



**PATHWAYS TO
PROSPERITY**
Promoting Welcoming Communities in Canada



**VOIES VERS LA
PROSPÉRITÉ**
Promouvoir des communautés accueillantes au Canada

The Pathways to Prosperity Partnership

Research Findings and New Initiatives

Victoria Esses

University of Western Ontario

Pathways to Prosperity

- A national alliance of university, community, and government partners dedicated to fostering welcoming communities that promote the economic, social, and civic integration of immigrants and minorities in Canada
- The Partnership includes all key federal and provincial migration ministries; national, regional, and local organizations involved in newcomer settlement; and researchers from over 50 universities
- Main activities: primary and secondary collaborative research, knowledge mobilization, educational opportunities for students

Primary and Secondary Collaborative Research

Study of Innovative and Promising Practices Within the Immigrant Settlement Sector

Local Immigration Partnerships and the Réseaux en immigration francophone: Strategies for Increasing Alignment and Collaboration and for Developing Performance Measurement Tools

Alberta Settlement Outcomes Survey

Local Immigration Partnerships: Outcomes 2008-2013 | Partenariats locaux en immigration – Résultats 2008-2013

The Information Needs of Immigrants and Strategies for Filling these Needs

Sondage portant sur les résultats en matière d'établissement dans l'Ouest

Etude des pratiques innovantes et prometteuses dans le secteur de l'établissement des immigrants

Western Settlement Outcomes Survey

Improving the Assessment of International Students' Contribution to Canadian Society

Official Language Minority Communities

Multiple Case Study Evaluation of Postsecondary Bridging Programs for Internationally Educated Health Professionals

Bilingual Website



Pathways to Prosperity: Canada

an alliance of university, community, and government partners dedicated to fostering welcoming communities and promoting the integration of immigrants and minorities across Canada

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Library

P2P research, reports, publications, multi-media presentations, and conference material

[Learn More](#)

Best Practices Corner

Multimedia repository of studies, tools and resources focusing on promising practices

[Learn More](#)

P2P 2014 NATIONAL CONFERENCE

Feedback and Presentations from the Second Annual Pathways to Prosperity Conference

By all counts, the second annual Pathways to Prosperity National Conference held in November 2014 was a success, with 250 delegates, engaging presentations, and lively discussion over the course of two days. The conference included six plenary sessions, 11 workshops and roundtables, and a poster session. Attendees included service providers and representatives of regional and national organizations, representatives of Local Immigration Partnerships and Réseaux en immigration francophone, university and college faculty and staff, graduate students, and government representatives.

[Read More >](#)

WHAT'S NEW

Pathways to Prosperity: The Year in Review

The Pathways to Prosperity Partnership has had a busy and productive year. We are very pleased with the increasing level of productivity and engagement in 2014, though there is always room for improvement. We welcome all suggestions in this regard.

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ABOUT US

The Pathways to Prosperity Partnership (P2P) is an alliance dedicated to fostering welcoming communities that promote the economic, social and civic integration of migrants and minorities in Canada. We also help communities grow their economies, renew their populace, and reinvigorate their labour markets by fully welcoming immigrants, international students and temporary foreign workers. Two areas of special concern are Northern communities and

2015
January



PATHWAYS TO
PROSPERITY

Promoting Welcoming Communities in Canada

ebulletin

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French

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The Year in Review

The Pathways to Prosperity Partnership has had a busy and productive year. We are very pleased with the increasing level of productivity and engagement in 2014, though there is always room for improvement. We welcome all suggestions in this regard.

Governance

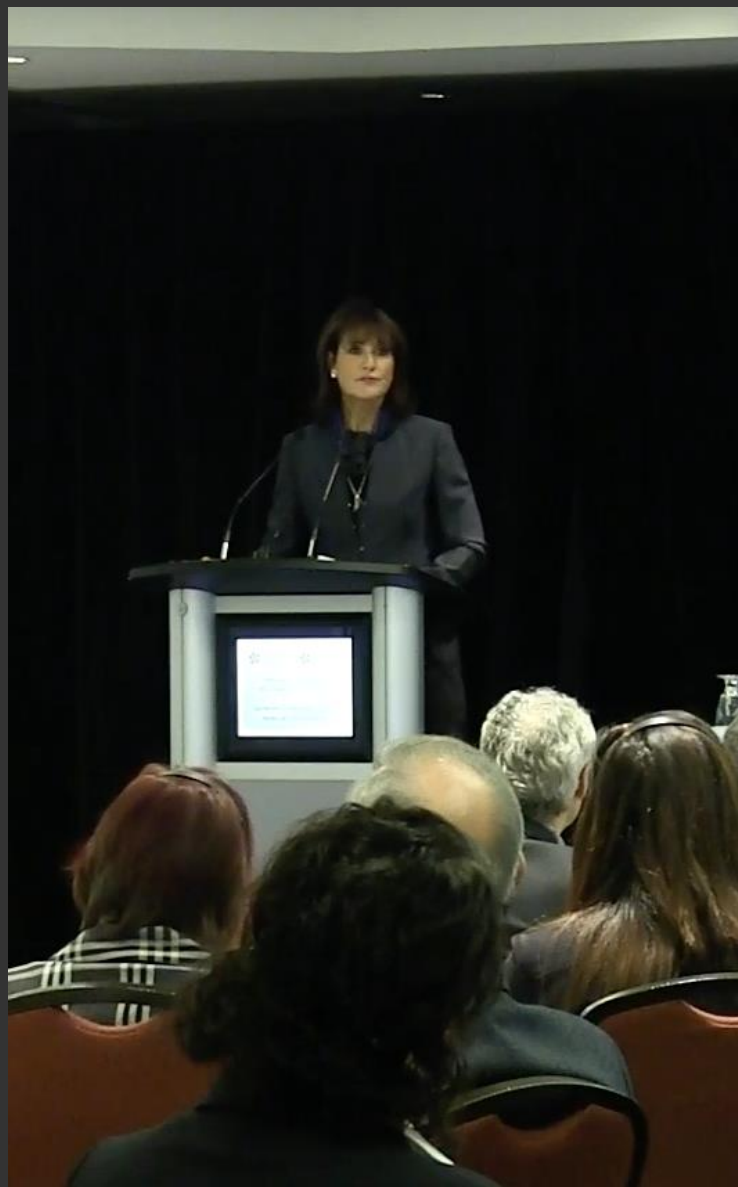
As announced in the February 2014 eBulletin, the Canadian Immigrant Settlement Sector Alliance - Alliance canadienne du secteur de l'établissement des immigrants (CISSA-ACSEI) has assumed the role of co-chair of the Pathways to Prosperity, and is currently represented by Jean McRae of the Inter-Cultural Association of Greater Victoria. CISSA-ACSEI is an alliance of provincial and national organizations that represents 450 immigrant and refugee settlement agencies across Canada. This partnership with CISSA-ACSEI has worked very well, and Jean McRae and Victoria Esses, principal investigator and academic co-chair, have been working together to chair the P2P Board of Directors and Management Committee.

