



Omega matches skilled migrants with meaningful employment

The first year's results confirm that mentoring is one of the most successful interventions to assist skilled migrants into the labour market. In the year to March 2009:

- 63 migrants were matched with Kiwi mentors, exceeding our Year 1 target by over 50%.
- Over 70% of mentees found relevant employment.
- 72 professional New Zealanders gave 175 days of voluntary support.
- A low risk/low cost paid internship model successfully placed 6 people.
- 132 new migrants have sought support from Omega.
- 90% overall programme satisfaction rate for mentors, 87% for mentees.
- Over 30 Founding Employers support Omega.
- Additional \$220,000 worth of pro bono support from over 60 organisations.
- Omega is the international Cities of Migration programme partner.

Dear Friends of Omega,

When Omega launched a year ago, we set out with the sole intent of matching skilled migrants with jobs that used their qualifications and experience. We set modest targets and positioned ourselves for growth. We are ahead of target, thanks to our Founding Employers, community agency partners and volunteer mentors - and an exceptional group of internationally trained professionals involved in mentoring and internships.

Industries still face labour market shortages. With New Zealand's predicted labour market growth declining to zero by 2025, it is vital that we protect the good work done to date in attracting skills to our shores. Auckland will not achieve its economic potential if the migrant talent we continue to attract, cannot fully employ their special skills and qualifications. The workplace is the best place to integrate newcomers, and we look forward to working more with employers on workplace innovation to release capability.

We've been close to the action, and we have learnt much. The main thing we have learned is the value of early intervention in the job placement process. The right match at the right time boosts our economy, welcomes talented people, and makes a difference straight away in the workplace. The right match the first time can also prevent years of 'underemployment', during which people's skills lose their currency, and talented people lose confidence. The more we place internationally qualified people in the right jobs, the more unskilled jobs are free for less skilled people. It's a double-boost.

We are now focussed on increasing the number of people we can welcome to our mentoring and intern programmes. To do this, we're building formal partnerships with Auckland's community agencies who work directly with migrant communities. We're creating a direct pipeline from community agency into our 'new skilled migrant to matched employment' solutions. It's a significant step, showing our commitment to working in a collaborative way. We will redouble our efforts in this second year to a wider approach to developing workplace solutions with employers.

We reserve a special thank you to those who are playing such an important role in taking Omega from a good idea through to an independent organisation - The Tindall Foundation for ongoing funding, The Committee for Auckland as our founding body, and our Establishment Board for energetic support and wisdom.



Rob Fisher
Chairman

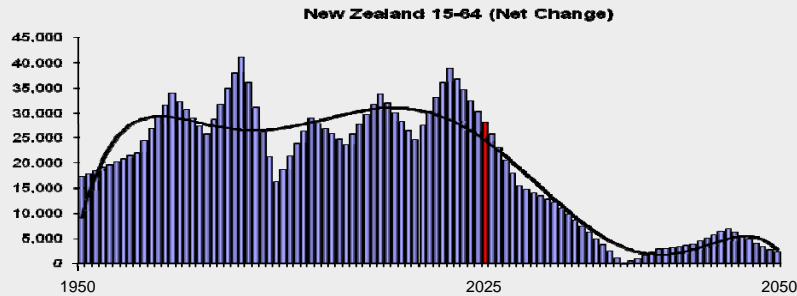


Justin Treagus
Programme Director

The Global Skills Shortage – KPMG’s Global Skills Convergence; The Demographic Faultline

A study released by KPMG in September 2008 proposed that due to the retirement of the Baby Boomer generation, much of the developed world will soon pass through a ‘demographic faultline’. This will see growth in the supply of labour contract, and a global skills shortage develop.

New Zealand is expected to experience this phenomenon in 2025. This faultline hits Auckland, Toronto, Sydney, Melbourne and London at the same time, and brings us head to head in competition for scarce internationally qualified professionals. Each of these cities is already a highly effective magnet for international talent. Competition to be the destination of choice will be intense.

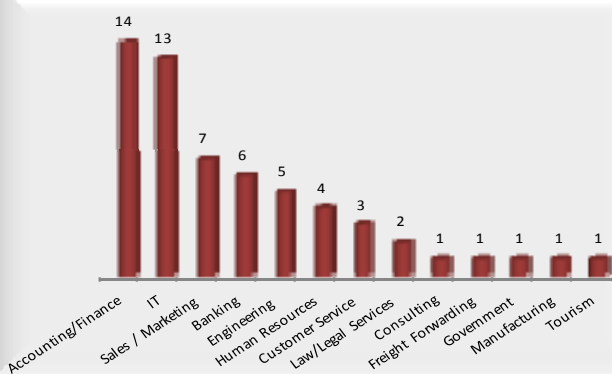


The response in the market place varies from country to country, but many attract skilled migrants to fill the gap. Those nations who integrate migrants will realise maximum economic benefit. “The ability of public and private sectors to adopt a co-ordinated approach in recognising credit and qualifications will be crucial in allowing the easy flow of skills between markets.”

