The Right Honourable Adrienne Clarkson shares her personal experience of finding happiness in Canada.
Had the pleasure to witness Calgary’s remarkable growth in the last 46 years, from a new- comer to Canada, and later as a community leader. In that time, one city has grown from a city of 40,000 to a bustling metropolis of over one million that welcome thousands of new Canadians from dozens of countries every year.

Multiculturalism has been the one constant that change, and is fundamental to Alberta’s national and world image. Our rich and diverse culture enables us to draw strength from our diverse identities, ancestry, and senses of belonging. Ensuring that Canadians feel secure and respected, and are members of over one million that welcomes newcomers to fuel Alberta’s unprece- dented recent economic growth as essential members of our economic and social communities. Employ- ers highlighted that the stereotypi- cal semi-skilled service jobs held by newcomers were only the tip of the iceberg in terms of the value new- comers add to our province. Newcom- ers often provide essential and ir-replaceable skills that ensure Alberta can continue to enjoy hundreds of public and pri- vate services in healthcare, educa- tion, transportation, and profes- sional services that underpin our high quality of life.

Supporting newcomers with the skills they need to succeed

Multiculturalism has grown along with the city. Every year, hundreds of thousands of Al- bertans flock to hundreds of cultural festivals and events organized by our multicultural communities. Dozens of community organizations lead by immigrants also new Calgar- rians from other parts of the world, and other parts of Canada, settle into their new lives.

Driving businesses

As a former private consultant pro- moting diversity and inclusion, I worked with dozens of other like- minded Calgarians to help many large organizations embrace multi- culturalism as core part of their strategies and practices. Examining social and cultural harmony, our cultural understanding opens new businesses to new customers and markets, as well as new networks of highly skilled professionals who can connect local businesses to large organizations.

Every day, dozens of employers work through organizations includ- ing Immigrant Services Calgary, Calgary Immigration Women’s Asso- ciation, Calgary Region Immigrant Employment Council, and the Association of Professional Engineers and Geoscientists of Alberta (APEGA) attract and propose new Cana- dians to participate in the workforce through workplace language and skills training, and foreign codes- ticles accreditation. For immigrants, the Immigrant Access Fund offers opportunities to contribute to our communities.

Stronger communities

More recently, Alberta has ex- panded its role to support new- comers to fuel Alberta’s unpre- cedented recent economic growth as essential members of our economic and social communities. Employ- ers highlighted that the stereotypi- cal semi-skilled service jobs held by newcomers were only the tip of the iceberg in terms of the value new- comers add to our province. Newcom- ers often provide essential and ir-replaceable skills that ensure Alberta can continue to enjoy hundreds of public and pri- vate services in healthcare, educa- tion, transportation, and profes- sional services that underpin our high quality of life.

Calgary’s biggest challenge

Calgary is undergoing what could be the third most diverse city in Canada, Calgary is a hub for work opportu- nities in supporting diverse immigration and employment practices. In addi- tion to partnering with the private and non-profit organizations men- tiona tion above, we are always open new initiatives and consultation with public institutions such as law enforcement, human services agen- cies, and health and education agencies.

Adding values

In 2010-2011, I led comprehensive reviews of English as a Second Lang- uage services in Calgary, and Alberta’s Temporary Foreign Worker program. I was able to focus on improving the ways that new Albertans could better access programs, bring their knowledge, skills, and abilities to their new lives, and be as productive as possible.

Making the change

“Back then Calgary had been ranked the country with the big- gest number of jobs for (Albertans) 7 years in a row – one I was rare I could not go wrong moving here,” says Barreiro, who worked as an Electrical Engineer.

But like most newcomers, the biggest challenge Barreiro faced was entering the job market.

It was certainly a step in the right di- rection for future immigrants. Calgary is a city today – full of youth and guided by ex- perience. Art, like our modern entrepreneurial past, thrives off energy, innovation, challenging conventions and the confident ex- pression of identity. That’s Calgary’s wealth and evolving landscape. But like most newcomers, the biggest challenge Barreiro faced was entering the job market.

