



PREMIER'S SUMMIT ON  
FAIRNESS FOR  
NEWCOMERS

# SUMMIT GUIDE

Driving Alberta's Economy Forward: Unlocking  
Newcomer Skills and Careers  
April 15, 2026

*Alberta* 

Welcome أهلاً وسهلاً

स्वागत خوش آمدید

환영 Bienvenidos

欢迎 Bienvenue महारागड

Maligayang Pagdating

Chào mừng خوش آمدید

Karibu স্বাগতম

ભલે પધાર્યા 歡迎 स्वागतम

ようこそ ласкаво просимо

baga nagaan dhufte

አንኳን ደህና መጣህ ህጻንዎቻችሁ

SOO DHAWAADA



# Contents

<b>Welcome Message.....</b>	<b>4</b>
Honourable Danielle Smith, Premier of Alberta .....	4
Honourable Muhammed Yaseen, Minister of Immigration and Multiculturalism.....	5
Jackie Armstrong-Homeniuk, Parliamentary Secretary for Settlement Services and Ukrainian Evacuees.....	6
<b>Agenda.....</b>	<b>7</b>
<b>Immigration across Alberta .....</b>	<b>9</b>
<b>Detailed Summit Overview.....</b>	<b>10</b>
Emcee and Moderator   Dr. Maroro Zinyemba .....	10
Emcee and Moderator   Dr. Chinaemerem Ogbonna .....	10
Elder Prayer   Elizabeth (Ms. Betty) Letendre .....	10
Newcomers Driving Economic Growth Panel   Jackie Armstrong-Homeniuk .....	11
Associate Minister’s Address   Minister Yaseen .....	12
Mentorship Panel   Gosia Cichy-Weclaw .....	12
Alberta Association of Immigrant Serving Agencies (AAISA) Knowledge Hub Demonstration.....	13
Keynote Address   Paula Goebel .....	13
Business Best Practices Discussion   Paula Calderon .....	14
Foreign Credential Advisory Committee   Dr. Misheck Mwaba.....	15
Premier’s Introduction   Chinaemerem Ogbonna .....	17
Premier’s Address   Premier Smith .....	17
<b>Immigration Programs and Services.....</b>	<b>18</b>

---

## Welcome Message from the Premier of Alberta

On behalf of the Government of Alberta, welcome everyone to the 2026 Premier's Summit on Fairness for Newcomers.

It takes tremendous courage to start over in a new place. Finding the right job, making the most of skills and education, or starting a business would be enough on their own without the added pressures of navigating language, cultural and other potential barriers. The support of a welcoming community can make the difference, and that's what this summit is all about.

For generations, immigration has been a source of strength for our province, bringing in individuals with the skills needed to drive our economy. We all share a desire and a responsibility to ensure newcomers have the tools they need to thrive and make meaningful contributions to Alberta's growth and prosperity. I hope this summit is a productive forum for understanding the challenges they face, identifying solutions and strengthening the networks that can connect newcomers with employment, help them apply their credentials and access resources to settle in.



I appreciate your commitment to our diverse province and building a bright future for everyone who calls this place home.

Thank you for bringing your passion and expertise to this table.

Best wishes,

Honourable Danielle Smith  
Premier of Alberta

---

## Letter of Acknowledgement from the Honourable Muhammad Yaseen Associate Minister Multiculturalism

It is my pleasure to welcome you back to the Premier's Summit on Fairness for Newcomers.

Alberta's economy has long benefited from newcomers, whose skills, experience and innovation help businesses grow and keep industries strong. As Alberta's economy evolves, it's essential that newcomers can fully participate in the job market and contribute to our province's prosperity.

Alberta is home to many cultures and communities that help make our province a great place to live and work. Our government is focused on unlocking newcomer skills and careers by reducing barriers to employment which will help match people with right job. When newcomers can put their skills to work, Alberta benefits through increased productivity, economic growth and stronger communities.

Today's summit brings together government, employers and service providers to work toward a shared goal. Whether it's language training and credential recognition to skills upgrading and employment supports, we are focused on helping newcomers succeed while strengthening Alberta's economy and meeting the needs of employers across the province.

I am confident that through our discussions today, we can better understand the challenges newcomers face and identify practical solutions. By continuing to collaborate and innovate, we can ensure newcomers are able to build successful careers, support their families and contribute fully to Alberta's economic growth.

Thank you to the organizers and all those participating.

The Honourable Muhammad Yaseen  
Associate Minister of Multiculturalism



---

## Message from the Parliamentary Secretary for Settlement Services and Ukrainian Evacuees Jackie Armstrong-Homeniuk

I am pleased to welcome you to the 2026 Premier's Summit on Fairness for Newcomers. Since 2022, this summit has provided Alberta's government with a valuable opportunity to connect with newcomers from across the province and recognize the important contributions they make to our communities.

