

Background

- ❑ Canada accepts a large number of skilled immigrants under the Federal Skilled Worker Program to address labour shortages (CIC, 2015).
- ❑ Recent immigrants to Canada are the most educated and highly trained immigrants to date (Banerjee & Verma, 2011), yet challenges to effective integration remain (Drolet et al. 2015; Gauthier, 2016; Lowe & Ortiz, 2015; Picot & Sweetman, 2012).
- ❑ Settlement experiences of skilled immigrants are distinct as they are economically motivated, professionally trained and vocationally oriented. (Chen, 2008; Meraj, 2015).
- ❑ Despite the current economic slowdown, Calgary remains one of the most popular destination for immigrants to Canada (Government of Alberta, 2017).
- ❑ Past economic downturns in Canada have shown that immigrants have greater difficulty re-entering the labour force even after the economy rebounds; and that they are often left with no choice but to accept jobs below their qualifications (Globe and Mail, 2009).
- ❑ Immigrants who arrive during unfavourable economic conditions experience a permanent disadvantage in integration (Ayedemir, 2003).

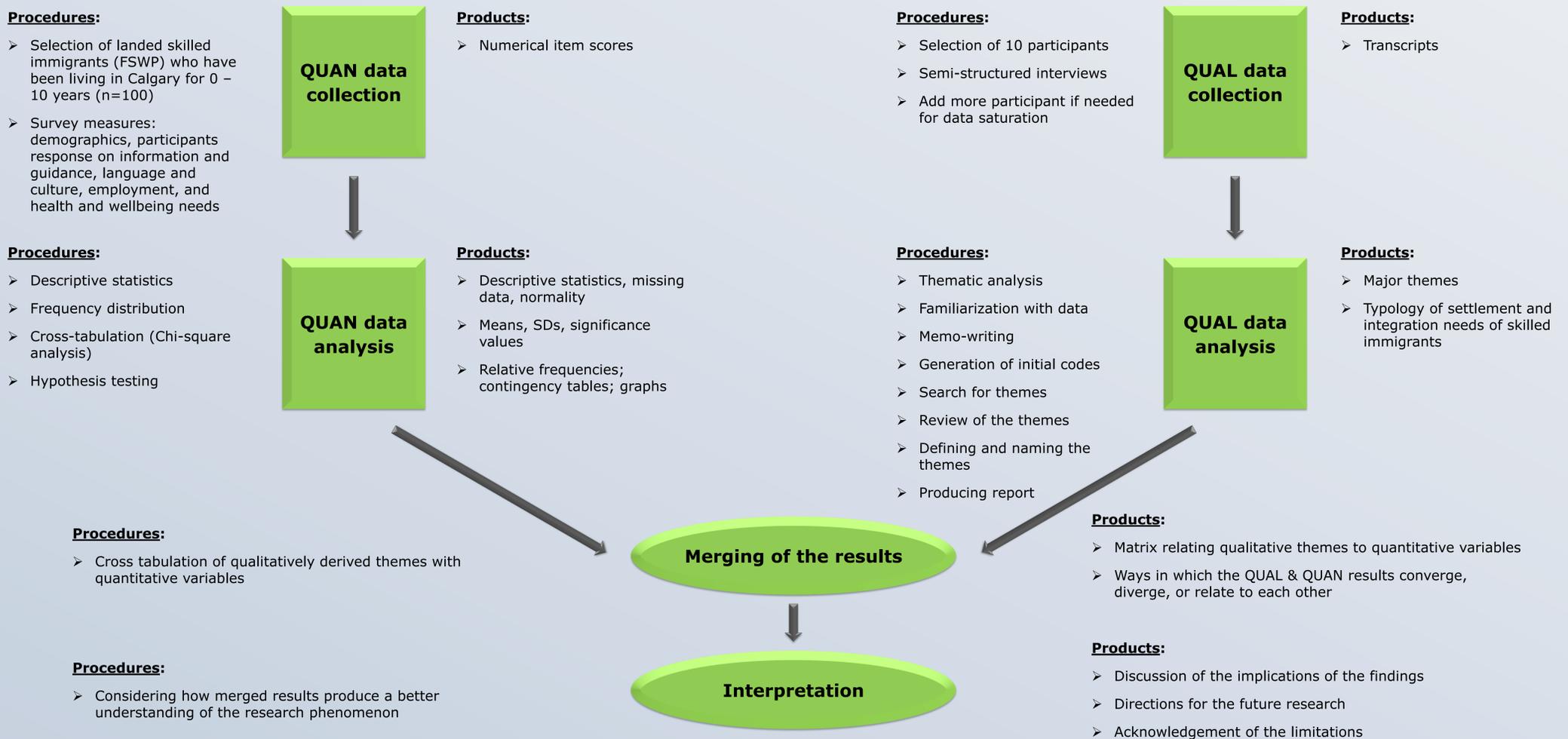
Research Questions

1. What are the areas of greatest settlement and integration needs of skilled immigrants in Calgary?
2. What are the settlement and integration needs of skilled immigrants that are not addressed by the existing settlement support in Calgary?

