



PREMIER'S SUMMIT ON
FAIRNESS FOR
NEWCOMERS

SUMMIT GUIDE

March 17, 2023

Alberta 

Welcome أهلاً وسهلاً

स्वागत خوش آمدید

환영 Bienvenidos

欢迎 Bienvenue महारागड

Maligayang Pagdating

Chào mừng خوش آمدید

Karibu স্বাগতম

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Welcome Message from the Premier of Alberta

Welcome to the second annual Premier's Summit on Fairness for Newcomers.

For generations, Alberta has been a beacon for newcomers from around the world, and that's still true today. People looking for a better life, freedom, safety, and dignity, know they will find it all here.

Alberta is proud to be your new home. You bring tremendous benefits to our province: critical skills, entrepreneurial vigour, a strong work ethic, and the dynamic energy of your own cultures. These are more than nice to have. Attracting the best and brightest is crucial to Alberta's success. We need newcomers like you to grow our workforce, create jobs, and lead the knowledge economy.

We know that newcomers face a number of challenges when you move to a new country. There may be language barriers, difficulties in accessing public services, and delays in getting out-of-province credentials and training recognized. This can add to the burden on you and your families at a time that is already stressful.

That's why we have this event today. When newcomers choose to build a future in our province, we need to show you that you are valued. You should know that your hard work and dedication will be rewarded, and that there is space for your dreams and ambitions here. In short, you should have no doubt that your move to Alberta has been worth the struggle and will be the beginning of something great.

The Premier's Summit on Fairness for Newcomers is about creating pathways to your success by exploring issues such as professional licensing, skills upgrading, support programs, and settlement. Barriers that stand in the way of meaningful employment and advancement must be torn down in the name of fairness and freedom – the same causes that lead so many new arrivals to Alberta in the first place.

On behalf of the Government of Alberta, thank you for participating in this year's summit. I hope it renews your optimism and helps you make lasting connections. The urgent task before us is to help newcomers make a fresh start as easily as possible. And thank you for choosing Alberta. We are honoured to be a part of your new community and your new life. I look forward to hearing from you. We will find solutions and we will grow and succeed together.

Honourable Danielle Smith
Premier of Alberta



Message from Honourable Kaycee Madu Minister of Skilled Trades and Professions

Welcome to the 2023 Premier's Summit on Fairness for Newcomers. I am delighted that after launching last year, the summit now provides an annual opportunity to connect, learn and initiate positive action.

Alberta has a rich and diverse cultural landscape, and we are proud to be leading the way in the important work of creating a more open, inclusive and educated province. The Government of Alberta is committed to ensuring that every newcomer can reach their highest potential and has access to the supports they need to help them integrate into this province they now call home. This includes the ability to build rewarding careers to support themselves, their families and communities.

Eighteen years ago, I came to Alberta with my training, experience and a newcomer's sense of aspiration. I was excited by the chance to contribute to this province, to explore opportunities and to make my way here. This journey came with numerous struggles, many of which still affect many newcomers to this day. Eliminating barriers such as unemployment, underemployment, education recognition and settlement are crucial to support newcomer success and drive economic growth. Newcomers deserve reassurance that they are embraced and valued in the workforce and the community.

A key focus of this year's summit is listening. Throughout today's program there will be numerous opportunities to listen to each other. It is through listening that we better understand the perspectives of others.

Everyone here today, regardless of their role, has something unique and worthwhile to contribute. Each one of us also has the opportunity listen and learn, and my hope is that we will all leave the summit richer in knowledge and awareness and ready to act.

I would like to extend my most sincere gratitude to the panelists, presenters and participants for this year's summit, as well as to the many staff and volunteers who brought this event to life. Your contributions are valued and will help us to build a better Alberta for everyone.

Honourable Kaycee Madu, KC, ECA
Minister of Skilled Trades and Professions



Message from the Honourable Rajan Sawhney Alberta's Minister of Trade, Immigration and Multiculturalism

It is my honour to welcome everyone to Calgary for the 2023 Premier's Summit on Fairness for Newcomers.

Alberta is stronger because of the newcomers who enrich our social, economic and cultural fabric. They make Alberta's communities more vibrant, and they bring new skills and talents that help secure our province's long-term success.

As we continue to welcome people from other parts of the world, Alberta's government is committed to ensuring that newcomers have the supports they need to settle, work and prosper.

