

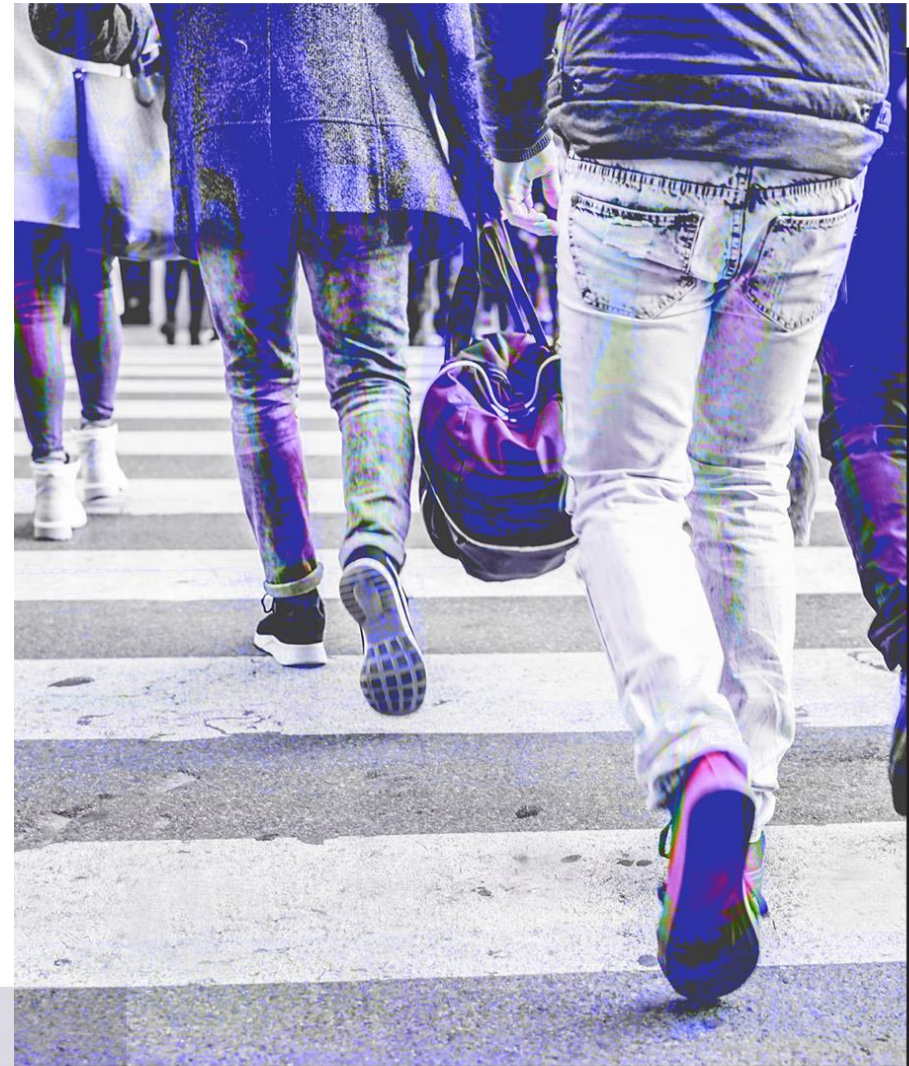
Innovative Approaches to Workforce Innovation and Inclusion: Work-to-date & First-Year Pilots

Pathways to Prosperity 2019 National Conference

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Agenda

- > DI work on newcomers & the labour market
- > Challenges facing newcomers looking for work in Canada
- > Challenges in delivering employment-related services
- > Workforce Innovation and Inclusion Project (WIIP)
- > WIIP preliminary research and launch of pilot projects
- > Goals & next steps of WIIP



Newcomers, Work, Barriers

Well-documented Barriers

Many immigrants face unemployment or are trapped in low-wage, precarious survival jobs that often do not utilize their full skillset and pay below their skill level.

- Unrecognized expertise
- Devaluation of foreign credentials
- Lack of access to networks
- Language and communication barriers
- Employer Bias and discrimination
- Lack of “Canadian experience”

Devaluation of Foreign Credentials

Many Canadians face learning recognition challenges



844,000 Canadians

face challenges having their education and learning recognized
(up from 540,000 in 2001)



524,000

international
credential holders
(92% are immigrants)



200,000

out-of-province
credential holders



120,000

individuals with experiential
(hands-on) learning not
recognized in a credential

Economic effects of Unrecognized Experience

Unrecognized education and skills in Canada cost billions of dollars in lost earnings



In 2015

\$13.4 billion to \$17 billion

in lost earnings

Unemployed

\$8.4 billion to \$8.7 billion in lost earnings

Under employed

\$5.0 billion to \$8.3 billion in lost earnings



In 2001

\$4.1 billion to \$5.9 billion

in lost earnings

Women, PWD, Racialized People

All of these issues operate along racialized and gender-specific lines

- For e.g. Immigrant women are particularly at risk of facing social barriers to employment due to gender roles that are related to the household, including childminding and lack of/low spousal support (Premji & Shakya, 2017)
- Immigrant women in Canada receive lower wages and less job security than immigrant men & have fewer opportunities to regain their professional status than men (Shields et al. 2010)

A faint, light blue map of Canada is visible in the background of the slide.