The Board of Directors and the Management Committee of the Pathways to Prosperity are now running smoothly. The Board of Directors held a successful in-person meeting following the National Conference in November 2014, with 30 Board members participating, including community/municipal partners, co-investigators, and provincial and federal partners in an ex officio capacity. Plans are underway to engage the Board more fully in the activities of the P2P and communicate more regularly. The Management Committee, comprising a subset of Board members, held four teleconferences over the course of 2014, and proved efficient in terms of discussing key issues and making timely decisions. Dates for future Management Committee teleconferences will be set at the beginning of the year to facilitate participation and planning.

CISSA-ACSEI has assumed the role of co-chair of the Pathways to Prosperity

As a large national project, Pathways to Prosperity has sought to establish governance structures that give voice to its various constituents, while focusing on its main research and dissemination functions. Up until now we

Annual National Conference



YouTube Channels

The screenshot shows a web browser window displaying the YouTube channel page for 'Pathways to Prosperity: Canada'. The browser's address bar shows the URL <https://www.youtube.com/channel/UCIejYbg1dqDwC0vK2gWOiXg>. The channel banner features a logo on the left and the text: **Pathways to Prosperity: Canada** *an alliance of university, community, and government partners dedicated to fostering welcoming communities and promoting the integration of immigrants and minorities across Canada*. Below the banner, the channel name 'Pathways to Prosperity Canada' is displayed, along with 8 subscribers and 2,478 views. The navigation menu includes Home, Videos, Playlists, Channels, Discussion, and About. The main content area features a video player for 'Local Immigration Partnerships' Promising Practices: Audrey Andrews - Durham Region LIP' with 187 views. To the right, there are sections for 'Channel tips', 'Partner Channels', and 'Popular channels on YouTube'. The left sidebar contains navigation options like 'What to Watch', 'My Channel', 'My Subscriptions', 'History', 'Watch Later', 'PLAYLISTS', and 'SUBSCRIPTIONS'.

YouTube

8 subscribers 2,478 views Video Manager View as public

Pathways to Prosperity: Canada
*an alliance of university, community, and government partners
dedicated to fostering welcoming communities and promoting
the integration of immigrants and minorities across Canada*

Pathways to Prosperity

Pathways to Prosperity Canada

Home Videos Playlists Channels Discussion About

Local Immigration Partnerships' Promising Practices: Audrey Andrews - Durham Region LIP
187 views 10 months ago

At the request of Citizenship and Immigration Canada's Integration Branch, the Pathways to Prosperity has produced a series of short, informative videos showcasing promising practices by Local Immigration Partnerships (LIPs) in the following strategic areas:

1. Coordinating Services: Bill Sinclair, Toronto South Quadrant LIP
2. Engaging Employers: Alex Goss, Guelph-Wellington LIP and Don Curry, North Bay LIP
3. Leveraging Resources: Audrey Andrews, Durham Region Local Diversity and Immigration Partnership...

Read more

Channel tips

- Captivate your audience
- Grow your channel
- How to grow your fan base
- Thumbnails help get fans

View all

Partner Channels

- Pathways to Pros...
Subscribed
- Immigrant Experi...
Subscribed
- Migration and Ethn...
Subscribed

Popular channels on YouTube

- BLR Bad Lip Reading
Subscribe
- RT RT
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- TheAlexJonesCha...
Subscribe
- TestTube
Subscribe
- Secular Talk
Subscribe

Uploads

Honourable Kathleen Weil at the Pathways to Prosperity 2014 National Conference
1 month ago • 51 views
The Honourable Kathleen Weil, Minister of Immigration, Diversity and Inclusiveness, Quebec...

Local Immigration Partnerships' Promising Practices: Audrey Andrews - Durham Regi...
10 months ago • 187 views
At the request of Citizenship and Immigration Canada's Integration Branch, the Pathways to...

Local Immigration Partnership's promising Practices: Alex Goss - Guelph-wellington LIP
10 months ago • 216 views
At the request of Citizenship and Immigration Canada's Integration Branch, the Pathways to...

Local Immigration Partnerships' Promising Practices: Don Curry - North Bay LIP
10 months ago • 173 views
At the request of Citizenship and Immigration Canada's Integration Branch, the Pathways to...

Local Immigration Partnerships' Promising Practices: Bill Sinclair - Toronto South...
10 months ago • 232 views
At the request of Citizenship and Immigration Canada's Integration Branch, the Pathways to...

Educational Opportunities for Students

- Standing Committee on Student Engagement
- Graduate Student Exchange Program
- Mitacs Internships
- Training workshops and webinars

Settlement Experiences of Recent Immigrants: Alberta as a Case Study

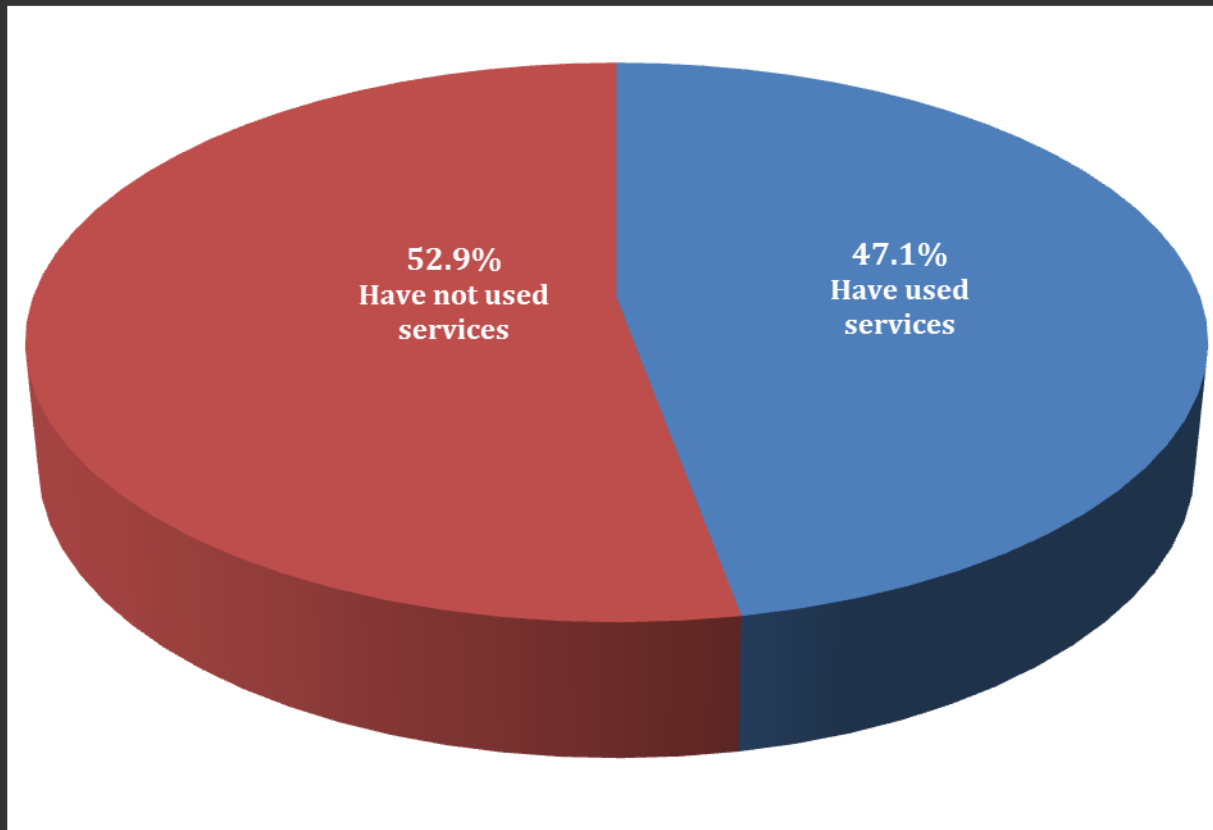
Representative Survey Conducted in Alberta