This summit is an opportunity to learn more about what government and service providers are doing to promote opportunities for newcomers. I am hopeful that through our discussions, we can better understand the supports and policies needed to attract newcomers and enable them to make meaningful contributions to our economy.

Thank you to all the organizers and participants, and best wishes for an enjoyable day.

Rajan Sawhney
Minister of Trade, Immigration and Multiculturalism



Immigration across Alberta



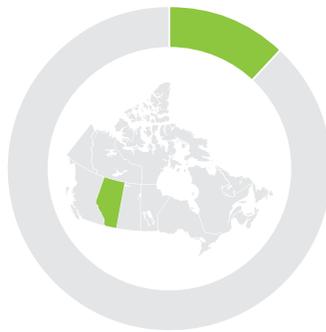
Between 2018 and 2022, nearly
197,610

landed immigrants in Alberta received their permanent residency.



In 2022, Alberta's total share of immigration to Canada was

11%



TOP FIVE COUNTRIES WHERE NEWCOMERS CAME TO CANADA FROM IN 2022



India
27%



China
7%



Afghanistan
5%



Nigeria
5%



Philippines
5%

11,360

temporary foreign workers came to Alberta in 2022.

TOP FIVE OCCUPATIONS FOR TEMPORARY FOREIGN WORKERS



Natural resource and agricultural workers



Service sector workers



Trade workers



Care providers



Transport truck drivers

Agenda

Schedule	Session	Speakers
7:30-8:30	Registration Desk and Breakfast Buffet opens	
8:30-8:45	<p>Welcome</p> <p>Elder Prayer</p>	<p>Emcee: Sherry Anne Fulgencio Santillan</p> <p>Elder: Charlie Fox</p>
8:45-9:00	Minister Opening Remarks	<p>Minister of Skilled Trades and Professions</p> <p>Kaycee Madu</p>
9:00-10:10	<p>Newcomer Experience Discussion</p> <p>A plenary discussion detailing the experience of panelists who are newcomers or experts in settlement and integration in the community and labour market</p>	<p>Moderator: Urick Anthony Manoo</p> <p>Panelists:</p> <ul style="list-style-type: none"> • Dr. Juan Carlos Contreras • Iman Masri • Nour Awad • Dr. Chika Onwuekwe • Raj Sharma • Ogechi Nwaneri
10:10-10:30	Health Break and Networking	
10:30-10:35	Premier Introduction	<p>Minister of Skilled Trades and Professions</p> <p>Kaycee Madu</p>
10:35-10:45	Premier's Welcome Address	<p>Premier</p> <p>Danielle Smith</p>
10:45-12:00	<p>Regulated Professions Discussion</p> <p>A plenary discussion consisting of a range of regulatory colleges sharing promising practices, recent initiatives, opportunities and the creation of pathways to success for newcomers through continuous registration and assessment improvements</p>	<p>Moderator: Dr. Marvin Washington</p> <p>Panelists:</p> <ul style="list-style-type: none"> • Dr. Michael Caffaro, Assistant Registrar, College of Physicians and Surgeons • Joy Peacock, CEO and Registrar, College of Registered Nurses of Alberta • Jeanne Weis, CEO and Registrar, College of Licensed Practical Nurses • Jay Nagendran, Registrar and CEO, Association of Professional Engineers and Geoscientists of Alberta • Jody-Lee Farrah, Executive Director and Registrar, Alberta College of Social Workers

Schedule	Session	Speakers
12:00-12:05	Parliamentary Secretary for Community Outreach Greetings	Parliamentary Secretary Muhammad Yaseen
12:05-12:50	Lunch	
12:50-1:00	Energizer	Mannat Bansal and Julia Daun, University of Calgary
1:00-1:10	Update from Trade, Immigration and Multiculturalism	Minister of Trade, Immigration and Multiculturalism Rajan Sawhney
1:10-1:30	Keynote Speaker	Manjit Minhas
1:30-2:30	Breakout Session By the end of the session, participants have reflected on their learning and identified opportunities for systemic change.	Government of Alberta Staff
2:30-2:45	Health Break and Networking	
2:45-3:30	Keynote Speaker	Nav Bhatia
3:30-3:45	Calls to Action By the end of the session, participants will reflect on their day's learning and identified actions.	Carla Corbett
3:45-4:00	Closing Remarks	Minister of Skilled Trades and Professions Kaycee Madu

