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**A Strategic Approach to Canada's
Settlement Programming:
Pre- and Post-Arrival**

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Canada 



Newcomers contribute significantly to Canada's economy and society

- Immigration is expected to play an increasingly important role in Canada's economy given the slow-growing labour force, aging population and rising demand for both high-skilled and low-skilled labour.
- It is anticipated that at some point in the 2020s, the number of exits from the labour force (mainly retirement) is expected to equal or surpass new labour supply from within Canada. At that point, immigrants will account for the net increase in the labour force.
- As a result, labour market integration and retention of newcomers is, and will increasingly become vital to Canada's social and economic fabric.

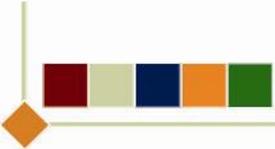




Challenges faced by newcomers

- Relative earning and employment rates have declined in the past decade
 - In 2005, entry earnings for immigrant men dropped to 63 cents for every dollar earned by a Canadian-born from 85 cents in 1980. For recent immigrant women, it was 56 cents. (Census 2006).
 - But the employment earnings of immigrants consistently increase with time.
- Living below the low income cut-off (LICO) is increasingly common
 - Recent immigrants with family incomes below the low income cut-off rose from 24.6% in the 1980s to 36% in 2005. In contrast, low income incidence for Canadian born declined from 17.2% to 14.3% during the same period. (Statistic Canada 2011).
- Literacy skills of newcomers are lower than those born in Canada
 - On average, immigrants have higher educational attainment than the Canadian born but their literacy proficiencies (e.g. prose, document literacy, numeracy and problem-solving) measured in official language is lower than the Canadian born. About 60% of immigrants were below Level 3 in prose literacy compared to 37% of the Canadian-born population in 2003. (IALSS 2003).





Canada's Settlement Program

- Canada administers the Settlement Program in order to assist newcomers with settlement and integration challenges. Its aim is to provide newcomers with:
 - the information required to make informed decisions;
 - language skills to achieve settlement and integration goals;
 - assistance in finding and retaining employment; and
 - support to build networks in communities.
- To achieve these goals, services are provided both pre- and post-arrival, through online resources, publications, in-person services, as well as through referrals to available community supports.
- Partnerships with nearly 700 organizations allow Canada to deliver programming that supports full economic, social, civic and cultural participation.



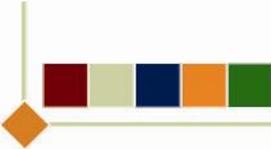


Current Pre-Arrival Services

- CIC funds three service providing organizations in delivering pre-arrival services in over 40 countries to refugees, economic and family class immigrants approved for permanent residency, at a cost of approximately \$8M annually

Active Engagement and Integration Project (AEIP)	Canadian Immigrant Integration Program (CIIP)	Canadian Orientation Abroad (COA)
Services: <ul style="list-style-type: none">- Group orientation sessions- Individual counselling (general, minimal labour market focus)	Services: <ul style="list-style-type: none">- Group orientation sessions- Individual counselling (labour market focus)	Services: <ul style="list-style-type: none">- Generalized group orientation sessions
Locations: South Korea, Taiwan	Locations: India, China, Philippines, UK (serving the Gulf), additional locations via mobile/itinerant services	Locations: 14 permanent sites, provides training in up to 40 locations
Target: Federal Skilled Workers (FSWs), Provincial Nominees (PNs), Live-in Caregivers (LCs)	Target: FSWs, PNs	Target: Primarily refugees, also serves all other classes of immigrants





Pre-Arrival Settlement Strategy and Expansion of Pre-Arrival Services

The Pre-Arrival Strategy

- CIC's pre-arrival settlement strategy for immigrants aims to facilitate faster and more efficient economic and social integration in Canada.
- It effectively addresses needs earlier in the integration continuum and improves linkages between overseas and domestic services.
- Through the Strategy, CIC seeks to increase the number of clients served, and to support the development and delivery of more targeted, tailored and effective programming overseas.

Alignment with Government Priorities: Expansion of Pre-Arrival Services

- As per recent federal Budgets and the 2013 *Speech from the Throne*, the Government is taking action to modernize the immigration system to make it more efficient, flexible and responsive, and to ensure that it supports the needs of Canada's labour market.
- The expansion of pre-arrival settlement services supports this modernization, as these services advance the potential for immigrants to arrive in Canada job-ready and to experience earlier economic integration.

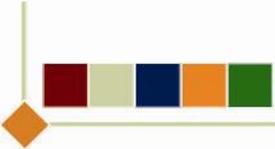




Call for Proposals 2014 for Pre-Arrival Services

- CIC launched the 2014 Call for Proposals for Pre-Arrival Settlement Services.
- The expansion of Pre-Arrival Services, with programming starting in Fiscal Year 2015-16, aim to:
 - Build on services available in Canada, providing seamless linkages to domestic service providers and other stakeholders.
 - Support the provision of targeted information and supports tailored according to newcomers' destination, employment sector (e.g. services, trades, regulated professions) or by their client type (e.g. youth, refugees, French-speaking immigrants destined to Francophone minority communities).
 - Take advantage of a variety of service delivery approaches (e.g. On-line and in-person).
 - Provide newcomers with information to help them understand their rights and responsibilities, including tools and supports to prevent family and gender-based violence.



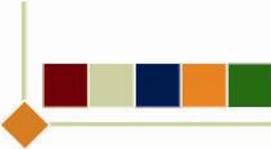


2014 Call for Proposals for Pre-Arrival Services (Cont'd)

Priorities identified under the 2014 Call for Proposals:

- **Economic and Other Immigrants**
 - On-line and in-person pre-arrival services for **economic integration** that support job readiness and preparation for employment, including connections to in-Canada partners and employers.
 - On-line services are projected to reach of over 60,000 economic and other immigrants over 15 years of age annually (where internet access permits).
 - In-person services are projected to reach over 15,000 economic and other immigrants over 15 years of age.
 - **Refugees**
 - In-person services for **refugees** to help prepare for travel to and arrival in Canada and initial settlement challenges; connections to/information on in-Canada supports.
 - Services are projected to reach 2,300 refugee youth (between the ages of 10 and 19), and 6,200 adult refugees (between the ages of 20 and 64).
 - The Call for Proposals process had closed on September 25, 2014. New programming will commence in Fiscal Year 2015-16 as a result of the 2014 Call for Proposals
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Alignment of Pre- and Post-Arrival Service

Seamless Service Delivery

- Newcomers receive referrals to domestic service providers during pre-arrival services, which could include:
 - A range of services that facilitate labour market access
 - Language training for living in Canada along with working in a job-specific field
 - Settlement Workers in Schools which support newcomer students and their families in addressing barriers to school success.
- Employers and regulators are supported in having a greater presence at pre-arrival, including in the development of platforms and networks that directly connect them to newcomers.
 - Employers in various sectors of the Canadian economy have partnered with CIC-supported pre-arrival services and, as a result, have been able to interview and hire newcomers before they land in Canada.
 - Upon arrival, newcomers are aware of the host of settlement services offered by domestic partners that best serve their particular needs.





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