

## Ten Conference Principles

- 1. Value the person by:**
  - moving from “foreign trained” to “internationally educated”
  - giving the attendees the locus of control where they get to ask the questions that are of interest to them
  - validating international perspectives and experience
  - basing the conference on hope and possibilities, not complaints and cynicism
- 2. Include IEPs and the community in the planning by:**
  - establishing an advisory committee comprised of IEPs and stakeholders to help shape the conference
- 3. Use a systems approach by:**
  - bringing all the key stakeholders into the room for each of five sectors that we identify as presenting labour market issues for IEPs (for example, engineering; finance/accounting; ICT; health care and HR)
  - identifying for each sector a champion from the steering committee who contacts key people involved from a licensing body, an educational institution, an employer, an association and a successful IEP
  - using skilled facilitators to create a complex yet seamless design
- 4. Have politicians from each order of government honour the delegates by:**
  - opening the conference with welcoming words that acknowledge their courage for leaving their homes to come to Canada
- 5. Give permission to network by:**
  - having a keynote speaker who not only talks about networking but also has the delegates practise networking on the spot, demonstrating what happens at a Canadian conference
- 6. Showcase IEPs as leaders by:**
  - selecting as many as possible to be panelists in each of the sectors
  - having numerous IEPs run the afternoon skills-based workshops and including them in the sector hubs
- 7. Provide information to take away by:**
  - producing an accurate and relevant directory of services as a resource
- 8. Hear IEP voices by:**
  - using an evaluation process to ensure that IEPs can share what they appreciate and want more of at the next conference
- 9. Provide additional resources by:**
  - having a marketplace of programs and services where delegates can get information in one place
- 10. Communicate with delegates and others after the conference by:** creating and maintaining a conference web site at [www.iep.ca](http://www.iep.ca) where past proceedings are posted.

