

Exploring Key Strategic Directions

To create the requisite information supports for the Local Immigration Partnership Council in order to create a strategic plan which would be forward-looking, visionary, and innovative, this paper provide a swift and cursory view of the fundamental work on diversity, immigration, settlement, and integration efforts in Abbotsford from service providers in recent years. The whole-of-society approach to Abbotsford's immigration and settlement will ensure substantive change in the way local actors respond to newcomers` needs. Knowledge and ideas will be able to spread beyond organizational borders in order that innovation and new ways of thinking are capitalized.

The Strategic Plan constitutes a series of high-level objectives and detailed action plan about how to support the successful integration of newcomers in the political, economic, social, cultural, technological, legal, environmental spheres of Abbotsford life and to increase partner involvement in the business of settlement sector. The governing premise for integration is a two-way model. Newcomers receive services and supports and host community needs knowledge and resources.

Based on CIC's model of infrastructural intervention to integration, the Council is focused on indirect service, which means supporting other direct services, strengthening the settlement sector, maximizing effectiveness and impact of enlarged partnership. ¹ See also the CIC Results Framework for Local Immigration Partnership in Appendix 1.

Most Significant Change in Diversity and Inclusion

The Abbotsford Community Services is the primary agency dedicated to providing services and programs for immigrants and newcomer families in Abbotsford, including the integration and diversity education activities for newcomers and the residents.

¹ See full discussion on Guidelines on LIPs Activities- Feb 2014

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For the past 5 years, notable work has been done by the Diversity Education and Resources Services of Abbotsford Community Services together with existing community networks and municipal actors to elevate the issues of immigrants in the forefront of community attention. Complementing the work on direct settlement and immigration, these initiatives form part of the growing interest to educate the Abbotsford citizens about the benefits and advantages of creating a welcoming community.

- *Community partnerships related to celebrating diversity, inclusion, intercultural connections*

Examples include Abbotsford Building Connections Project (partnership with City of Abbotsford, Abbotsford School District and the University of the Fraser Valley (UFV) Centre for Indo-Canadian Studies), Welcoming Communities Project Advisory Council, Fraser Valley Cultural Diversity Awards (2003- 2013),

The most significant change noted has been the increased in inter-organizational and inter-institutional collaboration and joint leadership which means leveraged resources, personnel, money, and political influence to impact wider set of communities and stakeholders in Abbotsford for diversity, inclusion, and integration.

- *Initiatives related to anti-racism, Anti-Discrimination and Xenophobia, Belonging*

Examples include Fraser Valley Human Dignity Coalition, Student and Community Dialogues, Youth Dialogues program, Let Youth Belong, Let youth belong II: Don't Hate-Integrate, Safe Harbour program, A Case for diversity art project, Race and Anti-Racism Network at UFV

The most significant change has been an increased interest and demand for anti-racism education, indicating more awareness, more understanding of the need for and benefit of anti-racism education, and more instances of actions being taken in response to racism that is experienced or observed by school personnel and students, businesses, youth, community organizations and citizens themselves.

- *Grassroots mobilization and organizing to address faith-related issues*

Examples include Project Connections, Project Interfaith (Youth-focused), Bridges of Faith Advisory Committee, Interfaith Dialogues, Interfaith Meetings regarding conversion and other permutations

The most significant change has been an increase in understanding of diversity, various beliefs and religions; increased sense of belonging and capacity to dialogue; increased skill of community members to facilitate conversations among diverse groups; increased skill of community members to respond to

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faith – related conflict, prejudice, and discrimination, newer entrants into dialogue were observed (self-identified atheist and agnostic, and humanists). Recent youth-focused faith activities resulted in breaking the taboo by talking and sharing about faith differences.

- *Labour Market Integration and Business interface*

Examples include Diversity Networking Series I and II, Labour Market Research of Low-Skilled and Low English language immigrants

The most significant change has been addressing the gaps in settlement and immigration services and community initiatives through research, training, and awareness-raising with the business and labour market sectors which resulted in increased understanding of the role of local economic actors in impacting immigrants' integration.

Understanding the Local Immigration and Settlement Sector

Through the years, Abbotsford has seen the dramatic rise of initiatives related to diversity, inclusion and immigrant integration because of federal and provincial funding, local donations, corporate supports, and independent grassroots organizing² from different stakeholders in the community making it a fertile ground for innovative practices. Despite the investments in community-based integration efforts, there is an absence of general vision as to how all stakeholders can work together, a framework to adapt mainstream services and programming to newcomers where possible and thereby avoid organizational “silos”, duplication and inefficiencies.