Newcomers strengthen Alberta by bringing diverse skills, experience and perspectives that enrich our economy and social fabric. When newcomers choose to build their lives here, they should know their contributions are valued and that their success matters to both their communities and to our province as a whole.

Alberta offers real opportunities to build rewarding careers, and newcomers reach their full potential when their talents are fully recognized and integrated into the workforce. As Parliamentary Secretary for Settlement Services and Ukrainian Evacuees, identifying the challenges newcomers face and providing potential solutions to support their integration into our economy is a central part of my role. Ensuring newcomers are aware of available supports and services is essential to creating a positive experience as they settle into their new home.

Today's summit offers a window into Alberta's future — one built on stronger connections and a clear commitment to meeting the evolving needs of new Albertans.

I would like to extend my sincere gratitude to this year's participants, panelists, presenters and volunteers for bringing this important event to life. I look forward to the discussions, and to working with you all to build an even brighter future for Alberta.

Jackie Armstrong, Homeniuk  
Parliamentary Secretary for Settlement Services and Ukrainian Evacuees



# Agenda

Schedule	Session	Speakers
7:30 to 8:30	Registration Desk Opens	All Participants
8:30 to 9:00	<p>Welcome</p> <p>Elder Prayer</p>	<p>Emcee: Dr. Maroro Zinyemba</p> <p>Elder: Elizabeth (Ms. Betty) Letendre</p>
9:00 to 10:00	<p><b>Newcomers Driving Economic Growth Panel</b></p> <p>Hear inspiring stories and reflections from newcomers who have built successful careers in Alberta</p>	<p><b>Moderator:</b> Jackie Armstrong-Homeniuk</p> <p><b>Panelists:</b></p> <ul style="list-style-type: none"> <li>• Yuliia Marcinkoski</li> <li>• Dr. Dunsı Stroschein</li> <li>• Dr. Nketti Johnston-Taylor</li> <li>• Andrew Duran</li> </ul>
10:00 to 10:15	Health Break	All Participants
10:15 to 10:25	Associate Minister's Address	Muhammad Yaseen
10:25 to 11:25	<p><b>Mentorship Panel</b></p> <p>Connecting Talent: The Mentorship Advantage</p>	<p><b>Moderator:</b> Gosia Cichy-Weclaw</p> <p><b>Panelists:</b></p> <ul style="list-style-type: none"> <li>• Victor Yan</li> <li>• Doug Piquette</li> <li>• Dr. Cecilia Bukutu</li> </ul>
11:25 to 12:00	<p><b>Alberta Association of Immigrant Serving Agencies (AAISA) Knowledge Hub Demonstration</b></p>	<p><b>Presenters:</b></p> <ul style="list-style-type: none"> <li>• Kathryn Friesen</li> <li>• Abu Yandiev</li> </ul>
12:00 to 1:00	Lunch	All Participants

Schedule	Session	Speakers
1:00 to 2:00	<p><b>Keynote Address</b></p> <p>Best practices on how to build your career for Alberta's job market now and into the future</p>	<p><b>Keynote Speaker:</b> Paula Goebel</p>
2:00 to 2:45	<p><b>Business Best Practices</b></p> <p>Gain insights into best practices for preparing, hiring, training, and supporting newcomers to reach their potential</p>	<p><b>Moderator:</b> Paula Calderon</p> <p><b>Panelists:</b></p> <ul style="list-style-type: none"> <li>• Dr. Sally Zhao</li> <li>• Cylee Wagner-Gasmo</li> <li>• Alvin Meledath</li> <li>• Marjorie Newman</li> </ul>
2:45 to 3:30	<p><b>Foreign Credential Advisory Committee</b></p> <p>Learn more about the recommendations of the Foreign Credential Advisory Committee</p>	<p><b>Moderator:</b> Dr. Misheck Mwaba</p> <p><b>Panelists:</b></p> <ul style="list-style-type: none"> <li>• Shauna Feth</li> <li>• Deidre Lake</li> <li>• Jay Nagendran</li> <li>• Kene Ilochonwu</li> <li>• Megan Bergman</li> </ul>
3:30 to 3:35	<p><b>Premier's Introduction</b></p>	<p><b>Emcee:</b> Chinaemerem Ogbonna</p>
3:35 to 3:45	<p><b>Premier's Address</b></p>	<p><b>Premier of Alberta</b> Honourable Danielle Smith</p>
3:45 to 3:50	<p><b>Closing Remarks</b></p>	<p><b>Emcee:</b> Chinaemerem Ogbonna</p>
3:50 to 4:45	<p><b>Networking Session</b></p>	<p><b>All Participants</b></p>

# Immigration across Alberta



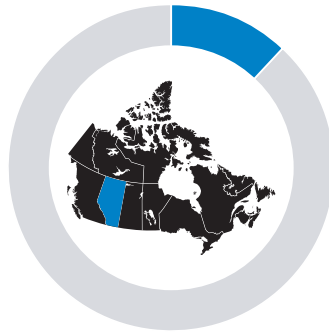
Between 2020 and 2025, nearly  
**287,490**

landed immigrants in Alberta received their permanent residency.

