



Information and Communications Technology Council  
Conseil des technologies de l'information et des communications



## Integrated Work Experience Strategy (IWES)

The Integrated Work Experience Strategy (IWES) is a new bridge-to-work program that has been piloted in Greater Vancouver as part of the Information and Communications Technology Council's (ICTC) Immigration Initiatives, in partnership with S.U.C.C.E.S.S., and is funded by the Government of Canada's Foreign Credential Recognition (FCR) program.

IWES prepares internationally educated professionals (IEPs) for employment in Canada's information and communications technology (ICT) sector through a six-week intensive training session, including full-time classroom training and interactive workshops, followed by a minimum three-month guided work experience practicum.

Since March 2009, 29 participants have participated in the program, of which 26 have received a practicum and/or employment. Given its initial success, consideration is underway to expand the program throughout Canada in the future.

### The IWES program has been created to help IEPs:

- better integrate socially, economically and culturally into Canadian society;
- better understand their individual strengths and weaknesses when entering the Canadian labour market;
- develop a sense of how to manage their career within Canada's labour force;
- enhance their self-esteem and confidence;
- connect with, and become contributing members of the broader community.

By pursuing these objectives, the program helps address current employment barriers facing highly skilled ICT IEPs. This creates opportunities for these professionals to find meaningful employment in the ICT industry, and supports the industry as it responds to workforce skills shortages. Overall, the program helps increase the employment readiness of highly qualified IEPs to fill vacant positions.

### What the program covers

The IWES program's integrated model includes training and assistance in the following areas to address the various needs and challenges facing internationally educated ICT professionals:

- workplace cultural intelligence
- workplace communication
- business networking experience
- connection to community
- guided work experience

### Who was eligible to participate

Internationally educated ICT professionals who are legally entitled to work in Canada and have recently immigrated to Canada (within the last three years) were eligible to participate in the IWES program. Participants must have had a background in ICT/IT, be committed to completing an intensive program, and have an interest in working in Canada's ICT sector.

#### About ICTC

The Information and Communications Technology Council (ICTC) is a not-for-profit sector council that strives to create a diverse, prepared and highly educated Canadian ICT industry and workforce. ICTC forges partnerships that help increase the quantity and ensure the quality of ICT professionals available to maintain and improve Canada's position as a leader in the global marketplace. [www.ictc-ctic.ca](http://www.ictc-ctic.ca)

#### About S.U.C.C.E.S.S.

Founded in 1973 and incorporated in 1974, S.U.C.C.E.S.S. is a multi-service agency in British Columbia. Its mandate is to promote the wellbeing of all Canadians and immigrants. S.U.C.C.E.S.S. focuses its efforts on five major areas: social services, employment services, business and economic development services, training and education services, and health services. The organization partnered with ICTC to successfully launch and deliver the IWES pilot program in Vancouver. [www.success.bc.ca](http://www.success.bc.ca)