



# Immigrant Settlement and Community-Newcomer Integration in South Central Saskatchewan

A Literature Review

Prepared for: Prairie Skies Integration Network

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Date: September 2020

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Prairie Skies Integration Network is a regional Local Immigration Partnership (LIP) operating in the Moose Jaw Region of Saskatchewan since 2018.

Report prepared for Prairie Skies Integration Network by:



Funded by:

Financé par :



Immigration, Refugees  
and Citizenship Canada

Immigration, Réfugiés  
et Citoyenneté Canada

## Executive Summary

This report summarizes the results of a literature review conducted in 2020 to identify what is known about the current state of immigrant settlement and community-newcomer integration –and community capacity in this regard—in the South Central region of Saskatchewan, determine the need for further research on these topics, and render preliminary evidence for the strategic direction of the Prairie Skies Integration Network (“the network”). The review focused on peer-reviewed academic literature as well as “grey literature”, defined in this study, to include government sources, monographs, journalistic articles, opinion pieces, student dissertations, and annotated bibliographies, as well as forum reports and meeting minutes. Starting from an initial selection of 892 search results from the academic literature and 71 grey literature reports, we identified 32 pertinent academic papers and 29 grey literature reports to inform this review.

Based on the findings of the literature review process and informed by the 17 Characteristics of a Welcoming Community framework (18), we identified four key areas in newcomer integration:

- Housing
- Employment
- Health & Well-Being
- Education

For each key area, we provide a summary of key findings and insights from the academic literature, outline what is currently known about the topic as it applies to Moose Jaw and South Central Region, and identify potential issues and promising practices from other jurisdictions as identified from the grey literature. Additionally, we identified five themes that cut across those four areas and thus are important to understand and include in future planning considerations for the network:

- Community Support and Attitudes
- Social Connections
- Transportation
- Newcomer-Specific Supports
- Language

Based on our review, we identified nine key findings:

1

Being able to find and secure suitable and affordable **housing** is a crucial first step in societal integration and inclusion for newcomers to Canada.

2

Immigrants experience higher rates of unemployment than non-immigrant Canadians. Gaining sustainable **employment** is a challenge for many newcomers.

3

The **health status** of newcomers is generally better than their Canadian counterparts during early settlement. Data showed that this shifted negatively over time.

4

**Education** has a significant role to play in helping newcomers successfully integrate into their new lives in Canada.

5

**Community support and attitudes** play a significant role in creating the spaces of interaction where new intercultural dimensions of the social, economic, political and material spaces can be adjusted to by the newcomers.

6

The strongest determinant given the greatest focus in the literature that spoke to successful integration into the community for newcomers was **social inclusion**.

7

**Transportation** issues determine where newcomers live and work, and whether they are able to access suitable healthcare, education, and support services.

8

For newcomers to Canada, **access to programs and services** facilitates integration into the main-stream Canadian society, and where newcomers have insufficient access they face marginalization and exclusion.

9

Limited English or French **language capacity** has been found to contribute to immigrants experiencing homelessness, unemployment and limited educational opportunities, and a higher likelihood of living in a precarious housing situation.

The findings of the review, while based on a rigorous review of available data, should not be taken as exhaustive, particularly for issues specific to Moose Jaw and South Central Region. Thus, we provide recommendations for further research that will support Prairie Skies Integration Network in understanding issues that newcomers to Moose Jaw and South Central Region face, and thus improve the network's ability to work with other local partners towards addressing these factors.



Image courtesy of George Armstrong on Flickr: <https://www.flickr.com/photos/g23armstrong/6094403970>

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## Introduction

Welcoming newcomers and supporting their integration into life in Canada requires a whole-community approach. While settlement agencies play a crucial role in this process, newcomers need the support of multiple sectors, organizations, groups, and individuals in order to successfully put down roots in a community. In our connected world, “top-down” forces, including provincial and federal government policies and programs, wider demographic and economic trends, and societal attitudes towards immigration can strongly impact the capacity of cities, towns, and regions to welcome newcomers. At the same time, local initiatives and other “bottom-up” forces, including official programs and policies established at municipal governments and large institutions, hiring practices at local businesses, and informal social connections between newcomers and established community members can have tangible effects.

Recognizing the importance of building community capacity in this regard, the federal government began providing funding for Local Immigration Partnerships (LIP) in 2008 with the aim of building a community response to settlement issues, improving service delivery, and engaging “non-traditional” partners (39). The program focused initially on sites in Ontario in small and mid-sized cities, and since then has expanded coast-to-coast in diverse settings ranging from Toronto neighbourhoods to dispersed rural areas. A complementary program, Réseaux en immigration francophone (RIF), supports the settlement of French-speaking newcomers in communities outside of Quebec.

Prairie Skies Integration Network, formerly the South Central Regional Immigration Partnership, is the official LIP for south central Saskatchewan, encompassing Moose Jaw and the surrounding rural areas including towns like Davidson, Gravelbourg, and Assiniboia. The network, which receives funding from IRCC, is officially hosted (though at arms-length) through the Moose Jaw Multicultural Council (MJMC), which also provides settlement services, language training, and employment support.

In support of its work, the network issued a Request for Proposals in December 2019 for consultants to conduct a literature review with the following outcomes:

- Summarizing what is known about the current state of immigrant settlement and community-newcomer integration—and community capacity in this regard—in the South Central region of Saskatchewan
- Determining the need for further research on these topics (i.e. may serve as a precursor to additional related research/ environmental scans)
- Rendering preliminary evidence for the strategic direction of the network

Strong Roots Consulting was selected for this contract in January 2020, with an initial conversation between the consulting team (Brian and Lorraine) and the network’s project manager, Dalise Hector, on January 16.

## Demographic Overview of South Central Region

This section provides a brief overview of the demographics of the South Central Region, with a focus on trends relevant to immigration. This data is based primarily on two federal sources, namely Statistics Canada and Immigration, Refugees and Citizenship Canada (IRCC), with additional information derived from documents provided to us in the grey literature review process.

Note that most of the data produced is specific to Moose Jaw, as the primary population centre for the region. Some Statistics Canada data is available for the two Census Divisions that cover the general definition of South Central Region, including Division 3 in the southern half of the region (including Assiniboia and Gravelbourg) and Division 7 in the north including Moose Jaw.

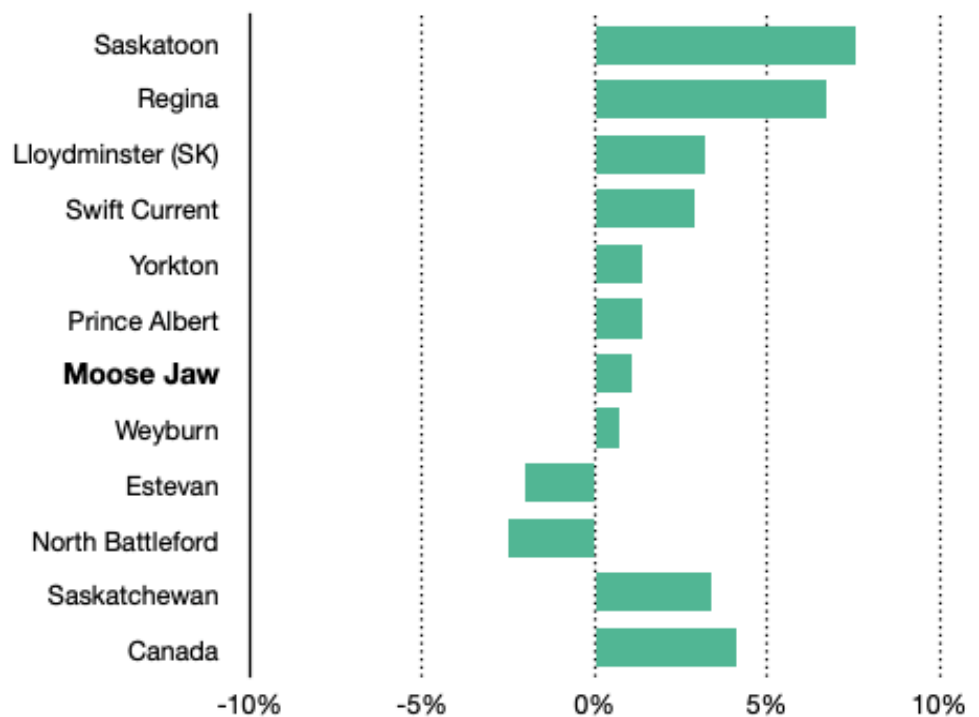
### General Demographics

Moose Jaw is the fourth-largest urban centre in Saskatchewan, with a recorded population of 36,500 in 2019 (69). Similar to most other Saskatchewan centres, Moose Jaw posted population growth throughout the 2010's; however, the rate of growth between 2016 and 2019 was lower than the provincial growth rate and that of several smaller Saskatchewan towns and cities (68, 69).

Furthermore, Moose

Jaw's population growth was the slowest among the top 10 urban centres in Saskatchewan between

Figure 1: Population growth rates, 2016-2019



Source: Statistics Canada, n.d. (69)

2009 and 2018 (37), and although more recent data indicates that it is no longer at the bottom of the pack (Figure 1), Moose Jaw is still below the provincial and national growth rates.

Furthermore, Moose Jaw is seeing age-related shifts in its population. Although Saskatchewan as a whole has shown a decline in median age between 2008 and 2018 (36), Moose Jaw has a higher median age than the province with relatively fewer youth and working-age individuals compared to seniors (67). Close to a quarter of working-age Moose Jaw residents are in the 55 to 64 age bracket. These trends suggest an upcoming challenge for Moose Jaw and the region in relation to labour force.<sup>1</sup>

**Table 1: Select demographic statistics for Moose Jaw and Saskatchewan as a whole, 2016 Census**

Distribution of the population by age group	Moose Jaw	Saskatchewan
0 to 14 years	17.9%	19.6%
15 to 64 years	62.8%	64.8%
65 years and over	19.3%	15.5%
85 years and over	3.9%	2.5%
Percent of working-age population (15 to 64 years) who are 55 years or older	22.4%	20.2%
Median age of the population	41.3	37.8

Source: Statistics Canada, 2017 (68)

the

<sup>1</sup> Note: For this data and subsequent statistics, category totals may not add up to 100% as a result of Statistics Canada policy to round cell amounts to the nearest 5 individuals and exclude cell counts between 0 and 5 to prevent individuals from being identified.

## Immigration Trends

### Overview of Available Data

Although Prairie Skies Integration Network’s primary focus leans towards the immigration category known as Permanent Residents, the network attends to all categories of immigrant newcomers, and defines a newcomer as *a person born outside of Canada who now resides in Canada*. This definition encompasses a wide range of experiences and backgrounds, making it difficult to choose one or even a small set of terms to use consistently. As this report focuses primarily on the experiences of recent arrivals to Canada and to Moose Jaw / South Central region, specifically, we use “immigrant” and “newcomer” interchangeably to refer to this population.

Newcomers to Canada arrive under different admission categories based on criteria set by the federal government and, in the case of the Provincial Nominee Programs (i.e. SINP in Saskatchewan), individual provinces. Statistics Canada, one of the two primary data sources for immigration trends in Canada (along with IRCC), categorizes immigrants into three primary groups:

- **Economic**, where applicants (and their families and dependents) are selected based on their expected economic contributions;
- **Immigrants sponsored by family members** already in Canada; and
- **Refugees**: those immigrants who were granted permanent resident status after fleeing their countries because of a well-founded fear of persecution (26)

Statistics Canada does not count Non-permanent residents (NPR) as “immigrants”, instead reporting on this population as separate from both “immigrants” and “non-immigrants”.

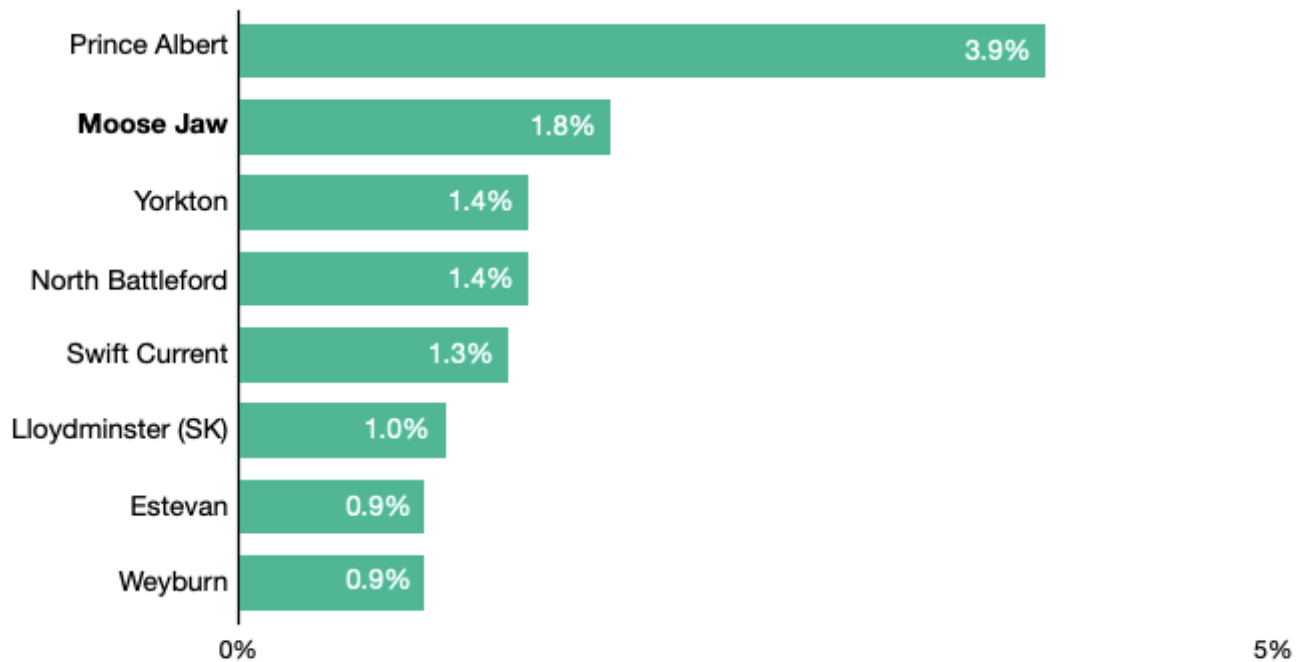
Immigrants who are admitted to Canada under these three categories, hold the status of **Permanent Resident** (PR) and may later apply for Canadian citizenship. Others have been admitted as non-permanent residents, more commonly known as **Temporary Residents**, most notably as Temporary Foreign Workers (TFW) or International Students (IS) attending school in Canada. To further complicate matters, immigrants tend to be “in transition” between immigration categories, in that in a given year a newcomer may be an IS, next year a TFW, later become a PR, and then some years later a Citizen. Like all other “classes of newcomers”, the Network takes into consideration the needs of these naturalized citizens (newcomers who arrived under any one of the admission categories, but have now obtained their Canadian citizenship).

As noted above, the two main sources for data on newcomers to Canada are IRCC and Statistics Canada. IRCC provides frequently-updated information on arriving immigrants, primarily Permanent Residents, while Census data collected by Statistics Canada provides information on all residents born outside of Canada at less-frequent intervals.

## Permanent Resident Arrival Trends

As with elsewhere in Canada, the majority of newcomers to South Central Region arrive as permanent residents. Within the last five years (2015-2019), on average 310 new permanent residents (PR's), annually, intended<sup>2</sup> to locate in Moose Jaw, representing on average 2.1% of all new PR's in Saskatchewan (36). Since 2017, Moose Jaw has consistently been the fourth most-popular destination in Saskatchewan for new PR's, behind the province's two largest cities of Regina and Saskatoon (together welcoming 75.7% of PR's to Saskatchewan) and Prince Albert, and ahead of smaller destinations such as Yorkton and North Battleford.

Figure 2: Admissions of Permanent Residents by Intended Destination as a Percentage of Saskatchewan Total, 2019



Source: IRCC (36)

<sup>2</sup> IRCC collects data on where a newcomer intends to settle as part of the application process. With the exception of some Provincial Nominee Programs that may require a certain period of residency within the province, there is generally no obligation for a newcomer to remain in the same community that they had intended to settle in.

During the same five-year time-span, the two rural areas of South Central Region (Division 7, not including Moose Jaw, and Division 3) nearly doubled their annual intake, from 65 arriving in 2015 to 120 in 2019. This growth was most noticeable in Assiniboia, which welcomed 30 PRs in 2019 (35).

**Table 2: Admissions of Permanent Residents by Intended Destination**

	2015	2016	2017	2018	2019
Moose Jaw	300	330	295	350	285
Census Division 7 (excluding Moose Jaw)	20	20	30	30	25
Census Division 3	45	45	70	85	95
Total	<b>365</b>	<b>395</b>	<b>395</b>	<b>465</b>	<b>405</b>

Source: IRCC (35)

### Temporary Residents

According to the 2016 Census, approximately 275 residents of Moose Jaw (representing just under 1% of the total population) were non-permanent resident immigrants to Canada (68): however, this data source did not provide further details regarding what category these residents were classified under (Temporary Foreign Worker, IS, refugee claimant, or other category). An additional 150 non-permanent residents were recorded in the two rural areas of South Central Region.

A more recent report by IRCC indicated that in 2017 there were 295 temporary residents in Moose Jaw on a study permit, compared to 185 in 2015 (38). Evidence provided by Prairie Skies Integration Network suggests a boom in international students in Moose Jaw, with 538 international students enrolled at Saskatchewan Polytechnic’s Moose Jaw campus for the 2018-19 academic year (40).