Between 2020 and 2025  
**84%**  
of permanent residents in Alberta settled in Calgary or Edmonton.

In 2025, Alberta's total share of immigration to Canada was

**13%**



## TOP FIVE COUNTRIES WHERE NEWCOMERS CAME TO CANADA FROM IN 2025



India  
**25%**



Philippines  
**6%**



Cameroon  
**6%**



China  
**5%**



Nigeria  
**4%**

**79,285**

temporary residents with work permits came to Alberta in 2025.

## TOP FIVE OCCUPATIONS FOR TEMPORARY FOREIGN WORKERS



Sales and service occupations



Trade/transport workers



Trade workers



Business and finance workers



Transport truck drivers

## Detailed Summit Overview

### Emcee and Moderator

#### **Dr. Maroro Zinyemba | Dean of Faculty of Skills and Foundational Learning NorQuest College**

Dr. Maroro Zinyemba serves as the Dean of the Faculty of Skills and Foundational Learning at NorQuest College in Edmonton, Alberta. In this role, she provides leadership to a faculty that supports diverse programs, including Language Instruction for Newcomers to Canada (LINC), English as an Additional Language (EAL), academic upgrading, and settlement studies.

Under her leadership, the Faculty of Skills and Foundational Learning supports a broad and diverse community of learners, including newcomers to Canada and Indigenous learners. The faculty's work emphasizes collaboration and holistic approaches to addressing learners' educational needs.

In addition to her role in post-secondary leadership, Dr. Zinyemba has conducted research and facilitated learning in the areas of leadership, equity, diversity, inclusion, anti-racism and decolonization within post-secondary education.



### Emcee and Moderator

#### **Chinaemerem Ogbonna | Co-Founder, The Nod Inc.**

Chinaemerem Ogbonna is a Co-Founder of The Nod, a technology company building the infrastructure for Black owned businesses in Canada. Alongside her co-founders, she has helped develop an integrated ecosystem across The Nod App, The Nod Media, and The Nod Foundation that connects entrepreneurs, institutions, and markets while driving measurable economic participation. Her work focuses on scaling access to capital, networks, and digital commerce for underrepresented founders. Through this work, she is helping position The Nod as a national engine for inclusive growth, expanding market access and strengthening how businesses participate in Canada's evolving economy.

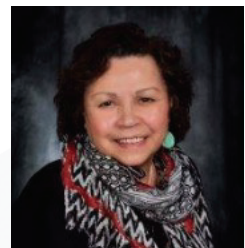


### Elder Prayer

#### **Kehteya (Elder) Matriarch Elizabeth (Ms. Betty) Letendre**

Kehteya (Elder) Elizabeth (Ms. Betty) Letendre is a proud Cree woman from the Papaschase Nation and a descendant of Chief Big Bear. Guided by the Cree principle of Pimatisiwin (the Indigenous way of life), Ms. Betty honors her cultural identity and heritage through decades of leadership, teaching, advocacy, and community engagement.

Raised in a traditional Cree family with the Cree language and culture, Ms. Betty has dedicated her career to advancing Indigenous education, cultural understanding, and reconciliation. She currently serves as an Indigenous Education consultant with the Edmonton Catholic School District Council of Elders, where she provides guidance as an authentic Indigenous voice. A highly respected Elder and advisor, Ms. Elizabeth collaborates with the City of Edmonton, the Edmonton Police Commission, the University of Alberta and Calgary, and various community and government bodies. Her work focuses on integrating Indigenous teachings into education, strengthening relationships with Indigenous communities, and shaping policies grounded in respect, equity, and social justice. Ms. Betty's passion for social justice extends to her vision for a united and just society for all Canadians. Through her tireless efforts, she



promotes the creation of a world where all people unite for a shared vision of humanity, where everyone is accepted, nurtured, and free from discrimination. Her contributions have earned her numerous awards, including the Esquao Lifetime Achievement Award, Indspire's Guiding the Journey Award, and the Queen's Platinum Jubilee Medal. A dedicated mother, grandmother, and great-grandmother, Ms. Betty's lifelong commitment to community, cultural pride, and social justice continues to inspire positive change and reconciliation across Canada.