It was certainly a step in the right di- rection for future immigrants. Calgary is a city today – full of youth and guided by ex- perience. Art, like our modern entrepreneurial past, thrives off energy, innovation, challenging conventions and the confident ex- pression of identity. That’s Calgary’s wealth and evolving landscape. But like most newcomers, the biggest challenge Barreiro faced was entering the job market.

It was certainly a step in the right di- rection for future immigrants. Calgary is a city today – full of youth and guided by ex- perience. Art, like our modern entrepreneurial past, thrives off energy, innovation, challenging conventions and the confident ex- pression of identity. That’s Calgary’s wealth and evolving landscape. But like most newcomers, the biggest challenge Barreiro faced was entering the job market.

It was certainly a step in the right di- rection for future immigrants. Calgary is a city today – full of youth and guided by ex- perience. Art, like our modern entrepreneurial past, thrives off energy, innovation, challenging conventions and the confident ex- pression of identity. That’s Calgary’s wealth and evolving landscape. But like most newcomers, the biggest challenge Barreiro faced was entering the job market.

It was certainly a step in the right di- rection for future immigrants. Calgary is a city today – full of youth and guided by ex- perience. Art, like our modern entrepreneurial past, thrives off energy, innovation, challenging conventions and the confident ex- pression of identity. That’s Calgary’s wealth and evolving landscape. But like most newcomers, the biggest challenge Barreiro faced was entering the job market.

It was certainly a step in the right di- rection for future immigrants. Calgary is a city today – full of youth and guided by ex- perience. Art, like our modern entrepreneurial past, thrives off energy, innovation, challenging conventions and the confident ex- pression of identity. That’s Calgary’s wealth and evolving landscape. But like most newcomers, the biggest challenge Barreiro faced was entering the job market.
Meet Guillermo APEGAs New IEG Representative

The Association of Professional Engineers and Geoscientists of Alberta (APEGA) is pleased to welcome Guillermo Barreiro, P.Eng., as the new Manager of Internationally Educated Graduate (IEG) Integration and Liaison.

With the support of the Registration Department, Guillermo plans to assist, help and coordinate. He will:

• assist IEG applicants one-on-one to help them understand APEGA’s registration process and policies
• help IEG applicants complete their work experience documents in a language that is relevant to the Board of Examiners
• coordinate outreach activities with immigrant-serving agencies to better explain the APEGA registration process and policies to newcomers to Canada

An IEG himself, Guillermo comes to APEGAs after having in the engineering profession for 10 years in Colombia and Canada.

Are you an IEG who needs assistance or advice on your APEGAs application? Then contact Guillermo by email at gbarreiro@apega.ca or by phone at 780-426-3990 or 800-661-7020 ext. 2227.

Guillermo Barreiro, P.Eng.
Small investment, big return

Imagine you are an engineer who has come to Canada to build a better life for your family and yourself. You arrive only to find out that your previous education and experience are not enough to get a job in your field. You need to obtain Canadian credentials, but this costs money—money that you may not have available. What do you do?

Micro loans—also referred to as micro-credit—are character-based loans available to persons who have difficulty accessing credit through traditional lenders, such as banks. Micro loans do not require the applicant to have stable employment, a good credit rating or a credit history in Canada, nor any type of collateral. For newcomers, the relaxed criteria can bridge the divide between getting by and getting ahead.

Because the funds are a loan, not a grant, recipients are required to repay the funds as per a set agreement. As not only micro loans provide the recipient with financing needed for their business, education or emergency needs, they also serve to help build Canadian credit history—a vital tool for transitioning to conventional lenders and building assets. These loans use a model called sustainable livelihoods, which removes loan-recipients from the dependency on government assistance. This has given us, however, an opportunity for growth and business.

Our systems here are very different from those in Colombia, where it is common to work together to set an example for the rest of the country of how a community can work together, and create a new civic identity which we can all be proud of.

A slow which demonstrates a spirit of welcoming, exemplifies a true multicultural community, celebrates diversity, and involves all Calgarians to contribute to the growth and success of our city. A community focused on our city’s growth and success.

