public relations managers
- Other business services managers
- Other administrative services managers
- Elementary school and kindergarten teachers
- Registered nurses and registered psychiatric nurses
- Banking, credit, and other investment managers
- Information systems analysts and consultants
- Administrative assistants
- Financial auditors and accountants

JOB MATCHING UNIT

Manitoba Start offers a full spectrum of staffing solutions to connect Manitoba employers with internationally educated professionals and refugees who are ready to enter the workforce. The Job Matching Unit actively engaged with 1,153 employer contacts this fiscal year. Out of these employer contacts, 36% (410) are existing partners, whereas the remaining 64% (743) partnerships are new or re-established contacts.

Tapping into the abilities and new perspectives of skilled immigrants helps business to expand market reach, maintain a competitive edge and build a forward thinking, productive and diverse workforce.

As a result of the Job Matching and Career Services supports that provided clients with the resources to navigate the work search process, and access direct employer leads and networking opportunities,

852 Manitoba Start clients have entered the labour market in 2021-22.

The Job Matching Unit Provides:

Job matching organization's hiring needs with job-ready, skilled immigrants who have the specific experience businesses require

Pre-screening of selected candidates

Post hiring follow-ups to facilitate a seamless workplace transition

Advertising for job postings

Coordination of work experience opportunities that fill employers HR needs and may lead to full-time employment

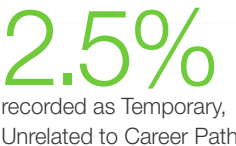
Opportunities to meet and recruit skilled immigrants through information sessions and hiring events

Total Placements

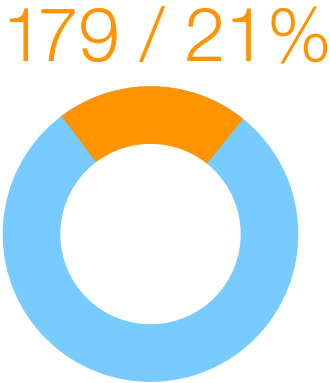
The Covid-19 pandemic had a drastic impact on client numbers. Despite the challenges, there were a total of 873 placements this year.



Total Placements by Employment Type



Direct Placements



Assisted Placements



Top 15 active employers based on Direct Placements 2021/2022

1. Main Shoppers Drug Mart
2. Civil Service Commission - Province of Manitoba
3. 24-7 Intouch
4. Partners for Home
5. Altered Minds
6. West End Radiators
7. Maples Physiotherapy Clinic
8. Loblaws
9. Royal Bank of Canada (RBC) - Main
10. Skip The Dishes
11. FleetHunt Technologies
12. Assiniboine Credit Union Limited
13. Epic Opportunities
14. Mogo Finance Technology Inc.
15. Red River College

WORK EXPERIENCE PROGRAMS



The WorkStart program provides Immigrant Youth with up to 8-weeks of work experience in various roles that match with their previous work and education background, skills and interests. Work placements are supplemented with employability skills sessions on Canadian Workplace Expectations, Culture, and Communication, to assist with participants' transition to current job opportunities with host organizations.

Twenty-two (22) WorkStart information sessions were held in the 2021/22 fiscal year and attended by 60 potential work experience participants.

For the fiscal year of 2021/22, a total of 55 immigrant youth was placed with various organizations, 42 of which completed their placements by year-end. 30 of these placements (71%) resulted in employment.

WorkStart results to date reinforce the importance of work placements as a way of securing employment opportunities for clients who would otherwise have difficulty accessing such jobs on their own.

The average hourly wage for all WorkStart employment outcomes is

\$16.51

The average hours per week of work is

33

Twenty-four (25) of 30

83%

are working in career-related fields.

Sixteen (16) of 30

53%

are working for organizations that hosted their work placement.

Diversity AND Intercultural TRAINING PROGRAM

Innovation and Respect for Diversity are Manitoba Start's core values which motivates us to continually seek ways to improve employment outcomes, inclusiveness for newcomer clients and to respond to the workplace needs of business partners. Manitoba Start's Diversity and Intercultural Training Program is a customized diversity training for management and frontline staff to meet workplace needs and supports organizations in building cultural competence.

