SWIP Canada

PRESENTATION

GEORGE EGUAKUN

GCAS PROJECT DIRECTOR

Challenges

- Meet the growing demand for skilled workers driven by economic boom and the aging population
- Competition with other provinces to find employees
- Replacement due to retirement of older workers

Expert Solutions

- Increase international and interprovincial migration to Saskatchewan
- Need young well-educated youth
- Raise education levels in the population

Immigrant Sources of Labour

- Philippines
- Mexico
- Ukraine
- UK

- Ghana and Uganda have something to offer
- Alberta and BC are already benefiting from these countries

SWIP Pilot Project

- Community-based project with financial support from SINP
- To bring awareness to Saskatchewan Employers about skilled workers from
  - Ghana
  - Uganda
- Both English Speaking

SWIP Canada
Who are we?

- Innovative community-based employment services program
- Delivered by the GCAS and UCAS in Saskatchewan

In collaboration with

- SINP
- SOS Labour Ghana Ltd
- International Organization for Migrants
- Open Door Society

Services

- Help employer go through hiring process
- Conduct screening and initial interview on behalf of employers in Ghana/Uganda

Why Hire from Ghana-Uganda?

- Employer Benefits
  - **Excellent, English** speaking, **Experienced** workforce
  - Young, energetic and hard working pre-trained skilled workers
  - 85- 95 percent retention rates for those already in Canada

- Saskatchewan benefits
  - Address labour shortage long-term
  - Economic development of Saskatchewan and Canada
  - Create market for Saskatchewan goods and services
  - Increased population

ELAINE MCNEIL

International Education and Training Consultant

SWIP Canada

Why Hire from Ghana/Uganda

- British Education system
- Polytechnics—Program with SIAST
- Universities
- Large pool of skilled and semi-skilled personnel.

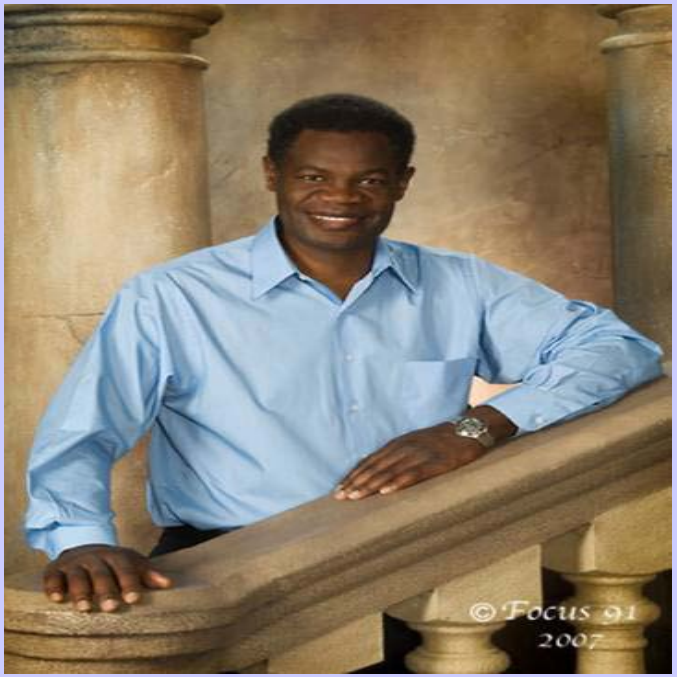
CHRISTINE LWANGA

UCAS PROJECT DIRECTOR

Profiles of Skilled workers currently in Saskatchewan

We are already contributing to the Province and can do more

Health Sector



- **Dr. Joseph Buwembo is a Neurosurgeon and has practiced in Regina, since June 1996.**
- **He is the current president of the Regina & District Medical society.**
- **Originally trained in Uganda as a medical doctor.**

Health Sector

- **Justine a Uganda Canadian youth is taking a Nursing degree program through the University of Saskatchewan.**

- **Working as a nursing Assistant at Extend Care**

- **Justine has lived in Regina since 1992**

JUSTINE SELA

Health Sector

- Dr. Lwanga is a specialist in Internal Medicine practicing in Regina since 1995
- Clinical Assistant Prof. of Medicine, University of Saskatchewan
- Originally trained as a medical doctor, Makerere University, Uganda.