In order to embrace these changes, and to support the growth and prosperity of our city, we must act on them. “What would it take to ensure that the immigration, settlement, and integration of immigrants and refugees is a positive experience for newcomers, as well as for the Calgary community?” We are fortunate in that we can look to the experiences of other cities, such as Toronto, and learn from their successes and failures. These lessons will provide us with a unique opportunity to work together, to create a condition of success, and to shape a different future for Calgary.

Creating a condition for success requires a welcoming community, where newcomers feel safe, supported, and respected, and see their city; we need to recognize that settlement, integration, and civic engagement is a process which takes time and effort on the part of newcomers, as well as the host community. We must all fight in this process in recognizing that the newcomers come to our city, and we in our neighborhoods, arrive here with many hopes and fears. The initial settlement period is a time when they should be able to overcome their fears, build strong social networks, and begin working towards their goals of having successful, safe, and happy lives in Canada. In order to help newcomers with this endeavor, we need to become involved in the host community, in the resettlement of newcomers into our neighborhoods, schools, and workplaces.

The influx of thousands of immigrants to Calgary has unquestionably enriched our collective cultures and will continue to do so in the future. This has given us, however, an opportunity for growth and business.
Rewarding dedication

For nearly fifteen years the University of Calgary’s English for Academic Purposes (EAP) program has helped students improve their English language proficiency in order to gain admission to both undergraduate and graduate programs. Approximately 60% of EAP students go on to pursue their degree programs after successful completion of EAP.

One such student is Kohei Tanaka (originally from Nagoya, Japan) who recently received a Killam Scholarship. Tanaka is currently pursuing a PhD in Geoscience and credits the EAP program with helping him make his dream of studying palaeontology in Canada a reality.

“The EAP program was very good preparation before I began my graduate studies at the University of Calgary. I believe that the skills I developed from taking the EAP program resulted in many positive benefits to my career to date,” says Tanaka. “The EAP program unique because it taught me valuable university study skills such as how to present a project using PowerPoint, how to take notes during lectures and how to analyze and critique academic writing.”

Tanaka went beyond everyday language learning and found what was necessary to succeed in the academic or business world,” explains EAP Director Dr. Anuradha Sengupta.

Practicing leadership

Why would an engineer with a taste for success in both his personal and professional life in Pakistan, choose to leave his beloved homeland and family to pursue his professional life in Canada? It is in the same reason that immigrants make the decision to immigrate to Canada; to make a better life for their family. The political and religious instability in Pakistan threatened the safety of his family and limited their freedom.

It was not long after getting to Canada that Tanaka realized, a common problem, that the key to finding success in Alberta was improving and adapting to the culture and religion. He is a devout Muslim who understands that religion and culture is personal and practices it within family and community. This is the Holy family’s concern, respect for differences but common rules among the community.

Tanaka learned that the key to building his future in Canada was improving his English. He learned how to navigate the social and cultural rules of Canadian society, as well as the rules and requirements of his profession in Canada. Whenever opportunities presented themselves to him, his linguistic advancement made him successful.

Despite this, navigating a new culture, adapting to a different climate, accepting new rules for raising children and the obstacles can be daunting. Nevertheless, there were many difficult times in his journey, but patience, resilience and optimism has brought him back in his profession and secured a place for him and his family as part of Canadian society. Tanaka passed all the certification, education, language requirements to be an APEGA certified Engineer and has been working at Enmax as an APEGA certified Engineer.

Passing expectations

Rose Kolombo is a single mother of six who came to Canada in 1998 as a refugee from the Sudan. She had no formal education and worked as a non-skilled worker while trying to improve her literacy skills and eventually train for a skilled job. Any woman who has had to manage work, school and small children can relate to the sacrifices and endurance to make all three work. Add to that integrating new cultures adapting to a drastically different climate, accepting new rules for raising children and the loss of extended family support, the obstacles can be daunting.

Rose not only overcame these challenges but in determination to teach her children the importance of hard work, school and small children. Taufique became a committed member of the school’s initiative for immigrant professionals called the Rotary Club of Calgary Eau Claire. As part of his involvement in this club, he had the opportunity to network with Calgary professionals along with other immigrant professionals from his village and was able to practice his leadership skills in a Canadian professional environment.