Detailed Summit Overview

Emcee

Sherry Anne Fulgencio Santillan

Sherry Anne Fulgencio Santillan, best known as DJ Sherry Anne, is a Filipino/Canadian Bilingual Emcee, Radio DJ, Event/Concert producer and Singer/Songwriter. She was nominated as a Most Outstanding Influential Woman of the Year, Media Producer 2022 in Hollywood, and was a 2008 Canadian Super Star with her single “Don’t Hate & Never Give up”. Her very first CD has been recognized, catalogued and preserved as part of Canada’s Heritage that can be found in the Library and Archives Canada in Ottawa. She is also a Media Producer serving her community for more than 15 years.



Sherry Anne is a DJ/Host and owner of TalaLuv’zRadio, Canada’s #1 Filipino Radio Station based in Calgary, Alberta. She plays an integral role in showcasing a diverse Filipino community by broadcasting interviews and coverage, representing the radio program at community and cultural events and offering a platform for Filipino and non-Filipino talents internationally and locally. Sherry Anne is passionate and dedicated to Calgary’s Music scene and was appointed as Director of Sponsorship and Fundraising for YYC Music Awards Association.

Sherry Anne is also an HR/Payroll professional, having worked for various oil and gas companies and now for a private school that focuses on kids with learning disabilities. She is a loving mom to her four beautiful children: Saii, Tala, Caelo, and fur baby Tiara. Sherry Anne has lived the struggles of starting a music career and having her voice be heard. In return, she created platforms through media to help our future artists and dreamers. Don’t Hate and Never Give Up!

Elder Prayer

Elder Charlie Fox

Elder Charlie Fox is a member of the Blood Tribe – Kainai, in Treaty 7. He has a long history of being mentored by Traditional Elders, such as Dan Weasel Moccasin, and is a descendant of Medicine people and healers. He served in many traditional ceremonies, such as Medicine Pipe Bundle openings, and was the Coordinator of the Kainai Chieftainship, an organization of honorary chiefs selected by the leaders of the Blood Tribe since 1919. Recently he was the Honorary Applied Degree Recipient from Medicine Hat College in 2022.

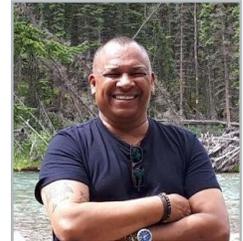


Elder Charlie Fox continues to inspire and share his love of his rich culture and heritage with all people. He is currently being nominated for the Alberta Order of Excellence Award.

Panel Discussion: Newcomers

Newcomers Moderator | **Urick Anthony Manoo**

Urick is a Settlement Worker in Schools, motivational speaker and mediator with a passion for working with and guiding youth toward a positive and successful career and help bring an understanding to adults on different topics. He hails from Tanzania, East Africa, and speaks Creole, French and English. He has worked as a Settlement Worker with immigrant families from different parts of the world in the settlement field for the past 20 years. Currently, he is a consultant with youth at risk and presents to parents and youths. He holds a Conflict Resolution (Mediator) certificate and an Advanced TESOL Certificate, and he is an accredited Level Three with the Alberta Association of Immigrant Serving Agencies.



Urick has delivered 500+ informational and motivational presentations on topics such as gang involvement, drugs, bullying, success, youth law, racism, and transition to high school and junior high school for the past fifteen years. In his presentations, Urick presents education as a means of power for youth to shape themselves and change the world. Urick knows that education gives youth the ability to make a difference in the world. In the past twenty years, Urick has removed barriers when guiding these students toward a clear path to success.

Newcomers Panelists

Dr. Juan Carlos Contreras

Juan Carlos Olivares Contreras is originally from Guadalajara, Jalisco, Mexico. In 1998, he entered the same medical school that his great-grandfather, grandfather, and father (all also named Juan Carlos!) all attended, founded more than two centuries earlier in 1792. Then, while practicing general medicine in Guadalajara, he won a scholarship to one of the most prestigious private schools in Mexico to study the brand-new specialty of Quality in Medical care. This specialty focuses on improving patient safety, standardizing processes of medical care, administration of health services and evidence-based medicine.



While studying his specialty, he participated in an internship at Accreditation Canada, an internship in Mexico City, and developed logistics aimed at combating the H1N1 epidemic. Upon graduation, Juan Carlos lived in Quintana Roo, Mexico for ten years with his young family and gained considerable experience in accreditation, project management, and clinical practice.

