



EMPLOYER ENGAGEMENT IN THE CAREER PATHWAYS FOR RACIALIZED NEWCOMER WOMEN PROJECT

Pathways to Prosperity Conference, November 9 2021



Agenda

- SRDC: Policy Context and Project Description
- Achēv : Milestones to Employment
- YWCA Metro Vancouver: Employer Engagement in Employment Services for Racialized Newcomer Women
- SRDC: Participant Characteristics and Preliminary Findings
- IRCC: Concluding Remarks
- Q&A

Racialized newcomer women in the labour market

- Almost 83% of newcomer women are also racialized.*
- Racialized newcomer women have lower labour market outcomes:

Census 2016	Racialized Newcomer Women	Non Racialized Newcomer Women	Racialized Newcomer Men	Non Racialized Newcomer Men
Median Employment Income	\$26,624	\$30,074	\$35,574	\$42,591

- Racialized newcomer women often face intersecting barriers: gender- and race- based discrimination, precarious or low-income employment, lack of affordable childcare and housing, lower language and literacy levels, weak social supports.

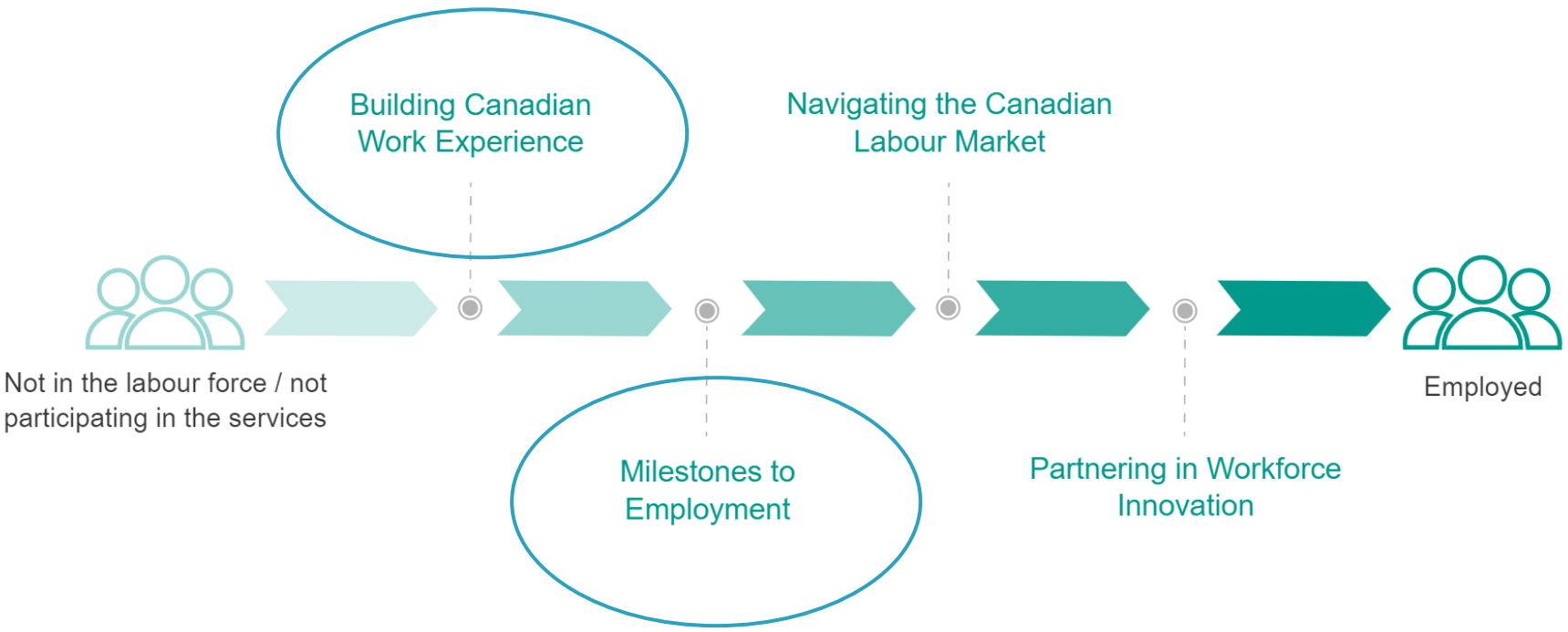
*Source: Statistics Canada, 2016 Census, data table: 98-400-X2016191