We were not able to obtain specific data on other temporary residents (i.e. TFW’s or refugee claimants) in Moose Jaw or South Central Region for this report.

### Immigrants Present in South Central Region

In contrast to the IRCC data described above, which focuses on the number of newcomers arriving on an annual basis, Statistics Canada reports provide a snapshot of community demographics at a certain point in time, including data related to immigration. This data source is typically collected every five years as part of the national Census, most recently conducted in 2016.

In Moose Jaw<sup>3</sup>, approximately 2,600 residents or 8% of the population were counted as immigrants in 2016, below the equivalent proportion for Saskatchewan as a whole (10.5%) (68). For the South Central region as a whole, as defined by LIPData.ca (46), 6.4% were counted as immigrants on the Census. Approximately 37% of Moose Jaw residents born outside of Canada arrived prior to 2001, higher than the equivalent number for the province (28%): this finding suggests that fewer recent immigrants to Saskatchewan were choosing Moose Jaw between 2001-2016 compared to elsewhere in the province.

For the admission category, 65% of newcomers in Moose Jaw were admitted as economic immigrants (including their family members), slightly below the provincial rate (69%). In comparison, 18% of immigrants in Moose Jaw arrived as refugees (13% for Saskatchewan as a whole).

**Table 3: Select statistics for immigrants to Moose Jaw and Saskatchewan as a whole, 2016 Census**

	Moose Jaw (city)	Saskatchewan
Total number of immigrants	2,625	112,490
Immigrants as a percentage of total population	8.0%	10.5%
Percent of immigrants arriving ...		
Before 1991	29.5%	19.7%
1991 to 2000	7.4%	8.3%
2001 to 2010	25.7%	29.4%
2011 to 2016	37.1%	42.6%

<sup>3</sup> Unless otherwise indicated, presented 2016 Census data is from Moose Jaw as a city.

Percent of immigrants by age at immigration		
Under 15 years	33.4%	29.7%
15 to 24 years	20.4%	17.2%
25 to 44 years	38.9%	45.3%
45 years and over	7.6%	7.9%
Percent of immigrants* by admission category		
Economic (including partners and dependents)	65.0%	69.2%
Immigrants sponsored by family	16.4%	17.4%
Refugees	18.4%	13.0%
Other immigrants	0.0%	0.2%

Source: Statistics Canada (68)

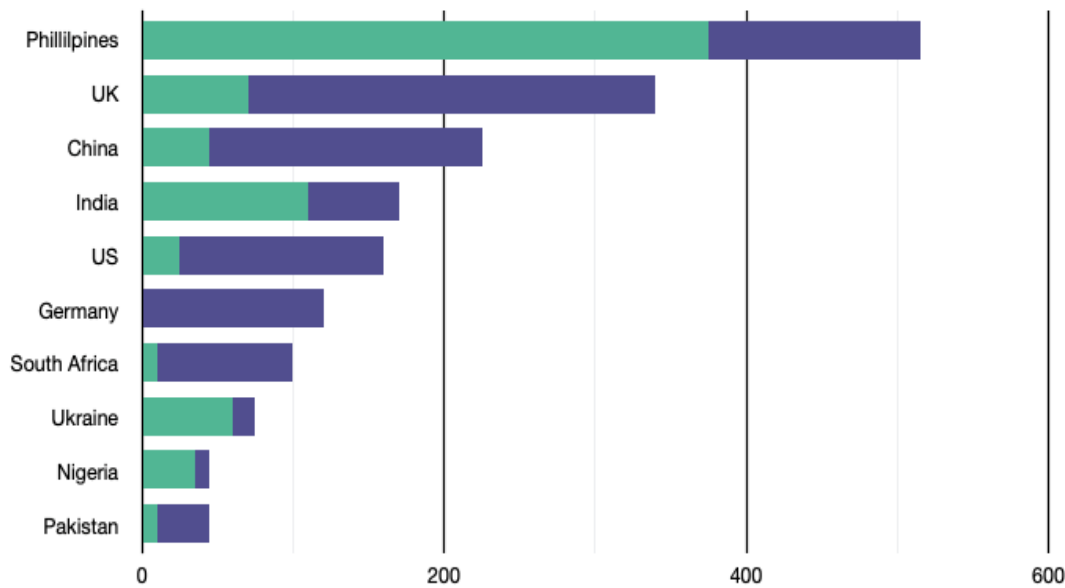
\* Data for admission category available only for immigrants who landed between 1980 and 2016

Note: percentages may not add up to 100% due to Statistics Canada cell rounding



In terms of country of origin, nearly 1 in 5 immigrants to Moose Jaw arrived from the Philippines, followed by the United Kingdom and China. In terms of recent arrivals (2011-2016), the Philippines was again the largest source country, with India now taking second place.

**Figure 3: Number of immigrants to Moose Jaw based on country of origin and period of arrival**



Source: Statistics Canada (68)

Note: Only top ten source countries included in graph

Through cross-tabulations provided through LIPdata.ca (46), it is possible to examine how immigrants compare to the total population on other data collected through the Census, such as measures related to income, employment, and education. The following three graphs focus on permanent residents in Moose Jaw Region<sup>4</sup>, including recent arrivals (five years prior to the Census i.e. 2011-2016).

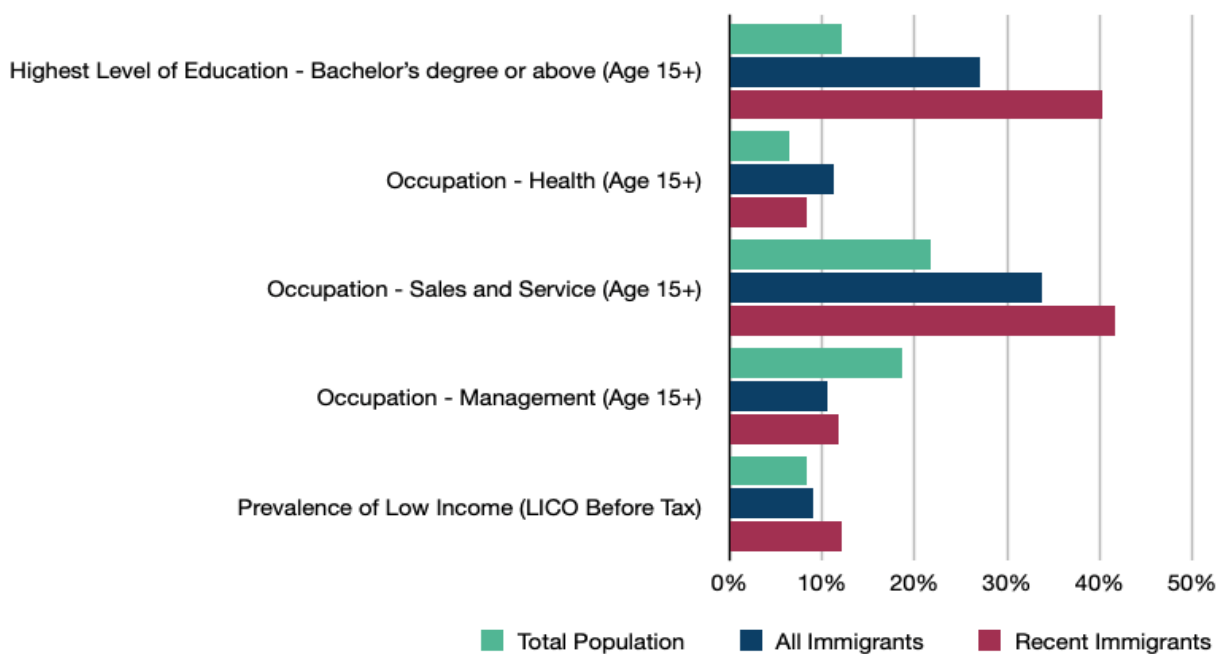
Immigrants to Moose Jaw are more likely to have a “Bachelor’s degree or above” than the general population, with 40% of recent immigrants possessing such credentials. Despite this finding,

<sup>4</sup> The data provided on LIPdata.ca is based on a semi-custom data tabulation, including 94 census subdivisions (CSD’s) and excluding one reserve CSD in the area. The full map of the included area can be found at <https://lipdata.ca/wp-content/uploads/2020/02/Moose-Jaw-Region-Data-Boundary-Map-2019.pdf>.

newcomers are noticeably over-represented in Sales and Service occupations and under-represented in Management positions.

For the 2016 Census, poverty was assessed through the use of the Low-Income Cutoff (LICO) measure. This statistic identifies income levels, adjusted for family size and population in the community of residence: individuals and families who have an income below LICO are spending a higher proportion of their income than average on the necessities of life, such as food and shelter<sup>5</sup>. In Moose Jaw Region, 8.3% of the general population were defined as low-income according to LICO in 2016. Newcomers in general were slightly more likely to qualify under LICO as low-income (9.1%): notably, close to 1 in 8 recent arrivals (12.2%) were defined as low-income.

**Figure 4: Education, select Occupations, and Prevalence of Low Income in Moose Jaw Region, 2016 Census**



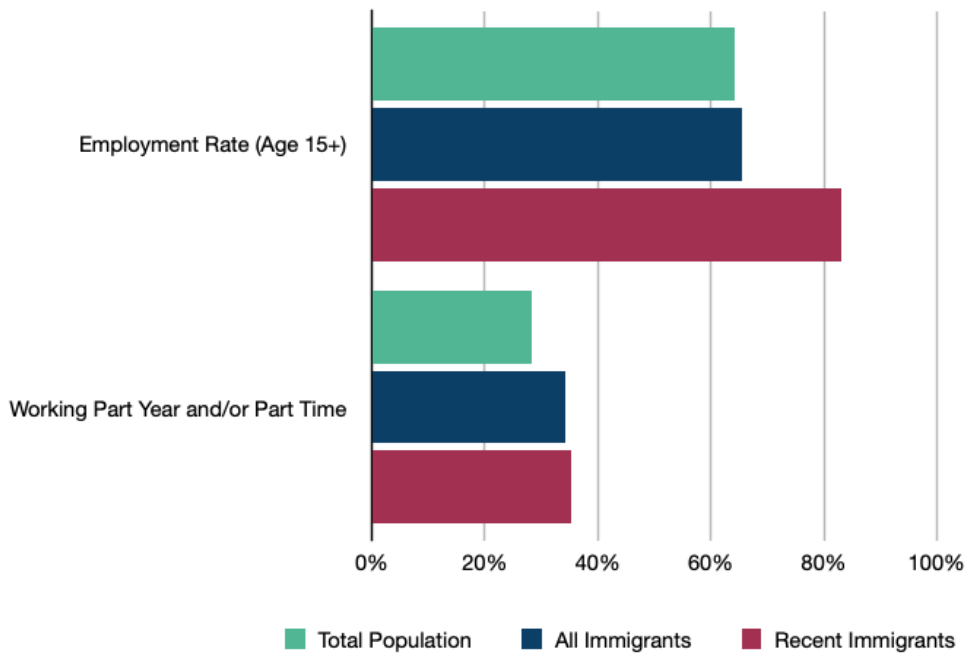
Source: LIPdata.ca (46)

Note: Data represents percentages within each particular group

<sup>5</sup> Note that since the 2016 Census, the federal government has moved to a new measure of poverty, the Market Basket Measure (MBM), which is based on a more accurate calculation of the costs of living in different communities.

In terms of employment status, recent newcomers to Moose Jaw were noticeably more likely to be employed (83.1%) compared to immigrants as a whole (65.5%) and the general population (64.3%). However, immigrants to Moose Jaw were also more likely to report working part-time or for only part of the year.

Figure 5: Employment data in “Moose Jaw region”, 2016 Census



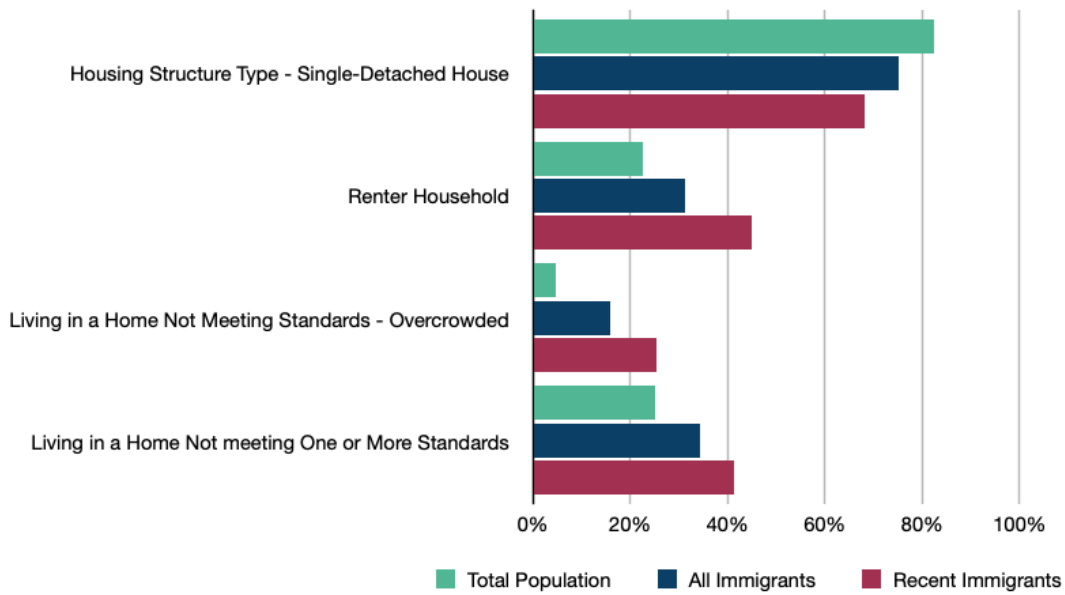
Source: LIPdata.ca (46)

Note: Data represents percentages within each particular group

Some of the largest differences between newcomers and the general population were found to be related to housing. Newcomers, especially more recent arrivals, were less likely to be living in a single-detached and more likely to be renting. A more concerning finding was that immigrants, including those who have been in Canada for more than 5 years, were more likely to report inadequate housing<sup>6</sup>, particularly over-crowded accommodations that did not provide an appropriate number of rooms for the size of the household.

<sup>6</sup> Defined by Statistics Canada as housing that is in need of major repairs, unaffordable, or overcrowded

Figure 6: Housing data in “Moose Jaw region,” 2016 Census 5



Source: LIPdata.ca (46)

Note: Data represents percentages within each particular group

## Literature Review Approach

Using a systematic review approach (25; 76), the research team undertook an extensive search to identify relevant literature that would shed light on the assets and needs presented by newcomers in South Central Saskatchewan in addition to identifying capacities and any gaps in resources and services to support newcomer settlement and community-newcomer integration.

Our research team initially identified the critical focus of the review based upon the research questions outlined by the Prairie Skies Integration Network LIP. The search strategy for the scholarly literature involved rigorous electronic searching of key electronic databases and relevant journals, for which titles and abstracts were screened against our inclusion/exclusion criteria. The databases searched included ERIC, Academic Search Complete, ProQuest, and Education Source. Our analysis of the grey literature made initial use of documents and reports provided to us by the Network's project manager with follow-up searches of resources referenced in those documents, as well as a review of data available from common government sources including IRCC and Statistics Canada.

## Search Terms

The search terms employed by the research team for the Boolean scholarly literature search were as follows:

- “characteristics of a welcoming community” and “Canada” and “immigrant”
- “welcoming community” and “Canada” and “immigrant”
- “settlement” and “Canada” and “immigrant”
- “integration” and “Canada” and “immigrant”

Boolean Search is a way to organise your search using a combination of keywords and the 3 main Boolean operators (AND, OR and NOT), to produce more accurate and more relevant results. There are only 5 elements of syntax to understand. These are:

- AND (search will look for all terms to be included)
- OR (search will look for either term to be included)
- NOT (search will exclude one or more terms)
- () (search can be undertaken in an order, similar to an equation)
- "" (identifies the term)

By applying these appropriately, along with the keywords you wish to consider, you can create a huge range of search operations. There is no limit to how often you can use any of these elements in a search, so you can create very specific search strings.