---

## Newcomers Driving Economic Growth Panel

### **Jackie Armstrong-Homeniuk | Parliamentary Secretary for Settlement Services and Ukrainian Evacuees**

Jackie Armstrong-Homeniuk was appointed the Parliamentary Secretary for Settlement Services and Ukrainian Evacuees on July 13, 2023. She previously served as the Associate Minister of Status of Women and the Parliamentary Secretary for Ukrainian Refugee Resettlement. Prior to being elected, Ms. Armstrong-Homeniuk was a small business owner and made it a point to be active in the community. She has been active in working with several community charities and non-profits, like her local food banks, and she is an active volunteer and philanthropist. She has worked with local rotary clubs, chambers of commerce and many other organizations she is happy to give her knowledge and time to.



Ms. Armstrong-Homeniuk and her husband have raised 2 children and are proud to call east central Alberta home. Jackie Armstrong-Homeniuk was first elected as the Member of the Legislative Assembly for Fort Saskatchewan-Vegreville on April 16, 2019 and was re-elected on May 29, 2023.

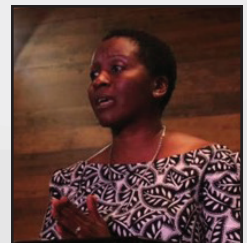
### **Yuliia Marcinkoski | Managing Director of Market Edge Advisory**

Yuliia Marcinkoski is the Managing Director of Market Edge Advisory and a business development leader with a passion for building bridges between countries, industries, and communities. Originally from Ukraine, she brings an international perspective shaped by over a decade of experience working with governments and businesses across multiple continents. In Alberta, Yuliia has focused on attracting investment, supporting international companies entering the Canadian market, and strengthening local innovation ecosystems. Yuliia previously led regional foreign direct investment initiatives at Invest Alberta, where she worked with multinational firms, federal partners, and municipalities to attract high-impact projects aligned with provincial growth priorities. Her work contributed to regional investment attraction in the advanced manufacturing, energy, agri-food, aerospace, and emerging technology sectors. She is actively involved in Alberta's innovation and trade ecosystem, including advisory work supporting Canada-Ukraine relations. Yuliia is a member of the Advisory Council on Alberta-Ukraine Relations and a founder of the binational NGO UCan Brave Tech. As a newcomer, Yuliia offers a practical view on how globally experienced talent supports business growth and the development of competitive, internationally connected economies.



### **Dr. Dunsi Strohschein | Assistant Dean, Community Wellness Supports, University of Alberta**

Dr. Dunsi Strohschein is the Assistant Dean, Community Wellness Supports at the University of Alberta, where she leads community based wellness initiatives, including the Sexual Assault Centre. She is also an Adjunct Professor in the School of Public Health and brings extensive experience in public health, community engagement, and system level collaboration.



### **Dr. Nketti Johnston-Taylor | CEO, Centre for Newcomers**

Dr. Nketti Johnston Taylor is the Chief Executive Officer of the Centre for Newcomers, leading initiatives that support newcomer settlement, workforce integration, and community inclusion. An award winning economist and organizational leader, she previously served as Executive Director of the Calgary Region Immigrant Employment Council and brings deep expertise from the immigrant serving sector.



### **Andrew Duran | Legal Counsel & Corporate Secretary at INOVA Geophysical**

Andrew Duran is a lawyer and supply chain management professional whose career demonstrates adaptability and determination. After practicing as a civil law lawyer in Ecuador, he came to Canada as an international student. Initially believing legal requalification would be too challenging, he pursued supply chain management, earning an applied bachelor's degree at Mount Royal University while working full-time in Alberta's oil and gas industry. After obtaining his Supply Chain Management Professional (SCMP) Designation, Andrew decided to pursue his legal accreditation in Canada. He completed a Master of Law degree at the University of Calgary, passed eight accreditation exams, and completed his articling term in the public sector. Now called to the Alberta bar, he serves as Legal Counsel at INOVA Geophysical, uniquely integrating his legal and supply chain expertise to navigate commercial agreements, regulatory frameworks, and corporate compliance.



---

## **Associate Minister's Address**

### **Muhammed Yaseen | Associate Minister of Multiculturalism**

Muhammad Yaseen was sworn in as the Associate Minister of Multiculturalism on May 16, 2025. He previously served as the Minister of Immigration and Multiculturalism and the Parliamentary Secretary for Community Outreach.

Prior to his service as an elected official, 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. Mr. Yaseen 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. He is a professional engineer and is a member of APEGA, the Association of Professional Engineers and Geoscientists of Alberta. He enjoys reading, walking, and volunteering, and speaks English, Urdu and Punjabi.

