

The Refugee Employment Development Initiative (REDI) is a unique multi-part program that offers refugees with lower level English skills an opportunity to increase their language and workplace skills and enter the Canadian labour market. The program aims to address labour shortages within high demand sectors including hospitality, agriculture, and manufacturing.

Participants will attend three (3) weeks of pre-employment essential skills training including sector specific language development. This is followed by a paid six (6) week work placement with occupationally specific practical training and job placement support within one of the identified sectors. There is no direct financial cost to the employer during the program. Employers will be supported to continue offering language training during participant work placements.



The Trainee will

- Exhibit job-readiness and express interest in working in a high-demand sector or occupation.
- Participate in pre-placement workshops on life skills and pre-employment essential skills training.
- Commit to a Work Placement in a high-demand sector.



The Host Employer will

- Offer a learning environment, training plan, and job description that assists the trainee in developing critical skills for sustainable employment.
- Oversee on-the-job training that builds on the trainee's ability to contribute to the workplace.
- Provide ongoing monitoring and feedback to the trainee and Manitoba Start to ensure the trainee is meeting workplace requirements and performance expectations.
- Provide the trainee an available job where the trainee's skills can be applied and developed, leading to gainful permanent employment.
- Liaise with Manitoba Start to continue to provide sector specific workplace language development for these new employees.



Manitoba Start will

- Select and refer pre-screened trainees based on specifically identified workplace needs and requirements, ensuring a suitable match.
- Assist in developing training plans and, whenever possible, obtain position description and details from host employer.
- Match trainees' fit for the workplace, giving consideration to specific skills required, trainee desires, host employer's location, transportation requirements, etc.
- Encourage trainees to continue language training to support employment retention and advancement.
- Provide employment supports for employers and trainees throughout the program including weekly follow-up and work placement monitoring to alleviate any issues or concerns.