## Identifying and Describing Studies

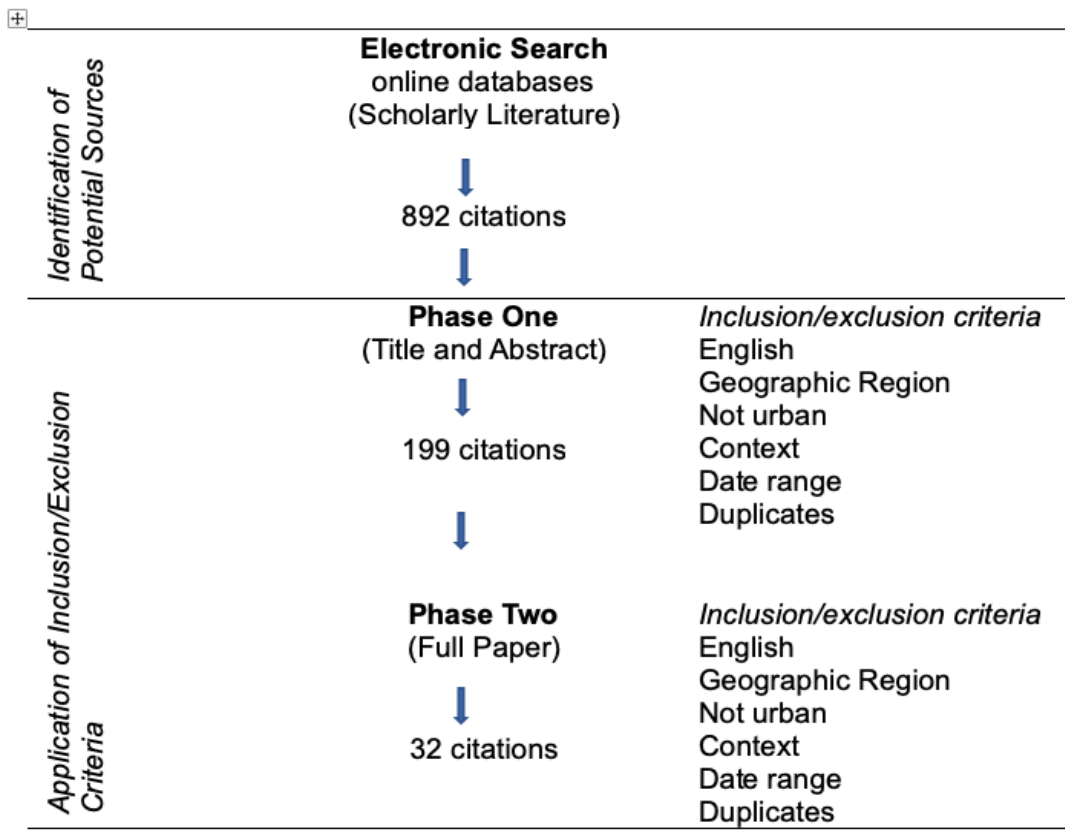
Literature reviews are intended to provide an overview or summary of findings and theories that exist within a literature base. In this literature review, we have drawn from scholarly and grey literature. Scholarly literature is defined by the American Psychological Association as including quantitative, qualitative, mixed-methods, and other empirical research that has been published in a peer-reviewed journal. Grey literature typically includes reports, government commentaries, monographs, journalistic articles, opinion pieces, student dissertations and theses, and annotated bibliographies. For this study, because exploring the local context and the local state of affairs was so important, not all of the grey literature corresponds tightly with this definition. In this case, community--based, "on the ground" reports (such as minutes from meetings and forums, work plans, etc.) were also consulted in an attempt to gather a true picture of what is happening in the region.

Our initial electronic database searches for scholarly articles revealed 892 reports. In terms of grey literature, an initial 54 unique sources were provided by Prairie Skies staff for initial review: a further 17 were found through following up on references from the provided reports and searches on government websites for demographic and immigration data. Our second step, in the scholarly literature search, was to screen titles and abstracts of the citations found by electronic means against the following inclusion criteria: to have been published between 2010-2020, to have relevance to the scope of the review, to include empirical data, to not be focused on large cities or urban areas, and for the study to be in English. In addition, any duplicates were removed. This reduced the number of articles to 199 citations. There was no deliberate intention to not include articles published in French or other languages; Rather it was beyond the scope and means of this project to capture any materials beyond those published in English.

Our third step was to undertake a full article screening of the 199 articles in our scholarly literature sample. The research team applied the same exclusion criteria as the first screening, this time to the full-text articles that were not excluded from the first screening (n=199). Of these, 32 were selected for inclusion in our review. A detailed mapping chart of the inclusion exclusion process for the scholarly literature can be found in table 1. The process for the grey literature included assessing all 71 sources for relevancy to the scope of the literature review: of these, 29 were included in this report.

Quality assurance in both selection and key-wording of studies was ensured by double coding, where a sample of studies was scrutinized by two members of the research team using an inter-rater reliability framework based upon the research questions and inclusion criteria, and the results reviewed by a third person. In practice, each of the team researchers checked each other's work and any discrepancies or inconsistencies were discussed and rectified according to the framework.

## Search strategy employed for scholarly literature



Following the production of the systematic map (above) it was decided that the in-depth review should include studies key-worded as focusing on any of the Characteristics of a Welcoming Community framework (18). Studies selected for the in-depth review were then rigorously analyzed based upon their overall suitability to respond to any or all of the 17 characteristics. To extract data, we completed a coding process of the 32 articles. In stage one, we established a set of descriptive data for each of the articles based upon the 17 characteristics, as shown below.

## Descriptive coding based upon 17 characteristics report

### Stage One Coding – Descriptive Analysis

- Employment opportunities
- Affordable and suitable housing
- Education opportunities
- Fostering social capital
- Social engagement opportunities

- Positive attitudes towards immigrants, cultural diversity, and the presence of newcomers in the community
- Municipal features and services sensitive to the presence and needs of newcomers
- Accessible and suitable healthcare
- Presence of newcomer agencies that can meet the needs of newcomers
- Opportunities for use of public space for recreation facilities
- Favourable media coverage and representation
- Available and accessible public transit
- Links between main actors working toward a welcoming community
- Positive relationship with the police and criminal justice system
- Political participation opportunities
- Safety
- Presence of diverse religious organizations

The final sample of reports were then re-read through the lens of the 17 characteristics outlined above. In stage 2 of this process, we collapsed the categories into four overarching themes of:

- **Housing** (affordable and suitable)
- **Education** (access to educational opportunities)
- **Health** and well-being (including accessibility, suitability, and safety)
- **Employment** (opportunities for work and financial independence)

These were seen in the reports and literature reviewed as being significantly important issues for newcomers as they sought to settle and integrate into their new lives in Canada.

In addition to the four overarching themes, there were also categories that cut across the themes. For example, transportation influences where a newcomer is able to live, work, attend an educational establishment, and access healthcare. In addition, many newcomer services and social supports might be inaccessible due to lack of transportation. The categories that cut across the four overarching themes were as follows:

- **Community Support and Attitudes** (which includes positive attitudes towards immigrants, cultural diversity, and the presence of newcomers in the community; favorable media coverage and representation; and positive relationships with the police and justice system)
- **Social Connections** (which includes fostering social capital, social engagement opportunities, opportunities for use of public space and recreation facilities, political participation opportunities, and the presence of diverse religious organizations)
- **Transportation** (which includes available and accessible public transit)
- **Newcomer-Specific Supports** (which includes municipal features and services sensitive to the presence and needs of newcomers, presence of newcomer-serving agencies that can meet the needs of newcomers and links between main actors working toward welcoming community)
- **Language** (included as this was a significant category that cut across all themes)



As is usual with a literature review, when the articles were read and analysed, further relevant literature was revealed. We have added this to the report where we felt it provided an additional worthwhile contribution. Full citations are included and the additional literature is added to the overall reference list included at the end of the report. However, for clarity, the original sample of grey literature and websites is provided in appendix A, and the list of 32 scholarly articles with abstracts is provided in appendix B at the end of this report.

## Key Areas in Newcomer Integration: The Findings

Our literature review approach (as described in the previous section) identified four key areas in newcomer integration, namely Housing, Education, Health and well-being, and Employment. These four terms were selected due to their prominence in the final selection of literature reviewed for this study, and the authors are not implying these four are exclusive areas of consideration. Though teased apart as overarching themes for the purposes of this report, it is important to acknowledge that there is a great deal of interplay between these themes, for example, difficulty with employment can affect housing choices *and* impact upon physical and mental health and well-being. After the “four overarching themes” section of this report, we include the “cross-cutting themes” section. In this section, as detailed in the methodology earlier in this report, the 17 characteristics have been reorganized into five categories, each of which incorporate some of the 17 characteristics, but presented to highlight how these issues are present across all overarching themes, for example, transportation has an influence on where a newcomer might choose or be able to afford to live, their access to healthcare, education, and the services of a family doctor or emergency room. We commence the following section with the overarching theme of housing, this is followed by employment, health and well-being, and concludes with education.

The remainder of this section examines each of the four key areas in depth. Within each key area, we begin with a review of trends and themes identified in the academic literature, including references to key studies and papers. Following this portion, we describe findings from reports and other grey literature sources specific to Moose Jaw and South Central region, noting areas of congruence with and divergence from the academic literature base. Finally, we share potential issues reported in the grey literature from other smaller centres and rural settings that may be applicable, as well as key considerations from these areas that could be considered by Prairie Skies Integration Network in its planning.

## Housing

Research has established that an important first step towards integration and inclusion of newcomers to Canada involves finding adequate and stable housing (66). As a first step in the settlement and integration process, access to suitable and affordable housing is also a quality of life indicator, but can be hampered by not having adequate full-time employment. In this section of the report, we examine challenges faced by immigrants in finding suitable housing, the availability and affordability of housing, and the roles of services and governments in supporting newcomers with housing related issues.

### How Immigrants Locate Housing

Two of the scholarly articles spoke of ways that newcomers go about finding somewhere to live upon their arrival in Canada. In a study undertaken by Teixeira (75) of housing for immigrants in central Okanagan, newcomers relied heavily on their ethnic networks to help them locate temporary housing and/or a first job upon arrival, and in their subsequent housing searches. In many instances this has positive outcomes, with networks assisting newcomers to locate and secure housing or resources that influence their ability to find housing. However, Shier et al. (66) reported that familial support also might contribute to living in precarious housing among immigrants and also may be a more important resource than employment and education in aiding immigrants to find adequate stable housing. Shier and colleagues emphasized that employment may be restricted to newcomers due to their language ability or the disallowance of foreign-earned credentials, requiring them to rely on family members for settlement support. For example, if newcomers are able to find work, this work can be low-paid or non-permanent, making it difficult for newcomers to secure appropriate housing independently.

Family and ethnic networks were not the only routes for newcomers to locate housing. In Teixeira's (75) study, few new immigrants relied on help from NGOs or government agencies to find a place to live, but those who did found the services to be helpful. Teixeira concluded that it can take time for new immigrants to become aware of the existence of such organizations and the support they provide. In addition, some immigrants were not used to using such services in their home countries and thus disregarded them.

### Availability of Housing

In her study of housing experiences of newcomers to North Bay in Canada, Brown (10) reported the most significant barrier was availability of rental housing, where many newcomers struggled to find rentals and often felt pressured to commit to unsuitable housing due to the strong competition from students and seniors. This was underpinned (55) in a study that reiterated that rural communities tend to have less or no resident-dense apartment complexes. The lack of availability of housing can cause newcomers to end up living in precarious housing, and this can manifest into several different housing situations; For example, experiencing homelessness and living in emergency shelters or transitional housing facilities, residing with family or friends because a person cannot afford their own housing or living in housing that does not meet current building regulation standards (66). Shier et al.

highlighted that other demographic variables such as gender, age, and the size of the city where newcomers are attempting to settle in might be important contributing factors for availability of housing provision, however, at present these have not been addressed in the literature.

### **Affordability of Housing**

The high cost of housing can lead to newcomers either sharing housing with relatives or friends to save money or renting a basement apartment. These options are driven in large part by economic necessity and may lead to overcrowding, or to immigrants living in illegal dwellings that may be unsafe or in poor condition (75). Moreover, the economic realities of a “landlord’s market” has increased landlords’ power and their tendency to “filter” who gets rental housing and at what price, leading to instances of discrimination in the housing market (75). Fundamental to the concept of affordability is the proportion of income paid for accommodations (66).

While lack of affordability has been identified as the primary reason that immigrants end up living in precarious housing situations, there are several other factors that can contribute to the socio-economic situation of immigrants and subsequently their ability to afford appropriate housing (10). For instance, limited English or French language capacity can contribute to experiencing homelessness through impact upon employment and educational opportunities and corresponding ability to be financially capable of paying for housing. This is mitigated somewhat for immigrants who have been in Canada longer as they may have had more opportunity to gain experience within the Canadian labour market, and hence gain employment and some level of financial independence (66). In their study of how newcomers develop a sense of community and belonging, Kitchen, Williams, and Chowhan (43) recommended increasing the creation of affordable housing units through formal planning efforts as a strategy to mitigate affordability of housing challenges faced by newcomers across Canada.

### **Role of Services**

Service providers who specifically work with immigrant populations have an important role in coordinating their services in order to provide better and culturally oriented services to immigrants, including housing (75). Such service providers are seen to have a lasting impact on the successful integration of immigrants into a new society (10; 75). A potentially important role for services was identified by Patel et al. (55) due to newcomers often being unaware of their rights as tenants residing in private property and being asked to do additional tasks that are not legally required. Appropriate advice and guidance from service providers would be valuable in these situations (55).

However, many immigrants do not access the formal (or professional) sources of support available. Services are sometimes only available for certain immigrant groups (e.g., refugees), resulting in other immigrant groups having to search out for any available professional support, a daunting task for any recent immigrant arriving in a new country with little to no social network (66). For newcomers who

come from nations that do not have a social service structure, accessing such services would not naturally occur to them. Furthermore, Tanasescu and Smart (72) argued there appears to be a stage at which social networks no longer act to quell precarious housing among some immigrant groups (typically those who have not secured employment or are in low-paid employment), and this often aligns with the newcomer not accessing support from an appropriate immigrant settlement agency. Factors other than social relationships or ties contribute to and compound barriers for newcomers (e.g., overcrowding, mental health issues, and having children) and result in significant worry for the newcomer.

### **Role of Governments**

Immigration status can also impact the types of services and supports for which immigrants are eligible (66). For example, in Canada, the federal government only provides resettlement aid, in the form of income support, to government-assisted refugees (GARs). While in Canada, more settlement support is available than elsewhere in the world—as compared to, for example, the USA, this tends to be within a network of local community-based organizations with mixed levels of resources being made available. Subsequently, having a particular immigration status might impact whether or not an individual qualifies for access to housing support services, which then might have an impact on the housing situation of immigrants.

Whether through the provision of funding affordable housing construction, regulating and liaising with developers, facilitating relationships between landlords and newcomer renters, or more broadly supporting community-based organizations, all levels of government have a potential and important role to play in addressing the challenges of affordable housing for newcomers to Canada (75). Teixeira suggested that municipal governments often lack the resources and the constitutional powers to deal with this issue on their own, and intermunicipal cooperation is needed to meet the challenges of providing affordable housing for immigrant populations (75). For example, policy makers at the municipal, regional, and provincial (as well as federal) levels, in cooperation with the private sector and local community organizations, could develop a range of coordinated strategies to meet the challenges of affordable housing in complex housing markets to support and enhance immigrant settlement and integration in small- and medium-sized cities.

For the purpose of addressing equitable access to housing, Brown (10) recommended that municipal governments in small communities centralize publicly accessible housing information. Additionally, policymakers were encouraged to nurture alliances between government and housing service providers to address challenges faced by immigrants, including affordability, availability, and information about temporary housing options (55).

## Housing in South Central Region

Issues related to housing affordability and availability for newcomers to Moose Jaw and elsewhere in South Central Saskatchewan have been raised through reports and in planning done by previous initiatives and are generally aligned with the trends found in the scholarly literature. As noted in the Immigration Trends section, newcomers to Moose Jaw were more likely than the general population to be living in inadequate housing, particularly in crowded spaces (46). The Newcomer Services Steering Committee (NSSC) of the Moose Jaw Regional Intersectoral Committee (RIC)<sup>7</sup> listed “Access to affordable and adequate housing” as a key objective, recognizing specific issues including government shelter allowance rates, eligibility of singles for rental supplements and public housing, acceptable standards for private housing including tenant rights, and availability of appropriately-sized units for larger newcomer families (58). The discussion paper prepared for Moose Jaw Multicultural Council (MJMC) on the development of an immigration partnership likewise spoke to the importance of affordable and suitable housing, noting that while housing may be more affordable compared to other areas of the province, housing suitability can be an issue in smaller centres (20). The report also identified the housing needs of international students as an area to attend to. Additionally, in a survey of immigrant service providers in South West Saskatchewan<sup>8</sup> “information and support in finding adequate, appropriate and affordable housing” was cited as a needed service for newcomers, including those not eligible for federally-funded supports (59). Finally, recent conversations in Moose Jaw and Gravelbourg with newcomers as part of the Vital Community Conversations (VCC) series (29, 30) have also raised housing availability and affordability as an issue, with high rents for units appropriate for large families specifically mentioned.

## Potential Issues and Promising Practices in the Grey Literature

A key factor raised in grey literature reports is the importance of knowing the local context in terms of both housing supply and demand, with the latter potentially shifting over time. Housing needs can change over time both for communities in response to shifting demographics, as well as for individual newcomers whose transitional housing needs upon arrival will often differ from what they seek (and can afford) once they are more established in Canada (11). As reported by the Rural Development Institute, housing supply will also depend on the community context, with larger centres more likely to build new housing stock in response to newcomer population growth while smaller centres and rural areas depend more on repurposing existing buildings, as was done in the Manitoba communities of Altona and Minnedosa.

Housing can also serve to attract newcomers to smaller centres, where housing prices and rental markets may be affordable compared to major cities. Souris, Manitoba is cited as an example of a

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<sup>7</sup> The Moose Jaw RIC was renamed to Community Based Coalition (CBC) in 2016.

<sup>8</sup> Note that this report includes both South Central Saskatchewan and the area to the west of it, incorporating Swift Current and surrounding rural areas to the Alberta border.

smaller centre attracting newcomers by keeping “one foot in agriculture and the other on city sidewalks” through its proximity to the larger centre of Brandon (9).

One support that can assist newcomers with finding housing, particularly in the crucial first few months, are ethnocultural community groups. Such groups can help facilitate social connections while also bridging newly-arrived immigrants and refugees with local services (including settlement agencies) and assisting with meeting immediate needs upon arrival (3, 67).