Muhammad Yaseen was first elected as the Member of the Legislative Assembly for Calgary-North on April 16, 2019 and was re-elected on May 29, 2023.



---

## **Mentorship Panel**

### **Gosia Cichy-Weclaw | Assistant Deputy Minister, Immigration, Government of Alberta**

Over her career with the Government of Alberta, Gosia has held progressively responsible executive roles leading teams in policy development and service delivery. Her work has advanced workforce development, foreign credential recognition and labour mobility—areas that support labour supply and participation and help connect people to Alberta's jobs and economy. In her roles, she has been responsible for the full continuum of immigration, newcomer and multiculturalism programming—from pre-arrival support and international attraction to the integration of newcomers into Alberta's communities and workplaces. Gosia has successfully led diverse teams and supported them in adapting to shifting priorities. Currently, she is serving as Assistant Deputy Minister of Immigration with Jobs, Economy, Trade and Immigration. Gosia holds a Master of Business Administration from the University of Alberta and a Master of Laws from the Jagiellonian University in Poland.



## Panelists:

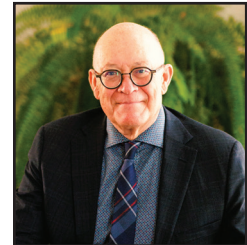
### Victor Yan | Founder, VYINGS

Victor Yan is a technology leader with over 20 years of experience across IT, cybersecurity, and cloud systems. He has worked across roles ranging from frontline support to executive leadership, with a focus on how technology, people, and decisions come together to drive business outcomes. He is the Founder of VYINGS, where he provides strategic technology leadership to growing organizations. Victor is passionate about mentoring newcomers to Canada and helping others navigate careers in technology with clarity and confidence.



### Doug Piquette | Executive Director, Edmonton Region Immigrant Employment Council (ERIEC)

Doug Piquette is the Executive Director of the Edmonton Region Immigrant Employment Council (ERIEC), where he has led the organization for over 17 years with a focus on helping internationally educated professionals succeed in Canada's workforce. With more than 30 years of experience in community economic development, his work has taken him across rural and urban communities in Canada and in South America. A founding board member of the Edmonton Business Diversity Network (EBDN) and former Chair of the Edmonton Chamber of Commerce's Workforce Development Committee, Doug is deeply committed to building bridges between employers and diverse talent. He holds a Bachelor of Science in Psychology, along with certifications in Economic Development and Executive Leadership. He is passionate about creating inclusive opportunities that benefit individuals, businesses, and communities alike.



### Dr. Cecilia Bukutu | Professor, Public Health, Concordia University of Edmonton

Dr. Cecilia Bukutu is a Professor of Public Health at Concordia University of Edmonton and an affiliate researcher with the Canadian Centre for Mentoring Research. She earned her PhD in Epidemiology from the University of Cambridge. Her work centers on environmental public health and the social determinants of health, with a focus on community-based initiatives for youth. She has led several grant-funded initiatives, including the Speak Science Simply Program and Building Healthy Communities: Mentorship and Resilience Project (MRP). Cecilia is committed to mentoring the next generation of researchers through training, guiding, and inspiring students. Her contributions to research and scholarship have been recognized with the Gerald S. Krispin Research Award at CUE.



---

## Alberta Association of Immigrant Serving Agencies (AAISA)

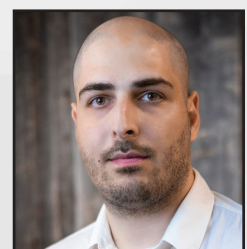
### Kathryn Friesen | Executive Director, AAISA

Kathryn Friesen is Executive Director of the Alberta Association of Immigrant Serving Agencies (AAISA). She has worked in the settlement sector since 2006 and has participated on numerous national and international committees and working groups. Kathryn completed her MA in 2004 focusing on Canadian Refugee Policy.



### Abu Yandiev | Specialist, Policy & Evaluation, AAISA

Abu Yandiev is a Policy and Evaluation Specialist at AAISA, where he focuses on research, policy analysis, and project management within the newcomer sector. Since moving to Alberta from Ukraine in 2022, Abu has relied on his own experience as a newcomer to help inform his professional work. Over the last few years, he has contributed to various initiatives addressing housing, employment, and information access for the newcomer community.



## Keynote Speaker

### **Paula Goebel | Productivity and Intergenerational Workplace Expert**

Paula Goebel is an accomplished keynote speaker and educator specializing in Communications, Leadership, and Change Management. She has taught at NAIT, MacEwan University and the University of Alberta. For over 20 years, her programs and courses have provided leaders and organizations with practical tools and strategies for achieving success. Whether supporting a small team or leading a complex initiative, she strives to create positive change and lasting improvement.



