Mentoring for Internationally Educated Teachers in Ontario: An NGO Perspective

Waterloo Region Internationally Educated Teachers Pilot Project

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National Metropolis Convention 2011

Mentoring for Internationally Educated Teachers in Ontario: An NGO Perspective

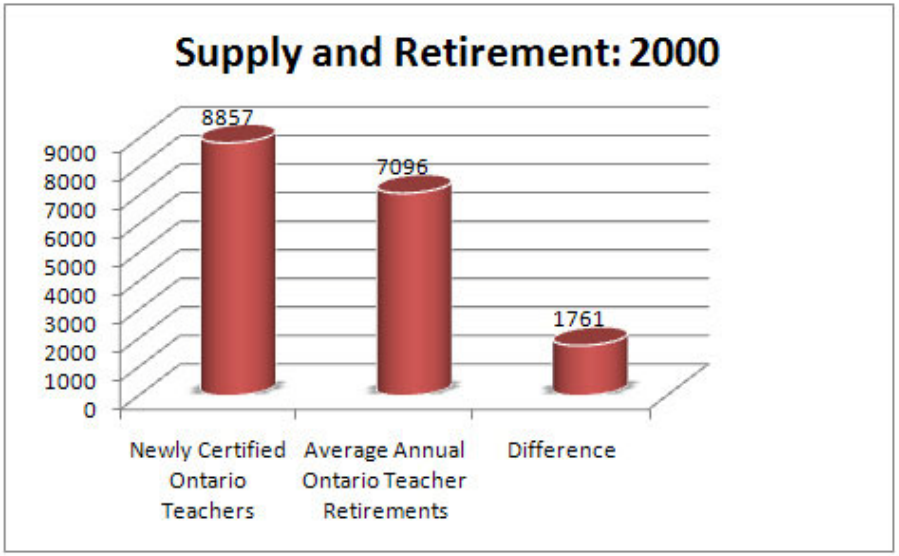
- Introduction to The Working Centre
- Labour market for teachers in Ontario
  - Internationally Educated Teachers and community demographics
- Waterloo Region Internationally Educated Teachers Pilot Project
- Learning/The role of an NGO in bridging projects

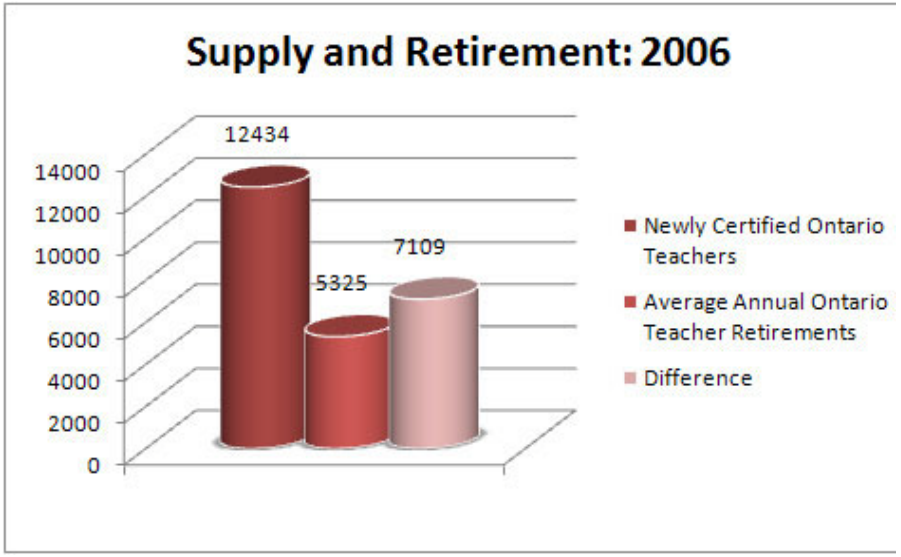
The Working Centre – Kitchener, Ontario

The Working Centre is a non-profit, community-based, volunteer inspired venture that seeks to give individuals and groups access to tools and opportunities to become involved in the building of community projects in Kitchener-Waterloo and surrounding areas.