He and his family moved to Lethbridge for family reasons to build a new chapter in their lives. Now, working as a pharmacy assistant, Juan Carlos is putting his effort towards once again being a doctor. He is optimistic about what the future may bring, and is looking forward to serving people once again.

Iman Masri

Iman is originally from Malaysia and holds a Master of Laws and a Bachelor of Laws. Prior to moving to Canada, Iman practiced as a Corporate Counsel for 10 years in the oil and gas industry in Malaysia. Iman has extensive experience reviewing and drafting various commercial agreements, managing contract disputes and monitoring regulatory compliance. Some of the key matters Iman has handled included arbitration, massive-scale land hearings and due diligence processes in an Initial Public Offering.

Iman was called to the bar in 2021 after successfully challenging the National Committee of Accreditation (NCA) exams and completing her articles. Prior to that, Iman worked as a Legal Assistant from 2019 at a general litigation law firm in Calgary. She practices Civil Litigation, Family Law, Immigration Law, Real Estate, Business Law, and Wills & Estate.

Iman is passionate about community service, particularly in efforts to alleviate homelessness. She volunteers with local organizations such as the Calgary Legal Guidance, the Drop-In Centre, and the Calgary Community Fridge.



Nour Awad

Nour came to Canada as a refugee with her husband and son due to the war in Syria. She is a pharmacist with a bachelor's degree of pharmacy and pharmaceutical chemistry from Damascus University. She had 10 years experience with international pharmaceutical companies between different roles.

Nour went through the pharmacy exams in Canada and became a licensed Pharmacist practicing in Calgary. She also earned a diploma in clinical Aesthetics and is a certified clinical Aesthetician in Canada.



Dr. Chika Onwuekwe

Dr. Chika B. Onwuekwe, KC is the Vice President, Legal, General Counsel and Corporate Secretary at Trican Well Service Ltd. He sits on the Boards of ENMAX Corporation, the Canadian Public Accountability Board, and the Association of Corporate Counsel, Alberta Chapter. Dr. Onwuekwe is a Canadian Licensed Trademark Agent, and an associate of the Chartered Institute of Taxation of Nigeria. He volunteers with the Law Society of Alberta, the Canadian Corporate Counsel Association (CCCA), and the ACC.

Dr. Onwuekwe continues to champion initiatives to advance Black Canadians in various professions and Black communities in Canada. He is the Canada-wide Co-chair of BlackNorth Initiative Mentorship and Sponsorship Committee and the Chair of BNI Alberta Chapter. He is also the Founder and President of Kadibia Leadership Foundation, a Canadian not-for-profit focused on training the next generation of leaders.



Raj Sharma

Mr. Raj Sharma, KC graduated with his Juris Doctor from the University of Alberta, Faculty of Law. After clerking with the Alberta Court of Appeal, Mr. Sharma completed his articles with the Federal Department of Justice. Mr. Sharma then worked as an Immigration Refugee Protection Officer with the Immigration and Refugee Board where he obtained experience in hundreds of immigration hearings before starting private practice. Mr. Sharma received his Master of Laws in Administrative Law from York University Osgoode Hall Law School.



Mr. Sharma has practiced law for 20 years. He is the founder and managing partner of Stewart Sharma Harsanyi and is an Instructor in the Faculty of Law, Queen's University, where he teaches Enforcement - Inadmissibility, Detention and Removal. He regularly speaks on immigration matters and has written numerous op-eds on immigration, diversity and multi-culturalism. He has also been asked on numerous occasions to comment on immigration law and policy changes.

Mr. Sharma is also the recipient of the Access to Justice Award (Legal Aid Alberta) and was named one of Calgary's Top 40 under 40. In April of 2022, he was appointed as King's Counsel (His Majesty's Counsel, learned in the law, for the Province of Alberta). He is the co-author of "Inadmissibility and Remedies" written with Aris Daghighian; the text covers all aspects of inadmissibility, enforcement, immigration appeals and remedies.

Ogechi Nwaneri

Ogechi Nwaneri holds a master's degree in nursing with a specialty in nursing education and is pursuing a Ph.D. in nursing. She is the Founder and President of The Nigerian Canadian Nurses Association, an organization that caters to the visibility of minority nurses through targeted mentoring, coaching, job readiness, focused study groups and settlement services for new minority nurses. The challenges Ogechi Nwaneri faced as a nurse from a minority group moved her to start this organization.