## Employment

The literature confirms that skilled immigrants experience higher rates of underemployment and unemployment in Canada compared to their Canadian-born counterparts (60). Factors that are considered to be barriers to employment include a lack of recognition of foreign credentials or of previous work experience, employers' requirement for Canadian experience, difficulties in obtaining references, and discrimination (54). These barriers to employment intersect with each other and further complicate the economic integration of skilled immigrants. For example, Sakamoto et al. found that Canadian experience was not only seen as a requirement for obtaining employment, but that it was also used as a tool to discriminate against immigrant applicants. Similarly, (17) the foreign credential recognition process and lacking the required Canadian work experience impeded not only the economic integration of skilled immigrants, but also their broader integration within the Canadian society. In this section of the report we outline findings from the literature that speak to some of the challenges faced by newcomers in regard to foreign credential assessment, employment and earnings of women, obtaining Canadian work experience, and discrimination. In addition, we highlight some of the strategies and initiatives that attempt to mitigate these challenges through government employment bridging programs, community-based employment, and mentorship. It should be noted that the literature reviewed for this study included sample participants who could be identified as skilled workers. The needs of newcomers who settle in Canada through the humanitarian route are likely to include additional challenges in obtaining sustainable and appropriate employment.

### Foreign Credential Assessment

The need for a rigorous process of assessing foreign credentials has been indicated as a necessary but major hurdle many newcomer professionals experience after arriving in Canada. Delays in accreditation processing can be a challenge (41): More often than not, immigrants find the process of getting foreign credentials accredited and previous work experience recognized very lengthy, time-consuming, and expensive. Sometimes, this process requires further education, leaving immigrants feeling frustrated (42). Skilled newcomers can experience difficulties in gaining a professional license or getting accreditation for their foreign qualifications for regulated professions, especially when gaps in their training are determined by Canadian standards. Their professional training may be relevant for the home country, but it may not contain some key elements that are required in Canada. In such cases, immigrants are almost always obligated to repeat their entire professional training in Canada (57).

### Employment and Earnings of Women

If you are a foreign-born woman you face additional challenges in gaining economic security when compared to your Canadian-born counterparts (32). Generally, immigrant women have a lower employment rate and income compared to Canadian-born women, and a higher number work part-time with a higher frequency of being in low-income positions. Women are also likely to have fewer



local social connections (34). Subsequently, immigrant women are among the most disadvantaged populations with regards to economic security. The Women's Economic Council (32) identified six key barriers that immigrant women face in achieving economic security: precarious employment, limited English or French proficiency, lack of credential recognition, lack of community support, lack of affordable and accessible childcare, and lack of affordable and adequate housing. In 2006, immigrant women made up around 20% of Canada's total female population and female labour force, and represented 69% of the overall female population growth (13). Concordantly, female immigrants were important to Canada's population and growth. Given this, research has sought to investigate women's economic security, including employment and income outcomes, and challenges faced by women in obtaining employment in Canada's labour market that is appropriate for their skills and experience (13). Sometimes, the pressure to support families and their needs pushes women immigrants to take jobs requiring very limited skills and education, despite their much higher levels of qualifications, as jobs are needed for family survival (12).

### **Canadian Work Experience**

When applying for a job in Canada, newcomers are asked about their *Canadian work experience*. This is a somewhat tenuous term that can refer to the "command of technical knowledge situated in the Canadian context" (12, p. 10). It can also be taken to mean an individual's employment history in Canada and language proficiency in one of Canada's official languages. More specifically, it also includes a tacit knowledge of the cultural nuances of Canadian work settings that it is assumed immigrants need to be acculturated to (60). The reality is that many newcomers are excluded from jobs because employers either do not appreciate the value of work experience gained outside of Canada, or because the lack of Canadian-specific experience is seen as too much of a barrier. The discussion in the literature around soft skills is also important: Soft skills are seen as an extension of Canadian work experience, and encompass all of the skills that make up tacit knowledge, and a level of cultural knowledge that are not easy to evidence for newcomers (44).

### **Discrimination**

Several studies reported that newcomers face discrimination during their searches for employment and when applying for jobs. For example, some studies have shown that job applicants with Anglo-Saxon sounding names are much more likely to be invited for job interviews than those with foreign sounding names, such as Chinese, Indian, or Pakistani (54). Other research has explored racial discrimination that occurs through the devaluing of qualifications and credentialing gained overseas. The literature revealed bias against visible minorities through the devaluation of their foreign-acquired qualifications and credentials and concluded that racial profiling and discrimination were additional barriers faced by some newcomers (17). The concept of Canadian work experience also marginalizes newcomers as it can function as a legitimate way of categorizing based on race without appearing overtly racist (44). The Ontario Human Rights Commission has acknowledged the racist effects of applying Canadian work experience as a criterion. It was the first government body to

declare Canadian work experience “prima facie discrimination” and inadmissible as a criterion of exclusion of job applicants.

### **Government Employment Bridging Programs**

Immigrant bridging programs, such as occupation-specific programs that involve collaborations among educational institutions, governments, and regulating bodies, can efficiently fill the specific skills gaps (57). Kaushik and Drolet (41) highlight several such bridging programs available throughout Canada, including Career Bridge internships initiated by the Toronto Region Immigrant Employment Council (TRIEC), Qualification En Pharmacie offered by Université de Montréal, the Engineering and Technology Upgrading Program offered by Calgary Catholic Immigration Society, the International Pharmacy Bridging Program offered by the Bredin Centre for Learning (Spruce Grove, Edmonton, Red Deer, and Calgary), and the Bridge to Canadian Nursing Certificate program and Ready to Teach program offered by Mount Royal University and SAIT Polytechnic in Alberta (57). However, the policy development in this domain has proceeded unevenly across the provinces, and most of these programs are located in urban areas and do little to provide support for newcomers who are located outside of such cities.

Reitz et al., (57) highlighted that Ontario has, to date, led in policy initiatives, and as such, bridging programs to optimize immigrant skill utilization may be more advanced there and, in some instances, have undergone something of an evolution to reach out beyond the geographic limitations of the original program boundary. For example, the TRIEC initiative has been influential not only in Toronto but also in other regions in Ontario. In addition, Ontario’s Ministry of Citizenship and Immigration has funded the most extensive number of bridge training programs for internationally trained individuals in Canada, including bridge programs ranging from pharmacy, to nursing, midwifery, and biotechnology. Calgary Region Immigrant Employment Council (CRIEC) and Edmonton Region Immigrant Employment Council (ERIEC) also provide employment support to immigrants in their respective regions; however, Kaushik and Drolet (41) suggested that we need more such initiatives across Canada, particularly for the smaller cities and towns that are a predominant feature of Canada’s landscape.

Across Canada, stakeholders have acknowledged that multi-layered bridging programs can help immigrants obtain clinical or workplace experience, skills training, academic upgrading, examination preparation, language training, and other knowledge and competencies that they may lack (41). The federal government and other stakeholders insist that bridging programs are highly effective in facilitating the professional integration of skilled immigrants in Canada (53) however, empirical research has identified some problems with the bridging programs. For instance, Kaushik and Drolet pointed to the work of Hathiyan (28) who argued that bridging programs are often a prerequisite for credential recognition, and are often surrounded by inconsistencies and instabilities making them incapable of addressing systemic issues and making the business sector, rather than immigrants, their main beneficiary.

## **Community-Based Employment**

In one article, Wilson-Forsberg (78) highlighted how a rural community was dependent on the farming, manufacturing, and professional support divisions of a single employer – McCain Foods Ltd., a multinational leader in the production of french fries and frozen food products. Not only does McCain Foods Ltd. employ a high proportion of the local population and determine to a great extent, their economic and social well-being, they also influence their employees view of the world. Recognizing that cultural diversity contributes to their bottom line by making it easier to attract and retain good employees, the management at McCain Foods have sought to lower costs by developing skills in-house and developing a multicultural reputation that proactively tries to attract foreign talent (78). The ripple effect of this strategy is that the organizational culture has become transmitted through McCain’s many employees to the wider community, which has resulted in a “greater acceptance and promotion of cultural diversity by authorities, institutions, and the social and cultural norms that guide them” (78, p. 29).

## **Mentorship**

Sakamoto et al., (60) has found benefits from mentoring programs that facilitate connections between newcomers and established Canadian professionals who work in the same or a closely related occupation. In addition, the opportunity to undertake volunteer work, internship, and/or co-op programs was seen as beneficial in helping newcomers to gain appropriate Canadian work experience (60). Several government-funded and non-government-funded immigrant-serving agencies collaborate with employers to offer mentorship programs to help immigrants develop their professional networks, improve their job search strategies, enhance their professional understanding, and gain insights into Canadian workplace culture.

## **Employment in South Central Region**

Challenges and issues related to securing employment, as identified in the academic literature, were mirrored in reports specific to Moose Jaw and South Central Region. Based on insights provided by a focus group of newcomers in Moose Jaw, the LIP Exploration report concluded that “the consensus seemed to be that the highest priority [for supporting newcomers] should be economic integration (i.e., employment and business development).” (5). Similarly, the Rural Development Institute’s report on South West Saskatchewan (59) identified insufficient employment opportunities as a barrier to settlement, with specific issues including newcomers being under- or over-qualified for positions, difficulties in having international credentials recognized, inadequate language skills, and perceptions among some employers on the importance of Canadian training and experience. As identified in the Immigration Trends section, newcomers were also more likely to be working for part of the year or part-time compared to the general population (46).

These trends were further amplified by newcomer voices in the Vital Community Conversations in Moose Jaw and Gravelbourg (29, 30). Specific concerns raised included the lack of job opportunities locally, especially for those with limited English comprehension and fluency, employer views on

newcomers related to “Canadian experience”, lack of transportation to access jobs, and difficulties in finding work with good job security and opportunities for advancement. An interest in self-employment and entrepreneurial opportunities was also raised.

Service providers in Moose Jaw and South Central Region have recognized the importance of these challenges, including how changes in the rural economic landscape can have further impacts. In 2018, the Moose Jaw Newcomer Welcome Centre proposed hiring a Newcomer Employment Facilitator / Rural Settlement Facilitator, focusing primarily on addressing both local and rural employment through community and employer engagement on a regional scale (51). A year later, PSI Network facilitated a roundtable session on rural economic development that included representatives from municipal and rural governments, service providers, and educators. This session built on the appointment of a federal Minister of Rural Economic Development and provided space to discuss issues related to labour, entrepreneurship, economic transitions, key challenges, and ideas related to newcomer employment (50).

### **Potential Issues and Promising Practices in the Grey Literature**

The grey literature identified a number of promising practices in the area of employment. From the Vital Community Conversations (29, 30), one suggestion was to engage with employers, for example, through information sessions to address perceptions around the importance of “Canadian experience” and what skills newcomers can bring to the workplace. A report out of New Brunswick, a province which shares some demographic similarities with Saskatchewan, suggests hosting job fairs in larger centres that promote employment opportunities in smaller cities and rural areas (52). In Manitoba, a rural immigration report explicitly noted the importance of improving access to childcare in order to support immigrant women in accessing both training and employment opportunities (7). Another opportunity to consider is the role of social enterprises and co-operatives for providing meaningful work experiences that make use of newcomers’ knowledge and skills, such as crafting cooperatives and interpretation consulting services (67).

Moose Jaw has an ageing workforce which is posing a risk for the future economy. There has been moderate immigration to Moose Jaw, however immigration is still the lowest amongst Saskatchewan’s 10 urban centres. Moose Jaw also has an ageing population amongst its entrepreneurs. There are over 1,700 self-employed people in Moose Jaw and 40% of them are over 55. Attracting a new generation of entrepreneurs to help drive growth in agriculture and value-added processing, transportation, tourism, and healthcare services would be beneficial. The largest opportunity comes from attracting young people and families to Moose Jaw (37).

## Health and Well-Being

### Health Upon Arrival

Kaushik and Droelet (41) highlighted through their study that the health status of immigrants was generally better when compared to their Canadian counterparts during the period of early settlement in Canada. Kaushik and Droelet explained that this phenomenon is referred to as the healthy immigrant effect and has been widely used as a paradigm to study immigrants' health (e.g., 16). There are several potential explanations for the healthy immigrant effect according to Kaushik and Droelet including: pre-immigration health screening or medical exams that are a requirement for immigrants, the relatively healthy behaviours of new immigrants prior to migration, immigrant self-selection—the hypothesis that the healthiest and wealthiest individuals are the most likely to migrate, and the hypothesis that the less healthy immigrants return home to their nation of origin. The phenomenon has been observed in the context of self-reported health, self-perceived mental health, chronic diseases, and mental illness.

### Monetary Remittance Behaviour

In their study, Amoyaw and Abada (4) focused on the use of monetary remittance as a significant way that newcomers retain links to and social relationships with their relatives back home. Amoyaw and Abada suggested that most immigrants migrated with the intention of supporting their non-migrant families through such remittances, and it was therefore possible for an immigrant to experience emotional distress if they could not provide the needed financial support to their non-immigrant family members. Contrastingly, where remittance was possible, this acted as a contributor to positive mental health. Amoyaw and Abada found that, regardless of gender, immigrants who maintained their financial ties to family and friends outside of Canada shortly after arrival (within the first six months) had more chance of experiencing emotional health problems within the first two years of arrival.

### Gender

The process of immigration has emotional, social, and cultural consequences for newcomer women, and Rashid and Gregory's (56) research with newcomer women revealed that isolation, absence of extended family and friends, and loneliness were difficulties experienced during this major transition process. These stressors experienced by the participants of Rashid and Gregory's study affected the women's mental health and sometimes resulted in increased anxiety and depression. Rashid and Gregory's qualitative study explored women's lives before and after immigration to understand how they might have developed resilience. They found that women could potentially foster resilience should they have experienced a healthy upbringing and positive social environments, and concluded it was reasonable to suggest that

resilience was not simply a phenomenon of post-migration and that the pre-migration lives of women shaped their resilience. In addition, resilience appeared to exist concurrently through the self, the spousal dyad, the relationships with families and friends, and the ability to remain connected with

those that matter back home. These relationships were vital for the women participants of this study and they either nurtured or undermined their resilience.

### **Family Separation and Dynamics**

Martin (47) found that for the newcomer, separation from close family members was most often associated with negative mental health outcomes. Separation can be particularly emotionally distressing during personal or family crises, and was particularly significant for adult newcomers arriving in Canada alone. Family members (usually children) who remain in the home nation of the newcomer also feel the impact of the separation, which in turn places stress and anxiety for the newcomer in Canada. The research on separation from family members has most often focused on mental health in parent-child relationships, and has also explored the impact on newcomers who have a precarious status in the destination country, for example precarious housing or employment.

Interestingly, Masferrer (49) found that with the exception of immigrants who lived with young children shortly after arrival, living arrangements with family members have no influence on life satisfaction, when taken into account with other explanatory factors of demographic characteristics. Masferrer's study found only partial evidence that immigrants' co-residents have a different influence on life satisfaction, and this was influenced by the time spent in Canada. The study reported a positive effect of life satisfaction was seen in those participants who were living with young children. This finding was consistent with previous studies showing that having dependents, both spouses and older children, produces less stress in immigrant adaptation (e.g., 48).

### **Role of Belonging**

In the study by George and Selimos (21), the sense of belonging in their new nation that newcomers are able to achieve was seen as being extremely important for the newcomers' psycho-social well-being. When immigrants arrive in Canada many draw on settlement services (language and job training, for example) to enhance their access to employment, housing, and education. Yet, George and Selimos argued, settlement involves actively searching for belonging and finding one's place and fit in society. Belonging is an expression of the social and emotional attachments that individuals are able to feel for each other, and for places they inhabit. Defined as a sense of feeling at home, and feeling that one belongs, belonging is important to overall health and well-being.

Integration into a new community was found to be associated with higher feelings of well-being in a study conducted by Berry and Hou (8). In their study, Berry and Hou examined the acculturation and wellbeing of immigrants, using their sense of belonging to their source country to assess their life satisfaction and self-reported mental health. In keeping with much of the research literature, Berry and Hou reported that feeling marginalized was associated with the poorest levels of wellbeing. Berry and Hou argued that this pattern adds to the growing evidence that when immigrants remain attached to their heritage culture, and also become involved in their new society, they achieve a greater level of wellbeing. In sharp contrast, when they are disengaged from both cultures, lacking bonding and bridging capital, they have poorer outcomes.

## **Food Insecurity**

When newcomers arrive in Canada, they often find themselves in a very different food environment than they are accustomed. Bombarded with processed and convenience foods and often lacking easy access to healthy familiar foods from home countries, newcomers face many challenges in eating healthfully (31). The issues faced by many newcomers including difficulty finding suitable housing, employment, and high rates of poverty can significantly affect their potential to achieve food security. Food security is defined as: “when all people, at all times, have physical, social and economic access to sufficient, safe and nutritious food which meets their dietary needs and food preferences for an active and healthy life” (19). Henderson and Slater highlighted how food insecurity can result in diminished health status and increased risk for newcomers of experiencing chronic diseases, such as type 2 diabetes and cardiovascular disease. In addition, newcomers who have been in Canada for less than five years, were nearly 60% more likely to be food insecure than Canadian-born citizens (73). Other barriers to healthy eating for newcomers included a lack of nutrition knowledge in the Canadian context, which might be due to time constraints of language ability restricting the opportunity to read and understand nutrition labelling on foods.

Martin (47) explored the lived experiences of adults arriving alone through a range of immigration streams to Canada, and found that some adults who experienced social isolation had particularly dangerous repercussions due to their unfamiliarity with food availability and local ingredients typically available in their new home. For example, one newcomer, upon her arrival in a rural area and with no one to help or even notice, had resorted to such a restricted diet that she ended up in hospital. This was but one example of the extreme situations faced by newcomers when they lack financial means to and appropriate guidance for purchasing food.