- 1006 immigrants in Alberta: 18 years of age and over, living in province 3-60 months
- Sample size provided a margin of error of +/- 3% and a confidence level of 95%
- Potential participants identified and contacted using data file provided by CIC of all landings for a five year period who indicated that they intended to reside in Alberta
- Survey administered using computer-assisted telephone interviewing (CATI)

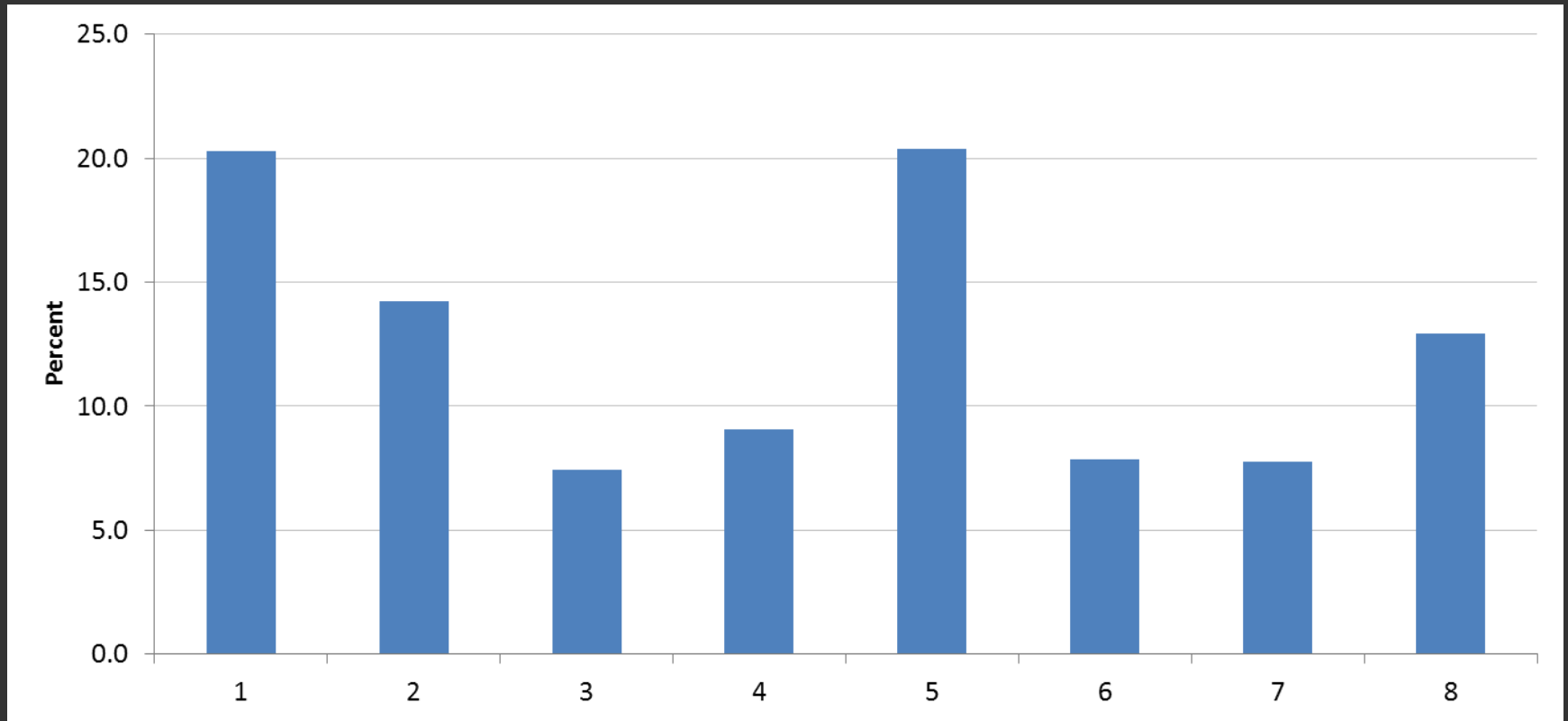
- Final survey was professionally edited to CLB5
- Survey was administered in English, Spanish, Mandarin, and Punjabi
- Blocks:
 - Experiences with settlement services in Alberta
 - Information needs and access
 - Economic integration and outcomes
 - Social integration and outcomes
 - Attachment to Alberta and to Canada
 - Well-being and life satisfaction
 - Demographic variables