Dr. Steven Lwanga

Construction Industry

- **Miriam Kisakye came to Canada in 2003 and initially settled in Montreal; she moved to Saskatchewan in 2006.**

  She graduated with a Degree in Architecture from Makerere University, Uganda and took further training in Canada from Montreal Technical College and received a diploma in Architectural Technology.

  Mirian is certified by CACB (Canadian
- **Architects' Certification Board) and is currently working with David W Edward Architect Ltd. In Regina, SK.**

Hospitality Industry

- Aidah Kabusi is Dietacian at

  Regina Qu'Appelle Health Region

Aidah

- She has 11 years of work experience in the hospitality industry.

Princess Naa Asie Ocansey

CEO

MY GOOD NEIGHBOR GLOBAL RECRUITMENT

SWIP Canada

PROFILE OF WORKERS IN OUR DATABASE

- Over 50 from Uganda
- Over 100 from Ghana

- Already prepared to work in Canada

The Process?

- Contact us with your request
- We arrange administrative details
- We liaise between you and employee in Ghana and Uganda
- Provide ongoing support when workers are here

The Recruitment Process

- LMO – Assist customers to do LMO or E-LMO
- Recruitment activities – mostly by radio, print, tv adverts, university campus drives and hospitality schools campaigns.
- Most effective by word of mouth, referrals graduates of hrh hospitality school, Integrity College graduates and the Certified Global Workers program of Ghana/Uganda

OUR RECRUITMENT PROCESS

- Candidates are pre-screened, assessed through basic questionnaire to test ability to read, write, comprehend and speak English.
- Prescreening involves police, drug and alcohol as well as social background checks.
- Upon selection, employment and certificate verification and authentication.
- Resumes are prepared – sent to employer and webcam or phone interviews or in person set up.

OUR RECRUITMENT PROCESS

- Employer will send us a special power of attorney
- Progress reports are issued as follows:
  - End of recruitment process
  - Worker selection, and preparation for Embassy/medicals.
  - Visa and work permits issued.
  - Departure report to indicate how many workers took the flight to Canada.
- Every six months till end of contract.
- Will work with employer on last contract to determine which workers will be needed back to

SWAP Canada

FEE SCHEDULE

- A twenty-six step cost matrix.**Workers pay no fee for recruitment and job placement.**
- Employer pays $1500-$2500 for semi-skilled, $3000 - $4000 for Skilled workers.
- Settlement fee is $200 per worker – meet/greet@ airport, sin card, banking etc.
- 6-12 week Integrity training program. This helps retention – preparation and superior performance, positive attitude.
- Turn around time from receipt of LMO and employment contract is 6-8 weeks for worker to be in Canada - depending on medicals

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OUR CAPABILITES

- Workers can be prepared with resumes for in- person or webcam interviews –within seven - ten days.
- Upon receipt of LMO and employment contract – 6-8 weeks if medicals are perfect.
- Ghanaian and Uganda –Canadian Associations of Saskatchewan
- Open Door Society to assist with housing and other settlement and integration issues.

OUR CAPABILITIES

- We can supply up to 500 workers maximum per order.
- Pursuing discussions of MOU's to be signed between Saskatchewan and Ghana, Ugandan Govts by the end of 2009.
- This will enable CIC to have more resources for timely processing of thousands of workers.
- Proper infrastructure for the protection of Ghana/Uganda workers' welfare.
- Appointment of a labor attache in Canada by the Govts. of Ghana/Uganda.

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LIST OF AFFILIATE COMPANIES

- IN CANADA

- McDonalds
- PTI Group – Edmonton, Shelagh Wagar
- Prizm– Kfc/Tacobell, Calgry– Sue Wood
- Caliber Systems – Laura Marra

- In The USA

- Cache Creek Hotels And Casinos
- Preferred Provider Marriot/Starwood
- Yum! Restaurants

GEORGE EGUAKUN

GCAS PROJECT DIRECTOR

The Ghana-Uganda Foreign Worker Advantage

- Willingness to relocate to Saskatchewan
- Excellent, English Speaking, Experienced workers
- Larger pool of young people average median age 17 years
- Higher participation rate in Science, Engineering, Manufacturing, Construction and Hospitality
- High retention rates in Canada-lower flight risk