---

## Business Best Practices Discussion

### **Paula Calderon | CEO, Canadian Immigrant Women's Association (CIWA)**

An immigrant from Colombia, Paula brings more than 20 years of leadership experience in workforce development, education, and socio-economic impact. Since June 2022, she has served as CEO of the Canadian Immigrant Women's Association (CIWA), Canada's largest immigrant women-serving settlement organization, supporting over 25,000 women and families annually. Under her leadership, CIWA has strengthened its national role in gender-responsive, outcome-based settlement and employment services. Paula's work is grounded in lived experience and a clear commitment to inclusion, systems change, and economic mobility. She is a 2024 Alberta Immigrant Impact Award recipient and a Aspen Institute Economic Opportunities Fellow.



### **Dr. Sally Zhao | CEO, The Immigrant Education Society (TIES)**

Dr. Sally Zhao obtained her PhD, MA, and MEd from United Kingdom and her BA from China in the field of English language education and communications. She has experience in conducting research as well as teaching ESL, English Language and Communications, LINC (Language Instruction for Newcomers to Canada), and ELT (Enhanced Language Training) courses. Sally started her career at TIES in 2005. Since then, she has been in different roles within the organization as ESL volunteer tutor, LINC instructor, ELT instructor, LINC Manager and Executive Director Designate. On November 1, 2014, Sally became the Executive Director of TIES, a title that later changed to President and Chief Executive Officer (CEO).



With great passion to give back to the community, Sally is an active volunteer in different capacities including sitting on a variety of boards and advisory committees. She is very humbled to be the recipient of Diversity Award, Queen Elizabeth II Jubilee Medal and Women of Inspiration Award.

### **Cylee Wagner-Gasmo | People and Culture Business Partner, Strategic Group**

Cylee Wagner-Gasmo is a People and Culture Business Partner at Strategic Group, an Alberta-based real estate company. She serves as a strategic advisor to leadership, aligning people strategy with business priorities to strengthen organizational performance and build high-performing, growth-oriented teams. A key area of focus in her work is advancing newcomer integration through strategic partnerships and workforce initiatives. She collaborates with community and industry partners to strengthen talent pipelines, enhance workforce readiness, and create pathways for newcomers to successfully enter and thrive in the labour market, contributing to inclusive and resilient workplaces.



**Alvin Meledath | Consulting Portfolio Lead, Oracle**

Alvin Meledath is a Consulting Portfolio Lead at Oracle NetSuite and a first-generation immigrant with 10+ years of experience in Consulting, Finance, IT, and Account Management. Having worked with organizations like RBC, Softchoice, and GLG, he brings deep expertise in strategic leadership and project management.

A certified PMP and A-CSM, Alvin earned his MBA and MSc from Vancouver Island University. As an active mentor with CCIS, he is dedicated to helping internationally trained professionals navigate the Canadian landscape. Alvin shares his professional journey and lived experience to advocate for newcomer success in joining, striving, and thriving within the Canadian job market.



**Marjorie Carmona Newman | Principal Consultant and Co Founder MCN Canada Immigration Consulting Inc.**

Marjorie Carmona Newman is a Regulated Canadian Immigration Consultant (RCIC) based in Edmonton, Alberta, and a proud immigrant. Originally from the Philippines, where she served in public office, she brings firsthand insight into the newcomer experience. She is the Principal Consultant and cofounder of MCN Canada Immigration Consulting Inc., supporting individuals, families, and employers through complex immigration pathways.

Marjorie serves as a Board Director of the Canadian Association of Professional Immigration Consultants (CAPIC) and Vice Chair of its Education and Training Committee. She remains deeply engaged in community leadership and advocates for inclusive, newcomer focused policies in Canada.



**Foreign Credential Advisory Committee**

**Dr. Misheck Mwaba | President and CEO, Bow Valley College**

Dr. Misheck Mwaba is the 6th President and CEO of Bow Valley College. A Calgarian since 2017, he brings extensive Canadian and international post-secondary experience, including leadership roles at Niagara College and research and teaching positions across multiple universities. His governance experience spans several boards, and he has served on NSERC and chaired Alberta’s Foreign Credential Advisory Committee. He is the recipient of the Queen Elizabeth II Platinum Jubilee Medal, the Alberta Newcomer Recognition Award, and the King Charles III Coronation Medal.



**Shauna Feth | President and CEO, Alberta Chamber of Commerce**

Shauna Feth is President and CEO of Alberta Chambers of Commerce, and a former member of Alberta’s Foreign Credential Advisory Committee. Shauna previously served as the Executive Director at the University of Alberta’s Family Business Institute. Shauna has served on several boards and is currently Co-Chair of the Provincial Talent Development Task Force, has served on the Alberta Career Education Task Force and the Alberta Dual Credit Advisory Group. Shauna is an entrepreneur and a designated Family Enterprise Advisor with a passion for supporting Alberta entrepreneurs and businesses.