Experiences with Settlement Services

Percentage of Respondents Who Have Used Immigrant Services Since their Arrival



Percentage of Respondents Who Have Used Each Type of Service



1 - Employment Services

**2 - Information about Living in Alberta
and Referrals**

3 - Interpretation and Translation

4 - Supportive Counseling

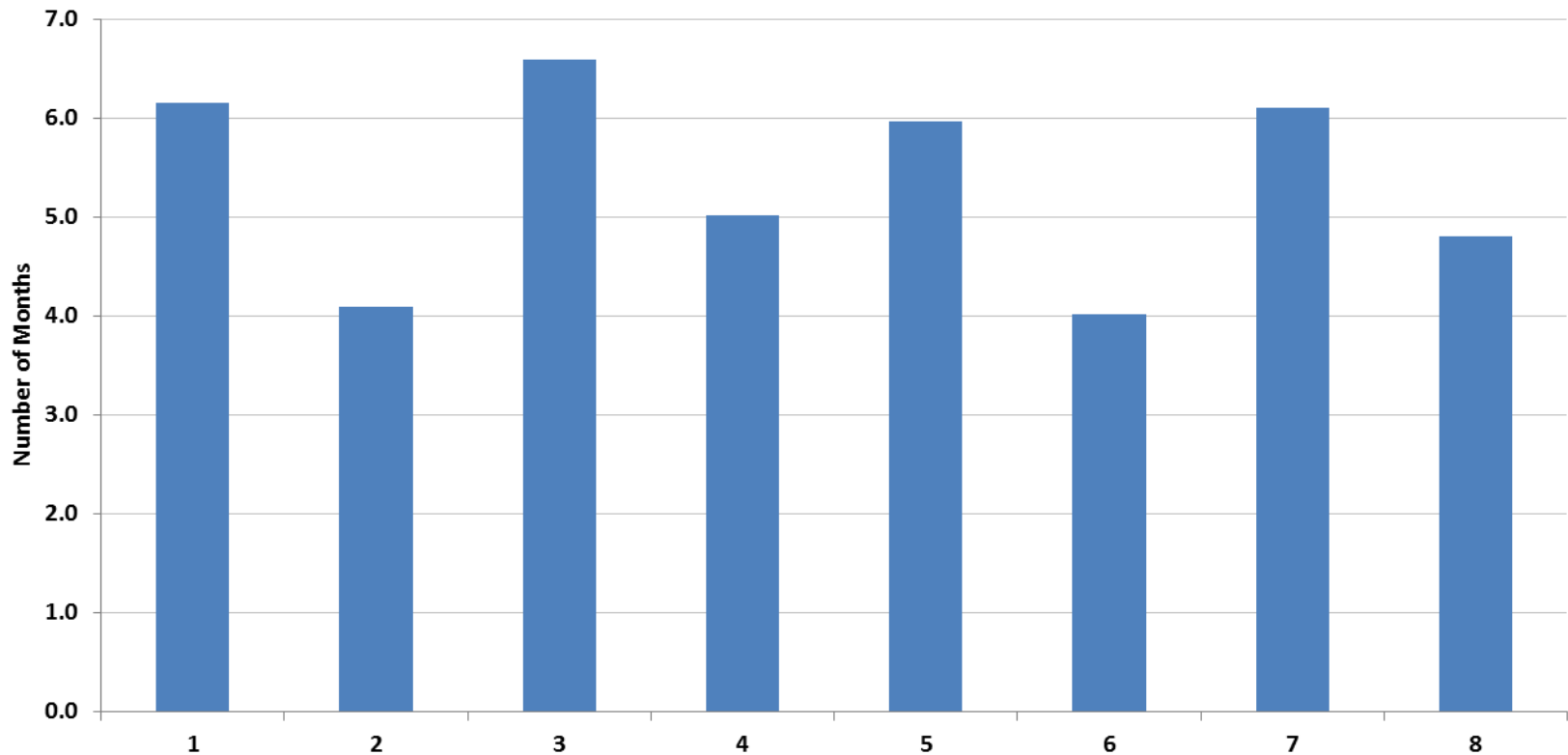
**5 - English Language Assessment and
Instruction**

6 - Community Connections

7 - Family Assistance

8 - Health and Wellness

Mean Number of Months in Alberta Before Commencing Use of Each Type of Service



1 - Employment Services

2 - Information about Living in Alberta and Referrals

3 - Interpretation and Translation

4 - Supportive Counseling

5 - English Language Assessment and Instruction

6 - Community Connections

7 - Family Assistance

8 - Health and Wellness

Percentage of Respondents Who Used Services from Each Type of Organization for Each Type of Service

Type of Service	Immigrant-serving agency	Ethno-cultural or religious organization	Mainstream organization (including college or university)
Employment Services	56.4	8.3	14.7
Information about Living in Alberta and Referrals	62.9	9.3	8.6
Interpretation and Translation	53.4	5.5	15.0
Supportive Counseling	75.3	10.1	9.0
English Language Assessment & Instruction	48.3	11.3	23.2
Community Connections	39.7	25.6	9.0
Family Assistance	44.2	15.6	5.2
Health and Wellness	35.2	3.1	31.3

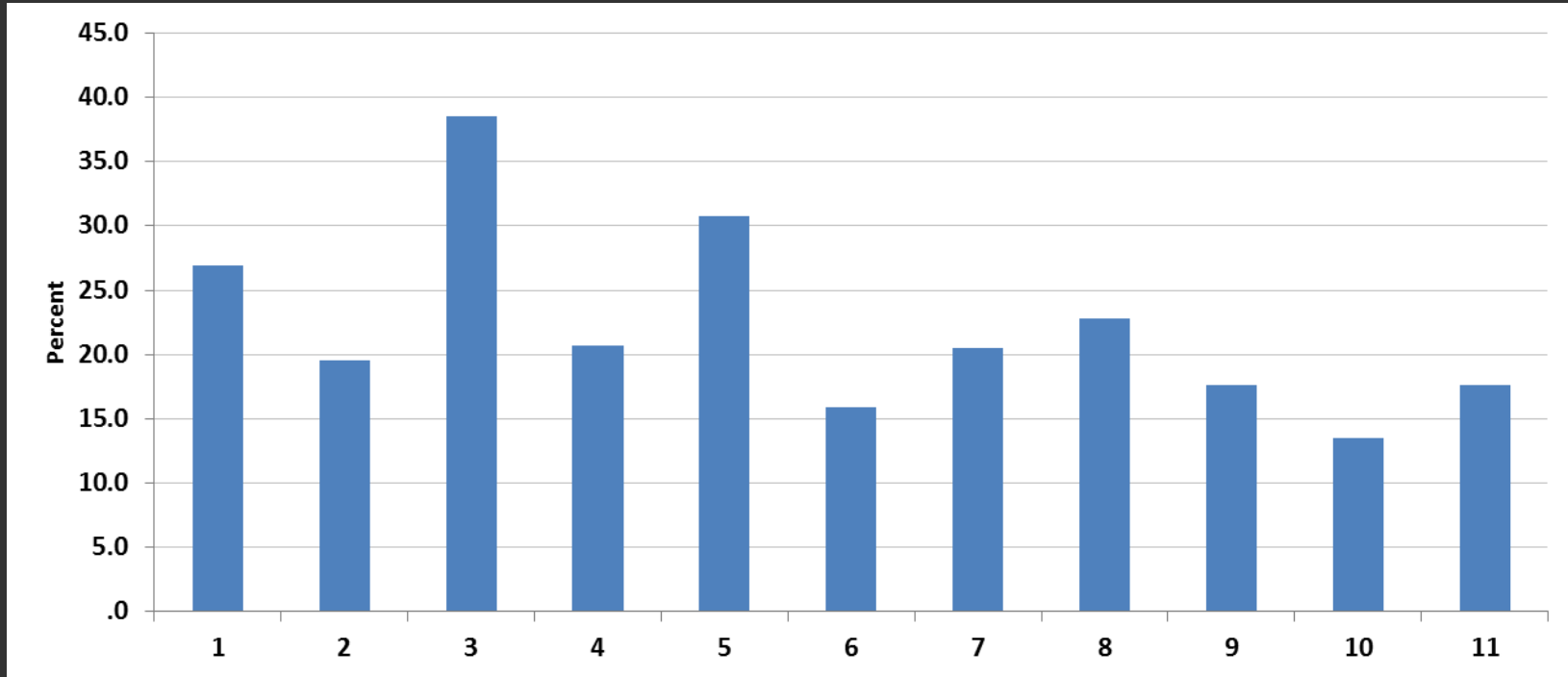
Who Uses Services?