Diversity Topics are:

- Defining and Achieving Workplace Cultural Awareness
- Workplace Communication: The Impact of Culture
- Canadian Workplace Culture
- Recognizing Cross Cultural Conflict in the Workplace
- Engaging your Diverse Work Team (Supervisory)

In addition, Manitoba Start hosted one-hour 'Lunch and Learn' presentations on the following topics:

Strategies for a Successful Diverse Workforce

Intercultural Communication at Work

Strategies for Supporting Refugee Employees

2SLGBTQ+ Inclusive Communication at Work

NEW YESS

As part of the WorkStart program, the Youth Employment and Skills Strategy (YESS) program was launched in September 2021 intended to serve 80 Visible Minority Canadian youth. This program supports Winnipeg youth in finding meaningful employment to successfully transition into their desired career.

SOCIAL MEDIA AND COMMUNICATIONS

Manitoba Start recognizes the importance of creating an online presence while working in a virtual environment. A consistent posting schedule on social media, monthly newsletter and website updates have been implemented to ensure effective communication with clients, partners, and staff.

Social Media

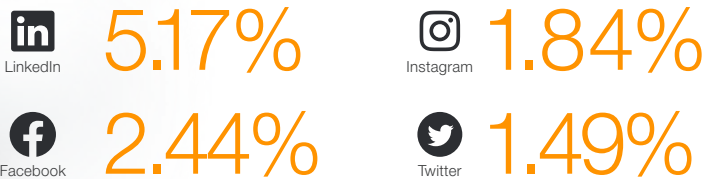
Programs, events, workshops, and special initiatives are advertised through social media platforms including Facebook, LinkedIn, Instagram, YouTube, and Twitter. Social media efforts achieved the following:

10,758 followers

collectively on LinkedIn, Facebook, Twitter and Instagram. The number of our followers grew by almost 20% in 2021-22.

811 posts have been made this year gaining 9,553 engagements.

The average engagement rate on each platform is:



Newsletter

A monthly newsletter is sent out to our clients, employers, community partners, and other stakeholders. This newsletter includes event dates, program/workshop information, acknowledgement of the upcoming observations for that month to celebrate diversity, fun facts about Manitoba Start, and information from external organizations when requested. The newsletter has achieved the following:

22,340 subscribers and is growing. Established an average open rate of 33.18% which is higher than the non-profit industry average of 26.4%.

New Initiatives



The Arrival Advisor app was launched in January 2022; and gained media attention from multiple news outlets. This attention was garnered after the launch of a press release in both English and French.



In November, an Instagram account was launched to increase the reach of Manitoba Start content and to target a younger audience.



In November, a Linktr.ee was created. Linktr.ee is a free tool that creates a single landing page and tracks data to see how many times visitors have clicked on individual page links.



The Winnipeg Introduction for Newcomers website was launched to provide newcomers with a Workbook, Fact Sheets, and additional resources in English and French to ease their settlement journey to Manitoba.

INFORMATION TECHNOLOGY

Manitoba Start has a learning centered philosophy and strongly believes in supporting continuous learning for both staff and newcomer clients.

Manitoba Start has a learning centered philosophy and strongly believes in supporting continuous learning for both staff and newcomer clients. In 2021-2022 fiscal year, Manitoba Start's IT Department enhanced technologies including:

For Manitoba Start

- Upgraded computer hardware and network infrastructure to enhance performance, reduce downtime, and accommodate higher resource requirements from applications.
- Better Outcomes has been updated for internal support, additional data capture, and reporting.
- Developed an automated process of emailing files to clients and settlement providers.
- Improved process of sending online meeting invites, ensuring recipients' privacy.

For Clients

- Enhanced learning resources by ensuring availability via online platforms.
- Added mobile twinning feature to phone system to allow incoming calls to be received off-site.
- Developed new website for newcomers with various resources, win.manitobastart.com.
- Labs have been arranged to accommodate social distancing.
- Redesigned TV notice - incorporated videos, scrolling jobs, fun facts, date & time, and weather.

HOW CAN MANITOBA START HELP FILL YOUR HIRING NEEDS?

Manitoba Start is proud to create connections between employers and international – trained talent. Employers benefit from the opportunity to promote their workplaces and gain access to skilled, job-ready workers; and newcomers benefit from the opportunity to directly interact with employers and demonstrate their skills and expertise.

Employer Hotline
(204) 942-JOBS (5627) for your hiring needs.

Online Job Submissions
We can post your employment opportunity on your Job Board to have interested candidates apply directly.

Onsite Hiring Events
Facilitated through Employer Cafes and Information Sessions. We can set-up your own hiring event and/or information sharing event, where you can hire the right candidates for your organization as well as increase your organization's visibility.

Pre-Screening Services
We can pre-screen the most appropriate candidates based on your hiring needs and then send resumes for your review.