**Deidre Lake | Executive Director, Alberta International Medical Graduates Association**

Deidre Lake is Executive Director for Alberta International Medical Graduates Association, and a former member of Alberta’s Foreign Credential Advisory Committee. Deidre’s career has included teaching and developing performance-based, competency-based assessment tools for language and workforce development. Deidre has been working with International Medical Graduates (IMGs) since 2004 and has been involved in the development of various training programs, including the Medical Communication Assessment Program for IMGs. Deidre holds a Master of Education in Teaching English as a Second Language from the University of Calgary.



**Jay Nagendran | Retired Registrar and CEO, Association of Professional Engineers and Geoscientists of Alberta**

Jay Nagendran, P.Eng., recently retired as the Registrar and Chief Executive Officer of the Association of Professional Engineers and Geoscientists of Alberta, and a former member of Alberta’s Foreign Credential Advisory Committee. Jay was a member of Alberta’s Natural Resources Conservation Board and former President and CEO of the Alberta Environmental Monitoring, Evaluation and Reporting Agency. Jay was Assistant Deputy Minister with Alberta Environment and Alberta Tourism, Parks, and Recreation and has served on the University of Alberta Board of Governors, Alberta Special Waste Management Corporation, World Bank, and more.



**Kene Ilochonwu | Lawyer and Bencher, Law Society of Alberta**

Kene Ilochonwu K.C. is a commercial lawyer who currently sits on the Law Society of Alberta Board and Airdrie Subdivision and Development Appeal Board and serves as Board Chair for the Calgary Region Immigrant Employment Council. Kene is a former member of Alberta’s Foreign Credential Advisory Committee. Kene received the King’s Counsel, the QEII Platinum Medal and won a 2023 Alberta Newcomer Recognition Award. Kene holds a Master of Laws degree from the University of Strathclyde, Glasgow.



**Megan Bergman | Registrar and CEO, Alberta Veterinary Medical Association**

Dr. Megan Bergman is registrar/CEO of Alberta Veterinary Medical Association, and a former member of Alberta’s Foreign Credential Advisory Committee. She has served as the Chief Veterinary Officer for the province of Manitoba, Executive Director for National Farmed Animal Health and Welfare Council, and Registrar/CEO of College of Veterinarians of British Columbia. Megan has a Doctor of Veterinary Medicine from the Western College of Veterinary Medicine.



## Premier's Address

### Premier Danielle Smith

Danielle Smith is a proud Albertan. As Leader of the governing United Conservative Party, she was sworn in as the 19th Premier of Alberta on October 11, 2022. She represents the riding of Brooks-Medicine Hat in the Legislative Assembly.

Ms. Smith has had a lifelong interest in Alberta public policy and finding the right balance between free enterprise and individual freedom, and the role of government. She was previously MLA for Highwood and leader of the Official Opposition.

Before re-entering politics, Ms. Smith worked extensively in the media and in business, most recently as President of the Alberta Enterprise Group. Before that, she was a radio host with Corus Entertainment for 6 years.

Danielle Smith holds degrees in both Economics and English from the University of Calgary. She is married to David and proud stepmom to his son. They live in High River with their dog Buck.



# Immigration Programs and Services

## Alberta Advantage Immigration Program

The Alberta Advantage Immigration Program (AAIP) is Alberta's economic immigration program and the province's primary mechanism for selecting and nominating foreign nationals for permanent residence. Through the program, Alberta nominates individuals who have the skills needed to fill labour market shortages, as well as entrepreneurs who intend to buy or start a business in the province.

AAIP plays a key role in attracting talent to Alberta communities, addressing labour market needs, creating jobs and supporting economic development, including in rural areas. Its points-based selection system enables the province to nominate individuals with the experience and skills most aligned with Alberta's labour market priorities, supporting key sectors such as health care, technology, agriculture and construction.

The program includes eight streams: four for foreign nationals who are living and working in Alberta or plan to do so, and four for entrepreneurs who plan to live in Alberta and establish or acquire a business in the province.

Learn more about the Alberta Advantage Immigration Program: [Alberta Advantage Immigration Program | Alberta.ca](#)

## 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 7+ 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: [Fairness for Newcomers Office | Alberta.ca](#)

## International Qualifications Assessment Service

International Qualifications Assessment Service issues certificates that compare educational credentials from other countries to educational standards in Canada, which help 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 professional regulatory organizations and post-secondary institutions in making informed, fair and consistent decisions regarding recognition of their applicants' education.