## **Openness about Health Issues**

In her community-based study of the challenges faced by newcomers in a small town in Ontario, Sethi (64) found that many newcomers reported their health status as good or very good. Sethi attributed this to a number of factors including the relatively good level of immigrant health upon arrival in Canada, the efforts newcomers make to prove that they are economically and socially productive residents, and that they may have been afraid to disclose any form of health concerns to the researcher. Their priorities as newcomers were likely focused on seeking employment, finding suitable housing, settling any children into their educational systems, and establishing social connections. Subsequently, newcomers might not have had many opportunities to explore their health issues. In addition, health for many newcomers might be felt to be a private matter that they do not wish to share with the general public.

## **Ability to Access Services and Supports**

Shier et al. (66) reported that for immigrants with a mental health issue, accessing housing supports reduces the odds of them living in a precarious housing situation. In this way, the mental health concern seems to act as an entry point of access to services, possibly even direct housing supports.

This might be because other supports such as community-based mental health case work programs and hospital services tend to align individuals with adequate interventions and support. In addition, the access to additional services may help immigrants and non-immigrants with mental health concerns to move out of precarious housing situations. Subsequently, having access to alternative services (such as community-based support programs) to deal with risk factors that lead to homelessness can be a positive influence on housing situations.

### **Health and Well-Being in South Central Region**

Health and well-being has been and continues to be an area of concern for both newcomers and those working with them in South Central Saskatchewan. NSSC dedicated an objective in its work plan to ensuring “adequate access to health care providers, including mental health”, which included specific focuses on systems navigation and mental health (58). Similarly, the MJMC discussion paper identified a “persistent gap throughout the region” related to health services (both mental and physical) that meet the specific needs of newcomers, including the types of services and the availability of appropriate language supports (20). Such comments are echoed in the Vital Community Conversations (29, 30), which went into further depth on the need to address both language and cultural barriers in mental health support and ensure access to healthy and familiar food options.

At the time of this report, researchers from Saskatchewan Polytechnic were initiating a patient-oriented research project, titled “Unifying for Health Equity: Revitalizing the Saskatchewan Health System Through Patient Oriented Research”, on the health care experiences of newcomers in Moose Jaw. This study, which includes the perspectives of six Patient and Family Advisers, will provide insights into existing health inequalities and/or challenges for newcomers in accessing appropriate healthcare services (62).

### **Potential Issues and Promising Practices in the Grey Literature**

Immigration Partnership Saskatoon’s (IPS) engagement with that city’s health sector identified issues and practices that would be applicable for smaller centres such as Moose Jaw (33). Health care providers in that city have access to interpretation services by phone, though it was noted that providers need to be aware of this resource and encouraged to use it in their practice with newcomers as appropriate. The issue of access to over-the-phone interpretation was raised as an area for action in the NSSC Work Plan (58): based on conversation with PSI Network’s project manager, at the time of this report the local health region did have access to such supports but there was a need for care providers to be aware of and encouraged to make use of the interpretation services. The IPS engagement process also found that the emphasis placed on improving language skills and finding employment could lead newcomers to minimize health-related behaviours such as keeping medical appointments, which could have deleterious long-term effects on their health and thus counter the healthy immigrant effect described in the literature. The report also recommended taking a whole-family approach to mental health through outreach and supports via the education system, noting that parents in particular may face mental health challenges in relation to shifting




family roles and structures and differences between them and their children in adapting to the Canadian context.

In western Alberta, the Bow Valley Immigration Partnership (BVIP) identified gaps for newcomers in specific health care services that are not customarily covered by provincial health plans, such as optometrist services and oral care: in the case of the latter, their report shares stories of newcomers waiting for visits back to their home country to obtain less-expensive services (70). BVIP also identified sexual health education for young adult immigrants as an area to focus on.

The importance of system navigation has been identified in multiple contexts, including health care settings (33). One approach to supporting newcomers in system navigation is exemplified by Edmonton's Multicultural Health Brokers Co-operative. This organization's team includes several Health Brokers, each of whom speaks multiple languages, who engage in outreach to different newcomer communities to provide health-related information and generally help connect newcomers with the broader health care system (67). While having a separate organization would likely be infeasible in a smaller centre, a paid staff role supplemented by volunteers could be an opportunity to explore for Moose Jaw and the broader region.

## Education

For migrants attempting to settle in their chosen nation, education is key to finding a better job, becoming more aware about health needs and issues, participating in life in a new community, and being able to express an opinion including the ability to take part in political voting (15). For refugees, receiving an education is one of the best ways to integrate in their host countries. For migrant workers and their children, intellectual and social benefits are gained through attending school. For asylum-seekers who await decisions about their future, basic language courses are beneficial preparation for wherever they will end up next (15). Clearly, education has a significant role to play in helping newcomers successfully integrate into their new country. In this section of our report, we share findings from the literature that have drawn particular attention to: education and credential recognition, soft skills, schools as spaces for social inclusion, student-teacher relationships, and language learning.

A large, stylized graphic of a double quotation mark in shades of blue and teal, positioned to the left of the quote text.

International human rights law guarantees an education for all, without discrimination.

*Coomans, F., UNESCO Chair in Human Rights and Peace*

### Education and Credential Recognition

Many skilled workers find that upon their arrival in Canada, their foreign academic credentials are not fully recognized by provincial accreditation agencies, education institutions, and Canadian employers (12). For the approximate 250,000 immigrants Canada receives each year, the overall educational level attainment of this group has steadily increased overall over the years, however many immigrants' struggle to gain educational credential recognition in Canadian labor markets (2). In general, the effect of university degree holders on economic growth is lower than that of those immigrants whose educational attainment is below degree level. Akbari and Haider attribute this to the diminishing returns on higher education, the greater shortages of workers of emerging or lower skills, and the reluctance by employers to hire those with qualifications from less-known foreign educational institutions.

In addition to finding their credentials not recognized, newcomers who are qualified to work in regulated professions in their home nations often experience significant downgrading of their foreign credentials in Canada (6). In some instances, newcomers' foreign credentials are devalued due to racial biases against visible minorities (41). One study reported that newcomers who immigrated as skilled workers, were the most daunted group in regard to finding meaningful and appropriate work relevant to their education and experience. Indeed, few newcomer study participants became employed in the occupations for which they were trained and a small minority were unemployed (21).

### Soft Skills

Sakamoto et al., (60) argued that the concept of work experience was embedded into a broader requirement of technical skills (typically evidenced through certification and formal qualifications) to include soft skills and cultural competencies. Soft skills are an extension of Canadian work experience,

as this concept incorporates all those skills that deal with tacit knowledge, and rules of the dominant culture, such as communication, behavioral patterns, and interpersonal code of conduct (60). For newcomers, this proposes a barrier to overcome. Soft skills are a somewhat elusive concept to assess and evidence, and cultural competence difficult to achieve until sufficient exposure to and experience within a new culture has been obtained (61).

### **Schools as Spaces for Social Inclusion**

Schools are central institutions of community life and play an important role in the social inclusion of newcomer youth (63). The importance of schooling to the social inclusion of newcomer youth can be seen in Canadian studies (71) that have examined newcomer youths' educational challenges, needs, and outcomes. In school, newcomer youth are socialized into the norms of their new society, are offered specific targeted support (e.g., language training and work experience), and when appropriately supported, are able to participate in the broader community through volunteer opportunities, field trips, and extracurricular activities.

Canadian scholarship discusses the various barriers newcomer youth face to social, economic, and political inclusion, including: the challenges and difficulties of learning English, discrimination, peer victimization and bullying, and multifaceted barriers to sustainable labour market participation (71). However, research rarely situates newcomer youths' schooling experiences within the larger community context in which their settlement and inclusion unfolds. Any consideration of how communities can support the settlement of newcomer youth should consider how schools shape their social inclusion processes within community life (63).

### **Student-Teacher Relationships**

Teachers and the relationships they are able to form with newcomers have an important role to play in facilitating schools to become spaces for inclusion. When teachers are able to provide newcomers with support including assisting them after school with homework, providing assistance with filling out various application forms, discussing future career plans, attending sporting events, giving advice, supervising after-school clubs, providing rides home (especially in the winter months), and even giving young people money to buy lunch, school supplies, or a bus ticket, the potential impact upon the successful integration of youth is significant (63).

However, Selimos and Daniel (63) found in their study that some newcomers' experiences of school practices discouraged, thwarted, and limited their aspirations, with some teachers communicating to newcomers they were somehow less intelligent than Canadian-born or long-term resident youth. Teachers could be valuable sources of support and guidance, but equally they could also help reinforce? newcomer youths' dependencies in ways that limited their social pathways. In addition, newcomers reported feeling unfairly placed by school officials into course streams below their perceived abilities and misaligned to their academic and career goals. The struggles faced by youth were compounded if their family members were unable to advocate for them due to language or other cultural barriers.

## Language Learning

The need for language training and support also figures heavily for immigrants in terms of settlement and integration. Language skill is repeatedly identified as an important factor that facilitates access to the intended occupation and determines the occupational outcomes of skilled immigrants (26).

Official language ability is one of the most heavily emphasized pathways to integration. Inadequate access to cultural knowledge, inadequate local language skills, and lack of opportunities to interact with those who speak official languages are barriers to immigrant integration (42). Therefore, there is a need to include information about Canadian culture, workplace norms, soft skills training, and other practical information in language and culture training programs (60).

Comprehensive language training programs have been developed and are provided by federal and provincial governments throughout Canada, including the Language Instruction for Newcomers to Canada (LINC) program providing English and the French language training Cours de langue pour les immigrants au Canada (CLIC) both funded by the Government of Canada. Another such initiative was the Immigrant Settlement and Adaptation Program (ISAP) (14), which helped immigrants in the adaptation, settlement, and integration into Canadian society and institutions.

When newcomers settle in the smaller communities in Canada, the role of schools is important as a facilitator with learning either English or French language (78). In Wilson-Forsberg's study, it was noted that English language learning was the biggest obstacle to settling in Canada, and additionally, the study argued that the residents of Fredericton often created imaginary language barriers through assuming if immigrants were visible minorities then they would not speak English (78). Of particular note in Wilson-Forsberg's work is that the schools of the small community who participated in her research were initially unprepared to cope with including children and adolescents who did not speak English, and it took the efforts of students to leave their ethnic and linguistic comfort zones so that they could communicate with native-born peers and learn English more rapidly. Equally, teachers and classmates conversed with the immigrant adolescents using dictionaries, electronic translation devices, and hand gestures (78).

## Education in South Central Region

Education, including language learning, was raised as an important local issue in both the Vital Community Conversations and South West Saskatchewan reports prepared by the Rural Development Institute. In the former, education accessibility was cited as a concern, including the need for appropriate opportunities to upgrade skills for employment purposes (59). Language learning was also raised in the VCC report, including the lack of higher-level English as an Additional Language classes locally (29, 30). The Rural Development Institute report also spoke to the need for language training at different levels that were offered at different places and times to accommodate newcomers' schedules. As noted in the Employment section, their report also identified inadequate language skills as a barrier to securing employment.

## **Potential Issues and Promising Practices in the Grey Literature**

For newcomers, education (including language learning) and employment can be mutually reinforcing, with improvements in one leading to corresponding changes in the other. However, finding a job can lead to less time available to take language classes and decreased motivation to continue such training, even if it would improve job prospects in the long run (7). Partnering with employers to provide occupation-specific language training, such as was done in Brandon with a local credit union, can help to re-create a “virtuous cycle” between language development and employment.

The importance of the education sector in the settlement and integration process is exemplified through programs such as Settlement Workers in School (SWIS), which recognizes that for immigrant families, the school system is often an early point of contact with local systems. In larger centres such as Saskatoon, school boards maintain newcomer centres that provide standardized education and language assessments, an orientation to the school system, and connections to other local settlement services for students and their family (33). Additionally, providing educational support for newcomers arriving as teenagers or young adults, which may take the form of bridging programs or newcomer-specific GED programs, was recommended as an approach for implementation in New Brunswick to ensure that such youth were not left behind (52).

## Cross-Cutting Themes

As previously described (see Literature Review Approach section of this report), the range of the 17 characteristics of a welcoming community (17) were organized into four overarching themes and five cross-cutting themes. In this section of the report we present the literature review findings from the cross-cutting themes.

### Community Support and Attitudes

In their report *Characteristics of a Welcoming Community*, Esses et al., (17) included *positive attitudes towards immigrants, cultural diversity, and the presence of other newcomers in the community; favorable media coverage and representation; and positive relationships with the police and justice system*, facets that, we would argue from our findings of this literature review, fall under a broader category of community support and attitudes.

The *role of community organizations* (for example, Aboriginal self-governing urban organizations, immigrant newcomer settlement and support organizations) was (27) important in creating the spaces of interaction where new intercultural dimensions of the social, economic, political and material spaces can be adjusted to by the newcomers.

However, in the study of how cross-cultural interaction in daily lives might bring a more positive multicultural experience to communities, Wilson-Forsberg (78) found data that suggested there was little purposeful contact between established residents and the immigrant adolescents in the community being studied. Wilson-Forsberg suggested this was due to a lack of understanding of the cultural diversity and immigration in the small town featured in her study, and though residents were engaged in the community and with each other, that engagement, for the most part, did not appear to reach the immigrant adolescents. The residents who did interact with immigrant adolescents were part of a small cohort of socially-conscious people who had either travelled extensively, or were second-generation immigrants themselves.

### Social Connections

In their report *Characteristics of a Welcoming Community*, Esses et al., (17) included fostering social capital, social engagement opportunities, opportunities for use of public space and recreation facilities, political participation opportunities, and the presence of diverse religious organizations, facets that, we would argue from our findings of this literature review, fall under a broader category of community social connections.

Patel et al. (55), suggested that the strongest determinant given the greatest focus in the literature that speaks to successful integration into the community for newcomers was social inclusion. Patel et al. highlighted how different research studies had found social inclusion to be consistently challenging for newcomers who settled in rural communities, but acknowledged that some researchers found that

some rural communities formed a tight-knit community where newcomers felt a sense of belonging. Patel et al. concluded that social inclusion of newcomers in rural communities was location-dependent.

Acheson (1) argued that a good test of the extent to which new immigrants achieve political integration in their host countries was the extent to which they take up host country citizenship, thereby being able to exercise a right to vote, and that Canada was a clear world leader among countries that have active immigration policies. There were three significant influences from policy and practice that affected whether newcomers would be encouraged to pursue citizenship: (a) bureaucracies that deal with naturalization; (b) government programs that deal with newcomer settlement; and (c) government-sponsored diversity policies. In each of these areas governments could facilitate or constrain newcomers to achieve citizenship depending upon policy frameworks.

Wilson-Forsberg (78) reported that adolescent children within refugee families were particularly susceptible to not forming social connections due to the dire financial situation of many refugee families. This placed them at the bottom of the community's social hierarchy making it that much more difficult for the teens to make friends and access social capital and social networks. Due to a shortage of low-income housing, these refugee families were located together in low rental apartment complexes in a single north-side neighbourhood. Friendly, helpful neighbours do not appear to be prevalent in these low-income neighbourhoods. While the provincially-nominated adolescent participants residing in middle-class neighbourhoods described warm conversations with friendly neighbours, the only neighbours mentioned by those in the low rental complexes were the Jehovah Witnesses who would regularly knock on their doors.

## Transportation

As an example of how transportation impacted upon newcomers ability to access appropriate healthcare, Sethi (64) shared how her research participants (newcomers and service providers) identified that in addition to sometimes lacking culturally appropriate health care services, and the hours of operation (most doctors' offices are open only from 9 a.m. to 4 p.m. making it inaccessible to immigrants who work during the day), transportation issues (no driver's license and lack of adequate transportation infrastructure) were a significant determining factor for all genders in accessing health services.

Refugee families seem to be particularly affected by a lack of public transportation because they generally cannot afford their own vehicles. This also impacts the older children of refugee families as outside of school, the only public spaces to make contact with friends, or access a part-time job might be determined by a city's limited bus route (78). Subsequently, immigrant adolescents can be left out of Sunday afternoon picnics, soccer games, and other recreational activities for example, should there be no bus service on Sunday.

Transportation was raised as an issue for newcomers in the two Vital Community Conversations, including the inadequacy of the bus network's coverage and hours in Moose Jaw and the difficulty of accessing employment opportunities and medical care without having one's own car in Gravelbourg (29, 30).

## Newcomer-Specific Supports

For newcomers to Canada, access to programs and services facilitates integration into the main-stream Canadian society, and where newcomers have insufficient access, they face marginalization and exclusion. Kaushik and Drolet (41) reminded that the effective integration of skilled immigrants requires collaboration between various stakeholders such as the immigrants, social services providers, researchers, policy makers, governments, and employers.

Related, immigration status affects the types of services and supports for which immigrants are eligible. In Canada, the federal government provides resettlement aid (i.e. income support) only to government-assisted refugees (GARs) (66), and settlement-supportive services to GARs and other Permanent Residents. However, depending on the province of residence and the settlement service providing organizations (SSPOs) present, services are available to other categories of newcomers to varying degrees.

Educational supports have been found to be very useful in helping both youth and their families settle and integrate into their new lives in Canada, and Selimos and Daniel (63) urged educational policymakers and practitioners at all levels to comprehend and exhibit willingness to deal with the complexity of many variables as they create and implement programs and practices geared to the settlement and social inclusion of newcomer youth.