- Computer training
- Public-access computers
- Computer and bicycle recycling
- Transitional housing
- Commons Café
- Sewing/arts space
- St. John's Kitchen
- Job Search Resource Centre
- Many other community tools

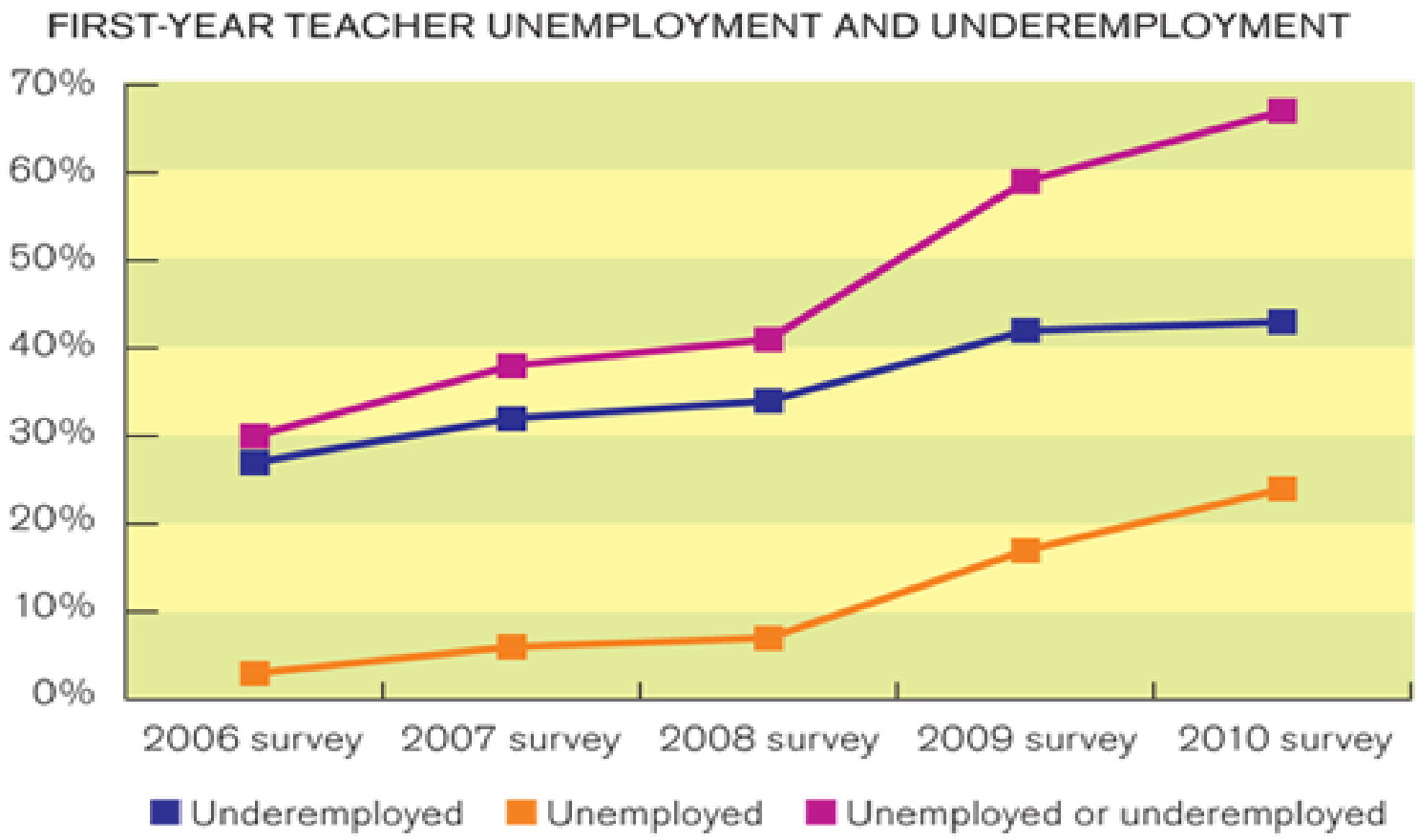
Ontario Teacher Certification/Retirement Differential





