Recent Conference Presentations


Awards

2015  Competent Communicator Award, Toastmasters International, Canada.
2011  Graduate Fellowship, Faculty of Education, Simon Fraser University
2001  The Scholarship of Teaching and Learning, University of Hong Kong.

Institutional Reports and Publications


Helping Internationally-Trained Professionals Make the Transition to New Careers in Canada: A Case study of the S.U.C.C.E.S.S. Employment Mentoring Program

ABSTRACT

The research reported in this thesis explored the career development and mentoring expectations of recent immigrants in the category of Internationally-Trained Professionals (ITPs) who were currently living in British Columbia, Canada. Previous research has found that mentoring can improve employment outcomes for skilled immigrants; however, the majority of previous studies has been based on quantitative methods and does not provide a holistic view of the mentoring experience. The research reported for this thesis was the result of a case study examining the experiences of a group of ITPs and their mentors involved in an Employment Mentoring Program (EMP) offered by the United Chinese Community Enrichment Services Society (S.U.C.C.E.S.S.) in Vancouver, B.C. The research design was theoretically framed by Kram’s (1985) construct of the career and psychosocial elements of mentoring and employed a mixed method design involving an online survey and personal interviews with the mentees and mentors in the EMP. The study also elicited four rich narratives from mentees describing their job search experiences since coming to Canada.

The study found that the psychosocial and career functions were complementary elements of the mentoring relationship - a perspective extended by several specific results. First, with the support of their mentors, the mentees met directly with local professionals having similar qualifications and extended their social networks. Second, the mentors provided encouragement and helped the mentees to advance their job search skills. Third, both mentors and mentees agreed that the mentoring experience was enjoyable and that the program was helpful in their search both for employment and effective participation in Canadian society. The participants also identified some program challenges including a lack of consistent funding and an insufficient number of organisations willing to participate by offering practicums (work placement) or job shadowing opportunities to the newcomers. It is recommended that the findings be reviewed by stakeholders and policy-makers in order to improve future mentoring programs and employment policies focused on ITPs in Canada.

Keywords: Skilled Immigrants; Employment; Mentoring Program; Mentorship; Career Functions; Psychosocial Functions

Academic Record

2011 Certified Career Development Practitioner (CCDP designation),
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1998 Bachelor of Arts, Business Economics, University of Leicester, England.

Professional Experience

2014 – 2015 Senior Educational Administrator, S.U.C.C.E.S.S.
2014 – 2015 Settlement Practitioner, S.U.C.C.E.S.S.
2009 – 2014 Mentoring Coordinator, S.U.C.C.E.S.S.
2008 – 2009 Senior Supervisor, Hong Kong Institution of Education
2005 – 2008 School Principal, Christian Action Education Centre
1999 – 2005 Program Manager, Lingnan University (Hong Kong)