Veronis' (77) study examined the role of the Ottawa Local Immigration Partnership in the Syrian refugee resettlement initiative during the federal government's 2015–2016 targeted resettlement plan. She found that place-based approaches that were attentive to local contexts provided the necessary nuanced understanding of Canada's settlement sector environments and their capacity to proactively respond and adapt to any fiscal restructuring or constraints. Of particular interest was how Veronis highlighted the role of non-profit sector partnerships, rooted in local networks of support, solidarity, and trust, and indicated that they could be used as effective place-based strategies and creative alternatives against fiscal austerity. In other words, local networks could have a crucial and valuable role navigating and ensuring budgets are optimised as they work to meet the settlement needs of their immigrant populations.

A further example of a different type of support was examined by Shan and Butterwick's study (65) of the experiences of mentors who were involved in a mentorship program designed to enhance the employment prospects for immigrant professionals in Canada. The mentors reported that as a result of interacting with immigrant mentees, their empathy towards the needs of immigrants grew as well as their capacity to connect with others, both cognitively and emotionally. This study showed that



immigrant integration could be practiced as a dual-purpose process where both the host and immigrants take the responsibility of immigrants' success in the host labor market. To translate the ideal of two-way integration into practice, mentoring programs should adopt a two-way pedagogical approach oriented to mutual learning on the part of both immigrants and the host population. Shan and Butterwick stressed that to systematically build the transformative potential of mentoring programs in a sustainable manner would require the continuation of services provisions that were contingent on measurable outcomes.

## Language

Limited English language capacity has been found to contribute to immigrants experiencing homelessness, unemployment and limited educational opportunities, and a higher likelihood of living in a precarious housing situation (60).

Rashid and Gregory (56) explored the experiences of women immigrants and concurrently their resilience. In particular, Rashid and Gregory focused on how the women fostered integration for themselves and their families within Canadian society. Language was one of the salient obstacles for many immigrant women within the Canadian context, and language barriers and unfamiliarity with Canadian cultures was seen as a barrier for women in making friends with Canadian peers. Consequently, many of the immigrant women remained disconnected from the very society where they wanted to build their new lives.

For newcomers whose first language is neither English or French, language often becomes intertwined with conformity, which can result in newcomers trying to adapt to the standard norms, including the language nuances of the mainstream monoculture in which they find themselves immersed (44). This rhetoric of conforming includes the copying or mimicking of Canadianness: "...watch how you stress words and intonations, make a point of observing people and modeling your language after theirs" and "Learn how to pronounce the individual sounds" (79, p. 170). There are some important considerations here; for example, newcomers who interact with Canadian peers, colleagues, and the broader society have a better opportunity to learn local colloquialisms that can aid their communication and understanding of the new environment where they live. This was compounded with the additional aspect of the task of learning these nuances of language alongside the language learning in and of itself.

In their study about immigrants doing business in medium sized cities, adequate language skills were far less of a barrier for immigrants in Kelowna, BC when compared to a similar study the authors had undertaken in 2007 of immigrants starting up businesses in Toronto (74). This might indicate that newcomers located in smaller cities who start their own businesses face less barriers due to language than their immigrant peers starting businesses in densely populated cities.

As noted earlier in this document, language has been identified in the grey literature as posing barriers for newcomers to Moose Jaw in the areas of employment, education, and health.

## Report Limitations, Key Findings, Conclusion and Next Steps

### Report Limitations

The research team is confident in the overall findings of this literature review and recognizes its strengths and limitations. It should be noted that much has been written about the experiences of immigrants to Canada in regard to their settlement and integration into their new nation and home, and as such there is a wide body of scholarly literature that remains unexplored in this study. As always with a literature review, the findings are heavily influenced by the searches for literature that have been applied, and this is a limitation of this report, as with any other.

For this study, our focus was first directed at summarizing what is currently known about the current state of immigrant settlement and community-newcomer integration—and community capacity in this regard—in the South Central region of Saskatchewan. To achieve this objective, we turned to “grey literature” that included data at this localized level. As this body of knowledge is produced by multiple providers - including across levels of government, institutional bodies, non-profit and charitable organizations, and policy research and advocacy groups - in varying formats and hosted in different locations, it is inevitable that potential sources of information will be inadvertently missed through this process. We were assisted greatly by the Prairie Skies’ Project Manager, who helped us connect to reports and other grey literature documents in order to provide a more complete picture: however, gaps still remain in our knowledge of the local context. In some instances, these gaps may represent a source of information that does exist but we were not aware of at the time of writing the report, whereas in others, there may not be data available at the local level on that issue. In either case, if our summary of the grey literature did not mention a particular topic, it should not be interpreted that it is not a topic of significance in South Central region; rather, we did not find anything through this process to share related to that topic and further investigation would likely be required.

Our second area of focus was the broader scholarly literature, with the objective of identifying relevant literature that would shed light on the assets and needs presented by newcomers in South Central Saskatchewan in addition to revealing capacities and any gaps in resources and services to support newcomer settlement and community-newcomer integration. The search terms outlined in the method section of our report determined the literature found, included, and ultimately analysed for this report. Different search terms would therefore have revealed different literature. Accordingly, the research team recommends further targeted literature reviews to be undertaken for any particular topics that the Prairie Skies Integration Network wants to investigate more deeply.

## Key Findings

There are a number of key findings that we believe are important for Prairie Skies Integration Network to consider as they seek a deeper understanding of the current state of settlement and community integration for newcomers in the South Central Region of Saskatchewan. In particular, we sought to first explore the challenges and barriers typically faced by newcomers to Canada who had settled in rural and semi-rural locations, and second, identify effective practices that might be relevant to the Network as they move forward with their work. We outline the key findings from the four overarching themes together with additional key findings that emerged from the data. Our key findings are as follows:

1

Being able to find and secure suitable and affordable housing is a crucial first step in societal integration and inclusion for newcomers to Canada.

Barriers contributing to any gaps in achieving this outcome, and relevant local factors to consider, include:

- Newcomers might not know where to go to get help with finding somewhere to live.
- Securing a suitable house is dependent upon financial independence which is a significant barrier for some newcomers who have not secured employment.
- Housing can be prohibitively expensive for newcomers.
- Where housing can be found it might be precarious or of poor quality.
- Many immigrants do not access the formal (or professional) sources of support available.
- Recent conversations in Moose Jaw with newcomers as part of the Vital Community Conversations series (29, 30) have confirmed housing availability and affordability is an issue.

Mitigating and helpful factors for the Network to consider:

- Know your local context - what housing is available, and who are the newcomers seeking housing.
- Newcomers find support from their ethnic networks helpful - seek ways to facilitate such networks.
- Where newcomers have family already established in the same locale, they are a supportive structure in the first few months. However, after a more prolonged period they can become a compounding effect on the newcomer when combined with unemployment, language struggles, etc. At this point support services continue to be of value. Cooperation between multiple services is desirable.

- Housing can also serve to attract newcomers to smaller centres, where housing prices and rental markets may be affordable compared to major cities.

2

Immigrants experience higher rates of unemployment than non-immigrant Canadians. Gaining sustainable **employment** is a challenge for many newcomers.

Barriers contributing to this, and significant local factors to consider, include:

- Lack of recognition of foreign credentials.
- The requirement from many Canadian employers for Canadian work experience.
- Discrimination.
- For women, they face an additional barrier of lower wages than male counterparts hired in equal job positions.
- Caregiving roles of women also contributed to levels of precarious employment.
- Insufficient employment opportunities.
- Moose Jaw has an ageing workforce which is posing a risk for the future economy (37). There has been moderate immigration to Moose Jaw, however immigration is still the lowest amongst Saskatchewan's 10 urban centres.
- Moose Jaw also has an ageing population amongst its entrepreneurs. There are over 1,700 self-employed people in Moose Jaw and 40% of them are over 55.

Mitigating and helpful factors for the Network to consider:

- Government Bridging Programs, however policy development is uneven across provinces with Ontario leading the way with initiatives.
- A few examples of individual organizations adopting interesting practices to support newcomer integration, for example, McCain Foods supports their local employees and recruits foreign talent. The organization reports greater acceptance amongst staff and increased promotion of cultural diversity of which the whole community feels the effects.
- Facilitating connections between newcomers and established Canadian professionals through mentorship.
- Utilising community engagement efforts like forums similar to the Vital Community Conversations (29, 30) to support newcomers to engage with employers and address differing perceptions of Canadian work experience.
- Examining the role of social enterprises and cooperatives in providing work-integrated learning and experiential learning (internships).
- Job fairs that promote opportunities in rural areas.
- Attracting a new generation of entrepreneurs to Moose Jaw to help drive growth in agriculture and value-added processing, transportation, tourism, and healthcare services would be beneficial.

3

The **health status** of newcomers is generally better than their Canadian counterparts during early settlement. Data showed that this shifted negatively over time.

Barriers contributing to this, and significant local factors to consider, include:

- Immigrants sending money back home to family members face increased likelihood of emotional health problems and financial stress.
- Particular stressors on women have social, emotional, and cultural consequences.
- Impact of family separation and dynamics.
- Role of belonging.
- Food insecurity.
- Cultural impact on willingness to discuss and share information about private health issues.
- Ability to access supports and services.

Mitigating and helpful factors for the Network to consider:

- Ensuring healthcare providers have access to interpretation and translation services to appropriately use with newcomer clients.
- Continue to partner with local initiatives in regard to health-equity research (e.g., the partnership with Saskatchewan Polytechnic)
- Consider entire family approaches providing the entire family with support. Children often have the capacity to act as translators, however this has positive and potentially negative outcomes and should be managed appropriately.

4

**Education** has a significant role to play in helping newcomers successfully integrate into their new lives in Canada.

Barriers contributing to any gaps in achieving this outcome, and relevant local factors to consider, include:

- Many skilled workers find that upon their arrival in Canada, their foreign academic credentials are not fully recognized by provincial accreditation agencies, education institutions, and Canadian employers.
- Newcomers who are qualified to work in regulated professions in their home nations often experience significant downgrading of their foreign credentials in Canada.

- Some newcomers' experiences of school practices discouraged, thwarted, and limited their aspirations, with some teachers communicating to newcomers they were somehow less intelligent than Canadian-born or long-term resident youth.
- Language skill is repeatedly identified as an important factor that facilitates access to the intended occupation and determines the occupational outcomes of skilled immigrants.
- Education, including language learning, was raised as an important local issue in both the Vital Community Conversations and South West Saskatchewan reports

Mitigating and helpful factors for the Network to consider:

- Schools are central institutions of community life and play an important role in the social inclusion of newcomer youth.
- When newcomers settle in the smaller communities in Canada, the role of schools is important as a facilitator with learning either English or French language.
- Partnering with employers to provide occupation-specific language training, such as was done in Brandon with a local credit union, can help to re-create a “virtuous cycle” between language development and employment.

5	<p><b>Community support and attitudes</b> play a significant role in creating the spaces of interaction where new intercultural dimensions of the social, economic, political and material spaces can be adjusted to by the newcomers.</p>
6	<p>The strongest determinant given the greatest focus in the literature that spoke to successful integration into the community for newcomers was <b>social inclusion</b>.</p>
7	<p><b>Transportation</b> issues determine where newcomers live and work, and whether they are able to access suitable healthcare, education, and support services.</p>
8	<p>For newcomers to Canada, <b>access to programs and services</b> facilitates integration into the main-stream Canadian society, and where newcomers have insufficient access they face marginalization and exclusion.</p>

Limited English or French **language capacity** has been found to contribute to immigrants experiencing homelessness, unemployment and limited educational opportunities, and a higher likelihood of living in a precarious housing situation.

## Conclusion and Next Steps

This report has summarized what is known about the current state of immigrant settlement and community-newcomer integration—and community capacity in this regard—in the South Central region of Saskatchewan. We set out this study using the 17 Characteristics of a Welcoming Community framework as our baseline. As we reviewed the literature, we collapsed these 17 characteristics into four overarching themes of housing, education, employment, and health. However, there were also categories that cut across the themes including community support and attitudes, social connections, transportation, newcomer-specific supports, and language.

From the literature review, it was clear that a wide body of research exists that explores all of these issues related to the 17 characteristics faced by newcomers to Canada. In addition, research has identified some initiatives and policies across Canada that have sought to mitigate the barriers and challenges to successful settlement and integration faced by newcomers. However, there is a need to acknowledge the limitations of this research in that it is, in the main, context specific. Canada is a geographically vast and diverse nation and this was reflected in the studies we examined. Much of the literature excluded through our initial search processes had been undertaken with populations in large urban centres, where newcomer needs and access to appropriate support have a different structure and flavour in comparison to rural counterparts. The literature included in our final sample goes some way to mitigate this: however, readers of this report should be mindful that context matters immensely, and the findings from the scholarly literature offer a somewhat broad stroke of information. The grey literature has addressed some of these gaps in information: nevertheless, some knowledge remains unknown, and as such, further research to support Prairie Skies' ongoing strategic work is encouraged in order to confidently and clearly identify the specific needs of the newcomer populations residing in and migrating to Moose Jaw & the South Central Region of Saskatchewan.

In particular we recommend deeper investigation into the following areas, which would involve data collection from primary (e.g., empirically collected by the Network) and secondary sources (e.g., literature reviews, government data sources):

- Given the employment environment and entrepreneur demographic of Moose Jaw, it would be worthwhile to investigate levels of interest in entrepreneurship and barriers to business start-up for newcomers. Primary and secondary data might be useful here.

- What are the housing needs of newcomers? How do general housing trends in the region affect newcomers? (e.g., primary research to establish size, location).
- Education (both primary and secondary data could be collected)
  - What potential pathways are there for credential recognition and additional skills upgrading for newcomers (e.g., language training through adult education)?
  - How are youth being supported in schools (or not?)
- What brings international students to the Moose Jaw area? Do they seek potential for staying in the region post-graduation? Primary data could be collected here.
- Be mindful of how health connects in with other areas (social determinants of health). Explore potential for multi-municipal and multi-agency cooperation (information sharing) and leverage Saskatchewan Polytechnic's research project on Patient-Oriented health care.
- What is the impact for newcomers of settling in smaller and remote locations within Canada, compared to larger centres? How have newcomers to Moose Jaw in the past navigated specific settlement challenges? What location-specific barriers have they faced? Consider primary research to examine the “user journey” to identify friction points in newcomers’ settlement journeys.
- Further information on secondary migration would be useful. Newcomers may initially settle in one region in Canada (the primary destination) and later move elsewhere for any number of reasons. Is Moose Jaw attracting newcomers who settle in larger centres first, including both major cities such as Toronto and Vancouver that attract newcomers as well as other prairie centres (Calgary, Edmonton, Winnipeg, Saskatoon, Regina)? What attracts these secondary migrants to the region? On the other side of the equation, do newcomers who choose Moose Jaw as their intended destination stay here? If they undertake secondary migration, where do they go and why? Primary or secondary data might be useful here to understand the “push” and “pull” factors which bring immigrants to and from the region.



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## Appendices

### Appendix A: List of Grey Literature Documents and Websites

#### Literature provided by Prairie Skies' Staff

- Acronyms, SCRIP Network & Operations (n.d.).
- Agenda package, Council Meeting, City of Moose Jaw (October 22, 2018).
- Analysis of the 2017 "LIP Exploration Report" in Relation to Refinement of the 2019/2020 Research Deliverable (September 9, 2019).
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- Map of Moose Jaw Regional Authorities (n.d.).
- Minutes - Regional Networking Meeting re: Rural Economic Development (May 28, 2019).