Source: Faculty of Information and Media Studies, University of Western Ontario, 2008
http://apps.fims.uwo.ca/NewMedia2008/page1268120.aspx

Ontario Teacher Employment Trends



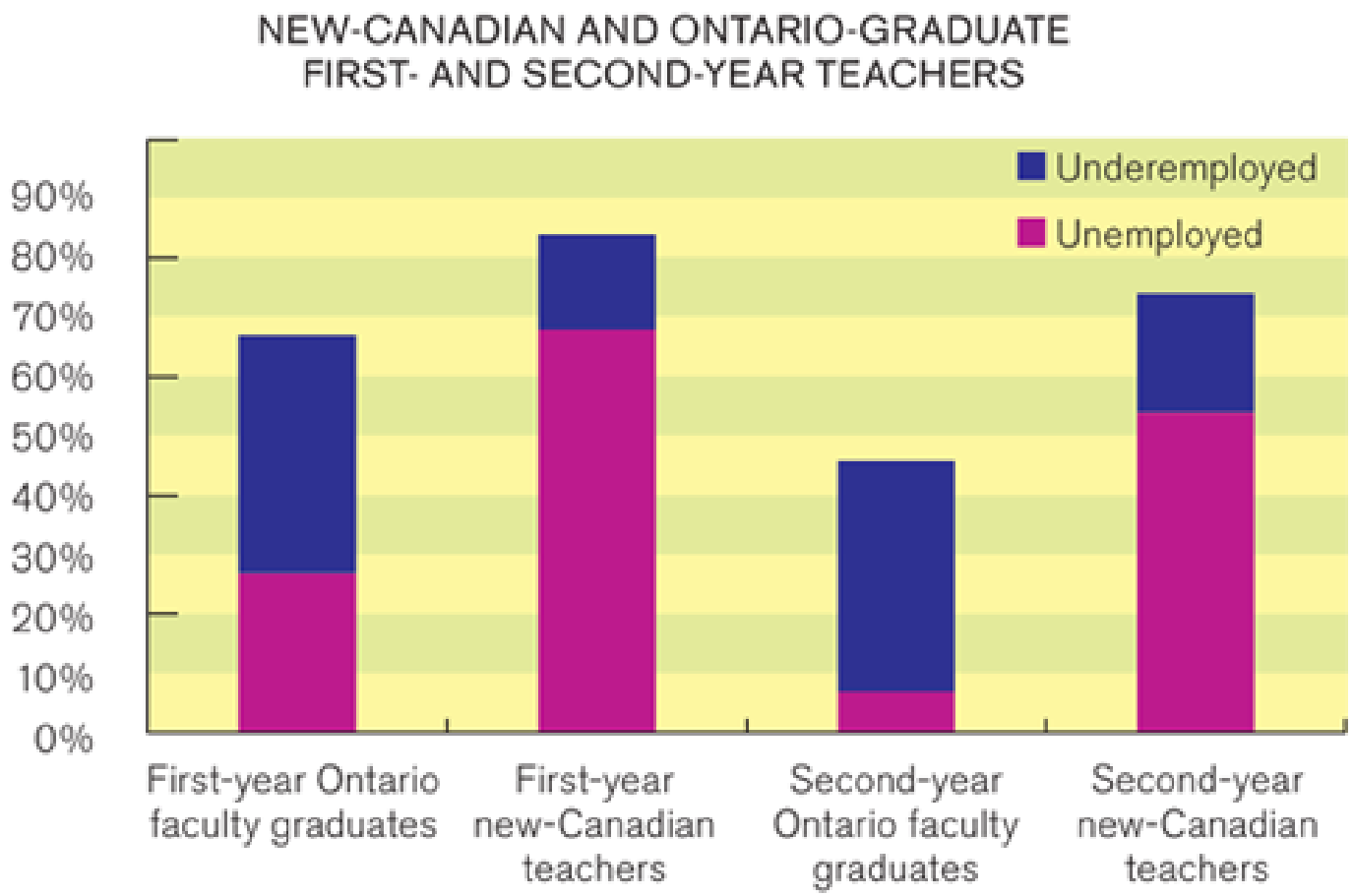
Source: Professionally Speaking, March 2011