Schedule Interviews On-Off-Site
We can set-up interviews at your conveniences; whether they are at your office or at Manitoba Start.

Contact us for more information:
Email: jobs@manitobastart.com



98% of clients said information received at **Intake** was helpful

37 **employer events** were held; attended by 740 clients

852 clients received **direct or indirect supports/matching** from the JMU

146 **1-week workshops** were completed

36 years-old **average age** of client

72% of clients have **16 years of education** or more

92 **number of countries** Clients who registered arrived from

1,959 **newcomers registered** for Manitoba Start Career Services

1,153 **employers** were actively engaged with JMU

873 **job placements** were made by the JMU

54,407 **new immigrants** served since October 2010.

98% of clients said Career Services **met their expectations**

10,758 **followers** on social media

2,352 **resumes** were developed

625 clients have been **assessed** using the **MNAARS** form

22,340 **newsletter subscribers**

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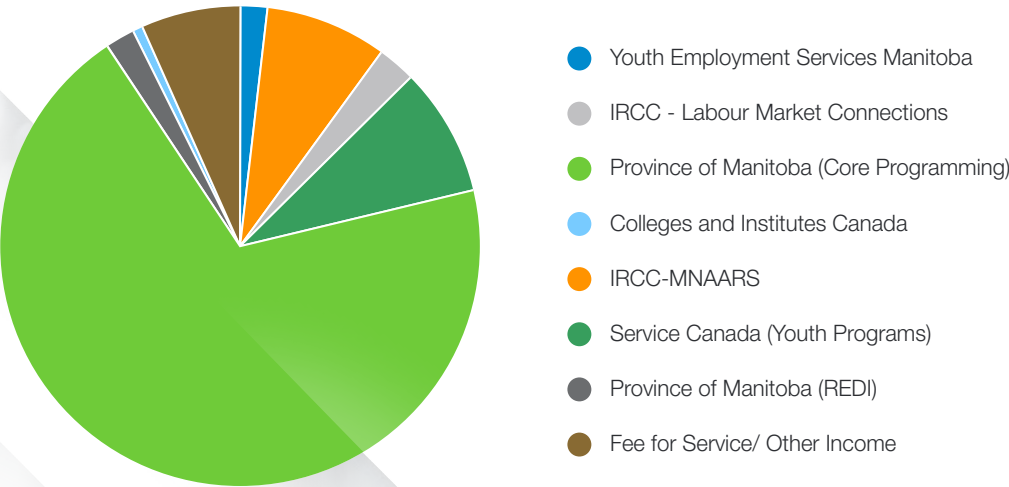
STATEMENT OF FINANCIAL POSITION

CURRENT ASSETS	2022	2021
Cash	505,802	444, 933
Investments	469,064	218,201
Accounts and Grants Receivable	58,544	142,963
GST Receivable	10,516	18,411
Prepaid Expenses	41,232	36,474
	1,085,158	860,982
CURRENT LIABILITIES	2022	2021
Bank Indebtedness	283,316	161,516
Accounts Payable	88,398	50,847
Deferred Contributions – Grants	350,892	308,450
	722,606	520,813
UNRESTRICTED NET ASSETS	362,552	340,169
	1,085,158	860,982

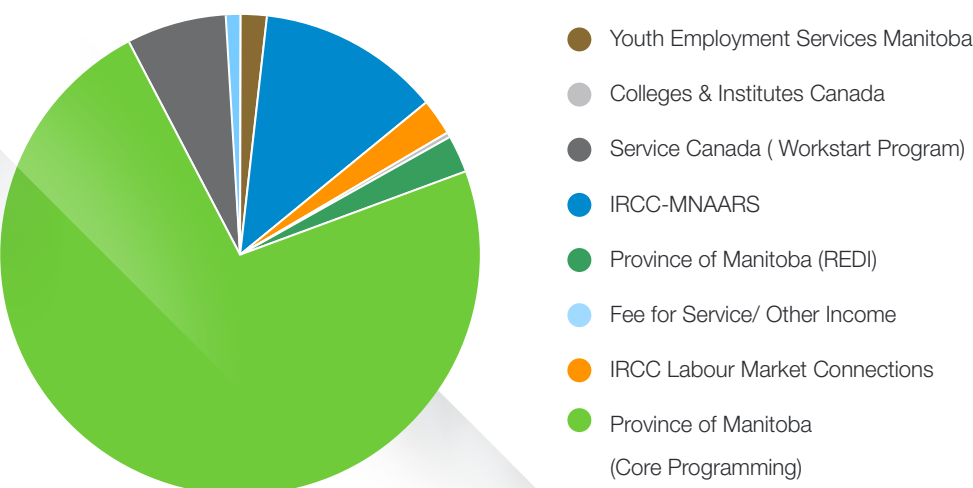
STATEMENT OF REVENUE AND EXPENSES

REVENUE	2022	2021
Grants	3,150,680	3,676,542
Fee for Service/ Other income	46,859	31,597
Interest	863	3,286
Donations	100	22
	3,198,502	3,711,447
EXPENSES	3,176,119	3,634,948

