

# Advancing New Canadian Women in Technology (ANCWT)

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**Summary** Advancing New Canadian Women in Technology (ANCWT) is a bridging employment program for new immigrants and Syrian refugee women who have technical training (in engineering, technology, computer science and/or information technology) from their home country.

## 1. Relevance

Social and economic integration of new immigrants and refugees is a tedious process. Highly educated immigrants fare very poorly because they lack the opportunity and network required to land a job that matches their capabilities and skills. Research findings show that 20% of Syrian women refugees have the necessary skills set and professional background required in the Canadian job market.

## 2. Aims and objectives

The ANCWT program aims to improve the integration process for these groups by connecting skilled new immigrants and refugee women with the Canadian job market as fast as possible.

## 3. Method

The program provides intensive training for participants and places them to work at appropriate companies. The program includes information related to gender discrimination, understanding of the professional engineering licensing process of Professional Engineers Ontario (PEO), Ottawa's unique living conditions, understanding the job market and so forth. A pilot project was run last summer at the University of Ottawa. Free one month on-campus training was held between June and July 2017 at the Faculty of Engineering.

## 4. Results

Twenty skilled Syrian refugee women were trained by the ANCWT pilot project and have secured paid jobs. Besides earning a direct income, these women benefit by completing the required hours for the Engineer in Training (EIT) program leading to professional engineering licensing in Canada. The pilot project had excellent media coverage, available at <http://ancwt.ca/index.php/media-articles/>. ANCWT partnered with the Co-op employment office at the University of Ottawa, PEO, World Skills, FBSC and other local organizations in Ottawa to help the Syrian refugees, such as Refugees 613, Capital Welcomes, and Ottawa Community for Refugee Action (OCRA), to ensure that we respond to the needs of women refugees.

## 5. Conclusions

ANCWT team is now formed. Detailed plans for building a self-sustained program at the University of Ottawa are completed. Lessons learned from the pilot project have been analysed and needs have been identified. The program is now seeking support (cash and in-kind) to enable us start the new program.

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