Due to changes in federal, provincial, municipal policies and funding, the local immigration and settlement sector has been challenged with instability to constantly navigate new systems.³ The Federal government strict eligibility criteria have prohibited Abbotsford Community Services to serve naturalized Canadian citizens who comprise the majority of the immigrant population in need in Abbotsford. The relationship with federal and provincial agencies is very positive and the relationship with the municipal government is congenial but can be further improved as diversity and issues of immigration is not embedded as a priority.

² The Abbyfest Multicultural Festival Society has been organizing yearly Abbyfest since 2008, a multicultural festival that celebrates the rich heritage and cultural traditions of the diverse communities in Abbotsford. <http://www.abbyfest.com/history/>. Accessed 25 August 2014

³ Abbotsford Community Services, Local Immigration Partnership Council, interview with Mapreet Grewal, September 2014

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The City of Abbotsford Diversity Policy (No. 100-01-18) has yet to be transformed into practical sets of strategies and practices benefitting local governance and the Abbotsford residents now and into the future.⁴ Despite this gap, the City of Abbotsford is committed to continuing its leadership and responsibility to become the most livable community where diversity is valued and strengthened. The business community represented in the Abbotsford Chamber of Commerce has recently launched a Community Grant program which enables community-based, non-profit organizations providing services and programs related to culture, arts, heritage, and health, among others.⁵ These efforts signify positive collaborative spirit to enhance the way immigrants are served in this community and increase their well-being.

If resources is not an object, the local immigration and settlement sector long-term vision is to develop overseas orientation from Abbotsford-bound immigrants to mitigate culture shock, further increase engagement and investment from employers and businesses and provide more alternative programming for youth who cannot benefit from the school system due to language and literacy barriers.

Understanding the Diversity of Immigrants in Abbotsford

Immigrants in Abbotsford enjoy a high degree of heterogeneity. Depending on the immigration vehicles they employ to arrive in Canada, they face particular barriers and challenges and therefore require tailored services and programs as well as supports from the community in short, medium, and longer terms.

⁴ The City of Abbotsford, Diversity Policy, No. 100-01-18, 2010; Page 2 of 2 states “The City of Abbotsford is committed to creating an environment of equality for its residents and supports this policy through a Diversity Action Plan. The plan addresses internal diversity related to our workforce and workplace culture and external diversity by promoting diversity throughout the community to achieve equality for all Abbotsford residents.”

⁵ For more information, visit <http://business.abbotsfordchamber.com/news/details/chamber-makes-community-grant-funds-available>. Accessed 25 August 2014

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Types of Immigration	Description	Abbotsford Profile
Family Reunification Class	A permanent residency for sponsored relative or family member of a Canadian citizen or permanent resident with support for a period of 3-10 years, restrictions apply	67% of the clients served by Abbotsford Community Services Settlement and Immigration Program (2,291 of total 3,433) come from Family Class
Economic Class	Types of Streams under Economic Class	Every year, there are 1,075 average immigrants settling in Abbotsford. ⁶ In 2012, there were 1,125 immigrants who arrived in Abbotsford-Mission area. ⁷
	Federal Skilled Workers Class – federal selection system meeting labour market needs through point system	
	Quebec Skilled Workers Class- Quebec selection system unique to province	

⁶ Citizenship and Immigration Canada, Canada: Permanent Residents by Province or Territory and urban area, 1125 Abbotsford/Mission <http://www.cic.gc.ca/english/resources/statistics/facts2012/permanent/11.asp> Accessed 18 August 2014

⁷ 2006 Census, Statistics Canada

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	Provincial Nominee Program- Government of Canada and province agreements with designated immigrants meeting local needs	
	Canadian Experience Class- transition of certain foreign workers and international graduates to permanent residence	
	Business Immigration Class - entrepreneur, immigrant investor or self-employed persons that can contribute to job creation and financial capital	
Protected Persons	Canadian permanent residency status granted on strong humanitarian, compassionate grounds and public policy considerations	According to Mennonite Central Committee of British Columbia (MCCBC), there were 3 individuals who arrived in Abbotsford as refugees in 2012. ⁸ Between 2012-2013 ACS ELSA program received applications from 2 refugees and 6 refugee claimants. There are more than 300 Sudanese refugees living in Abbotsford. There are many privately sponsored refugees in Abbotsford that are not accounted for due to secondary migration. ⁹

⁸ Abbotsford Community Services, Community Asset Report on Diversity and Inclusion, 2014 (unpublished)

⁹ ACS, Community Asset Report, pg 14.

Temporary Foreign Workers	Live-in Caregiver Program- allows Canadians to hire nannies from abroad for live-in program for 2 years and receive permanent residence after	In 2012, there were 278 foreign temporary workers in Abbotsford-Mission. ¹⁰
	Seasonal Agricultural Workers Program- farm labourers from Mexico or selected Caribbean countries-no pathway to permanent residence	In the Fraser Valley, there are 3,000 temporary agricultural workers on average operating in farms. ¹¹

Table 1: Snapshot of Immigration Vehicles of Immigrants and Foreign Workers in Abbotsford

Framework of Integration Process

In the life of a new immigrant, there are four integration milestones that are essential to fast-track their adaptation process into Canadian societies.