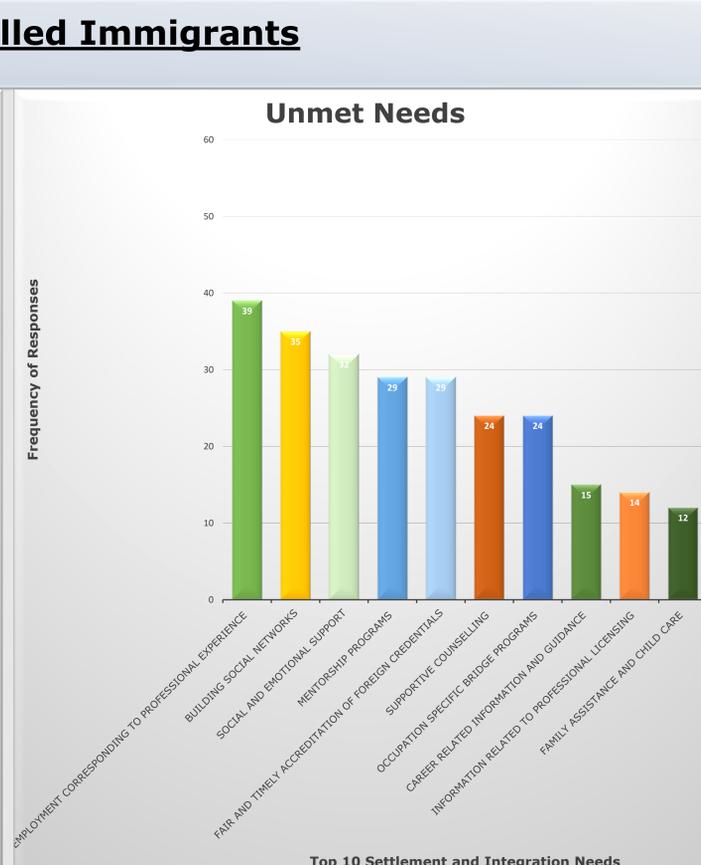
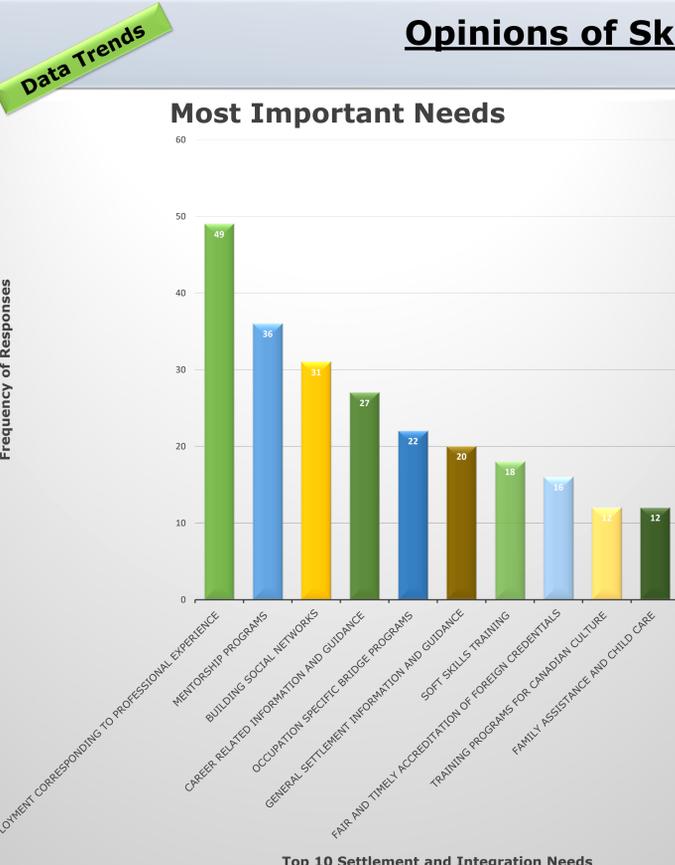
Framework / Approach

- ❑ Conceptual framework: Welcoming communities (Bahbhani, 2008; Esses et al, 2010; National Working Group, 2007)
- ❑ Theoretical lens: Intersectionality (Hankivsky & Cormier, 2011)
- ❑ Philosophical approach: Pragmatist approach (Patton, 2002)
- ❑ Research approach: Mixed methods approach (Cresswell & Plano Clark, 2011)

Study Diagram: Convergent Parallel Mixed Methods Research Design



Opinions of Skilled Immigrants



Perspectives of Service Providers

Most Important Needs

- ❑ To understand where they "fit in" – transferability of skills
- ❑ To understand workers' rights and employment standards in Canada
- ❑ To achieve professional positions in Canada similar to what they had in their home countries
- ❑ Fair evaluation / recognition of credentials
- ❑ Mentorship and bridge programs

Unmet Needs

- ❑ Consistent information and guidance support
- ❑ Pre-arrival services and support
- ❑ Relevant support for professional immigrants
- ❑ Receiving services and support in shortest possible time – long waiting times
- ❑ Mentorship and bridge programs

"We're not doing a good enough job making sure that people get the information"