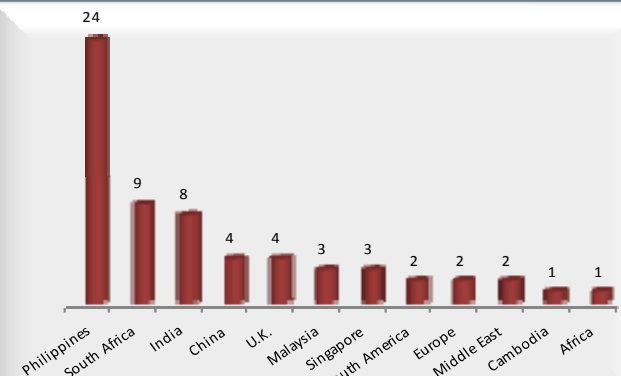
New Zealand and Auckland need to be the location of choice for talent. We need a systematic, long term approach to immigration that addresses the 2025 faultline.

Source : Growing Auckland, Growing New Zealand, November 2008

OMEGA MATCHED MENTEES BY INDUSTRY



OMEGA MATCHED MENTEES BY NATIONALITY



“My new job is so stimulating, that by Wednesday my brain is full!”



Rodney Van Zyl, formerly the Hospital Manager at Morningside Medi-Clinic, South Africa, is now the Employment Relations Manager at the Auckland District Health Board. Rodney secured a job through the Omega mentoring programme. Well, actually Rodney never got to the mentoring programme. His mentor was so impressed with his CV, expertise and organisational fit that she employed him!

Vivienne Rawlings, General Manager Human Resources had spent three months seeking a suitable candidate for the role, to no avail. Rodney was the answer to her search.

“Rodney had strong and broad generalist HR knowledge and experience at a senior level, as well as a strong health background. He has settled in extremely well and has hit the ground running, is keen to learn and has added value from day one - from my perspective this is a great success story and he is a real asset to the team.”

As for Omega, according to Rodney, he felt he had ‘won first prize’ when he was accepted onto the mentoring programme. He had been looking for guidance about the New Zealand way of working and doing business, but ended up with a job so challenging and stimulating, that “by Wednesday my brain is full!”

Strong Partnerships: the Key to Omega's Success

There are a number of support programmes that guide new migrants through the various stages of job readiness; the Omega mentoring and internship programmes are an extension of these programmes. Strong collaboration with business and community partners will see this approach succeed. Working closely with organisations such as the Auckland Regional Migrant Services (ARMS) and the Chamber of Commerce, we collectively support new migrants transition to meaningful employment in Auckland. Each organisation plays a specific role in the pipeline of support services.

As of March, we will begin piloting an Omega Partnership model that we plan to offer to all interested community agencies. Omega will fund the six month pilot programme, with Anne Benitez joining ARMS as an Omega Programme co-ordinator. Anne will work with the ARMS employment services team to accept eligible participants onto the programme, and once a suitable mentor or intern match has been established, provide ongoing support through the programme.



Omega's core purpose is now more firmly focused at the other end of the equation, that is, working with business to create opportunities and solutions for job ready skilled migrants to step into. Whilst our community partners work at the migrant end, we will continue to partner with the business community to establish intern and mentoring opportunities, develop funding and sponsorship support, and drive the business model.

The mentoring programme helped demystify the whole work environment for this wannabe Kiwi.

Sue Dunsmore, former Area Sales manager for Coca Cola and ex-Commerce Lecturer arrived in Auckland seven months ago. With the help of friends, she was referred to the Omega mentoring programme. "I wanted to get a real feel for what the workplace was like, and to see how different it is from the workplace I know." Sue was matched with a senior sales and marketing manager, Brendan Searle at NZ Post. "NZ Post was absolutely amazing. My mentor, Brendan, was brilliant. He really over-delivered from my expectations."

"We had regular weekly contact. I spent entire mornings with Brendan. He got me involved in different departments. I spent an entire day at the Marketing department and they gave me tasks to do. That exposure was great. I went into HR and worked on my CV with the recruitment manager. It is now more focused on my skills and ability. I spent some time with an ex-secondary school teacher in the Learning and Development department, and he encouraged me to pursue my teacher registration. By the end, people were greeting me, and I could just help myself to coffee. It really made me feel at home. I've just really had a good experience."

