



Certified
Management
Accountants

CMA Connects

Calgary Region Immigrant Employment Council Mentoring Program

The [Calgary Region Immigrant Employment Council](#) (CRIEC), in partnership with Calgary employers and CRIEC community partners, has recently embarked on an initiative to bring skilled immigrants and established professionals together in occupation-specific mentoring relations. The goal of the program is to help build inclusive workplaces and strengthen the ability of Calgary organizations to attract and retain talent.

The program is seeking mentors who have worked in their field for at least five years and have a combination of industry knowledge and experience. They should also have active links to professional associations and professional networks.

CMAs who fit the qualifications are invited to participate in the program, which provides mentees the opportunity to develop a professional network and job-search strategies, gain a better understanding of Canadian workplace culture, and share industry and occupation-specific information.

According to Marie-France Varin, CRIEC Mentoring Program project leader, those who are involved with the project in a mentoring capacity gain significant value through the experience as well.

“This is a great developmental opportunity for CMAs,” says Varin. “Members will further develop their leadership and coaching skills, gain cross-cultural insight in a real-life setting and get exposure to a fresh and international outlook to their work.”

The program, which launched in March, asks that mentors and mentees commit 24 hours over four months to the relationship. There are several ways to meet the time requirements, including: inviting your mentee to a “lunch and learn” or a training session at your workplace, attending a networking event together, attending an event organized by CMA Alberta together or simply giving your mentee a tour of your organization and introducing him/her to colleagues.

The program has already enjoyed success in providing benefit to mentors, mentees, and organizations. To hear about some of the program’s advantages first-hand, listen to this feature on [CBC Radio International](#).

The next program intake is January 2011; if you would like to volunteer as a mentor or if you think your organization would be interested in becoming involved with the program, visit the [CRIEC website](#) or contact [Marie-France Varin](#), project leader at 403.410.1861.



Volunteer with the CRIEC Mentoring Program for a valuable experience.