Percentage of Respondents Who Have Used Immigrant Services by Immigration Category

	Have used services	Have not used services
Immigration Category		
Skilled worker or professional - principal applicant	52.5	47.5
Skilled worker or professional - dependent	57.3	42.7
Family class	39.2	60.8
Provincial nominee - principal applicant	40.0	60.0
Provincial nominee - dependent	34.4	65.6
Refugee	73.6	26.4
Canadian experience class - principal applicant	40.0	60.0
Other category or uncertain	47.6	52.4

Types of Difficulties Experienced

Percentage of Service Users Who have Experienced Specific Difficulties in Obtaining Help to Settle in Alberta



1 - Lack of information or awareness of services

2 - Lack of services in local community

3 - Confusion about who to go to in order to get help

4 - Not being eligible for services needed

5 - Language difficulties

6 - Lack of childcare

7 - Transportation

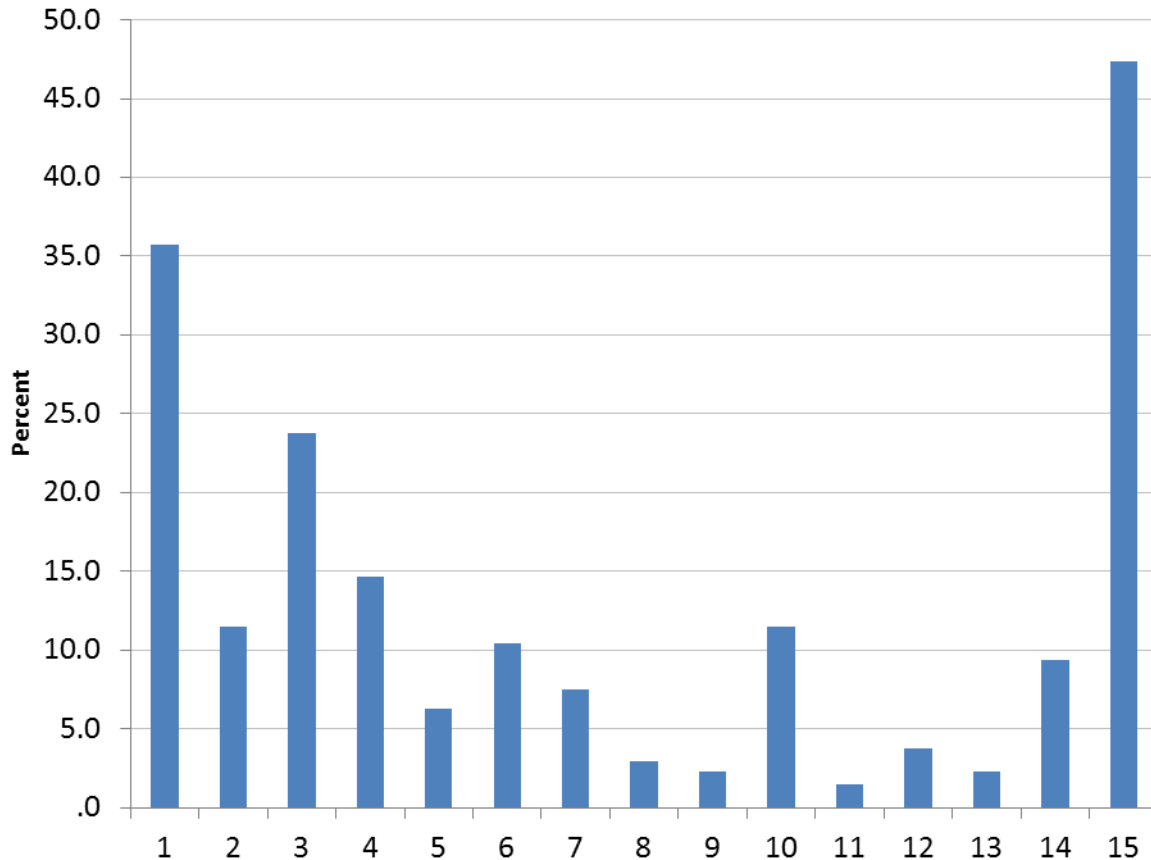
8 - Financial

9 - Discrimination due to immigrant status

10 - Discrimination due to race, culture or religious background

11 - Hours/time of day when services are usually offered

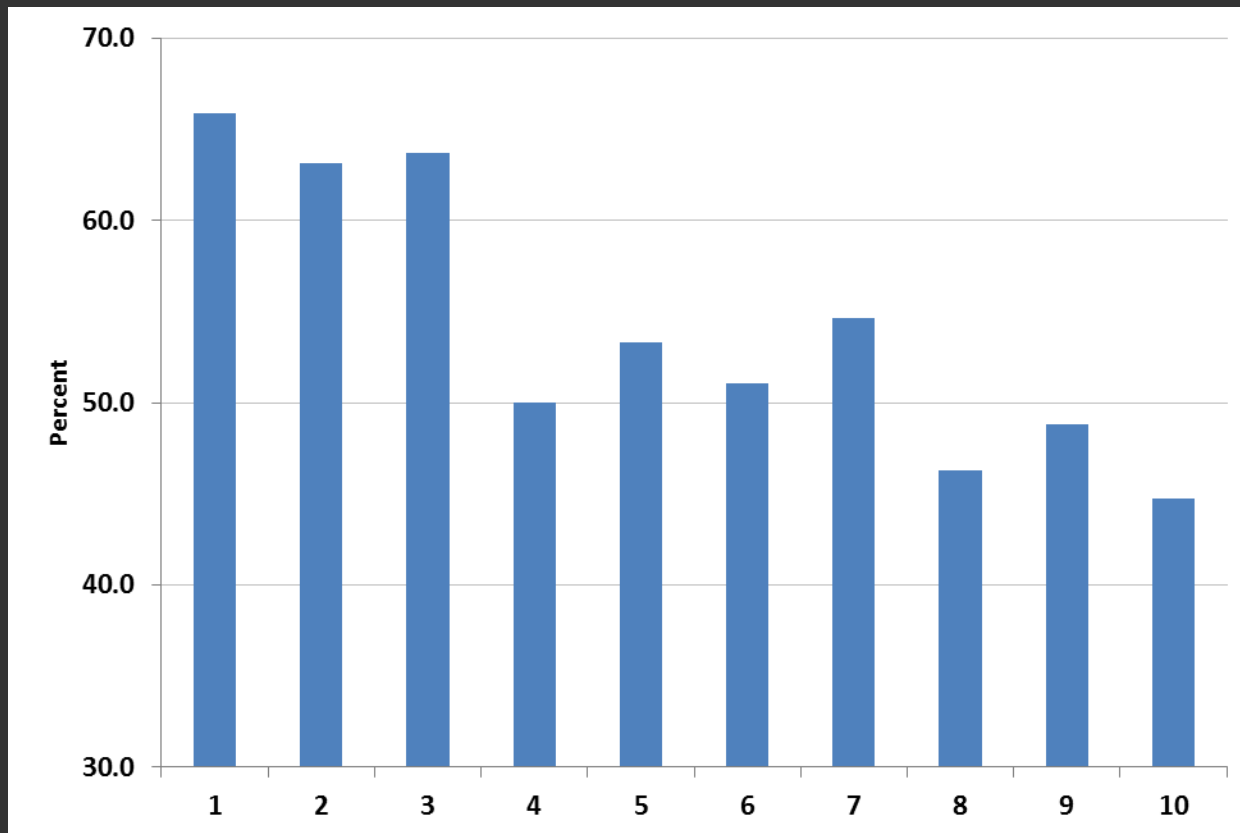
Percentage of Non-Users Who Report Different Reasons for Not Using Services in Alberta



- 1 - Lack of information or awareness of services**
- 2 - Lack of services in local community**
- 3 - Confusion about who to go to in order to get help**