She pursued a professional nursing career in Canada through the Mount Royal Bridge to Canadian Nursing program. Ogechi worked in critical and emergency care settings before transitioning into knowledge translation in cancer research. At Alberta Health Services, Ogechi currently works as a Tumour Group facilitator. She is a Clinical Instructor at Mount Royal University School of Nursing and Midwifery.

Before immigration to Canada, Ogechi was a registered nurse and midwife and worked in several nursing specialties. She specialized in pediatrics nursing with robust critical care and community nursing experiences. Ogechi enjoys writing and is an avid reader and community builder.

Energizers

Mannat Bansal

Mannat Bansal is a first-year PhD student at the University of Calgary, working with Dr. Nicole Culos-Reed. She is the daughter of immigrant Canadians from India. Her research is on the topic of exercise for cancer and specifically she is working to create exercise programming and resources in other languages.

Outside of school, she is a basketball coach for five–nine year-olds and she is a fitness instructor for individuals living with and beyond cancer.



Julia Daun

Wellness advocate, world traveler, and visionary; Julia's passion is to promote health and wellness for both healthy populations and those living with and beyond cancer. She has more than thirteen years of teaching and leadership experience, as well as more than nine years specializing in exercise oncology. Julia is currently a PhD Candidate and CSEP-Clinical Exercise Physiologist in the Faculty of Kinesiology at the University of Calgary working with Dr. Nicole Culos-Reed. Her research is examining the role of exercise for individuals living with and beyond brain cancer. Julia is committed to promoting patient-oriented research practices and moving evidence into practice. She has been awarded numerous accolades at local, provincial, and national levels to support her research.

Outside of academia, Julia enjoys traveling, being outdoors and taking pictures. Having traveled to all seven continents and forty-six countries, Julia has developed a comprehensive understanding and appreciation of various cultures and as such, has cultivated a multi-modal approach to health promotion that addresses equity, diversity and inclusion.



Panel Discussion: Regulatory Bodies

Moderator | Dr. Marvin Washington

Dr. Marvin Washington, Ph.D., Northwestern University / Kellogg Graduate School of Management

Dr. Washington's research, teaching and consulting experiences are focused on organizational change, strategy and leadership. His most recent book is, *Lead Self First Before Leading Others* with Stephen Hacker at Business Expert Press.

Over the past twenty years, Dr. Washington has worked with a wide array of organizations, including Alberta Health Services, Enbridge, Shaw Communications, AIMCo, Blue Cross, YMCA, Parkland Fuels, Syncrude, SportChek, many ministries and departments in the Country of Botswana, the state of Oregon, the Government of Alberta, and the City of Edmonton, on topics of leadership, organizational change, and diversity, equity, inclusion and social justice.

Effective July 1, 2023, Marvin will return to Canada to become the College Dean and Vice Provost for Social Sciences and Humanities at the University of Alberta. Currently, he is a Professor of Management at Portland State University. Prior to that, he spent fifteen years at the University of Alberta and five years at Texas Tech University.

On a personal note, Dr. Washington is married and has three sons. When not at work, Dr. Washington is an avid basketball fan having coached boys' and girls' basketball teams for almost twenty years.



Panelists:

Dr. Michael Caffaro

Dr. Michael Caffaro has been a College of Physicians and Surgeons of Alberta (CPSA) team member since 2015 and is currently the Assistant Registrar, Registration at CPSA. Prior to this role, Dr. Caffaro worked in CPSA's Professional Conduct department for six years as Complaints Director and Assistant Registrar, Professional Conduct.

Dr. Caffaro is a University of Alberta graduate and, before joining CPSA, spent twenty-two years as a family physician in Hinton, Alberta.



Joy Peacock, BSN, MSc, RN

Joy is the CEO and Registrar at the College of Registered Nurses of Alberta (CRNA), the regulatory body of Alberta's 40,000 registered nurses and nurse practitioners (NPs). She has worked in various clinical practice areas and held healthcare leadership positions in Ontario, BC, Yukon and Alberta.

Prior to CRNA, Joy served as Executive Director of provincial nursing organizations in the Yukon and British Columbia. In these roles, she led organizations through formal health-care leadership, business development, continuous quality improvement, risk management and policy development.

