

ICP-AGIR Best Practice for Halifax (Canada)

Halifax Connector Programme	
	HALIFAX Canada
Departments / Institutions involved	HALIFAX PARTNERSHIP
ICP AGIR City Coordinator and contact data	NANCY PHILIPS Vice President Investment Attraction nphilips@halifaxpartnership.com
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Description of the best practice	The Connector Program works with immigrants and recent graduates to help them make networking connections and understand the local labour market.
Theme and sub-theme if appropriate	Grow Halifax’s population and retain highly skilled newcomers and young professionals.

Description of Best practice	
Challenge Addressed	The challenge addressed is to retain skilled newcomers and young professionals to grow Halifax’s population. One of the challenges faced is understanding the local labour market and developing a professional network to access the hidden job market.
Solution Implemented	The Connector Program was implemented in 2009. The program works with approximately 400 participants per year and helps them make relevant connections and understand the local labour market. The focus is on professional backgrounds in areas such as IT, engineering, finance/banking, business analysis and HR, among others. To help participants find employment, the program also proactively shares resumes with businesses in need.
Partnerships	The Province of Nova Scotia and Royal Bank of Canada
Lessons Learned	Having a professional network and understanding the local labour market are key to retaining newcomers and recent grads.

	<p>Business leaders are keen to support this program due to the minimal time commitment and opportunity to build their network.</p> <p>There are opportunities to leverage the Connector Program database to support new and existing businesses. Investment Attraction clients appreciate accessing local labour market expertise and access to Connector talent.</p> <p>Partnerships are key to the program’s success. The Connector Program has carved out an important niche in Halifax and works with partners in settlement services, post-secondary institutions and employment support agencies. We support each others initiatives and clientele.</p>
Main Milestones	<p>2022 is the Connector Program’s 13th year in Halifax and it has grown into a national & international program. As of March 31, 2022, there have been 4,412 “Connectees”, 1,591 “Connectors” and 1860 participants found work in their field in Nova Scotia within 6 months of participating.</p>

Materials for promotion	
Quote from city representative	<p>“The [Connector] Program has been a great source of motivation and inspiration in my journey. They kept me driven and encouraged me in looking for employers which suited my profile. Halifax Partnership is a great source of opportunities for new immigrants, for connecting them to the right job prospect and employers which suits their best interest and experiences.”</p> <p>– M. Siddiqui (Connectee)</p>
Graphic Material	<p>https://halifaxpartnership.com/how-we-help/support-your-career/</p>
Online links	<p>https://halifaxpartnership.com/</p>