- 4 - Language difficulties**
- 5 - Lack of childcare**
- 6 - Transportation difficulties**
- 7 - Financial difficulties**
- 8 - Discrimination due to immigrant status**
- 9 - Discrimination due to race, culture, or religious background**
- 10 - Hours/time of day when services are usually offered**
- 11 - Used services in another province before coming to Alberta**
- 12 - Used pre-arrival services in another country before coming to Canada**
- 13 - Not being eligible to receive services needed**
- 14 - Do not think services being offered are useful**
- 15 - Do not need help to settle in Alberta**

Types of Services That Would Be Helpful to Receive Prior to Arrival in Canada

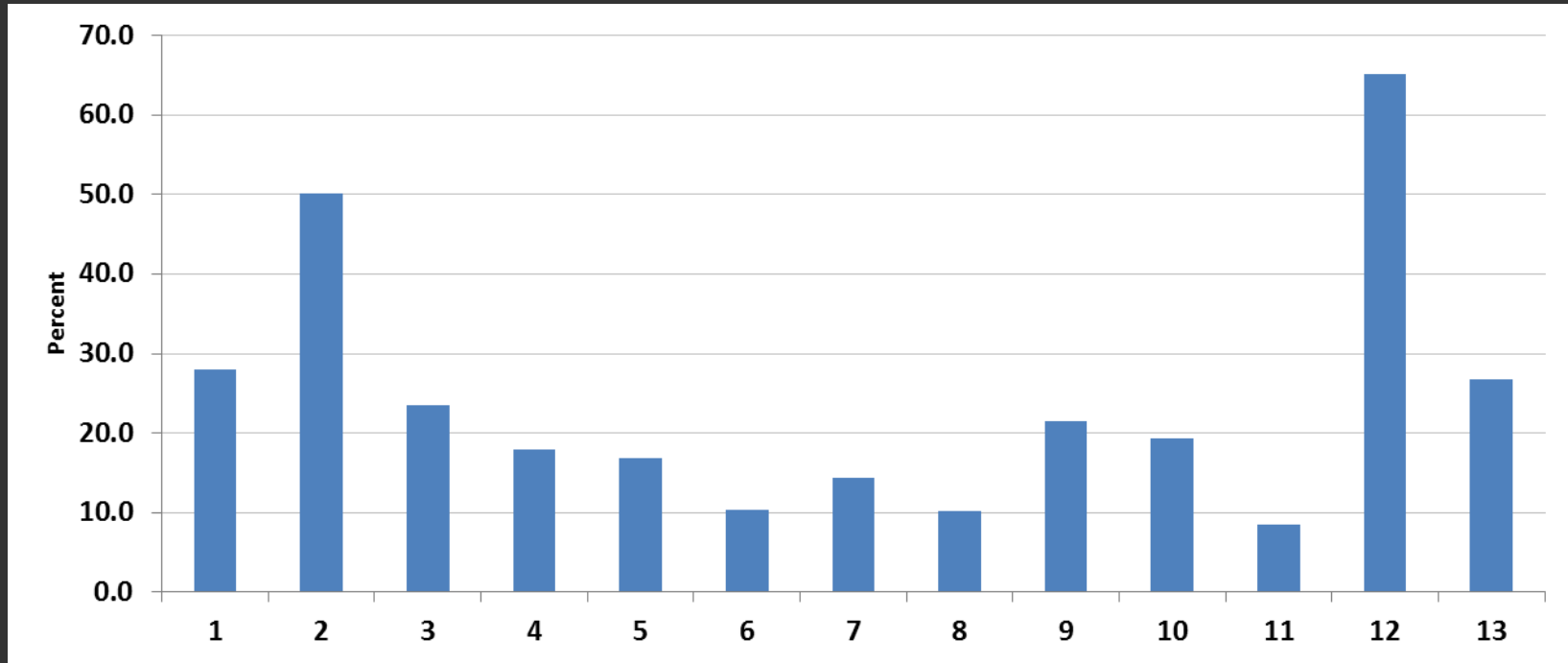
Percentage of Respondents



- 1 - Assessment of international education and experience**
- 2 - Skills training to help obtain appropriate employment in Canada**
- 3 - Connections with possible employers**
- 4 - Connections with professional associations for licensing**
- 5 - Orientation to the Canadian economy**
- 6 - Language assessment and training**
- 7 - Orientation to Canadian culture and way of life**
- 8 - Help with developing an action plan for pre-departure and for arriving in Canada**
- 9 - Help with obtaining housing**
- 10 - Translation of key documents needed in Canada**

Where Do Immigrants Obtain Information?