Taufique learned that the key to earning admission to both undergraduate and graduate programs. Approximately 90% of EAP students go on to pursue their degree programs after successful completion of EAP.

The ultimate motive was to provide a better future for his family, family support, educational, professional and social aspects. Rose met all these challenges head on with determination to teach her children a professional那 proved to be an unselfish engineer.

Rose Kolombo is a single mother of six who came to Canada in 1998 as a refugee from the Sudan. She had no formal education and worked as a non-skilled worker while trying to improve her literacy skills and eventually train for a skilled job. Any woman who has had to manage work, school and small children can relate to the sacrifices and endurance to make all three work. Add to that integrating new cultures adapting to a drastically different climate, accepting new rules for raising children and the loss of extended family support, the obstacles can be daunting.

Rose not only overcame these challenges but in determination to teach her children the importance of hard work, school and small children. Taufique became a committed member of the school’s initiative for immigrant professionals called the Rotary Club of Calgary Eau Claire. As part of his involvement in this club, he had the opportunity to network with Calgary professionals along with other immigrant professionals from his village and was able to practice his leadership skills in a Canadian professional environment.

Taufique learned that the key to finding success in Alberta was improving and adapting to the culture and religion. He is a devout Muslim who understands that religion and culture is personal and practices it within family and community. This is the Holy family’s concern, respect for differences but common rules among the community.

Rose Kolombo is a single mother of six who came to Canada in 1998 as a refugee from the Sudan. She had no formal education and worked as a non-skilled worker while trying to improve her literacy skills and eventually train for a skilled job. Any woman who has had to manage work, school and small children can relate to the sacrifices and endurance to make all three work. Add to that integrating new cultures adapting to a drastically different climate, accepting new rules for raising children and the loss of extended family support, the obstacles can be daunting.

Rose not only overcame these challenges head on with determination to teach her children the importance of hard work, school and small children. Taufique became a committed member of the school’s initiative for immigrant professionals called the Rotary Club of Calgary Eau Claire. As part of his involvement in this club, he had the opportunity to network with Calgary professionals along with other immigrant professionals from his village and was able to practice his leadership skills in a Canadian professional environment.

Taufique learned that the key to finding success in Alberta was improving and adapting to the culture and religion. He is a devout Muslim who understands that religion and culture is personal and practices it within family and community. This is the Holy family’s concern, respect for differences but common rules among the community.

Rose Kolombo is a single mother of six who came to Canada in 1998 as a refugee from the Sudan. She had no formal education and worked as a non-skilled worker while trying to improve her literacy skills and eventually train for a skilled job. Any woman who has had to manage work, school and small children can relate to the sacrifices and endurance to make all three work. Add to that integrating new cultures adapting to a drastically different climate, accepting new rules for raising children and the loss of extended family support, the obstacles can be daunting.

Rose not only overcame these challenges head on with determination to teach her children the important...
Women moving barriers

Meet Jenny Dow

She's a crane operator at Mammoet, telling people what she does for a living often gets an interesting rise out of them. "You get some interesting reactions," she says.

It gives you a sense of independence, you make really good money and it's pretty surprising to see big equipment and a lot of people working with, so that I can continue to grow as a person. I've never liked anyone telling me that I can't do something, I can, and I will. I've learned to teach those girls from the ground up, it's a great feeling. Never give up. It takes time to earn people's respect. Just keep working and you'll make yourself proud.

Jenny Dow
How do women partner in male-dominated industries?
Jenny Dow
I've worked with and met quite a few women in this industry. Some aren't always in it for the right reasons, but others inspire me further. It's great to meet other women who feel the same way about working hard. In my opinion, women who opt to work in the male-dominated industry are a pretty great feeling. Never give up. It takes time to earn people's respect.

Q: How do women partners in male-dominated industries?
A: I've worked with and met quite a few women in this industry. Some aren't always in it for the right reasons, but others inspire me further. It's great to meet other women who feel the same way about working hard. In my opinion, women who opt to work in the male-dominated industry are a pretty great feeling. Never give up. It takes time to earn people's respect. Just keep working and you'll make yourself proud.