¹⁰ Citizenship and Immigration Canada, Canada: Permanent Residents by Province or Territory and urban area, 1125 Abbotsford/Mission <http://www.cic.gc.ca/english/resources/statistics/facts2012/permanent/11.asp> Accessed 18 August 2014

¹¹ Advocate decries loss of EI for Seasonal Migrants, <http://oppenheimer.mcgill.ca/Advocate-Decries-Loss-of-EI-for> Accessed 18 August 2014

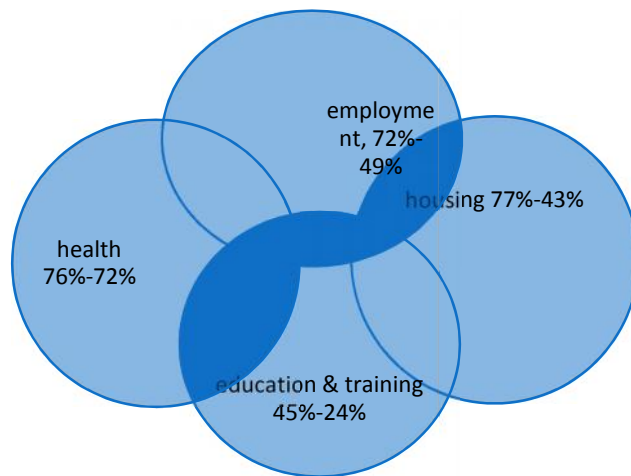


Table 2: Immigrants (6 months, 2 years, 4 years interval) who have looked for or tried to get services for employment, housing, health care and education and training

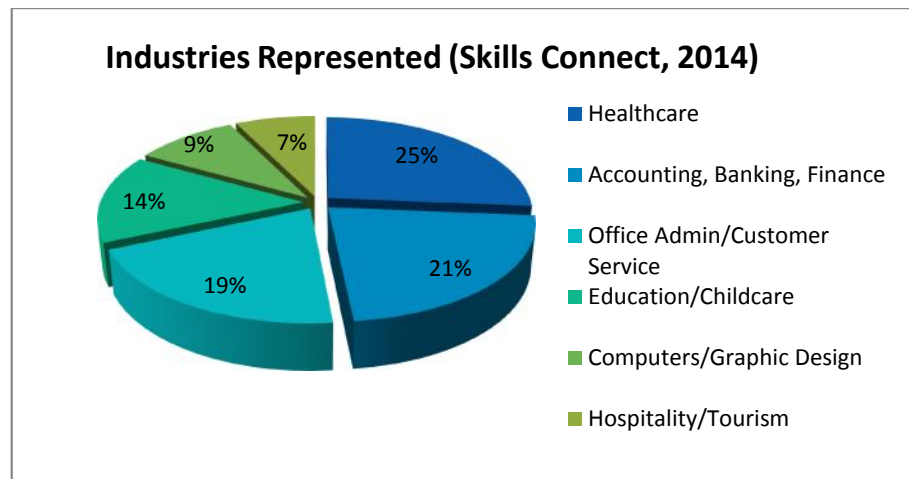
Based on Xue Li's 2007 *Portrait of an Integration Process: Difficulties Encountered and Resources relied on for newcomers in their 4 years in Canada, Evidence from three waves of the Longitudinal Survey of Immigrants in Canada (LSIC)*, there is a general trend towards decrease needs for employment, education, and housing over time for newcomers except for health which is generally stable across time.¹² Declined needs means progress for newcomers to obtain a stable life in Canada. The longer they remain in Canada, they appeared more stable, settled, ensured of their livelihoods and employment, including health and education opportunities in their chosen communities.

¹² Xue Li, *Portrait of an Integration Process: Difficulties Encountered and Resources relied on for newcomers in their 4 years in Canada, Evidence from three waves of the Longitudinal Survey of Immigrants in Canada (LSIC)*, Citizenship and Immigration Canada, 2007

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Friends and relatives helped newcomer overcome difficulties faced in their early years of settlement and adaptation. Over time they rely more on government, banks, real estate agencies, and others for sources of information, advice, counselling and financial supports. Financial challenges continue over time for a lot of newcomers which means that existing resources that is being offered do not take into consideration longer term supports related to financial constraints.