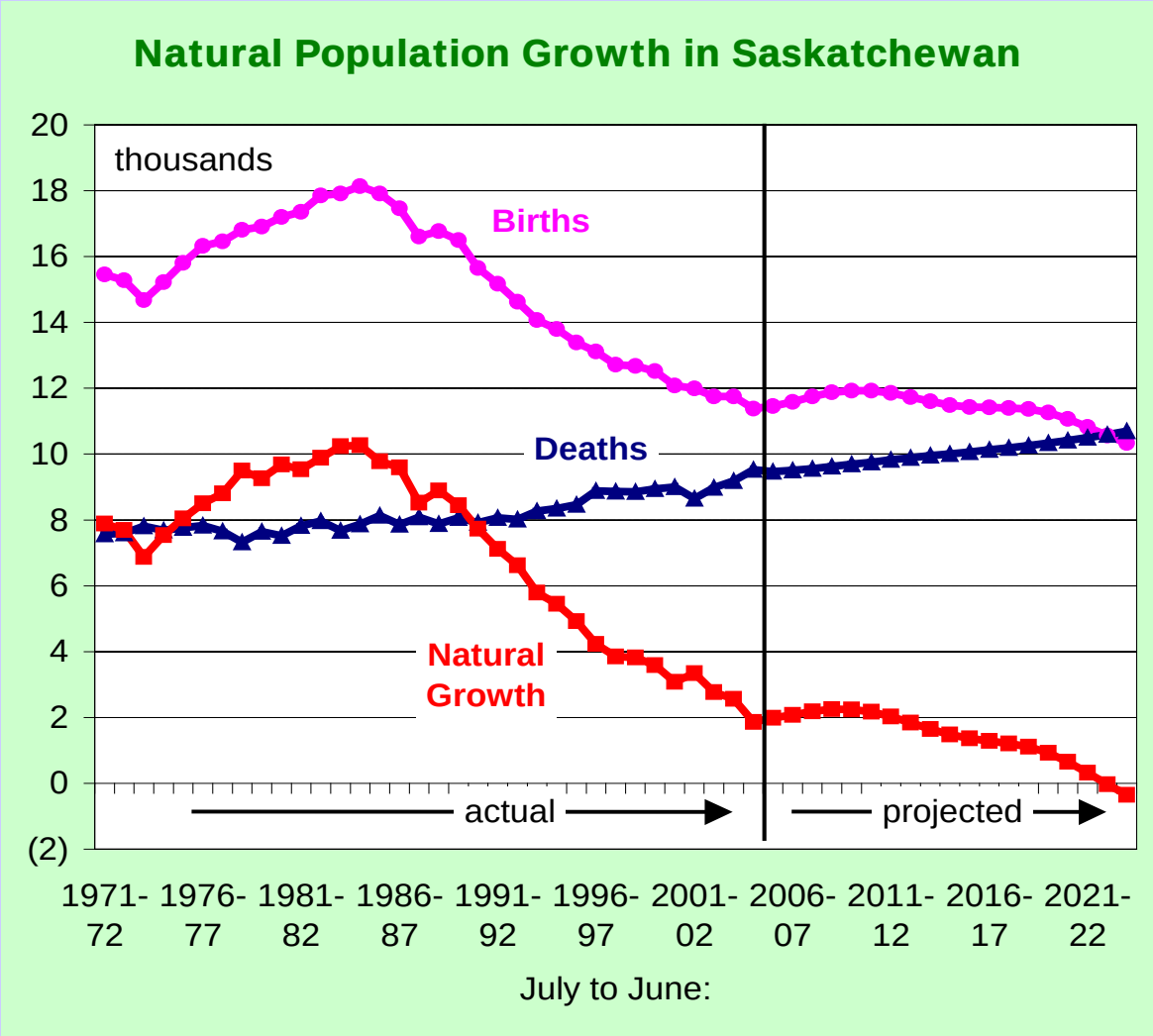
Contact

- George Eguakun—atokwamina10@yahoo.ca
- Christine Lwanga—xineluanga@sasktel.net

Finally!