Q: What do you think would be important to communicate to women looking to enter a male-dominated industry?
A: The most important thing I've heard someone say, when entering this industry, is that you can do anything you can do. It's hard work, but in the end, proving yourself in a male-dominated industry is a pretty great feeling. Never give up. It takes time to earn people's respect. Just keep working and you'll make yourself proud.

Q: What do you think would be important to communicate to women looking to enter a male-dominated industry?
A: The most important thing I've heard someone say, when entering this industry, is that you can do anything you can do. It's hard work, but in the end, proving yourself in a male-dominated industry is a pretty great feeling. Never give up. It takes time to earn people's respect. Just keep working and you'll make yourself proud.

Q: What do you think would be important to communicate to women looking to enter a male-dominated industry?
A: The most important thing I've heard someone say, when entering this industry, is that you can do anything you can do. It's hard work, but in the end, proving yourself in a male-dominated industry is a pretty great feeling. Never give up. It takes time to earn people's respect. Just keep working and you'll make yourself proud.

Meet Heather Sanford

She's spent the past 15 years operating cranes and has some accounts at the forefront-feel crane operator in Canada.

People say that but I don't have the feeling that only men can do it. It seems the camaraderie and the idea of working to build something from the ground up. It's a pretty great pride in what I do. It's great to be able to be proud of one's work. It's great to be able to be proud of one's work.

Heather Sanford

Q: What do you think would be important to communicate to women looking to enter a male-dominated industry?
A: The most important thing I've heard someone say, when entering this industry, is that you can do anything you can do. It's hard work, but in the end, proving yourself in a male-dominated industry is a pretty great feeling. Never give up. It takes time to earn people's respect. Just keep working and you'll make yourself proud.

Q: What do you think would be important to communicate to women looking to enter a male-dominated industry?
A: The most important thing I've heard someone say, when entering this industry, is that you can do anything you can do. It's hard work, but in the end, proving yourself in a male-dominated industry is a pretty great feeling. Never give up. It takes time to earn people's respect. Just keep working and you'll make yourself proud.

Q: What do you think would be important to communicate to women looking to enter a male-dominated industry?
A: The most important thing I've heard someone say, when entering this industry, is that you can do anything you can do. It's hard work, but in the end, proving yourself in a male-dominated industry is a pretty great feeling. Never give up. It takes time to earn people's respect. Just keep working and you'll make yourself proud.

At Mammoet, we view our employees as our main asset. Thousands of employees all over the world are constantly working to bring even the most demanding of assignments to a successful conclusion. They demonstrate an impressive flexibility, talent for improvisation, a co-operative attitude, professionalism, and dedication. And rest assured, when working for Mammoet, safety comes first in everything we do.

Mammoet Canada Western Ltd.
1304 33 Street NW
Edmonton, Alberta, Canada, T6S 1H6
Email: hr.mcm@mammoet.com
Phone: (780) 449-5552
Fax: (780) 465-9425
www.mammoet.com

Q&A with Mike & Sherry Holmes

Women moving barriers

Meet Jenny Dow

She's a crane operator at Mammoet, telling people what she does for a living often gets an interesting rise out of them. "You get some interesting reactions," she says.

It gives you a sense of independence, you make really good money and it's pretty surprising to see big equipment and a lot of people working with, so that I can continue to grow as a person. I've never liked anyone telling me that I can't do something, I can, and I will. I've learned to teach those girls from the ground up, it's a great feeling. Never give up. It takes time to earn people's respect. Just keep working and you'll make yourself proud.

Jenny Dow
How do women partners in male-dominated industries?
Jenny Dow
I've worked with and met quite a few women in this industry. Some aren't always in it for the right reasons, but others inspire me further. It's great to meet other women who feel the same way about working hard. In my opinion, women who opt to work in the male-dominated industry are a pretty great feeling. Never give up. It takes time to earn people's respect. Just keep working and you'll make yourself proud.