- Conference Board of Canada, National Immigration Centre (n.d.). Why is immigration important to Canada?
- Newcomer Employment Facilitator / Rural Settlement Facilitator: A Proposal to Enhance Sustainability in the South Central Region by Adding a Team Member to the Moose Jaw Newcomer Welcome Centre Team (n.d).
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- New Brunswick Multicultural Council (October 2018). New conversations: Post-tour report.
- Orientation survey results for LINC classes at MJMC (n.d.)
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- Presentation to city council: Moose Jaw's commitment to The Canadian Coalition of Municipalities Against Racism and Discrimination (CCMARD) (May 6, 2016).
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## Appendix B: List of Scholarly Articles with Abstracts

Article #	Reference	Abstract
1	<p>Acheson, N. (2012). From group recognition to labour market insertion: Civil society and Canada's changing immigrant settlement regime. <i>British Journal of Canadian Studies</i>, 25(2), 331-252.</p>	<p>An emerging pattern of governance in contemporary liberal democratic welfare states is a move away from interest group representation and a public sphere organized around demands for extensions of rights to something much more constrained. This article asks how such a profound shift in representation has occurred through governance spaces that are co-constructed by community organizations. It examines the case of Canadian immigrant settlement where beliefs about citizen representation, the role of the state and the nature of the public sphere have undergone profound change, leaving immigrant organizations as either marginal players or fully incorporated in state sanctioned immigrant service provision. Drawing on documentary evidence and interviews with immigrant organizations and public officials in Ottawa, it shows how immigrant organizations have actively interpreted their interests in the light of this changing web of beliefs to co-construct a new policy regime that favours organizational interests over citizen participation.</p>
2	<p>Akbari, A. H., &amp; Haider, A. (2018). Impact of immigration on economic growth in Canada and in its smaller provinces. <i>International Migration and Integration</i>, 19, 129-142.</p>	<p>This paper evaluates the potential impact of education levels of immigrants and Canadian-born on economic growth in Canada and its smaller provinces by using data for the period 2006–2013. We specify a production function in which levels of educational attainments of immigrants and Canadian-born workers are entered separately. Feasible generalized least square (FGLS) method is applied to estimate the production function separately for all immigrants, and also for established immigrants (those who have been in Canada for 10 years or longer). The results show that all educational levels of</p>

		<p>immigrants have positive and statistically significant effects on economic growth. A similar conclusion applies to Canadian-born workers, although the impacts of their university degree holders is lower than that of immigrant university degree holders. Both immigrant and Canadian-born workers have smaller effects on economic growth in smaller provinces, which have attracted larger numbers of immigrants in recent years. The results also show that the economic growth effects are similar for all and established immigrants. Although these results are consistent with previous findings on discounting of immigrants' educational credentials, more data are needed to strengthen their validity. We also suggest that the higher economic growth impact of immigrant university degree holders than that of Canadian-born is indicative of greater social returns to higher education resulting from increased diversity of population which in turn, as some previous studies suggest, can result in increased technological innovation, new ideas, and production of a wide variety of goods and services.</p>
3	<p>Amoyaw, J. A., &amp; Abada, T. (2016). Does helping them benefit me? Examining the emotional cost and benefit of immigrants' pecuniary remittance behaviour in Canada. <i>Social Science &amp; Medicine</i>, 153(2016), 182-192.</p>	<p>The existing literature has largely focused on how immigrants' pre/post-migration experiences affect their health in destination societies. Hence, little is known about the extent to which immigrants' choice to maintain transnational ties to their family and friends abroad influences their health. This study makes a theoretical and empirical contribution to the sociology of health literature by examining how immigrants' pecuniary remittance behaviour affects their emotional health using data from the Longitudinal Survey of Immigrants to Canada (LSIC, 2001-2005). Our weighted logistic regression analyses demonstrate that sending remittances within the first six months of arrival predisposes immigrants to emotional health problems. However, remitting after six months of arrival provides an "emotional advantage" for immigrants, but this</p>

		<p>advantage is greater for female immigrants compared to their male counterparts.</p>
<p>4</p>	<p>Berry, J. W., &amp; Hou, F. (2016). Immigrant acculturation and wellbeing in Canada. <i>Canadian Psychology</i>, 57(4), 254-264</p>	<p>Much international research has examined the various ways in which immigrants engage both their new society and their heritage culture, and the relationship between these ways of engagement and their wellbeing. The present study examines these ways of engagement and this relationship in a representative sample of 7,000 immigrants to Canada. Immigrants' sense of belonging to their source country and to Canada was used to assess their 2 cultural engagements; life satisfaction and self-rated mental health were used to assess their wellbeing. The study created 4 acculturation strategies from the 2 sense of belonging measures: high sense of belonging to both their source country and to Canada (integration), high for Canada and low for source country (assimilation), low for Canada and high for source country (separation), and low for both (marginalisation). We found that those using the integration and assimilation strategies had the highest scores of life satisfaction (but they did not differ from each other), while separation and marginalisation had significantly lower scores. For mental health, integration and separation had the highest scores (but did not differ from each other), while assimilation and marginalisation had significantly lower scores. We also found that the immigrant sample had significantly higher scores of life satisfaction and mental health than the non-immigrants sample. In addition to the relationship with acculturation strategies, we examined some demographic and social predictors of life satisfaction and mental health. Some implications for settlement policy and practice and for service to immigrants are discussed.</p>

5	<p>Brown, N. (2017). Housing Experiences of Recent Immigrants to Canada's Small Cities: The Case of North Bay, Ontario. <i>Journal of International Migration and Integration</i>, 18(3), 719–747.</p>	<p>Adequate, suitable and affordable housing is one of the basic needs that must be successfully attained in the process of immigrant integration into a community. This case study consisting of semi-structured interviews and focus groups with new immigrants and landlords centres particularly on the housing experiences of immigrants in North Bay, a small city in Northeast Ontario. North Bay, like many small urban centres in Canada, has undertaken an immigration strategy in order to counter demographic challenges and boost economic development. The housing experiences were examined in terms of suitability given household size and composition, affordability relative to the immigrants' financial resources as well as ownership and dwelling type. The connection between the immigrant's housing experiences, their interactions with neighbours and landlords and their perceptions of the city as a welcoming community were also explored. Generally, the immigrants who participated in the study were satisfied with their current housing situation. Several participants were surprised to find a limited and older housing stock in North Bay and rental prices that were not significantly different from the larger cities they had left. Their housing experiences tended to either have a positive impact on their perceptions of the city or not at all. Policy implications and recommendations are also discussed.</p>
6	<p>Chai, C-L., Ueland, K., &amp; Phiri, T. (2018). The use of human capital and limitations of social capital in advancing economic security among immigrant women living in central</p>	<p>In this research, the challenges of using human capital and the effectiveness of social capital as an alternative resource used by immigrant women from non-English-speaking countries living in Central Alberta for them to attain economic security are studied. Evidence indicates heavy use of bonding social capital by immigrant women—primarily through family, ethnic, and religious networks—as a “survival” resource at the initial stage of settlement. The bonding social capital is relatively easy</p>

	<p>Alberta, Canada. <i>Social Sciences</i>, 7(11), 220.</p>	<p>to access; nevertheless, in the case of visible minority immigrant women living in Central Alberta, bonding social capital has limited capacity in helping them to obtain economic security because their family and friends themselves often lack economic resources. As a result, these immigrant women are expected to compete in the labor market using their human capital to obtain higher-paying jobs. The challenge among immigrant women remains in seeking recognition of non-Canadian credentials, and/or successful acquisition and deployment of Canadian credentials in the primary labor market.</p>
7	<p>Esses, V. M., Dietz, J., Bennett-Abu Ayyash, C., &amp; Joshi, C. (2007). Prejudice in the workplace: The role of bias against visible minorities in the devaluation of immigrants' foreign-acquired qualifications and credentials. <i>Canadian Issues</i> (Spring), 114-18.</p>	<p>In this article, we demonstrate that the ambiguity of foreign credentials allows prejudice to affect the evaluation of the qualifications held by visible minority immigrants. The implications of this work and strategies for more fully utilizing the skills that visible minority immigrants bring with them to Canada are presented.</p>
8	<p>George, G., &amp; Selimos, E. D. (2019). Searching for belonging and confronting exclusion: A person-centred approach to immigrant settlement experiences in Canada. <i>Social Identities: Journal for the Study of Race, Nation, and Culture</i>, 25(2), 125-140.</p>	<p>Drawing on an analysis of three immigrant narratives, this paper employs a person-centred approach to immigrant integration in Canada. It examines how immigrants interpret the inclusions/exclusions that mark their integration experience and the consequences these experiences have on their social identities and sense of belonging. Analysis demonstrates that for immigrants a sense of belonging does not grow in a linear fashion; rather, it grows, stalls, dissipates and/or flourishes in relation to the ties and identifications that immigrants are enabled to forge. Broader structural and historical forces prefigure immigrant inclusion and exclusion in Canada in ways that reflect a hierarchy of migration and belonging. We argue that a recognition of Canada's 'hierarchies of</p>



		<p>belonging’ and the multidimensional nature of social inclusion/exclusion complicate integration metaphors that flatten the uneven social terrain of immigrant belonging.</p>
9	<p>Grenier, G., &amp; Li X. (2011). Canadian immigrants’ access to a first job in their occupation. <i>Journal of International Migration &amp; Integration</i>, 12(3), 275–303.</p>	<p>Using detailed information on employment trajectory provided by the Longitudinal Survey of Immigrants to Canada, this study examines the labor market outcomes of recent immigrants in terms of the duration until access to a first job in their intended occupation, as determined by a question in the first wave interview on labor market intentions. The matching between actual and intended occupations is obtained from the first two digits of the National Occupational Classification codes, which consider successively occupation type and skill level. Using a Cox proportional hazards model, the study investigates the roles of factors related to human and social capital in speeding up the matching process between actual and intended occupations. It is found that the initial year in Canada is critical for an immigrant to land a job in the intended field; after that period, the hazards of finding employment in the intended occupation flatten down. In general, those with intention to work in nonprofessional jobs, such as sales and services, trades, transport and equipment operators, primary industry, and processing and manufacturing occupations, enter the first job in the intended occupation more quickly. The results also show that education, English language ability, Canadian work experience, and friend networks facilitate access to the intended occupation.</p>

10	<p>Gyepi-Garbrah, J., Walker, R., &amp; Garcea, J. (2014). Indigeneity, immigrant newcomers and interculturalism in Winnipeg, Canada. <i>Urban Studies</i>, 51(9), 1795-1811.</p>	<p>This paper examines how modern urban Indigeneity is influencing the integration of immigrant newcomers in Western settler cities. Using a case study of Ka Ni Kanichihk Inc. (KNK), an Indigenous organisation in the city of Winnipeg, Canada, this research contributes to the emerging framework of intercultural urbanism. Indigenous peoples and newcomers are living side-by-side in many neighbourhoods, with common histories of colonialism, racism and socioeconomic challenges. Interviews with staff and focus groups with Indigenous and newcomer participants of KNK programmes indicated that they are beginning their co-existence, mostly in inner-city neighbourhoods, with low levels of interaction, mutual misunderstanding, misperceptions, segregation and tension among youth in high schools. Through the initiatives of KNK and partner organisations, cross-cultural understanding and relationships are being built, overcoming social distance. There is great potential for building intercultural relationships among Indigenous peoples and immigrant newcomers as a means of decolonising Western cities.</p>
11	<p>Henderson, A., &amp; Slater, J. (2019). Growing roots: A newcomer nutrition program designed using action research methods. <i>Ecology of Food and Nutrition</i>, 58(5), 430-455.</p>	<p>Many newcomers to Canada struggle with food insecurity and the health impacts of dietary acculturation. “Growing Roots” is a newcomer nutrition program designed through a community development approach to help immigrants and refugees adapt positively to the Canadian food environment. This qualitative action research project documented the development, implementation and impacts of the program in an inner-city neighbourhood of Winnipeg, Manitoba, Canada. Data was collected through oral questionnaires and interviews. Impacts included: 1) Healthy adaptation to the Canadian foodscape; 2) Enhanced nutrition knowledge and behaviours; 3) Improvements to food security status; and 4) Enhanced social networks.</p>

12	<p>Kaushik, V., &amp; Drolet, J. (2018). Settlement and integration needs of skilled immigrants to Canada. <i>Social Sciences</i>, 7(5), 76.</p>	<p>It is often believed that the settlement and integration of skilled immigrants is moderately easy in Canada, and that skilled immigrants do well in Canada after a brief adjustment period. However, numerous barriers prevent the effective integration of skilled immigrants in the mainstream society. Despite being famous for its Federal Skilled Worker Program, which includes the immigration of skilled workers through Express Entry, Canada shows disappointing results in the economic and social outcomes of the integration of skilled immigrants. This has socioeconomic implications for the immigrants and affects their health and wellbeing. Therefore, there is a need for all those who are involved with immigrant integration to explore and be conversant about the contexts and issues faced by skilled newcomers in Canada. In reviewing the academic and grey literature on the settlement and integration of skilled immigrants in Canada, this paper highlights the challenges faced by skilled immigrants in Canada and the needs experienced by them in facing these challenges. It provides an overview of the experiences and expectations of skilled immigrants related to their settlement and integration in Canada. This paper indicates a need to evaluate the availability of immigrant services focused on skilled immigrants and the effectiveness of the existing support offered to them by various government and non-government agencies.</p>
13	<p>Kitchen, P., Williams, A., &amp; Chowhan, J. (2012). Sense of community belonging and health in Canada: A regional analysis. <i>Social Indicators Research</i>, 107(1), 103–126.</p>	<p>This article investigates the association between sense of community belonging and health among settlements of different size and across the urban to rural continuum in Canada. Using data from the recent 2007/08 Canadian Community Health Survey (CCHS), the objective is to identify the major health, social and geographic determinants of sense of community belonging and to consider policy options aimed at improving sense of belonging among certain segments of the population. The research found a significant and consistent</p>

		<p>association between sense of belonging and health, particularly mental health, even when controlling for geography and socio-economic status. At the same time, sense of community belonging improved progressively across the urban to rural continuum with remarkably high levels of belonging evident in the outermost regions of Canada. Despite the health deficit that exists in rural and small-town Canada, the paper postulates that these communities are able to overcome health challenges to create conditions conducive to a positive sense of belonging. Overall, sense of belonging was also found to be highest among seniors, people residing in single-detached homes and among couples with children and was lowest among youth, residents of high-rise apartments and among single-parents. Finally, in the context of addressing deficiencies in sense of belonging, the paper examines several recent policy developments aimed at improving mental health services in Canada.</p>
14	<p>Krysa, I. M., Mills, A., &amp; Barragan, S. (2017). Canadian immigrant guidelines on how to become productive members of society. <i>Equality, Diversity, and Inclusion: An International Journal</i>, 36(6), 482-500.</p>	<p>Purpose – The purpose of this paper is to critically look at how immigrants to Canada are informed and educated about how to become productive members of society. The authors adopted a postcolonial framework to unveil the underlying assumptions embedded in the messages that are conveyed to “teach” and “prepare” immigrants for the Canadian workplace. In particular, the authors focus on non-white immigrants because they form the majority of immigrants to Canada and at the same time data show that they experience particular socio-economic obstacles in their settlement process that European immigrants did not.</p> <p>Design/methodology/approach – The authors apply postcolonialism as the theoretical framework. This approach allows the authors to analyze the relationship between the local subject and the encounter with the non-local other, in this case the immigrant who is from a non-European background. The authors conduct a</p>

		<p>Foucauldian critical discourse analysis on selected texts that serve as information sources for immigrants. These texts include government documents, immigrant information brochures, and workplace information books and booklets.</p> <p>Findings – The analysis shows ideological positions that reveal discursive messages representing the non-white immigrant in binary terms. Such immigrants are represented in opposing (and inferior) terms to the local (largely white) Canadian citizen. By adopting a postcolonial lens, the analysis shows that the messages to acculturate immigrants reveal assimilationist features.</p> <p>Research limitations/implications – The authors acknowledge that the authors’ own personal socio-political, intellectual, and ideological locations influence the approach, logic, research process, and the interpretation of the findings. For future research, other textual sources should be analyzed with regard to the messages they convey to immigrants as a form of education to see what kind of acculturation is conveyed.</p> <p>Practical implications – This paper sheds light on the necessity to develop policies that not only aim to acculturate immigrants using integration strategies but also to carefully communicate and educate newcomers through messages that do not stem from colonial assumptions.</p> <p>Originality/value – This research points out the taken-for-granted and oftentimes invisible forms of discriminatory practices in the workplace that appear non-discriminatory on the surface but are rooted in colonial thinking. Consequently, the authors challenge “mainstream” management theories concerning diversity in the workplace by questioning the underlying messages portrayed to immigrants.</p>
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15	<p>Lauer, S., Wilkinson, L., Yan, M. C., Sin, R., &amp; Ka Tat Tsang, A. (2012). Immigrant youth and employment: Lessons learned from the analysis of LSIC and 82 lived stories. <i>Journal of International Migration and Integration</i>, 13(1), 1-19.</p>	<p>Finding a job has become a critical challenge to many youth. Immigrant youth, who have been a key part of the global migrants, are particularly vulnerable when entering the job market of the host country due to various structural barriers. However, in both public policy discourse and research, their labour market experience tends to be overlooked. In this paper, we report the employment experience of recently arrived immigrant youth based on an analysis of the LSIC and findings of in-depth interviews of 82 immigrant youth in four cities in Canada. Our results reveal that recently arrived immigrant youth tend to work in lower-skilled employment, experience significant delays in finding employment, have difficulties with foreign credential recognition, and have fewer means to access to job markets.</p>
16	<p>Martin, B. (2017). Experiences of family separation for adults who immigrate alone: Lessons for social work and practice. <i>Canadian Social Work Review</i>, 34(2), 253-273.</p>	<p>This study explored lived experiences of migration and settlement for adults who migrated to Canada on their own and were separated from family and friends. A theoretical framework drawing on ecological theory and adult attachment theory was used to analyze data collected from exploratory, in-depth interviews with seven adults who arrived in Canada through a range of immigration streams. Themes previously identified in research on unaccompanied minors, refugees, and migrants with precarious status were found in this study to be experienced also by those who had arrived through other immigration streams. Participants described how they associated separation from various family members with negative experiences of emotional isolation, and both negative and positive experiences of social isolation. Participants discussed changes in relationships that occurred prior to migration and continued after arrival, particularly when separation was lengthy. Participants drew upon various personal and environmental resources to help mitigate negative impacts of social isolation, but were less effective in</p>

		<p>countering emotional isolation. The findings have implications for social workers working both with individual immigrants separated from family members and with immigrant families that have been reunited. In this paper, the author also suggests areas for further research and social work advocacy.</p>
17	<p>Masferrer, C. (2016). Does family matter for recent immigrants' life satisfaction? <i>Advances in Life Course Research</i>, 30(2016), 53-71.</p>	<p>Using the Longitudinal Survey of Immigrants to Canada, a nationally representative survey of recent immigrants, this paper explores the influence of co-residents on satisfaction with life in Canada. Results of cross-sectional logistic regression models indicate that except for living with young children shortly after arrival, living arrangements have a null influence on life satisfaction, when taking into account explanatory factors of demographic characteristics and modes of incorporation. To study how living arrangements influence changes in life satisfaction over time, I estimate fixed- and random-effects logistic regression models. Results from longitudinal analyses show that co-residents and changes in co-residents have null effects on changes in life satisfaction. Putting together results from cross-sectional and longitudinal analyses, findings suggest that characteristics of family living arrangements may be significant for interpersonal comparisons of satisfaction, but not for intrapersonal comparisons. This indicates that time-constant characteristics including personality, a key factor influencing satisfaction, as well as immigrant entry status and ethnicity may be selecting individuals into types of living arrangements. Overall, findings show large and significant influences of indicators of economic integration on satisfaction in the destination country, while co-residents and living arrangements have a small influence.</p>