Joy was a founding director on the Board of the BC Coalition of Nursing Associations, and she currently serves on the board of the Canadian Council of Registered Nurse Regulators (CCRNR) and the Executive Committee and board of the Alberta Federation of Regulated Health Professionals.



Jeanne Weis

Jeanne Weis MN, RN, LPN, CHPCN(c) is currently the CEO and Registrar for the Licensed Practical Nurses of Alberta. Jeanne began her career as a Health Care Aide and has more than twenty years of experience as a professional nurse in Alberta (LPN and RN). Holding Masters and Baccalaureate degrees in Nursing, she also has certifications in Palliative Care, Legal Nurse Consulting, and Strategic Planning on Regulatory Governance through Harvard, and Excellence in Leadership for Healthcare Professionals through Cornell University.

Jeanne's education and background in health, policy, governance, education, research, regulation and leadership supports her strong understanding of the health system, including the roles of health care professionals, and needs of the public they serve.

Jeanne has been fortunate to lead significant nursing initiatives at a local, provincial, national, and international level that have contributed to enhancements in competent nursing practice and education. With CLPNA identified as the future regulator of Health Care Aides in Alberta, Jeanne's aim is to continue to collaborate on possibilities for our health system and to best support safe care in Alberta.



Jay Nagendran

Jay Nagendran, P.Eng., a longtime Association of Professional Engineers and Geoscientists Alberta (APEGA) member, assumed the position of Registrar and CEO of APEGA on April 3, 2017. Jay's previous experience as a chemical engineer and a board-certified environmental engineer included being a member of Alberta's Natural Resources Conservation Board and, prior to that, the President and CEO of the Alberta Environmental Monitoring, Evaluation and Reporting Agency. Jay was inducted as a Fellow of the Canadian Academy of Engineering (FCAE) in 2019.

In one of Jay's former roles, he served for six years as an assistant deputy minister with Alberta Environment and Alberta Tourism, Parks and Recreation. Prior to that, he served as the director of the northern region with Alberta Environment and dealt with development of the oil sands and industrial expansion. Other activities of note include Jay's involvement with the Board of Governors at the University of Alberta, and the Alberta Special Waste Management Corporation, as well as the Canadian International Development Agency, the World Bank, and the Asian Development Bank on projects in India, Indonesia, Philippines and Thailand. Jay is very proud of his wife, Shyamala and his two highly accomplished sons and their families.



Jody-Lee Farrah

Appointed in 2021, Jody-Lee is the Executive Director & Registrar for the Alberta College of Social Workers (ACSW), leading the ACSW in fulfilling its regulatory obligations under the Health Professions Act through strong governance of Alberta's social work profession in the public interest. Proudly from Newfoundland and Labrador, Jody-Lee is a registered social worker with a Bachelor of Social Work degree from the University of Windsor (2001) and a Master of Social Work degree with a specialization in Leadership in Human Services from the University of Calgary (2010).

Over the course of her twenty-two year career in social work, she has practiced social work in Ontario, Newfoundland and Labrador and Alberta with a focus on seniors, general medical practice and complaints resolution. Jody-Lee has held the position of Associate Registrar at the Newfoundland and Labrador College of Social Workers and the position of Director with the Office of the Alberta Health Advocates, where she led the legislated mandate of the Alberta Health Advocate and Mental Health Patient Advocate to implement the Alberta Health Charter and to assist clients and families resolve concerns arising from their health care experiences.



Parliamentary Secretary for Community Outreach

Muhammad Yaseen

Muhammad Yaseen was appointed Parliamentary Secretary for Community Outreach on October 24, 2022.

Muhammad Yaseen was elected to the Legislative Assembly of Alberta, representing the constituency of Calgary-North, on April 16, 2019. He previously served as Associate Minister of Immigration and Multiculturalism. In addition, he previously served as a member of the following Standing Committees: Resource Stewardship, Alberta Heritage Savings Trust Fund, and Legislative Offices.

He holds a bachelor of science in petroleum engineering from the University of Wyoming, a master's degree in civil engineering from the University of Calgary and a master of business administration from the University of Phoenix. Mr. Yaseen is a professional engineer and is a member of APEGA, the Association of Professional Engineers and Geoscientists of Alberta.