"I learnt that there is a very close cultural fit to the local people I met at the workplace. It demystified the whole workplace. I made some valuable contacts. The whole experience also made me realise the importance of getting involved. I went to the local schools and I volunteered my services. That has been valuable to me understanding the NZ education system."

"The programme I did with Omega at NZ Post has been hugely valuable. Brendan is now a reference on my CV. He gave the most glowing reference I have ever, ever got. It was brilliant. To have a NZ reference is really valuable. It's really great to know that someone who is in his position has confidence in me."



Cities of Migration

Omega is expanding its international networks, and has recently become the New Zealand base for the global *Cities of Migration* initiative.

Cities of Migration :

- Showcases promising practices in city-level integration that offer new approaches and practical solutions to common problems and challenges.
- Strengthens connections and facilitate information sharing between key actors in urban integration.

- Provides an essential resource for anyone working to strengthen cities through migration.
- Helps cities and city leaders advocate effectively for appropriate national and international policies through increased understanding of common integration issues.

For more information see www.citiesofmigration.ca

Jan Tonkin, Managing Director, The Conference Company. Mentee motivated Event Manager

"My task was to ensure that my mentee knew the right doors to knock on, armed with the confidence, the right approach and the paperwork to win. I saw a distinct shift in his overall manner and approach to his job search as he adapted from the formal and hierarchical environment with which he was very familiar, to the more consultative and flat management structures of the NZ business community. He has now made good quality connections and says that "last year was very good to me, and it was because of the mentoring programme".



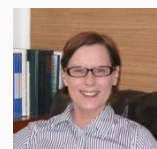
David Rankin, Chief Executive, Auckland City Council. Mentee now Commercial Manager at Claymark Industries

"Having David as my mentor gave me such confidence, I went into my next job interview knowing I'd get the job. His advice with regard to the method of handling interviews and questions raised in them was invaluable to me. I believe that his advice and the fact that I had met with him and felt confident this would lead to a positive outcome at some stage were, I am sure, equally instrumental in leading to an offer of employment from the company shortly after the meeting."



Sally Garrett, Director Clovernet. Mentee now Director of Strategy

Sally's mentee, a highly qualified woman from the UK, felt the mentoring programme helped her to keep motivated and gave her the strength to pick herself up when she did not get job interviews. Some 'tough love', and assistance with getting her CV down to two pages for each of her major areas of skill were some of the important learnings for this now Director of Strategy.



Joy Caballero, IT Project Manager, Vector. Four times Mentor

Joy has a real passion for the work Omega does and to date, has volunteered to take on four mentees. A natural networker also saw Joy connecting her own network of talented migrants through the Omega Founding Employers – resulting in additional placements with Beca.



Donavan Martin, Group Financial Controller, Blacktop – Mentee from Cleaner of two years to IT administrator

After reading 'you have not been shortlisted' more times than he cares to remember, Donovan's mentee, an IT expert from the Philippines, can't thank his mentor enough for giving him a chance, first as a volunteer, to show he had skills other than cleaning floors. This opportunity led to him gaining a role as full time IT administrator. "My dream is to be a network administrator, and I think this is now possible for me in New Zealand."



Fleur McRobie, Resourcing Manager Vodafone – Intern host to PR holder and driving force behind the design of Omega's Paid Internship Programme

Fleur's intern from Singapore values her 10 week hands-on experience at Vodafone. "The Vodafone NZ HR experience within an organisation and team of people that live its values around passion, innovation, discovery and delivery has been an awesome experience for me. Not only have I gained NZ experience and learnings in Kiwi characteristics, attitudes and how to deliver, it has heightened my organisational development horizon, and in Vodafone style leaves me feeling Appreciated, Confident & Inspired!"



CEO Mark Sainsbury – Mentee now in tourism role with expanded responsibilities

Mark's mentee, a highly motivated woman from France, can't speak highly enough of her growth in professional confidence, her improved understanding of the New Zealand tourism industry and her enhanced industry connections since completing her mentorship.



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How Can I Make a Difference? Become a Mentor.

"Each of us can do something that could save someone's job, create a new job for another person or help someone else find a new job as soon as possible."

Prime Minister John Key: Summit on Employment, February 2009

Omega is committed to strengthening Auckland's ability to attract, integrate and retain migrant talent. One of Omega's practical programmes is the **Internationally Trained Professional Mentoring Programme**.