Percentage of Respondents Who Obtain Information from Different Sources



1 - Immigrant serving agency

2 - **Government websites**

3 - Other online sources such as blogs,
online discussions and other websites

4 - Government publications

5 - Library

6 - Recreation centre

7 - School

8 - Immigration lawyer/consultant

9 - Newspapers or magazines

10 - Television or radio

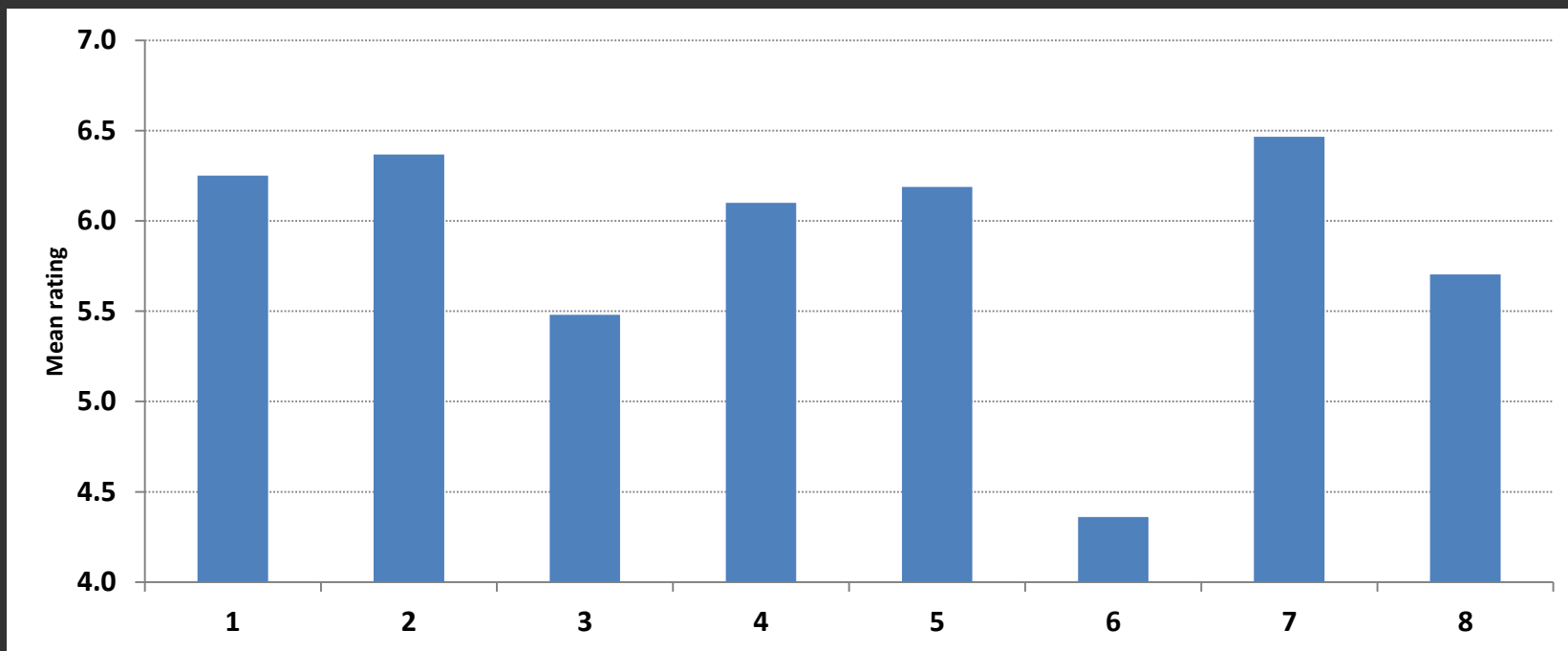
11 - Ethnic or religious organizations

12 - **Family and friends**

13 - Employers and co-workers

Internet Users

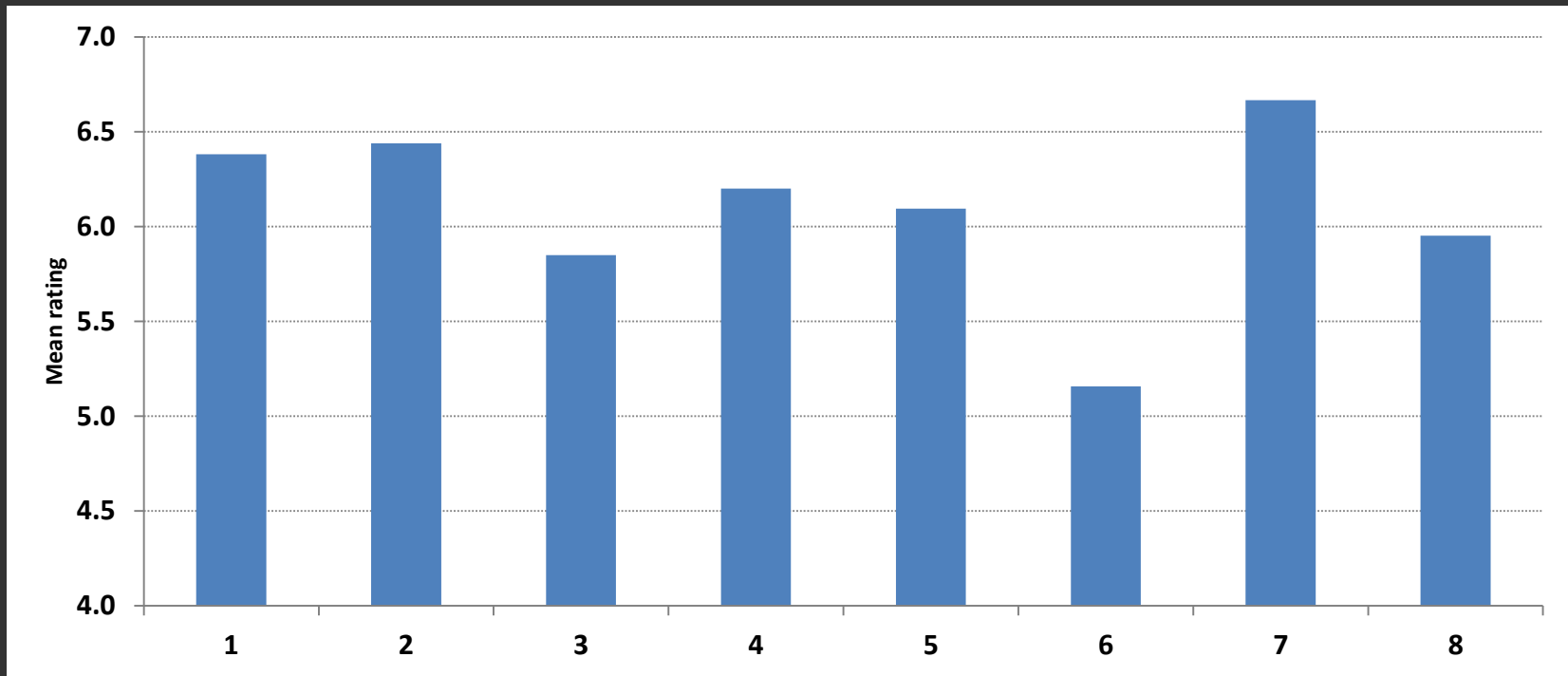
Mean Ease of Using the Internet Prior to Arrival in Alberta by Immigration Category