SOURCES OF REVENUE 2022



SOURCES OF REVENUE 2021



SUCCESSFUL CLIENTS IN STEPPING-STONE POSITIONS



Credit Union Program

After landing in Manitoba, David was told by friends and family to visit Manitoba Start for career support and to learn about Canadian workplace culture. Working closely with a Career Coach, he felt prepared to land a great job and settle within his community. Based on his background in finance, it was recommended that he participate in the Credit Union Program.

Manitoba Start's Credit Union program has been established for many years, bringing newcomers into successful roles, and allowing for progression within the company. David is one of the seven candidates that completed the program in February 2021. When reflecting on the program, David says, "the initial one-month training program from Manitoba Start has really helped me to fully integrate into the Canadian financial industry. The Credit Union program was like a fundamental course on Canadian currencies, communication, financial institution procedures and ethics, workplace culture (dos and don'ts), etc. It was great exposure for me and a steppingstone for a successful career in the Canadian financial institution."

Assiniboine Credit Union hired David as a Member Service Representative and only a year later he was promoted to the role of Personal Financial Advisor II. His new role is 5 levels higher than the Member Services Representative within ACU. Two other individuals that participated in the Credit Union Program alongside David have also been promoted to higher roles within their Credit Unions. David appreciates that at Assiniboine Credit Union, "if you work diligently, your capabilities will be recognized, and you have opportunities to advance into a more responsible position."

Having such success, David strongly recommends the program "for newcomers who are willing to build a reliable and fulfilling career in the Canadian financial Industry."



ARCADD Architecture Inc.

When looking to fill roles in the past, Paige Lloyd, the Owner and Principal Architect at ARCCADD Architecture Inc. had a challenging time finding the right fit for open roles. Then, ARCCADD Architecture partnered with the Job Matching Unit at Manitoba Start and received two excellent candidates for the role of a Drafting Technologist.

One candidate in particular, R.P., stood out amongst all others. R.P. had an impressive background and many years of experience in the Architecture industry in his home country. During the interview process, he performed exceedingly well on a 10-minute AutoCAD test. This test evaluates the user's ability to navigate the software and create 2-D and 3-D design and drafting. Beyond that, Paige could tell that R.P. is a very passionate individual and is a "special breed of human that loves to draw." Through the interview process Lloyd had the impression that he "has a very positive attitude and was very keen". R.P.'s attitude, abilities and experience, ultimately secured his position in the role.

Paige felt that Manitoba Start provided unmatched services in bringing forward experienced and skilled newcomers from a world-class workforce and would recommend our hiring services to other employers. Manitoba Start is instrumental in connecting skilled newcomer clients to excellent opportunities, while fulfilling the hiring needs of our local businesses.



Ukrainian Musician

When seeking refuge from the Ukrainian conflict, I.T. had to rebuild her life in Canada with her children. With a Master of Arts in Music and over 10 years of experience as a music teacher and playing in an orchestra, it was clear that I.T. is a skillful musician that would excel in the right role.

At Manitoba Start, she worked with her Career Coach to build a resume that highlighted her skills and qualifications. Then, through the industry connections that I.T.'s Job Developer had, she secured an audition with the Winnipeg Symphony Orchestra as a Principal 2nd Violin and Assistant Concertmaster. For an audition of this caliber, musicians generally need at weeks, months, and sometimes even years to prepare, but I.T. only had 2. With hard work, talent, and determination this musician was able to bravely meet the challenge head on.

I.T. 's story is an excellent example of how Manitoba Start can help clients prepare for employment and take steps towards finding a prodigious career that aligns with their goals.

THANK YOU TO OUR FUNDERS AND PARTNERS

We are deeply grateful to our funders:

Government of Manitoba

Government of Canada

Thanks to the support and goodwill of our funders and partners, we can provide career development resources to thousands of newcomers and offer staffing and diversity solutions to meet Manitoba labour market needs.





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