Ontario's Declining Enrolment

- Enrolment in Ontario schools declined by 90,000 students between 2002-03 and 2008-09.
- Between 2008-09 and 2012-13, enrolment is projected to decline by 56,000 students.
- In 2008-09, 57 out of 72 Ontario school boards have smaller student populations than in 2002-03.

Source: Ontario Ministry of Education
http://www.edu.gov.on.ca/eng/policyfunding/enrolment.html

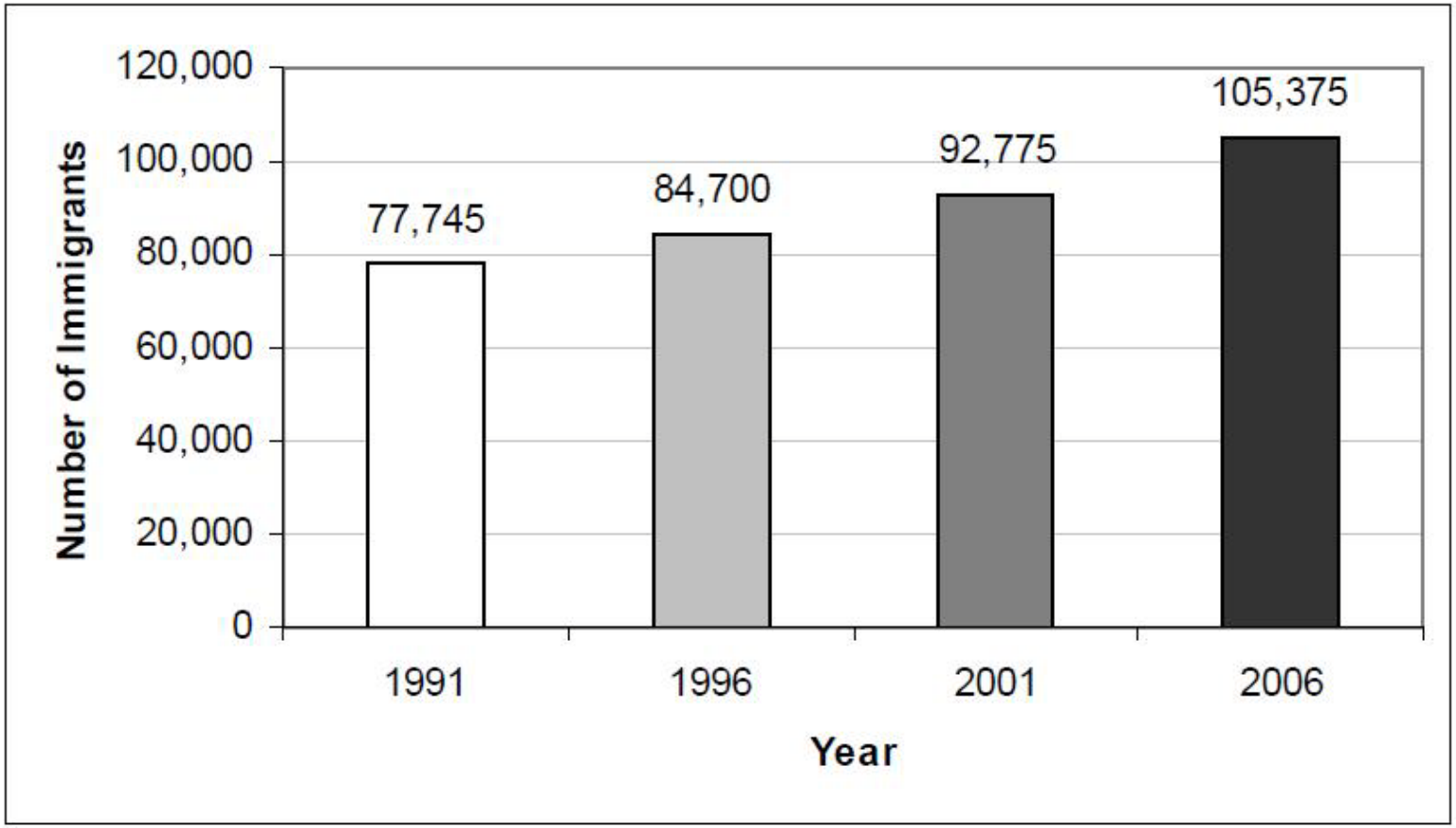