Prior to being elected, Mr. Yaseen was an active member of his community, volunteering with the Canadian Red Cross and the Pakistan Canada Association for many years. He has also contributed his time to Junior Achievement, the United Way, the Mustard Seed, MOSAIC Volunteers and the Calgary Food Bank over the years.

Mr. Yaseen was awarded the Queen Elizabeth II Diamond Jubilee Medal in November 2012 by then Lieutenant Governor of Alberta, the Honourable Donald S. Ethell.

He enjoys reading, walking and volunteering and speaks English, Urdu and Punjabi.



Keynote Speaker

Manjit Minhas

Manjit Minhas is an award-winning, born-and-raised Calgarian engineering student turned beer baroness entrepreneur. She founded Minhas Breweries, Distilleries and Wineries at the ripe age of nineteen years old with her brother, Ravinder Minhas, who has grown the company to the ninth largest brewery in North America, selling more than eight billion pints of world-class beer with revenues of \$270 million last year! Manjit believes that effective use of science and engineering can do a lot of good in people's lives. She has used her engineering background in producing beer using the least amount of cleaning and water treatment chemicals, gas, electricity and water.



She is the host of a Top 10 Apple Podcast (The Manjit Minhas Podcast), where she interviews top business leaders and CEOs to gain insight and to hear how you can too walk the path of success. She is an accomplished public speaker and mentor. Minhas is widely recognized for her role as the straight-talking tough Dragon investor with flair on the multi award winning CBC show, Dragons' Den for the last eight seasons.

Manjit's leadership has been recognized numerous times, including Canada's Top 40 Under 40, Alberta Centennial Medallion, Ernst and Young Entrepreneur of The Year, Chatelaine Magazine's Top Entrepreneur Woman of The Year and Forbes and PROFIT Magazines Top 100 Women Entrepreneurs in Canada. Manjit and her story have been featured in numerous publications and on TV programs. Outside of Canada, her story has also received lot of attention in countries such as the USA and India.

Manjit sits on several public, private, and charitable boards and is actively involved in her community to support Canadian entrepreneurs and women's initiatives. Manjit lives in Calgary with her husband and two young daughters.

Keynote Speaker

Nav Bhatia

Nav Bhatia immigrated to Canada from India with a mechanical engineering degree in 1984. After overcoming significant prejudice and obstacles as a Sikh, today he boasts successful business enterprises and the coveted title of "Superfan" of the Toronto Raptors.



On his first day at work as a car salesperson, Nav experienced racism first hand because he was wearing a turban. Rather than fight back with insults, Nav took a positive route by letting his hard work do the talking. He sold a record 127 cars in just ninety days the old-fashioned way, by being honest (and yes, some catchy radio ads). Nav soon became the manager and today owns that dealership along with two others in Ontario.

He's known as the Official Raptor's Superfan, and recently was given the title Raptor's South Asian Community Ambassador working alongside superstar Drake. In May 2021, Nav became the first fan ever to be inducted into the Naismith Memorial Basketball Hall of Fame.

He is heavily involved in bringing Bollywood to the Non-Resident Indians, and through his love of basketball and his business, Nav looks to change the perception of Sikhs to the mainstream audience.

Nav has started the Nav Bhatia Superfan Foundation. A non-profit dedicated to raising money to build basketball courts and camps for kids here in Canada and across the globe. Every year he spends \$300K of his own money to send kids – mostly from immigrant families – to Toronto Raptors games.

In 2016 he became an official ambassador for World Vision's Rise Up! Daughters of India campaign. It's something near & dear to his heart, having witnessed first-hand the bias against females in India. His daughter Tia was adopted from an orphanage in the country. Nav hopes that one day we will see an India where daughters are equally valued as sons are.

He has worked as an influencer for brands such as Tim Hortons and Tourism Toronto.

Immigration Programs and Services

Alberta Advantage Immigration Program

The Alberta Advantage Immigration Program is an economic immigration program that nominates people for permanent residence in Alberta. Nominees must have skills to fill job shortages or be planning to buy or start a business in Alberta. They must also be able to provide for their families. The program is run by the governments of Alberta and Canada.

The Alberta Advantage Immigration Program has a variety of streams targeted towards skilled foreign workers, international graduates, farmers, and entrepreneurs who want to launch or buy a business in Alberta.