<u>Skills Connect</u>	
September 2012	April 2014
80% of clients completed the program	82% completion rate
85% of clients that completed the program have found employment (including those outside of the field)	86% found employment



It would be interesting for Abbotsford to increase its ability to track and monitor immigrants' progress in the above domains which speaks to how the community as a whole is doing its job to support newcomer to find jobs, find housing, get education and training, obtain health care, and enjoy their new friends and neighbourhoods in Abbotsford.¹³

¹³ There is a tracking system within the settlement sector determining which sectors are currently represented by their open client files (at any given time; what some of the larger sectors of interest are within the program, currently: Accounting/Finance, Education and Childcare, Health and Business Administration) and also a tracking system where these clients have ended up in an informal manner after their files have been closed

Gaps, Barriers, and Recommendations

Methodology

A scan of existing resources, services and programs are completed to provide a 'snapshot' of what exists in the community, on-going or recently concluded and under public domain using desk research, focused interviews, and review of related studies. This scan is not exhaustive but informative and descriptive of the up-to-date practices in this sector.

- For the purpose of this study, the immigrants here pertain to those that have arrived in Canada within 5 years after landing.
- Services and programs identified here only point to exclusive for immigrants/newcomers and integrative which means that resources that have the potential to be used or provided to the immigrant population categories or sectors. There is no judgement made to each of the services/supports listed in this study;
- Gaps point to what is lacking, inadequate or under-provided versus the existing benchmarks that are provided in other jurisdictions or in relation to the number of demand and/or constituencies. This also refers to the quality, depth, cover, and saliency of the existing programs as echoed by immigrant users themselves, the service providers, and the interested groups of stakeholders. Some gaps came from general research which also reflects the rural/small community context of Abbotsford;
- The barriers facing immigrants are derived from local interviews and studies, and at more generalized level in major researches and studies;
- The barriers facing the sector are derived from local sources, regional and national studies and recent initiatives interfacing with local businesses and recruiters;
- The recommendations are derived from recent program and project recommendations, suggestions from concerned sectors, best practices from other jurisdictions, local studies and scoping projects;

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Domains/ Sectors	Immigrant Group	Services/Supports Available	Gaps	Barriers Facing immigrants	Barriers facing the Sector	Recommendations
Labour Market Integration 	Skilled Immigrants, Newcomers <small>14</small>	Abbotsford Community Services <ul style="list-style-type: none"> • Immigrant Settlement program <ul style="list-style-type: none"> • Social/Civic/Life Skills program • Legal Advocacy • Immigrant Women’s Training & Work Skills • Community Access to community learning • English Language Services for Adults • Diversity Networking Series 1 & 2 (with City of Abbotsford) 	<ul style="list-style-type: none"> • Not enough co-op program, paid work experience in chosen industry • Length of time and wait lists of licensing process in regulated professions • No immediate résumé support after landing¹⁵ • In Abbotsford, there is no job developer position that pursues employers for work opportunities, collaborate with sectors¹⁶ 	<ul style="list-style-type: none"> • Lack of recognition of foreign-credentials and overseas work experience¹⁷ • Lack of knowledge Canadian workplace rights, safety, lack of Canadian experience • Increased vulnerability to poverty (under employed, low wage jobs) • Deskilling and retraining • Racism and discrimination • Lack of affordable 	<ul style="list-style-type: none"> • SMEs have difficulty finding employees and compete with bigger employers • SMEs are too busy, too small, and too unaware of the business case for diversity • Lack of tools and resources targeted for SMEs to 	<ul style="list-style-type: none"> • Business forum to discuss international credential recognition; work with credentialing agencies • Employer capacity building support¹⁹ • Subsidized employer language instruction & work skills²⁰ • Design strategies

¹⁴ Abbotsford Community Services, Community Asset Report 2014(Welcoming Communities Program)

¹⁵ Abbotsford Community Services, Community Asset Report Questionnaire-Settlement Workers. It takes a few months for the newcomer immigrant to access job skills training under federal and provincially funded settlement programs due to screening, checking, and documentary requirements

¹⁶ Abbotsford Community Services, Local Immigration Partnership Council, Skills Connect Interview, August 13 & 21, 2014. Primary example of the Job Development position is Maple 2.0 is a national mentorship program of ISSofBC that offers mentorship placement opportunities for 3 months to permanent residents and refugee status. This is funded by Citizenship and Immigration Canada. See <http://www.issbc.org/prim-nav/programs/career-services/maple-20>

¹⁷ Government of Canada helps more skilled newcomers get jobs in their field faster. The 10 new priority occupations are: geoscientists, carpenters, electricians, heavy duty equipment technicians, heavy equipment operators, welders, audiologists and speech language pathologists, midwives, psychologists, and lawyers See <http://news.gc.ca/web/article-en.do?nid=868929>. Accessed 25 August 2014