New Canadian Teacher Employment



Source: Professionally Speaking, March 2011

Waterloo Region Immigrant Population

Figure 1: Number of Immigrants, Waterloo Region, 1991-2006



Source: Statistics Canada, Census 2006

Kitchener-Cambridge-Waterloo CMA Proportion of Immigrant Population

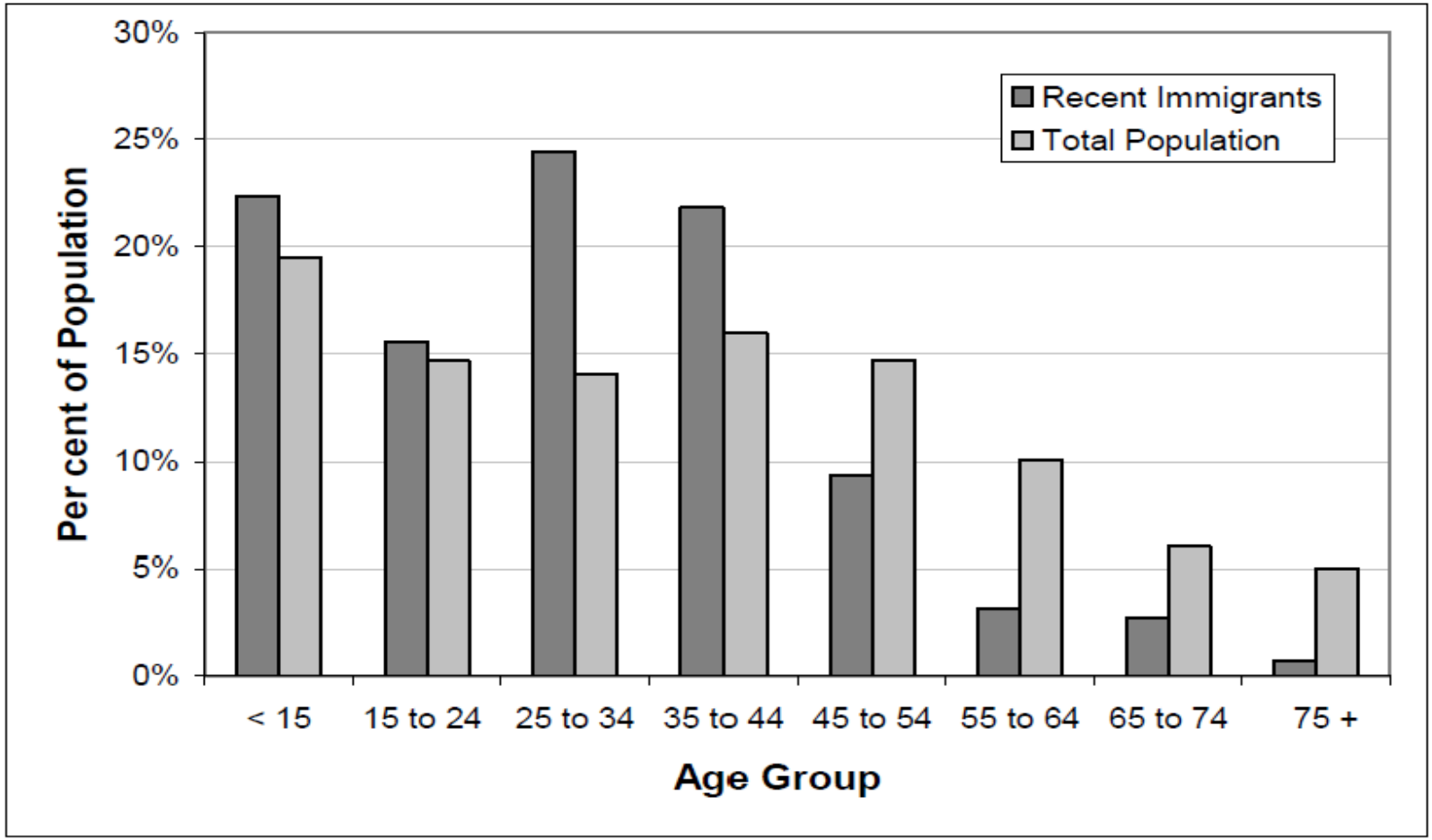
Table 1: Urban Areas (CMAs) with the Largest Proportion of Immigrants, Canada, 2006

