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STRIVING TOWARD BEST PRACTICE

Employment: Strategies for Longer-Term Success

Assessing skills, recognizing experience, shaping dreams are all part of the sponsor/newcomer employment process. Sponsors need to help address immediate need for employment, but at the same time, build strategies that lead to future employment pathways. This practice guideline based on a workshop offered in 2026 takes us into new territory to explore how to better assess employment skills, explore the benefits of apprenticeship and what is needed to embark on an entrepreneurship pathway. It outlines key points from experts for sharing with your sponsor committee as well as resources for follow-up.

Assessing Employment Skills: Connecting to Careers

- Job seeker assessment – document background, goals and barriers
- Review experience, language and readiness
- Evaluate education and assess credentials
- Develop a customized action plan
- Match to sector specific programs
- Ensure mentoring, job fairs, language support, career coaching
- Use online services from organizations like ACCES Employment

Apprenticeship: Pathways to Careers

- Research the trades, find an apprenticeship sponsor, check eligibility, visit a Skilled Trades Ontario (STO) regional office and website
- Sign up for an STO registered training agreement with an apprenticeship sponsor
- Learn on the job and learn in the classroom, followed by more on the job training
- Benefits include – earning while working, diverse job opportunities, entrepreneurial potential, financial incentives, certification, skills for the future
- Two pathways – Apprenticeship for those with no experience, and TEA pathway for those with extensive experience or have completed an apprenticeship program elsewhere
- Exam process includes support based on individual needs

Entrepreneurship: Ideas into Reality

- A prospective entrepreneur is curious, a visionary, a problem-solver
- One who recognizes a problem with unmet needs, defines an actionable opportunity
- Sees the target audience and potential result serving customers
- Can build a business plan – idea, goals, strategy and financials
- Interested in starting small, testing idea, gaining feedback, improving plan, continued learning with eventual establishment and growth
- Explore the ACHEV entrepreneurship program

Resources:

- *Private Refugee Sponsor Network (Ontario)* – <https://refugeesponsornet.ca>
- *ACCES Employment* – <https://acesemployment.ca>
- *Skilled Trades Ontario* - <https://www.skilledtradesontario.ca/>
- *Skilled Trades Ontario exam support unit* - esu@skilledtradesontario.ca
- *ACHEV* - <https://achev.ca/>
- *Career advancement* - <https://achev.ca/service/accelerating-career-advancement/>
- *Entrepreneurship* - <https://achev.ca/service/empowering-newcomers-for-entrepreneurship-2/>
- *Youth employment* - <https://achev.ca/services/youth/>
- *Employment Ontario Services* - <https://www.ontario.ca/page/employment-ontario>
- *Pathway to Possibilities (PTP)* - <https://ptp.ca/>
- *Hospitality Training Action Centre* - <https://hta75.com/>
- *The Arise Project* – <https://lsc.on.ca/arise>
- *Apprenticeship Search* – <https://www.apprenticesearch.com>

Reference:

- PRSN workshop – *Employment: Strategies for Longer-Term Success*, May 9, 2026, <https://refugeesponsornet.ca/on-demand-resources/>