Q: What do you think would be important to communicate to women looking to enter a male-dominated industry?
A: The most important thing I've heard someone say, when entering this industry, is that you can do anything you can do. It's hard work, but in the end, proving yourself in a male-dominated industry is a pretty great feeling. Never give up. It takes time to earn people's respect. Just keep working and you'll make yourself proud.

Q: What do you think would be important to communicate to women looking to enter a male-dominated industry?
A: The most important thing I've heard someone say, when entering this industry, is that you can do anything you can do. It's hard work, but in the end, proving yourself in a male-dominated industry is a pretty great feeling. Never give up. It takes time to earn people's respect. Just keep working and you'll make yourself proud.

Q: What do you think would be important to communicate to women looking to enter a male-dominated industry?
A: The most important thing I've heard someone say, when entering this industry, is that you can do anything you can do. It's hard work, but in the end, proving yourself in a male-dominated industry is a pretty great feeling. Never give up. It takes time to earn people's respect. Just keep working and you'll make yourself proud.

Meet Heather Sanford

She's spent the past 15 years operating cranes and has some accounts at the forefront-feel crane operator in Canada.

People say that but I don't have the feeling that only men can do it. It seems the camaraderie and the idea of working to build something from the ground up. It's a pretty great pride in what I do. It's great to be able to be proud of one's work. It's great to be able to be proud of one's work.

Heather Sanford

Q: What do you think would be important to communicate to women looking to enter a male-dominated industry?
A: The most important thing I've heard someone say, when entering this industry, is that you can do anything you can do. It's hard work, but in the end, proving yourself in a male-dominated industry is a pretty great feeling. Never give up. It takes time to earn people's respect. Just keep working and you'll make yourself proud.

Q: What do you think would be important to communicate to women looking to enter a male-dominated industry?
A: The most important thing I've heard someone say, when entering this industry, is that you can do anything you can do. It's hard work, but in the end, proving yourself in a male-dominated industry is a pretty great feeling. Never give up. It takes time to earn people's respect. Just keep working and you'll make yourself proud.

Q: What do you think would be important to communicate to women looking to enter a male-dominated industry?
A: The most important thing I've heard someone say, when entering this industry, is that you can do anything you can do. It's hard work, but in the end, proving yourself in a male-dominated industry is a pretty great feeling. Never give up. It takes time to earn people's respect. Just keep working and you'll make yourself proud.

Meet Jenny Dow

She's a crane operator at Mammoet, telling people what she does for a living often gets an interesting rise out of them. "You get some interesting reactions," she says.

It gives you a sense of independence, you make really good money and it's pretty surprising to see big equipment and a lot of people working with, so that I can continue to grow as a person. I've never liked anyone telling me that I can't do something, I can, and I will. I've learned to teach those girls from the ground up, it's a great feeling. Never give up. It takes time to earn people's respect. Just keep working and you'll make yourself proud.

Jenny Dow
How do women partners in male-dominated industries?
Jenny Dow
I've worked with and met quite a few women in this industry. Some aren't always in it for the right reasons, but others inspire me further. It's great to meet other women who feel the same way about working hard. In my opinion, women who opt to work in the male-dominated industry are a pretty great feeling. Never give up. It takes time to earn people's respect. Just keep working and you'll make yourself proud.

Q: What do you think would be important to communicate to women looking to enter a male-dominated industry?
A: The most important thing I've heard someone say, when entering this industry, is that you can do anything you can do. It's hard work, but in the end, proving yourself in a male-dominated industry is a pretty great feeling. Never give up. It takes time to earn people's respect. Just keep working and you'll make yourself proud.

Q: What do you think would be important to communicate to women looking to enter a male-dominated industry?
A: The most important thing I've heard someone say, when entering this industry, is that you can do anything you can do. It's hard work, but in the end, proving yourself in a male-dominated industry is a pretty great feeling. Never give up. It takes time to earn people's respect. Just keep working and you'll make yourself proud.

Q: What do you think would be important to communicate to women looking to enter a male-dominated industry?
A: The most important thing I've heard someone say, when entering this industry, is that you can do anything you can do. It's hard work, but in the end, proving yourself in a male-dominated industry is a pretty great feeling. Never give up. It takes time to earn people's respect. Just keep working and you'll make yourself proud.