Rank	City	Per cent Immigrants
1	Toronto, ON	45.7%
2	Vancouver, BC	39.6%
3	Hamilton, ON	24.4%
4	Abbotsford, BC	23.7%
5	Calgary, AB	23.6%
6	Windsor, ON	23.3%
7	**Kitchener, ON**	**23.1%**
8	Montreal, QC	20.6%
9	Guelph, ON	20.4%
10	London, ON	19.3%

Source: Statistics Canada, Census 2006

Waterloo Region Immigrant Age Distribution

Figure 1. Age Distribution of Recent Immigrants and Total Population, Waterloo Region, 2006



Source: Statistics Canada, Census 2006

Ontario Certified Teachers Jurisdiction of Teacher Training

	Jurisdiction where members were initially trained in the profession (before they were granted use of the protected title or professional designation in Ontario)					
Jan. 1 to Dec. 31	Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
Total Members	174262	13356	18139	13424	0	219181
Non-practising members	145245	12337	2272	6236	0	166090

Source: Ontario College of Teachers Fair Registration Practices Report, 2009

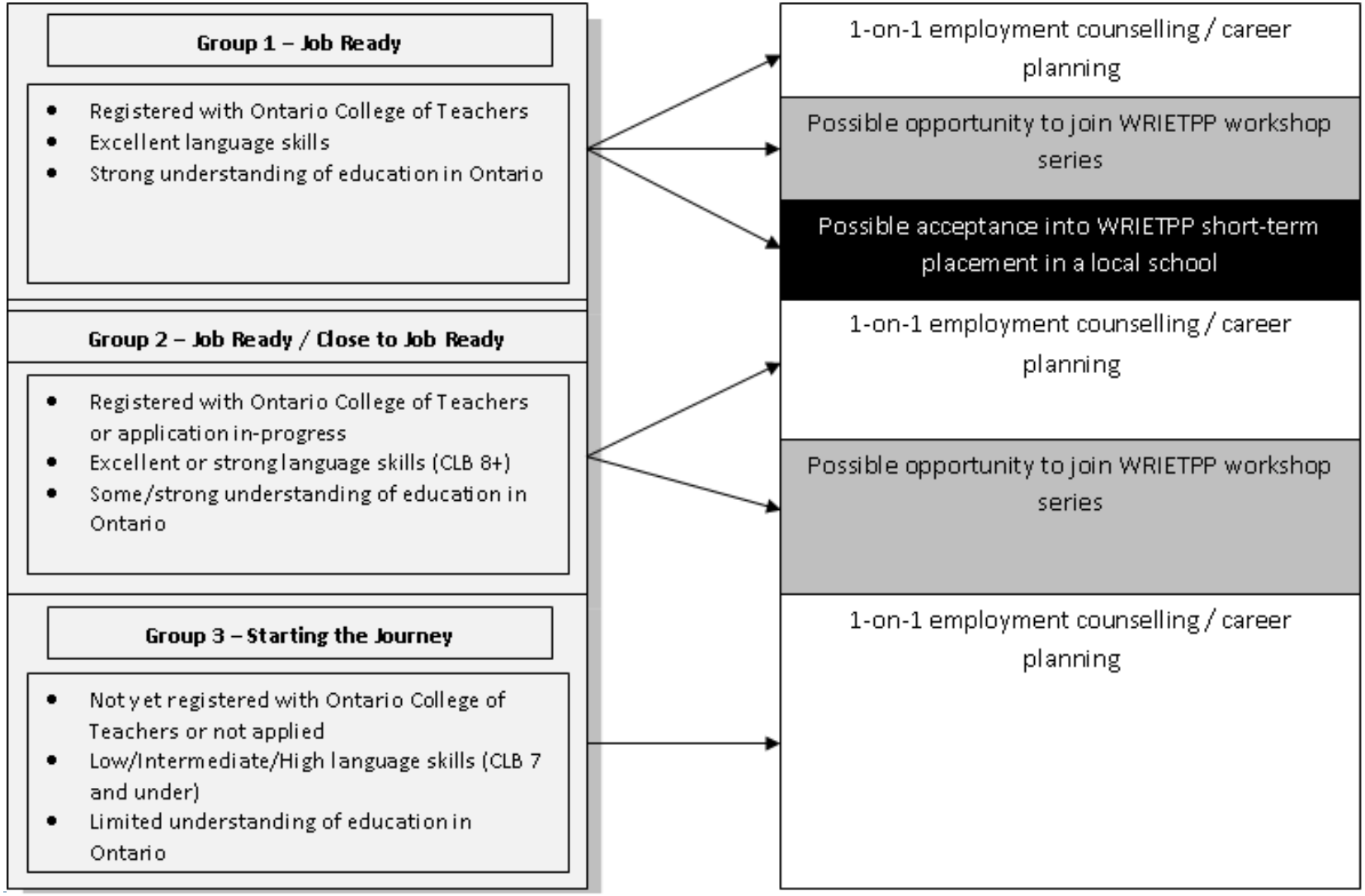
History of Waterloo Region Internationally Educated Teachers Pilot Project

- Creation of *The Working Centre's Guide for Internationally Educated Teachers* in 2009
- Met with representatives of Elementary Teachers' Federation of Ontario, Ontario Secondary School Teachers' Federation, Ontario English Catholic Teachers' Federation and Occasional Teachers' Federation
- Met with representatives of the Waterloo Region District School Board and Waterloo Catholic District School Board
- Met as a group to discuss a small pilot project

History of Waterloo Region Internationally Educated Teachers Pilot Project

