

# “Ease into Canada”



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# About Me

- I'm 1 of 170 employees at Danby Guelph
- Professional Services, Warehousing & Distribution, Startups
- Ease into Canada Team
- Resettlement Team

# Ease into Canada



- What the program is
- How we implement it
- Learnings
- Successes

# Jim Estill



“Success is 50 families to safety. 50 families working, paying taxes and buying groceries where you and I buy them. 50 families speaking English and have some degree of integration. We are helping people through a hard time – not trying to keep them on charity. I have failed if any of them end up on welfare.”

# What is the program?



## Opportunity

- Employment
- English
- OTJ Learning
- Cultural Integration



# What is the program?



## 90 day contract

- Many unskilled roles requires little English
- Skilled roles for some
- “Tough love”
- Managed expectations

# How do we implement?

- Employment support
- Roles
- Orientation
- Partner Companies





# Key Learnings

- H&S/ESA
- Engagement
- Team Building
- Talent Pipeline
- Ratios
- Holidays



# Success

Summary	Number	Percentage
Total EIC Participants	35	
Transitioned into Danby	12	34%
Transitioned into outside employment	9	25%
Total successful job transitions	21	60%



Questions?