Learn more about the Alberta Advantage Immigration Program: www.alberta.ca/alberta-advantage-immigration-program.aspx

Fairness for Newcomers Office

As part of the Government of Alberta's Fairness for Newcomers Action Plan, the Fairness for Newcomers Office was created to administer the Fair Registration Practices Act, which requires Alberta's 72+ regulatory bodies to carry out registration practices that are transparent, objective, impartial and procedurally fair. The Fairness for Newcomers Office works with Alberta's regulatory bodies to improve upon or speed up existing registration processes without compromising Alberta's well-established practice standards, which are in place to protect and ensure public safety.

Learn more about the Fairness for Newcomers Office: www.alberta.ca/fairness-for-newcomers-office.aspx

International Qualifications Assessment Service

International Qualifications Assessment Service evaluates educational credentials and issues assessments to skilled newcomers to support professional certification, admission to post-secondary programs, job applications and Canadian immigration programs.

The service supports Alberta's job creators and more than 50 professional regulatory organizations and post-secondary institutions in making informed, fair, and consistent decisions regarding recognition of their applicants' education.

IQAS offers information resources and training on assessment methodology and various countries education systems to support professional regulatory organizations and post-secondary institutions in Alberta in recognition of newcomers' credentials.

Learn more about the International Qualifications Assessment Service: www.alberta.ca/international-qualifications-assessment.aspx

Microloans for Newcomer Professionals

The Government of Alberta provides access to low-interest microloans for Alberta newcomers to help with expenses related to licensing and certification, including training, examinations, textbooks and study materials, skills upgrading and licensing fees. Alberta currently provides funding to Windmill Microlending and is also piloting a three-year Foreign Qualification Recognition Microloan Program with the Bredin Centre for Career Advancement and Servus Credit Union.

Learn more about Microloans for Newcomer Professionals:

- Windmill Microlending: www.windmillmicrolending.org
- Foreign Qualification Recognition Microloan Program: www.bredin.ca

Training for Work Programs and Workforce Partnerships

Through Training for Work programs and Workforce Partnerships, the Government of Alberta supports programs that help bridge newcomers to the labour market, including enhanced job search supports and short-term training, targeted supports for foreign trained professionals, and local initiatives that meet the unique needs of communities.

Learn more about Training for Work programs: www.alberta.ca/training-work-programs.aspx

Learn more about Workforce Partnerships: www.alberta.ca/workforce-partnerships.aspx

Community Adult Learning Program

The Community Adult Learning Program supports a network of organizations to deliver part-time, non-formal literacy and foundational learning opportunities, and other initiatives that foster the advancement of community adult learning in Alberta. The program ensures that adult foundational learners can access learning opportunities in Adult Literacy, Numeracy, Skills for Learning, Basic Digital Skills and English Language Learning to address knowledge and skill gaps.

The program provides newcomers with support through the Community Capacity Building programming and increases their access to English Language Learning opportunities that facilitates their transition into society.

The skills acquired enables individuals to pursue further learning, have satisfying and meaning employment and fully participate in community life.

Learn more about the Community Adult Learning Program: <https://www.alberta.ca/community-adult-learning-program.aspx>

Foundational Learning Assistance Program

Foundational Learning Assistance (FLA) provides full-time or part-time financial assistance to unemployed Albertans in foundational learning and skills development programs. The program creates access to adult learning opportunities and supports the government's priorities to upskill and reskill unemployed Albertans for jobs where there is labour market demand. This supports Alberta's broader skills development capacity, and supports economic and labour market priorities that drives Alberta's economy.

FLA provides eligible adult Albertans with financial assistance with living costs, tuition, books, supplies, transportation and childcare while attending approved foundational and skills development programs. These programs build those foundational and skills development competencies for Albertans wanting to go on to further education or to gain employment.

Learn more about the FLA program: www.alberta.ca/foundational-learning-assistance.aspx

Opportunity Alberta Website

Learn about life, work and ways to immigrate to Alberta. Available to potential newcomers, the Opportunity Alberta website and guide provides translated resources to help find information on starting a business, joining world-class schools, or finding work in Alberta. This resource is available in fifteen languages and helps people learn about moving to Alberta for a short time and ways of making the province a home.

Learn more about the Opportunity Alberta website at: www.alberta.ca/opportunity-alberta.aspx

Download the guide at: <https://open.alberta.ca/publications/opportunity-alberta-guide>

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