2.5x to 3x
more likely

Immigrant women face significant barriers in finding Full time work.

Newcomer women (<5 years in Canada) are **3 times more likely** to be employed in involuntarily part-time work than their Canadian-born counterparts.

Delivering employment-related services

Service provider challenges:

- Funding restrictions limit access to services or curtail services
 - E.g. international students, temporary workers, asylum seekers without legal status in Canada, and new citizens do not qualify for the same IRCC services as permanent residents
- Fragmentation & silos in the ecosystem make knowledge transfer difficult
- Unequal geographic service distribution, both between and within provinces
- Comparison of settlement services is limited
- Awareness and access to pre-arrival services is limited, especially in the area of employment-related information
- Lack of consistent & comprehensive evaluation of what works & lack of strategy for innovative programs to be scaled in such a way as to improve sector-wide performance

Perceptions of Barriers

Barrier Identified	Newcomer Perspectives	Employer Perspective
Language and communication skills	27% reported as a barrier	95% reported as a barrier
Educational qualifications	43% reported as a barrier (many were highly educated and likely interpreted this as over-qualification or credential recognition)	89% reported as a barrier
Identifying employment opportunities and availability of candidates	72% reported challenges finding employment opportunities	47% had no difficulty finding suitable candidates



WIIP

Workforce Innovation and Inclusion Project (WIIP)



**Immigration, Refugees and Citizenship Canada's (IRCC)
Settlement program
Service Delivery Improvements (SDI) funding stream
Three-year project: 2018 to 2021
\$1.8 million**

WIIP Goals: Research & Innovation

- Identify proven methods for addressing economic and social challenges for newcomers
- Help determine areas for program improvements for underserved newcomer groups
- Broaden the talent pool by scaling effective skill-development programs
- Enhance partnerships between employers and the immigrant-serving sector
- Develop new models, partnerships, tools and programs that have high potential impact
- Increase employment and entrepreneurial opportunities for newcomers

WIIP Activities

- Background research/ evidence review
- Cross-sectoral partnership development
- Identification of key players, programs, and services
- Needs assessment with key informants
- Assessment of innovative models and practices
- Tool development

- ✓ Current state mapping
- ✓ Identifying gaps & priorities
- ✓ Testing of innovative models & practices (pilots)
- ☐ Evaluation guide
- ☐ Searchable database
- ☐ Knowledge dissemination

A photograph of two women in a meeting room. The woman on the left is wearing a blue hijab and a white top, looking towards the right. The woman on the right is wearing a light pink top and is pointing at a whiteboard with her right hand. The whiteboard is covered with numerous colorful sticky notes (pink, yellow, teal) with handwritten text. The text on the sticky notes includes words like 'community', 'Bass', 'niche', 'initiat', 'till-shift', 'Trust', 'value', 'bring', 'needs', 'mission', 'envion', and 'NO TO'. The overall scene is brightly lit and professional.

WIIP Pilot Projects

Regions, Hubs & Partners

Nova Scotia

Ontario

British Columbia

ACCES Employment

Association of Canadian Studies

Bucknell University

Halifax Local Immigration Partnership (Hub)

Halifax Partnership

Immigrant Employment Council of BC (IEC-BC) (Hub)

Immigrant Services Association of Nova Scotia (ISANS)

Information and Communications Technology Council (ICTC)

Scadding Court Community Centre (SCCC)

SUCCESS BC

PowerHack

- Managers observe and assess the technical and soft skills of immigrant participants, who work in teams to solve 'real world' problems identified by employers.
- PowerHack gives an opportunity for newcomers to showcase their skills and experience
- Aims to assist immigrants to find equitable employment in their field



PowerHack

July 2019 (Beta)

October 2019

November 2019

February 2020

March 2020 assessment

IEC^{BC} IEC-BC
@IEC_BC Follow

Join us for our next PowerHack event on October 17 - 18! Eager to showcase your programming and project management skills while collaborating with other tech pro's? #PowerHack #Careers #Vancouver



8:01 AM - 27 Sep 2019

The image shows a group of people in a meeting room. A man wearing a turban and a plaid shirt is speaking to a group of people seated around a table. There are papers and laptops on the table. The room has large windows in the background.

Halifax Pilot

- Start up activities & planning
- Multiple-local partners
- Workshops and Hackathon in Halifax: January to February 2020
- Pilot planned to build on & extend existing entrepreneurship supports for newcomers



Next Steps

- Evaluation of pilot projects/ guide for evaluation
- Current state map
- Prepare for primary research – needs assessment
- Further testing and scaling
- Database and WIIP portal

Thank you!

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