- Included Wilfrid Laurier University Dean of Education and Nipissing University Brantford Dean of Education in planning committee
- *The Way Forward – An Information and Networking Event for Internationally Educated Teachers* held in January, 2011
- The Working Centre's Employment Counsellors meet 1-on-1 with IETs to focus on 'job-readiness'

Waterloo Region Internationally Educated Teachers Pilot Project



Waterloo Region Internationally Educated Teachers Pilot Project – Next Steps

- Project launch in May/June of 2011
- Joint proposal to Ministry of Citizenship and Immigration for bridging project with Wilfrid Laurier University and Nipissing University Brantford in Fall 2011 Call for Proposals

Lessons Learned – An NGO Perspective

- Need to adapt NGO project planning speed to that of institutional/bureaucratic project planning
  - Test tolerances to accelerate development speed
- Extend our community role to advocate for the population we serve
  - Bring a front-line perspective to employers and educators
  - “Soften” employers’ awareness

Lessons Learned – An NGO Perspective

- Agency develops knowledge of sector
  - Agency maintains relationships and knowledge, extending the life of the project
- NGOs can use their independence to take on tasks that others cannot
- Ability of NGOs, without direct agenda, to serve a bridging role with all stakeholders
  - A neutral body who can host non-traditional partners in conversation
  - In this role NGOs can begin moving others in a direction

Waterloo Region Internationally Educated Teachers Pilot Project

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Thank you!