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	Abbotsford WORKS (ACS, Agora, Community Futures, Bowman, Triangle, Communitas)	<ul style="list-style-type: none"> • Career Planning • Employability Skills 	<ul style="list-style-type: none"> • child care services • Due to gender roles, women skilled immigrant have much more barriers/challenges to employment 	<ul style="list-style-type: none"> • assist in hiring and retaining¹⁸ • Lack of stronger partnership with settlement agency to share information re: hiring workers (overseas/ actual data on labour needs, etc. • Lack of coordination with 	<ul style="list-style-type: none"> • targeting SMEs re: hiring, retaining immigrant workforce²¹ • Dedicated online source for screened immigrants/ tools for employers • Full time Job Developer position²² • More bridging programs as pathways
	University of the Fraser Valley	<ul style="list-style-type: none"> • Academic English classes to new immigrant and refugees 			
	Mennonite Central Committee	<ul style="list-style-type: none"> • Provides Psychological, material, financial supports to refugees 			

¹⁹ Abbotsford Community Services, Welcoming Communities Project 2014


²⁰ This is same for low-skilled and low language immigrant groups.

¹⁸ Abbotsford Community Services, Diversity Networking Series 2.0 Evaluation: Hiring for Diversity, October 10, 2013

²¹ ALLIES, Global Talent for SMEs.: Building Bridges and Making Connections, 2012

²² At ACS there is no full time job developer that actually works with employers and businesses to increase the take up of newcomers into their work force. In bigger cities, contracts with settlement agencies contain a full time job developer position. This is a perceived gap of service.

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		Women's Resources Society of the Fraser Valley	<ul style="list-style-type: none"> Assist women from domestic violence/relationship abuse Provides housing, one-on-one support, referrals 			service provider in general (too much immigrants' side)	<ul style="list-style-type: none"> for career direction & paid internship (eg. Nurses in training) Employ sectoral strategies & track labour demand to influence employer engagement²³
		Vancity (local branch)	<ul style="list-style-type: none"> Micro-loan Program to launch their business or fulfill their career goals 				
<i>Labour Market Integration</i> 	Low English/Low Skilled Immigrants ²⁴	Abbotsford Community Services	All supports except Skills Connect (strong labour market focus), Employment Mentors' Program, ELSA 4 & 5	<ul style="list-style-type: none"> Lack of Federal and provincial employment services that are labour market focused Settlement sector is not successful in engaging farm owners and employers 	<ul style="list-style-type: none"> Insufficient language skill Limited job options Transportation Discrimination and vulnerability to labour market abuse Lack of Canadian experience Lack of understanding of 	<ul style="list-style-type: none"> Immigrants are not labour market-ready (have insufficient language skills, lack of Canadian work experience) High Training 	<ul style="list-style-type: none"> funding to develop and deliver curriculum that combines vocational skills with language training (Vocational/contextualize)

²³ Talent is Ready: Promising Practices for Helping Immigrant Professionals Establish Their American Careers, IMPRINT Project, 2011


²⁴ Labour Market Opportunities and Challenges for Low-Skilled and Low-Language Immigrants in Abbotsford (Labour Market Legacies research, 2014)

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				<ul style="list-style-type: none"> Limited employment outside of farm work²⁵ 	<p>Canadian workplace culture and expectations</p> <ul style="list-style-type: none"> Lack of understanding of Canadian workplace safety Physical, psychological, and learning disabilities Social isolation & family obligations Due to gender roles, women experienced more hardships & challenges related to finding employment 	<p>Costs</p> <ul style="list-style-type: none"> Recruitment methods are not accessible to immigrants (informal social, on-line) Competition from migrant work program High Turn-over of immigrant worker Agricultural sector embracing mechanization replacing demand for short-term labour 	<p>d ESL)</p> <ul style="list-style-type: none"> increased role of companies and employers to provide subsidized workplace language instruction and work-related skills affordable and accessible childcare opportunities to immigrant women job seekers monitoring of farm labour contracting system Training programs should be designed to build employers capacity for hiring, retention, and fostering
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²⁵ Abbotsford Community Services, Local Immigration Partnership Council, Staff Focus Group Discussion, August 2014


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							inclusive workplaces
 <p>Housing</p>		BC Housing	<ul style="list-style-type: none"> Rental Assistance Program 	<ul style="list-style-type: none"> Lack of affordable, appropriate housing for refugees (big families on income assistance) Multi-cultural/Immigrant Housing models Temporary shelters for new immigrants are limited or under-used 	<ul style="list-style-type: none"> Short-term housing near to amenities and transportation Immigrants require assistance with application process & obtaining a mortgage due to lack of credit history Refugees faced particular and harder barriers and challenges to find affordable, appropriate housing 	<ul style="list-style-type: none"> Growth for homeownership is high in general which is a positive feature despite challenges 	<ul style="list-style-type: none"> Increased immigrants' inputs to housing strategies, plans, at all levels of government Increased information about mortgage and different housing options for newcomers
		City of Abbotsford	<ul style="list-style-type: none"> Affordable Housing Strategy 2011²⁷ (need for integrative multicultural housing) Harmony Flex Housing²⁸ (low-income/PwDs) 				