Thank you for the opportunity to serve you and to establish this win-win program which will help keep your company on the leading edge with excellent, experienced, English speaking workers while helping our workers contribute to Saskatchewan's economic development.

Natural Growth Rate (births less



- The "natural growth rate" has fallen to 2,000 persons per year from over 10,000 in the early 1980s. It will continue to be low.
- That means the size of the provincial population will be determined by migration to an even greater extent than it is now.

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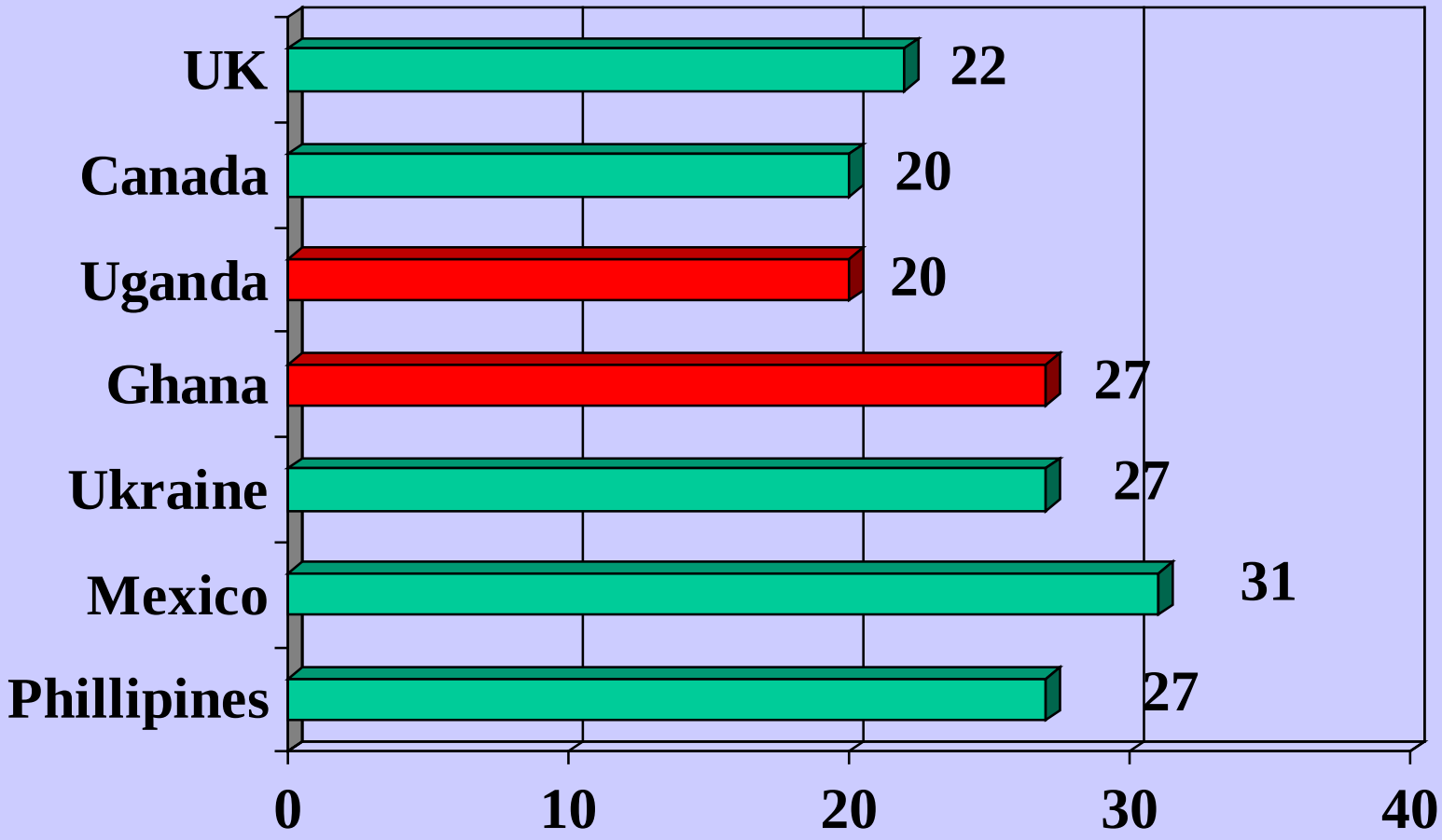
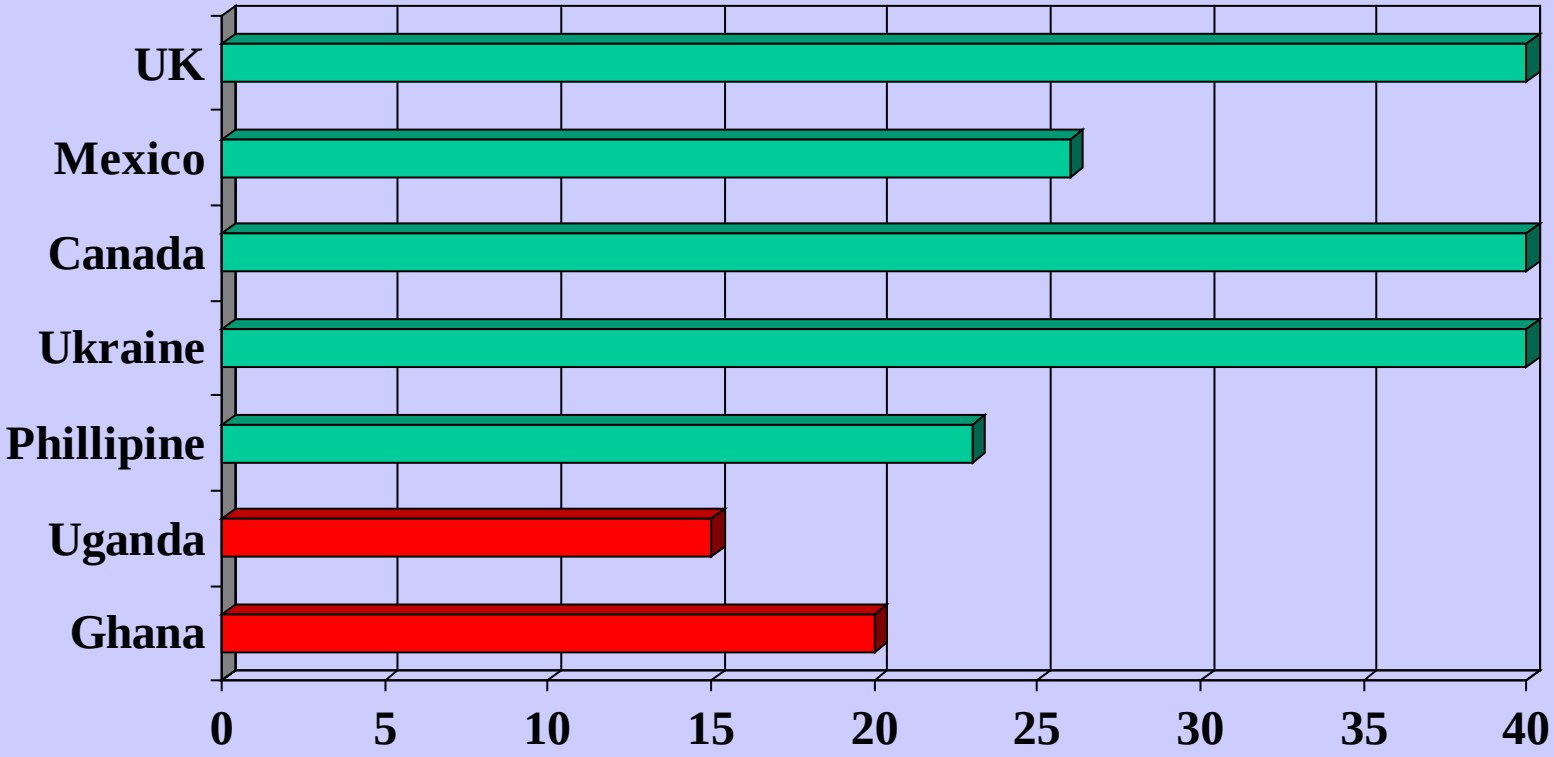
% Tertiary Students in Science, Engineering, Manufacturing, Construction, Hospitality



Median Age


UK
Mexico
Canada
Ukraine
Phillipine
Uganda
Ghana
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