



# Workforce Development Board (WDB) Project #6242 Effectiveness of Employment Support Services for International Students

## Background

- Workforce Development Board (WDB) is a not-for-profit organization in Peterborough and offers its resources to Northumberland, Peterborough, Kawartha Lakes, and Haliburton.
- Funded by the Ontario Ministry of Labour, Immigration, Training, and Skills Development.
- Established in 1996 to provide labour market information, coordinate employment and training services, and engage employer communities.
- Delivers responsive workforce development solutions to meet local labour market needs through knowledge, resources, and partnerships.

## Purpose

Better understand the effectiveness of employment support services used by international students which are provided by university and colleges in the area. The study will provide recommendations to improve policy and practices.

## Research Questions

What factors contribute to, or militate against, the effectiveness of ...

**Q1** ...employment support services for international students provided by Trent and other institutions in the area?

**Q1.1** ...support services for part-time employment provided by Trent and other institutions for current international students?

**Q1.2** ... career-related employment support services at Trent and other institutions in the area for international students after graduation?

“How do students become aware of your services?”

“Are career services for international students different from those same services for domestic students?”

## Methodology

1. Literature review
2. Semi-Structured Interviews (SSIs) with support service staff from institutions in the area
3. Focus groups of current and alumni international students who accessed career support services
4. Analyze data for effectiveness and barriers that international students experience

## Preliminary Findings

- Collaboration is needed between career support services and academic departments
- Student’s orientation when first attending their institution has a major role in increasing student’s awareness of services
- Access to support services post graduation vary significantly between institutions
- Concerns around lack of staff within employment services



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