<p>18</p>	<p>Oreopoulos, P., &amp; Dechief, D. (2011), "Why do some employers prefer to interview Matthew, but not Samir? New Evidence from Toronto, Montreal, and Vancouver", working paper, Metropolis British Columbia, pp. 1-68, available at: <a href="http://mbc.metropolis.net/assets/uploads/files/wp/2011/WP11-13.pdf">http://mbc.metropolis.net/assets/uploads/files/wp/2011/WP11-13.pdf</a></p>	<p>In earlier work (Oreopoulos, 2009), thousands of resumes were sent in response to online job postings across Toronto to investigate why Canadian immigrants struggle in the labor market. The findings suggested significant discrimination by name ethnicity and city of experience. This follow-up study focuses more on better understanding exactly why this type of discrimination occurs -- that is, whether this discrimination can be attributed to underlying concerns about worker productivity or simply prejudice, and whether the behaviour is likely conscious or not. We examine callback rates from sending resumes to online job postings across multiple occupations in Toronto, Montreal, and Vancouver. Substantial differences in callback rates arise again from simply changing an applicant's name. Combining all three cities, resumes with English-sounding names are 35 percent more likely to receive call-backs than resumes with Indian or Chinese names, remarkably consistent with earlier findings from Oreopoulos (2009) for Toronto in better economic circumstances. If name-based discrimination arises from language and social skill concerns, we should expect to observe less discrimination when 1) including on the resume other attributes related to these skills, such as language proficiency and active extracurricular activities; 2) looking at occupations that depend less on these skills, like computer programming and data entry and 3); listing a name more likely of an applicant born in Canada, like a Western European name compared to a Indian or Chinese name. In all three cases, we do not find these patterns. We then asked recruiters to explain why they believed name discrimination occurs in the labour market. Overwhelmingly, they responded that employers often treat a name as a signal that an applicant may lack critical language or social skills for the job, which contradicts our conclusions from our quantitative analysis. Taken together, the contrasting findings are consistent with a model of "subconscious" statistical</p>
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		<p>discrimination, where employers justify name and immigrant discrimination based on language skill concerns, but incorrectly overemphasize these concerns without taking into account offsetting characteristics listed on the resume. Pressure to avoid bad hires exacerbates these effects, as does the need to review resumes quickly. Masking names when deciding who to interview, while considering better ways to discern foreign language ability may help improve immigrants' chances for labour market success.</p>
19	<p>Patel, A., Dean, J., Edge, S., Wilson, K., &amp; Ghassemi, E. (2019). Double burden of rural migration in Canada? Considering the social determinants of health related to immigrant settlement outside of the cosmopolis. <i>International Journal of Environmental Research and Public Health</i>, 16, 678-698.</p>	<p>There is a large and growing body of research acknowledging the existence of health disparities between foreign-born and native-born populations in many high immigrant-receiving countries. Significant attention has been paid to the role of physical and social environments in the changing health status of immigrants over time. However, very limited attention has been given to these issues within the context of rural geographies, despite global evidence that immigrants are increasingly settling outside of traditional gateway cities and into rural communities. This paper presents the results of a scoping review aimed at assessing the state of knowledge on the health impacts of immigrant migration into rural communities in Canada. Guided by Arksey and O'Malley's scoping protocol, we conduct a review of academic literature in Canada related to rural migration. A total of 25 articles met inclusion criteria which included access to the social determinants of health. Findings identified a paucity of research directly connecting rural settlement to health but the literature did emphasize five distinct social determinants of health for rural residing immigrants: social inclusion, culturally-appropriate services, gender, employment, and housing. This paper concludes with an identification of research gaps and opportunities for future research into when the</p>

		rural-residing immigrants face a double burden with respect to health inequity.
20	Rashid, R., & Gregory, D. (2014). "Not giving up on life": A holistic exploration of resilience among a sample of immigrant Canadian women. <i>Canadian Ethnic Studies</i> , 46(1), 197-214.	We explored the experiences of immigrant women and their journeys before and after coming to Canada and focused on their resilience in overcoming challenges faced during their resettlement process. Considering the many challenges recent immigrant women encountered during their settlement and the associated potential for negative impact, it was important to focus on how the participants withstood adversity and demonstrated resilience. Qualitative methodology made use of repeated in-depth person-centered interviews (n=14) with five women who recently migrated to Canada under immigrant status (other than refugee). Thematic analysis was applied to the qualitative data set. Three major themes emerged from the data: Life before Canada; A journey of compound stressors; and Resilience: Not giving up on life. The study extends the literature on immigrants' resilience in two ways. First, the study moved beyond an exploration of post-migration experience and considered women's lives before and after migration to render a more holistic understanding of their resilience. Second, the study examined how resilience was constituted among the women within their spousal-dyads, and their families. To understand an immigrant woman's resilience is also to understand her life prior to arrival in Canada, the resilience of her marriage and that of her family. Finally, suggestions for future research are also addressed in this study.
21	Reitz, J.G., Curtis, J. & Elrick, J. (2014). Immigrant skill utilization: Trends and policy	Since 1996, the problem of underutilization of immigrant skills in Canada has grown significantly. University-educated immigrants are more numerous, and census analysis shows their access to skilled occupations in the professions and management decline between 1996 and 2006. The decline in access since 2001 coincided with increased program efforts, including foreign credential

	<p>issues. <i>Journal of International Migration and Integration</i> 15(1), 1-26.</p>	<p>assessment, bridge training, and others. Policy differences among provinces, or in occupational groups targeted, also have had little impact on aggregate trends. The value (in today's dollars) of work lost to the Canadian economy grew from about \$4.80 billion annually in 1996 to about \$11.37 billion in 2006.</p>
22	<p>Sakamoto, I., Chin, M., &amp; Young, M. (2010). 'Canadian experience,' employment challenges, and skilled immigrants: A close look through 'tacit knowledge.' <i>Canadian Social Work</i>, 10(1), 145-151.</p>	<p>Skilled immigrants to Canada continue to experience high rates of underemployment and unemployment. A lack of recognition of foreign credentials and experience, language and communication barriers, discrimination and employers' requirement for "Canadian experience" all contribute to this disconnect. This article presents the preliminary findings of a research project exploring what "Canadian experience" means in the context of skilled immigrant employment. Given confusion over "Canadian experience," the authors argue for use of the term "tacit knowledge." While Canadian experience seems to encompass hard skills, the tacit dimension of Canadian experience (soft skills) is much harder to acquire. Not everything about how one needs to operate within a new workplace (and new cultural environment) can be explained in words (codified knowledge). Some of this knowledge always remains tacit. A structured, nurturing environment (e.g., successful mentoring and internships) could provide a context in which immigrants could obtain tacit knowledge. Ultimately, we need broad structural changes in how immigrants are perceived and treated in our society. In the interim, the authors believe that acquiring tacit knowledge will provide immigrants with a more nuanced understanding of the Canadian job market and thus a strategy to address this complex issue.</p>

<p>23</p>	<p>Sakamoto, I., Anum Syed, M., Zhang, H., Jeyapal, D., Ku, J., &amp; Bhuyan, R. (2018). Social work with immigrants and the paradox of inclusive Canadian identity: Toward a critical view of “difference.” <i>Canadian Social Work Journal Special Edition</i>, 20(1), 88-110.</p>	<p>Canada has maintained one of the highest levels of immigration among the G8 countries and is often called a country of immigrants. In light of the Multiculturalism Policy proclaimed in 1971 and, more recently, the way in which the Canadian government and the country’s citizens have accepted the settlement of Syrian refugees in Canada, one of Canada’s strengths is seen to be its diversity and inclusivity. “Canadian experience,” aptly phrased, can mean Canadian identity and pride, including Canada’s open-mindedness and many other unique characteristics that would make Canadians proud of being Canadian. It is ironic, however, that the term also refers to the commonly exercised exclusion of immigrants from employment by pointing to a set of elusive criteria which most immigrants cannot meet, thereby serving as a reason for excluding them. In social work research, we pay attention to the state of marginalization and discrimination but not always the mechanism by which such marginalization is produced and maintained. Therefore, in this paper, by drawing from the popular discourse on “Canadian experience” in print media, we examine how exclusionary ideas against “immigrants” are paradoxically maintained through an “inclusive” Canadian identity. Using critical social work scholarship as well as social psychological and sociological concepts, we theorize notions of identity within the context of immigration integration in social work. Finally, we share some critical questions to help us guide social work theory and practice into the next generation.</p>
<p>24</p>	<p>Selimos, E. D., &amp; Daniel, Y. (2017). The role of schools in shaping the settlement experiences of newcomer immigrant and refugee youth. <i>International Journal</i></p>	<p>This paper draws on focus groups and interviews with newcomer immigrant and refugee youth between the ages of 16 and 22 to consider how schools shape their settlement processes and their sense of social inclusion and belonging. In particular, the paper focuses on newcomer youth’s perspectives and experiences of schooling in a medium-sized immigrant-receiving city in</p>

	<p><i>of Child, Youth and Family Studies, 8(2), 90–109</i></p>	<p>Canada. Analysis reveals that schools function as sites of both inclusion and exclusion in ways that produce ambivalence in immigrant and refugee youth with respect to their sense of social inclusion and belonging to community life. One recommendation emerging from the analysis is that educational practitioners and other community stakeholders interested in supporting the social inclusion of newcomer youth should develop and implement ESL and ELD programs and ensure adequate funding of these essential programs. There is also a need for collaborative, dialogical practices that provide all relevant stakeholders, including newcomer youth themselves, opportunities to come together to create new possibilities for understanding and cooperative action.</p>
<p>25</p>	<p>Sethi, B. (2013). Newcomers health in Brantford and the counties of Brant, Haldimand and Norfolk: Perspectives of newcomers and service providers. <i>Journal of Immigrant Minority Health, 15(5), 925-931.</i></p>	<p>The Canadian government’s plan to support a balanced distribution of immigrants throughout the nation has contributed to newcomers’ dispersion to small town communities and rural areas. However, very little work has examined the health experiences of immigrants settling in smaller urban and rural regions. Even less literature exists on the perspectives of service providers working with newcomers in Canada’s urban–rural communities. This paper focuses on a part of a larger Community-based study on ‘Newcomer Settlement and Integration in Education, Training, Employment, Health and Social Support’ in Brantford—a middle-sized urban/rural region in Ontario, Canada—and discusses the findings in the health domain. Data were generated from 212 service providers and 237 newcomers using both qualitative and quantitative research tools. Newcomers identified several barriers in accessing mental and/or physical health services including lack of culturally appropriate services and discrimination. The striking differences between newcomers’ and service providers’ responses to</p>

		<p>the survey questionnaires bring to light cultural variations between the newcomers' and the service providers' perceptions of 'health'. The findings reinforce the need for including newcomers in developing more inclusive and culturally-appropriate health services and programs.</p>
26	<p>Shan, H., &amp; Butterwick, S. (2017). Transformative learning of mentors from an immigrant workplace connections program. <i>Studies in Continuing Education</i>, 39(1), 1-15.</p>	<p>Mentorship programs have been deployed within immigrant and settlements services to integrate newcomers to the Canadian labor market. These programs are often assessed for their impacts on immigrant mentees. Little attention has been paid to how they may have influenced mentors. In this context, this study, from the perspective of transformative learning, examines the experiences of 19 mentors who were involved in a mentorship program designed to enhance the employment prospects for immigrant professionals in Canada. Findings indicated that in the process of mentoring immigrants with diverse backgrounds, mentors engaged in both informational and transformational learning. Through informational learning, the mentors expanded their cultural and work-related knowledge, hence their life horizons. For some mentors, their learning was also transformational. Some developed new awareness of and relation to the self. Some also started recognizing the structural and cultural barriers facing newcomers, and sometimes taking actions to effect social change.</p> <p>Both kinds of learning – informational and transformational – we argue, may contribute to disrupting relations of inequality between newcomers and the host society. The study suggests ways through which mentoring programs can contribute to a two-way process of integration involving changes and learning for both newcomers and the host society.</p>

27	<p>Shier, M. L., Graham, J. R., Fukada, E., &amp; Turner, A. (2014). Predictors of living in precarious housing among immigrants accessing housing support services. <i>International Migration and Integration</i>, 17, 173-192.</p>	<p>The purpose of this study was to identify factors that explain immigrant housing vulnerability, thereby contributing to the growth of a more substantial knowledge base on the intersection between immigration, housing and homelessness. Administrative data on housing support service recipients (n=4168) in Alberta, Canada, were analysed to determine the varied demographic, socio-economic and health-related factors that contribute to living in a precarious housing situation (such as homelessness, couch surfing, staying with friends or family, etc.). Logistic regression analysis shows that being an immigrant is a protective factor from living in a precarious housing situation. For the immigrant subsample (n=525), logistic regression analysis demonstrates that living in a larger city, having a mental illness and being married were protective factors from living in a precarious housing situation. However, having an addiction and being precariously employed (such as only working part-time, having temporary employment or being unemployed) were risk factors for living in a precarious housing situation. Shared and distinctive vulnerabilities among the immigrant subsample and the full study sample are discussed, along with implications for specific policy and programmes that aim to address the housing needs of immigrants.</p>
28	<p>Sweet, R., Anisef, P., &amp; Walters, D. (2010). Immigrant parents' investments in their children's post-secondary education. <i>Canadian Journal of Higher Education</i>, 40(3), 50-80.</p>	<p>This paper examines relationships between the resources available to immigrant families and the amount parents are willing and able to save for their children's post-secondary education (PSE). We use data from Statistics Canada's 2002 Survey of Approaches to Educational Planning to compare immigrant and native-born PSE saving. The results indicate that income and asset wealth constrain PSE savings in some immigrant families. However, immigrants share with non-immigrants a set of</p>

		parenting beliefs and practices that encourage both groups to invest in their children's educational futures.
29	Tanasescu, A., & Smart, A. (2010). The limits of social capital: an examination of immigrants' housing challenges in Calgary. <i>Journal of Sociology and Social Welfare</i> , 37(4), 97-122.	A common explanation of immigrants' under-representation among the homeless population in Canada is that kinship and community networks act as a buffer to absolute homelessness. There are indications that immigrant homelessness is, however, increasing, suggesting that the buffering capacity of social networks reaches a limit. Further, evidence of precarious housing situations indicates that we should approach this form of housing provision with some caution. This paper draws on a larger study of housing difficulties among immigrants in Calgary to address the ways in which social capital serves a buffering role, and under what conditions it loses its ability to prevent absolute homelessness.
30	Teixeira, C. (2011). Finding a home of their own: Immigrant housing experiences in central Okanagan, British Columbia, and policy recommendations for change. <i>Journal of International Migration and Integration</i> , 12(2), 173-197.	Housing for refugees and immigrants is increasingly an issue in small and mid-sized cities in the British Columbia interior (Central Okanagan), where the real estate market is one of the most expensive in Canada. This study examines the housing experiences of immigrants in Vernon, Penticton, and Kelowna, using data from focus groups of new immigrants and interviews with key informants. Respondents encountered discrimination based on country of origin, immigration status, and ethnicity or race, as well as housing affordability problems. Participants cope with the latter barrier by either sharing housing to save money or renting a basement. Key informants suggest that government, especially the federal government, must help address the immigrant housing crisis in Central Okanagan by funding affordable housing construction, regulating and cooperating with developers, facilitating dialog between landlords and renters, and supporting community organizations.



		<p>Municipal governments lack the resources and the constitutional powers to deal with this issue on their own.</p>
31	<p>Veronis, L. (2019). Building intersectoral partnerships as place-based strategy for immigrant and refugee (re)settlement: The Ottawa Local Immigration Partnership. <i>The Canadian Geographer</i>, 63(3), 391-404.</p>	<p>This paper examines the role of the Ottawa Local Immigration Partnership in the Syrian refugee resettlement in Canada’s national capital following the federal government’s 2015–2016 resettlement plan. Based on the findings of qualitative data collection—including semi-structured interviews with representatives from community organizations, settlement agencies, and the City of Ottawa—two main arguments are advanced. First, while the current literature tends to portray the Canadian settlement sector as a passive victim in the face of neoliberal restructuring and austerity measures, this paper offers a more nuanced perspective by reflecting on the sector’s ability to exert agency by developing initiatives and devising strategies that are rooted in the local context. Second, the case of the Ottawa Local Immigration Partnership sheds light on the significance of intersectoral networks and partnerships that extend beyond the settlement sector to build a sound approach for welcoming refugees and newcomers more generally. These findings serve to demonstrate the potential of partnerships as a place-based settlement model that is responsive to context-specific needs and enhances local community strengths, thus providing important lessons that can inform future immigrant and refugee (re)settlement and integration in other Canadian cities and regions.</p>

<p>32</p>	<p>Wilson-Forsberg, S. (2013). Budding multiculturalism or veiled indifference? Inter-group contact among immigrant and native-born adolescents in small-town Canada. <i>Journal of Intercultural Communication</i>, 31, March 2013.</p>	<p>Drawing on qualitative research examining the integration experiences of immigrant adolescents in a small city (Fredericton population 50,535) and rural town (Florenceville-Bristol population 1,500) in New Brunswick, Canada, this article presents daily encounters between young immigrants and their native-born peers. It argues the citizens of Florenceville-Bristol are able to compensate for the absence of formal programming for immigrant youth by finding creative ways to communicate with the immigrant adolescents, recognizing their strengths and abilities, and including them in activities and structures where they would have the best fit. It concludes that cross-cultural interaction in our daily lives brings a more positive multicultural experience to communities when Allport's (1954) four necessary conditions for contact to result in the reduction of prejudice are met.</p>
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