Many New Zealand migrants are forced to take survival jobs (e.g. taxi drivers, cleaners) as they battle to crack the labour market without local experience. These skilled individuals are underused capacity for NZ; they are already here, highly qualified and committed to staying. Getting them into jobs that fit is both an instant lift to productivity, and opens up unskilled jobs for other unskilled people.

We have a large pool of skilled new migrants who are tertiary educated, speak fluent English and have considerable work experience from a wide range of industries. We are seeking Auckland professionals to share their knowledge about their industry and the kiwi work culture with these Internationally Trained Professionals, as a mentor. We provide orientation and ongoing coaching support for all mentors.

By introducing the new migrant to the New Zealand work environment, the mentor can help them:

- Identify skills required by market demands
- Proceed with accreditation or skills upgrading
- Gather information on local industries and employers
- Identify and seize employment or job training opportunities
- Build a professional network

A small commitment from a mentor can make a big impact to the life of a new migrant. As a mentor you commit to 16 hours of your time over a four-month period to help a new migrant navigate the job search process by sharing your knowledge and experience. During this time you will have the opportunity to:

- Develop your coaching communication and leadership skills
- Work with people from different backgrounds and cultures
- Motivate and support a person to raise their level of attainment and fulfil their potential
- Become more aware of job market and industry trends

Is this your year for giving something back to the community? Your time, networks, advice and knowledge can help change someone's life for the better.

Phone Omega on 300 5594, register your interest on our website www.omega.org.nz or send us an email at info@omega.org.nz, if you'd like to become a mentor and make a meaningful difference to a new kiwi.



The Experiences of an Omega Mentor

Andrew Melville, Principal of Spoke, a boutique communication and PR company, has always done mentoring on the side, and so when approached by Omega to mentor a skilled migrant from the Philippines with a strong communication background, he was happy to pass on his knowledge. "I felt it was tragic that there were some highly skilled people that end up in New Zealand, and for no good reason don't end up being able to use those skills, so I was kind of curious to see if I could contribute to that in some way."

Andrew worked with his mentee over a four month period, meeting several times in person, and catching up over the phone and via email when he was out of town. "I did have to think about how to manage the time" he said, but once he got into it Andrew found the one hour commitment per week was not onerous.

Together, Andrew and his mentee worked through a range of different exercises. "We did a mock interview to give her some practice as to how she'd respond in an interview situation. We also looked into how people converse in the business environment." Andrew encouraged his mentee to be familiar with the kiwiana life and popular culture of New Zealand. "I always say, make sure you know who the All Blacks are!"

Failing confidence after so many job rejections was a real issue for Andrew's mentee, and he helped her regain self-belief in her abundant abilities. "She was as articulate as any New Zealander – more than some perhaps, and she was highly skilled. She had had a really significant role in a big company where she was largely responsible for the PR and media releases for the Philippines."

And, the good news, is that the mentoring programme works. Thanks to Andrew's help his mentee has now secured a job as National Events Administrator at St John Ambulance.



Supporting the Omega Paid Intern Programme



After 35 years of work experience both internationally and in New Zealand, the Canadian CEO of Genesis Energy, Albert Brantley knows just what it's like trying to get ahead as a new migrant... it's tough. And, as the CEO of an energy sector company facing skill shortages, he recognises the contribution of offshore talent. So, after attending an Omega function, where the mentoring and internship programmes were introduced to a group of CEOs, Albert accepted his leadership challenge, and committed his organisation to accepting up to five interns.

With leadership sponsorship and the help of a highly professional and motivated HR department prepared to look outside the box for solutions, Genesis Energy is well underway with the piloting of the Omega Paid Internship Programme. A budget has been created within the HR department, measures to establish the effectiveness of the programme have been developed, and the first intern has been accepted into the Corporate Services team. Four more interns are in the pipeline to come aboard during 2009.

Justin Treagus, Omega Programme Director believes the success of the Omega Paid Internship Programme lies in leadership support. "When CEOs come on board, the commitment is embedded in the organisation, and results are delivered rapidly. Genesis Energy, Vodafone, Wilson Parking and the Auckland District Health Board have been real leaders in terms of embracing the internship programme, and we thank them for their support as we know that gaining kiwi work experience removes one of the biggest hurdles for our new migrants."

The Omega Paid Internship Programme is a cost effective resourcing solution that minimises any hiring risk. If you are facing skill shortages, or looking to fill a temporary position, perhaps it might be the solution for you?

Phone Omega on 300 5594, register your interest on our website www.omega.org.nz or send us an email at info@omega.org.nz, if you'd like to become a mentor or take on an intern and make a meaningful difference to a new kiwi.