IQAS offers information resources on assessment methodology and various countries education systems to support stakeholders in Alberta, such as professional regulatory organizations and post-secondary institutions.

Learn more about the International Qualifications Assessment Service: [International Qualifications Assessment Service \(IQAS\) | Alberta.ca](#)

## **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.

Learn more about Microloans for Newcomer Professionals: [Affordable Loans for Skilled Immigrants & Refugees | Windmill Microlending](#)

## **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: [alberta.ca/training-and-employment-services](http://alberta.ca/training-and-employment-services)

Learn more about Workforce Partnerships: [alberta.ca/workforce-partnerships-grants](http://alberta.ca/workforce-partnerships-grants)

## **Community Adult Learning Program**

The Community Adult Learning Program (CALP) provides funds to community organizations that offer programming to adults who do not have the skills or English language needed to transition into academic upgrading (grades 10-12), other learning opportunities, and/or employment. 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. CALP also consistently supports newcomers with English language learning programming.

Learn more about the Community Adult Learning Program: [alberta.ca/community-adult-learning-program](http://alberta.ca/community-adult-learning-program)

## **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. The resource guide is available in 15 languages and helps people learn about moving to Alberta, either for a short time, or to make the province their long-term home.

Learn more at: [alberta.ca/opportunity-alberta](http://alberta.ca/opportunity-alberta)

Download the guide at: [open.alberta.ca/publications/opportunity-alberta-guide](http://open.alberta.ca/publications/opportunity-alberta-guide)

## **ALIS Careers, Learning and Employment Website**

ALIS offers free information to help build your career in Alberta. It provides career advice, local job listings, information about Alberta's job market, and tools for planning your career. ALIS has special resources for newcomers, including those who speak English as a second language. You can learn about working in Alberta, including what training you need, how to write a resume, how to prepare for job interviews, what the work rules are, how to be a good team member and more.

To find career resources for newcomers, visit: [alis.alberta.ca/tools-and-resources/resources-for-newcomers](http://alis.alberta.ca/tools-and-resources/resources-for-newcomers)

## **WorkFirst Alberta**

Launched in September 2025 at the WorkFirst Alberta Summit in Red Deer, WorkFirst Alberta represents a significant evolution in how employment services are organized, accessed and delivered across the province. It combines expanded supports, modern digital tools and a clearer focus on employer needs, reflecting how the labour market is changing and what is required to support long-term economic growth.

WorkFirst Alberta responds directly to feedback about system complexity by improving clarity, navigation and access to employment services. The focus is on simplifying access, strengthening digital tools, and aligning supports for both job seekers and employers. Questions and answers about WorkFirst Alberta are featured in this issue of the [Employer Edge Chronicles](#).

Learn more at [workfirstalberta.ca](http://workfirstalberta.ca)

## Thrive

Thrive is an online platform with tools to help Albertans plan their careers and find work, including access to job opportunities and support for building or updating resumes. It also offers personalized tools to plan next career steps and provides access to support staff when help is needed.

Learn more at [thrivemycareer.com/alberta/learn-more](http://thrivemycareer.com/alberta/learn-more)

## Alberta Settlement and Integration Program

The Alberta Settlement and Integration Program (ASIP) supports newcomers to Alberta by helping them settle, integrate and fully participate in their communities. The program funds settlement, integration and language services that assist newcomers in navigating life in Alberta, accessing employment and education opportunities, and building connections that support long-term success.

ASIP-funded services are delivered by community-based organizations across the province and are designed to respond to the diverse needs of newcomers, including permanent residents, refugees and other eligible clients. Services may include needs assessment and referrals, employment supports, community connections and English language learning.

The Alberta Settlement and Integration Program is aligned with provincial priorities to strengthen workforce participation, community capacity and newcomer inclusion throughout Alberta.

Learn more at: [alberta.ca/alberta-settlement-and-integration-program](http://alberta.ca/alberta-settlement-and-integration-program)

## Foreign Credential Advisory Committee

The Foreign Credential Advisory Committee (FCAC) was mandated to identify challenges and opportunities to streamline entry processes for internationally trained professionals entering into regulated professions. The committee reviewed legislation and other rules, including those established by professional regulatory organizations, that govern the recognition of foreign credentials in Alberta.

The FCAC submitted its recommendations aimed at addressing barriers to foreign credential recognition to the Government of Alberta in June 2025. Recommendations from the committee may help inform policy or legislative changes related to their mandate.

Enhancing foreign credential recognition will help fill critical labour and service gaps in key professions that Albertans rely on, and help foreign trained professionals put their skills to work faster.

Learn more about the FCAC and its final report at <https://open.alberta.ca/publications/foreign-credential-advisory-committee-final-report>