²⁷ City of Abbotsford, Abbotsford Housing Strategy, 2011; Ron Van Wyk, Anita Van Wyk, K. Mcbrine, T. Jonker, G. Franklin, Gaining Momentum: Affordable Housing in the Fraser Valley, Mennonite Central Committee, 2009

²⁸ City of Abbotsford, Harmony Flex Housing. Accessed: August 11, 2014 at http://www.cmhc-schl.gc.ca/en/inpr/afhoce/afhoce/vi/vi_095.cfm

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		MCC BC	<ul style="list-style-type: none"> • Rent Assistance Program (one-time financial assistance) 		26		
		Banks and Mortgage lenders	<ul style="list-style-type: none"> • Various local and ethnic banks 				
		Real Estate agencies	<ul style="list-style-type: none"> • Various 				
<i>Education</i> 		Abbotsford Community Services & Abbotsford School District	<ul style="list-style-type: none"> • SWIS Program for primary & secondary levels 	<ul style="list-style-type: none"> • Lack of synergy between ESL programs through settlement and trade courses/trainings • Lack of funding for processes for credentialing/further education 		<ul style="list-style-type: none"> • High costs of retraining, upgrading, re-skilling, certification • Lack of work-related ESL in one program to save time/money (instead of many programs dealing with ESL and other work-based trainings) 	<ul style="list-style-type: none"> • Partnerships with universities, colleges, apprentice programs to support skills upgrade, and become sources for recruitment
		University of the Fraser Valley	<ul style="list-style-type: none"> • ESL classes • Multicultural events, educational workshops • Continuing Education/Lifelong Learning 				
		Trade Colleges	<ul style="list-style-type: none"> • Various private colleges/apprentice centres 				

²⁶ Michael Haan, Phd, University of Brunswick, The Housing Experiences of New Canadians: Insights from the Longitudinal Survey of Immigrants

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 <p>Health</p>		Abbotsford Regional Hospital/ Fraser Health	<ul style="list-style-type: none"> • Multi-faith Chaplain service • Diversity Services 	<ul style="list-style-type: none"> • Navigational issues: the Canadian health system, resources, information about disease & prevention, language, transportation, social supports²⁹ 	<ul style="list-style-type: none"> • Psychological and mental illness and issues of immigrants and refugees, undiagnosed, untreated • Language, transportation, costs, family obligation as barriers to accessing information, services related to health promotion, prevention, treatment & care • `Healthy immigrant effect` deteriorates over time³² 	<ul style="list-style-type: none"> • No national or provincial standard for providing culturally competent programs/services • Lack of continuity of funding for multicultural health • Outreach through ethno-cultural channels to be established • Harder to reach segment (elder women & men, Punjabi, victims of abuse, addiction) 	<ul style="list-style-type: none"> • Culturally appropriate outreach strategies for harder-to-reach segments (elder women, men, disabled, etc.) • Culturally sensitive approaches to health promotion training for service providers • Exploring use of `cultural health mediators`
		Abbotsford Community Futures & Abbotsford Community Services	<ul style="list-style-type: none"> • Accessibility Handbook for frontline/ settlement workers • Diversity Health Fair (2010-2013) • Multicultural Health Services /Program Resources For Abbotsford, 2013 • Abbotsford Youth Health Clinic (IMPACT) • Health Care Access with Abbotsford Division of Family Practice 	<ul style="list-style-type: none"> • Immigrant communities have higher risks of chronic disease (diabetes, heart disease, cancer) • Health beliefs, cultural issues (Stigma, shame, and ignorance, denial associated with mental, sexual, and other health issues³⁰) • Lack of resources to assist newcomer with disabilities 			

²⁹ Multicultural Advisory Council, Roundtable on Diversity and Inclusion, Surrey Public Library: Health Sector Focus, Proceedings Report, March 11, 2014,

³⁰ P. Jarvis, S. Koehn, S. Bains, J. Cheema, Deidre Goudriaan, M. Addison, Just scratching the surface: Mental Health Promotion for Punjabi Seniors (Forum) Final Report, August 24, 2011

