

	PENTICTON			KELOWNA			VERNON		
	Yes	No	Comments	Yes	No	Comments	Yes	No	Comments
8. Resources, tools, curriculum associated with	a) Career Assessment & Planning Services								
	2	3		4	3		1	3	
or b) Integrated Bridging Services for Skilled Immigrants		5		1	6		1	3	
Where can they be found?									
Connection	1								
PDMS	1								
On the Internet	1						1		
BCITPN				1					
b.) Can Skilled Immigrants find these Resources?	2	3			4	can't comment		3	1 if they are computer literate
						resources on internet - require language & computer skills that most skilled immigrants don't have			
c) What kind of resources, tools or curriculum do think would assist Skilled Immigrants to become employed?									
<i>most organizations/agencies did not comment</i>			2 Can't comment			3 Can't comment			2 Can't comment
English as Second Language beyond level 3 ELSA	2			3			1		
Funding support	1			2					
More access to interpreter services	1								
Job shadowing	1								
Specialized services more specific to needs of S. I.	1			3			1		
Cultural Orientation not only Canadian economy but "Okanagan context"				5			1		
Coordinated services				2			1		
Networking groups									
Better information about funded services in the community				2					
Training for Employment Counselors				2					
Prior to entering the country - accurate information	2			2			1		
Programs need to reflect current CIC policies							1		
Barriers:	indicates if more than one agency listed this issue								

Immigrant didn't understand that the point system is not a guarantee of employment				6					
Limited English language proficiency				16					
Specifically written				1					
nuances of language				2					
Credentials are not recognized				8					
Can't express their skills into the "Canadian" employment context				5					
Employment services do not provide cultural orientation to labour market, or in other languages				6					
Lack of general cultural knowledge				7					
Access to transportation and programming				2					
Don't understand the Legal, lending or accounting systems				1					
No credit rating in Canada - less ability for financing				2					
An entrepreneurial assessment				1					
Childcare				3					
No funding to support the transition				5					
There is no capacity to support specialized programs that include skills & ESL training				1					
Seamless entry from ELSA				1					
Misinformation				4					
NOTES: HRSD Services in Kelowna & Vernon were in transition. They are changing the model for service delivery. There are now fewer agencies providing services. Kelowna has retained some specilized services. In addition, some agencies have funding from MHR as well as HRSD In Penticton, the service delivery model has not changed. Consequently, it seemed that in Penticton the other agencies had a high degree of familiarity. All agencies or people you spoke to in Vernon referred you to VDISS. There is a lot of interest in the HRSD specialized program offered in that community.									
The changes to service delivery have impacted most severly in Kelowna, were the providers are not always aware of complementary services. The integrated bridging system is weakest in Kelowna because it is a larger centre and has expereinced the most changes in terms of service delivery both provincially and federally funded employment programs, immigrant services and other complementary services. It is difficult in Kelowna to determine which service is provided by which agency. In addition, services are more spread out throughout the community.									
While in Penticton & Vernon, service agencies are concentrated into a 8 block radius									
Also, interesting to note is that while 16 agencies that identified language as a barrier, only 6 identified it as a resource need									
Although, this project did not plan to interview employers, or agencies that assist the business community, it became inevitable that some knowledge was required. One will note that the resources identified were primarily related to "how to get a job", translating foreign experience into the Canadian business context and improving the delivery of existing programs.									