1 - Skilled worker or professional: principal applicant
2 - Skilled worker or professional: dependent
3 - Family class
4 - Provincial nominee: principal applicant

5 - Provincial nominee: dependent
6 - Refugee
7 - Canadian experience class: principal applicant
8 - Other category or uncertain

Mean Ease of Using the Internet in First Six Months in Alberta by Immigration Category



1 - Skilled worker or professional: principal applicant
2 - Skilled worker or professional: dependent
3 - Family class
4 - Provincial nominee: principal applicant

5 - Provincial nominee: dependent
6 - Refugee
7 - Canadian experience class: principal applicant
8 - Other category or uncertain

Types of Information That Would Be Helpful to Receive Prior to and Upon Arrival in Canada

Percentage of Respondents

	Yes, before arrival	Yes, after arrival	Yes, both	No
Important documents needed	29.1	16.9	41.7	12.3
Important things to do	30.7	16.9	42.8	9.5
Where to obtain settlement information	28.6	20.3	39.5	11.6
Housing in Alberta	25.0	30.2	27.4	17.4
Health care in Alberta	21.5	37.7	30.1	10.7
Getting a job in Alberta	26.3	30.9	29.9	12.9
Setting up a business in Alberta	9.3	27.8	16.8	46.0
Education in Alberta	21.3	32.7	28.9	17.1
Money and financial issues in Alberta	20.7	31.0	30.3	17.9
Language classes or programs in Alberta	15.9	31.7	24.2	28.1
Transportation in Alberta	15.3	43.3	22.6	18.8
Canadian laws and justice	18.4	35.9	28.0	17.7

The Information Needs of Immigrants Pre- and Post-Arrival and Strategies for Filling these Needs

Focus Groups

- Focus groups conducted in Calgary, Edmonton, Grande Prairie, Brooks
- In each location, focus groups were held with:
 - (1) new arrivals who had been in Alberta for less than one year
 - (2) immigrants who had been in Alberta between one and four years

Highlights of the Focus Group Findings

Challenges

- An important challenge identified by respondents involves language: language problems impede social and economic integration and limit immigrants' ability to access services in these domains
- A related challenge arises from the complexity of integration and the need to navigate fragmented systems
- Incomplete or misleading information, including that supplied by corporate recruiters, refugee and family sponsors, and ethnocultural and faith organizations is also problematic

Specific Information Required Earlier in the Settlement Process, Including Pre-Arrival

- **Education:** Information about educational equivalency, bridge training and the educational pathways that must be followed to work in various occupations
- **Language:** Information about the critical importance of strong language skills for finding work
- **Employment:** Information about job search techniques, interview preparedness, and training workshops, along with challenges commonly faced in different employment areas

Specific Information Required Earlier in the Settlement Process, Including Pre-Arrival (cont.)

- **Needed Documents and References:** Practical advice about documents and references needed to get a driver's licence, secure accommodation, and qualify for employment or specialized training
- **Specialized Information Targeting Youth:** Information about special programs and services for immigrant youth, information addressing the concerns of immigrant youth
- **Other Information:** Information about living costs, affordable housing, schooling, health care, immigration and citizenship regulations and procedures, and the services offered by community organizations

Recommended Solutions to Confusion Regarding Available Settlement Services

- Disseminating information in multiple languages at key immigration processing locales, particularly pre-arrival
- Enhancing the expertise and knowledge of 'early communicators', including ethnocultural and faith groups
- Placing more of an onus on corporate recruiters and family and refugee sponsors to provide better information

Recommended Solutions to Confusion Regarding Available Settlement Services (cont.)

- Early face-to-face meetings with multilingual counsellors able to better direct newcomers
- One-stop shops, both real and virtual, targeting locations with significant immigrant populations

Role of Ethnocultural and Faith Groups

- Broad support for using faith, ethnocultural and community organizations to help convey settlement information and direct immigrants to where to obtain help
- These institutions are trusted by immigrants, can communicate in immigrants' native languages, and offer networking opportunities
- Strategies that rely more heavily on these organizations would need to improve the quality of the information they provide

Use of Social Media and YouTube Videos

- Focus group participants were enthusiastic about expanding the use of social media and YouTube to communicate settlement information, particularly to forge connections with youth
- Respondents advocated expanding use of Facebook and Twitter, beyond the provision of labour market information
- YouTube videos conveying information in multiple languages, or with sub-titles in multiple languages, about topics like job interviews (how to prepare, how to behave) were regarded as extremely valuable

New Pathways to Prosperity Projects in Progress

- Pre-arrival Strategies of Settlement and Integration of Filipinos in Alberta
- The Study-Migration Pathway: Understanding the Factors that Influence the Employment and Retention of International Students as Regulated Health Professionals
- Fostering Immigrant Employee Retention Within Companies
- Orienting Live-In Caregivers
- Role of Employers and the Private Sector in Supporting the Integration of Immigrants

- Immigrant Language Ability, Occupational Choice, and Employment Skill Match Quality
- Exploring the Social and Economic Consequences of Sponsored Parent and Grandparent Migration
- Immigrant Seniors
- Muslim Immigrants and Integration Challenges: The Role of Religion and the Lives of the Second Generation
- Optimizing the Provision of Information to Facilitate the Settlement and Integration of Immigrants in Canada
- Recruitment and Retention of Newcomers

- International Students as Future Citizens: Understanding the Relation between Universities and Cities
- Fostering Research Partnerships for Improved Labour Market Integration and Employment of Skilled Immigrants and Refugees in Edmonton, Calgary, and Fort McMurray
- The Recruitment and Economic, Social and Community Integration of Official Language Minority Immigrants
- Settlement Experiences, Housing Careers and the Regionalization of Immigration

For Further Information:

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Or Visit:

www.p2pcanada.ca