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		Family Doctors/Physicians/Dentist		<ul style="list-style-type: none"> with existing resources Limited child and youth mental health assessments³¹ Wait times are longer for health care Domestic violence causes health problems 		<ul style="list-style-type: none"> Services in languages of ethnic communities 	
<i>Transportation</i> 		Central Fraser Valley System	<ul style="list-style-type: none"> 25 Year Future Plan: Abbotsford & Mission, Jan 2013 	<ul style="list-style-type: none"> Employment opportunities for newcomers (farm work) not accessible by transit Infrequent bus schedule not feasible for workers Newcomers cannot afford to take a driving test or buy a car due 	<ul style="list-style-type: none"> Access (schedule & bus routes) to public transportation Low-Skilled: reliance on farm contractors may lead to abuse /vulnerability³³ Lack of access to Information about public transit from social networks (temples, churches, etc.) Not-for-profit 	<ul style="list-style-type: none"> Contractors cannot accommodate all transport needs of farm workers Employers in out of transport area have difficulty attracting immigrants because of lack of public 	<ul style="list-style-type: none"> Education of rights and safety of farm workers esp. Transport challenges public transport consultation should access immigrants input Open up non-profit transport supports to
		Non profit transport support	<ul style="list-style-type: none"> Catered to youth, seniors, health-related, impaired drivers during holidays, etc. Road safety; child safety 				

³² Review of literature on migration health points to the `healthy immigrant` effect due to immigration health controls, but deteriorates over time due to stressors of migration, and the social determinants to well-being and health. See Migration Health, Embracing Determinants of Health Approach: Health Canada Research Bulletin, Issue .17, December 2010

³¹ Abbotsford Community Services, Local Immigration Partnership project, Staff Focus Group Discussion, August 2014

³³ Abbotsford Community Services, Labour Market Research on Low Skilled, Low-Language Immigrants, 2014

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				to economic & language reasons <ul style="list-style-type: none"> Lack of intra and inter-regional transit network 	transport support not focused on immigrants	transport	immigrants through collaboration & partnerships <ul style="list-style-type: none"> Subsidized immigrant drivers training
<i>Social Integration</i> 	Abbotsford Community Services	<ul style="list-style-type: none"> Diversity Education & Resources Services (Interfaith Dialogue, Safe Harbour, Community Dialogues, Anti-Racism, FVHD, Let Youth Belong, Translation SACRO Multicultural Family Services Youth Buddy Evaluation of Gaps faced by Youth immigrants 	<ul style="list-style-type: none"> Lack of affordable child care services Lack of targeted outreach for senior men and women Refugee and immigrant youth supports are shorter in duration than actually needed (hosts program, family supports) Residents lack cultural awareness of Abbotsford diversity Civic Engagement for young adults 	<ul style="list-style-type: none"> Community divide based on religion & culture/ethnicity Youth face bullying and discrimination, isolation; Indo-Canadian senior, especially home-based women more vulnerable to depression, isolation; Generally, under-represented in community planning networks, tables³⁴ 	<ul style="list-style-type: none"> Senior programs are unknown; limited cross-cultural exposure; hesitancy to get involved Existing community planning tables and networks lack diversity perspective (Tokenistic) 	<ul style="list-style-type: none"> Multilingual and multi-ethnic news Increased media and library engagement Culturally and linguistic appropriate outreach to Indo-Canadian senior community by service providers City recreational & social programming can be incorporated in 	


³⁴ Abbotsford Community Services, Local Immigration Partnership Project, interview with Susan McAlevy, August 2014

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		City of Abbotsford	<ul style="list-style-type: none"> • PRC Subsidy Program • Abbotsford Building Connections Project (twinning) • Seniors Bus Tour 	<ul style="list-style-type: none"> • Community events are not representative of diversity and/or newcomers immigrants • Minority ethnic groups are under represented 			partnership with community agencies ³⁵
		Faith-based organizations & ethno-cultural groups	<ul style="list-style-type: none"> • English Conversation • ESL Classes • Events/Festivals • Counselling/Bible Studies 				

³⁵ City of Abbotsford, Abbotsford Indo-Canadian Seniors Project, November 2009

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<p>Leadership & Resources</p> 		<p>Abbotsford Community Foundation</p>	<ul style="list-style-type: none"> • Diversity in Non-profit workshop • Funding for non-profits 	<ul style="list-style-type: none"> • Lack of immigrant leaders in non-profits Boards and politics • Lack of central information to get leadership opportunities for newcomers • Ethno-cultural organizations (start-up) lack support for organizational development/finding resources from the community • Lack of database of qualified speakers connecting with the media and community 	<ul style="list-style-type: none"> • Lack of access to volunteer opportunities in non-profit sector³⁷ • Lack of training, mentoring program for diverse leaders to equip them to run for office, hold a Board position, etc.³⁸ • Lack of time and resources for settlement sector to access resources through philanthropy 	<ul style="list-style-type: none"> • Attracting and outreach to immigrants for Board leadership and volunteer opportunities • Lack of access to sufficient number of diverse leaders to hold positions, building a pipeline • Lack of understanding of the benefits of diversified governance, staff, and in general, diversity perspectives • Formal fundraising directly benefiting immigration & settlement is missing 	<ul style="list-style-type: none"> • Increased partnership with philanthropy, public sector, private donors on immigrant integration • One-stop shop leadership centre/hub • Education for the immigrants to embrace the opportunity of leadership • Formal philanthropy for the immigrants & newcomers • Exploring ideas for person-to-person support given
		<p>Abbotsford Chamber of Commerce</p>	<ul style="list-style-type: none"> • Community Grants (eligible to cultural/social services) 	<ul style="list-style-type: none"> • Untapped opportunities & potential from established families providing in-kind, cash, and 			

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				other supports to newcomers ³⁶		<ul style="list-style-type: none"> • Employer investments to their immigrant workers need to be increased • Lack of cultural competencies among leaders 	to newcomers (based on kinship, similar faith, etc.)
<i>Research , Policy & Practice</i> 		UFV Various Department	<ul style="list-style-type: none"> • Research: Role of Housing in South Asian Ethnic Enclave (on-going) • Continuing Education, Lifelong Learning • Race, Anti-Racism Network 	<ul style="list-style-type: none"> • Lack of local scholarly research, studies on refugees and immigrants in general³⁹ • Lack of mechanism to share information about immigrants beneficial across sectors and industries • Lack of funding, donations, 	<ul style="list-style-type: none"> • Immigrants-focused organizations are underfunded to conduct research that will support their work • Academicians find it hard to find good data from service providers and vice versa • Service providers prefer action-oriented studies and researches that 	<ul style="list-style-type: none"> • Lack of mechanism & incentive to collaborate for coherence, knowledge sharing • Limited funding to conduct studies and assessments 	<ul style="list-style-type: none"> • Visionary cross-sectoral Collaboration (academe, settlement, government, business); fosters ``innovation cycle``⁴⁰, knowledge partnership • Better use of research adapted for
		Abbotsford Community Services	<ul style="list-style-type: none"> • New Studies: Community Asset Report, Labour Market Study 				

³⁷ Abbotsford Community Services, Welcoming Communities Minutes, September 9, 2013

³⁸ Maytree Foundation, Diverse-city Leadership Project <http://maytree.com/integration/diverse-city-leadership-project>

³⁶ Abbotsford Community Services, Local Immigration Partnership Council Project, Interview with Manpreet Grewal, September 4, 2014

³⁹ Abbotsford Community Asset Report 2014

⁴⁰ This idea of an innovation cycle is expressed in the paper Agenda of the Future: Draft, June 17, 2013, Pathways to Prosperity p2pcanada.ca which helps the immigration and settlement sector chart a more pro-active and strategic course in the midst of changes in orientation, financing and organization. This partnership with an academic think tank will be around building promising projects and techniques which would be transferring knowledge across settlement organizations. The recommendations fall under the business perspective-which means a focus on excellence and innovation, being more entrepreneurial and strategic in their decisions and positions.

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		City of Abbotsford	<ul style="list-style-type: none"> • Demographics & Statistics • Research: Abbotsford Indo-Canadian Seniors Project 	corporate support, and other sources of resources to increase research & evaluation capacity for immigration and settlement issues & practice	can be applicable and useful to practice	<ul style="list-style-type: none"> • Lack of ability to generate & appreciate evidence-based findings to inform & negotiate with funders & governments 	concerned sectors
	Abbotsford Community Foundation	<ul style="list-style-type: none"> • Vital Signs 2014 					
	Fraser Health, Correctional, MCFD, commercial banks	<ul style="list-style-type: none"> • Policy and practice on diversity, inclusion and immigration are connected 					

Emergent Themes

Based on the scan, the employment integration needs of high and low skilled immigrants in Abbotsford remain a top priority and a persistent challenge which requires the concerted efforts of the municipal government, business, labour, education, and the service agencies to provide solutions and inspire action. To summarize, below are some of the strategic directions that can be explored through community planning.

- Local Economic Development resulting in favourable labour market for immigrants
 - Recruitment, retention, maintenance, and development of newcomer immigrants in workforce
 - Employer and business owner engagement and commitment
 - Skills recognition, credentialing, and professional development

⁴¹ Abbotsford Community Services, Local Immigration Partnership Council Project, Interview with Satwinder Bains, September 2014

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- Systemic Changes in relation to policy/legislation, practice, program
 - Policy/legislation in specific business and government sectors and/or sub-sectors
 - Knowledge generation and knowledge products (assessments, tools, guidelines, value-chain, etc.) and action research
 - Leadership development of newcomer immigrants in political, economic, and social spheres of community life
 - Increased take-up of research to influence governance, policy, and practices of the LIP members
- Gaps in Settlement Services
 - Focused on gaps in services for low-skilled immigrants and newcomers
 - Focused on gaps in services for skilled immigrants

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Appendix 1: Citizenship and Immigration Canada Results Framework of the LIPs