Career Pathways for Racialized Newcomer Women Pilot Project

- 3-year pilot (2019-2022) funded by Immigration, Refugees and Citizenship Canada (IRCC)
- **Goal:** test four models of employment services to learn what works to support newcomer women who identify as racialized in finding good quality employment.
- Comprised of 11 interventions being implemented by 8 service partners:

- British Columbia –  
- Manitoba – 
- Ontario –    
- Nova Scotia – 

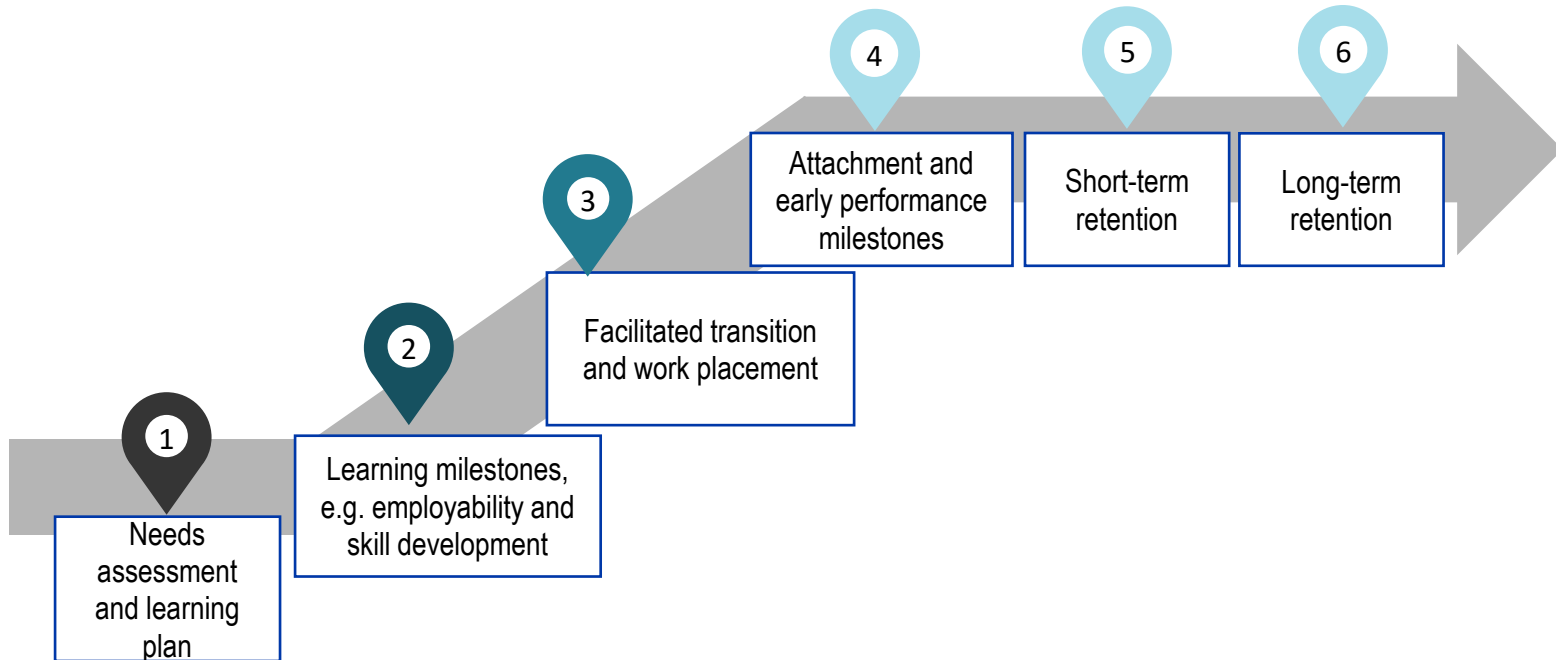
The four piloted employment services models



Model 1 - Milestones to Employment

Demand-led approach to prepare RNW for jobs in high-growth industries/sectors

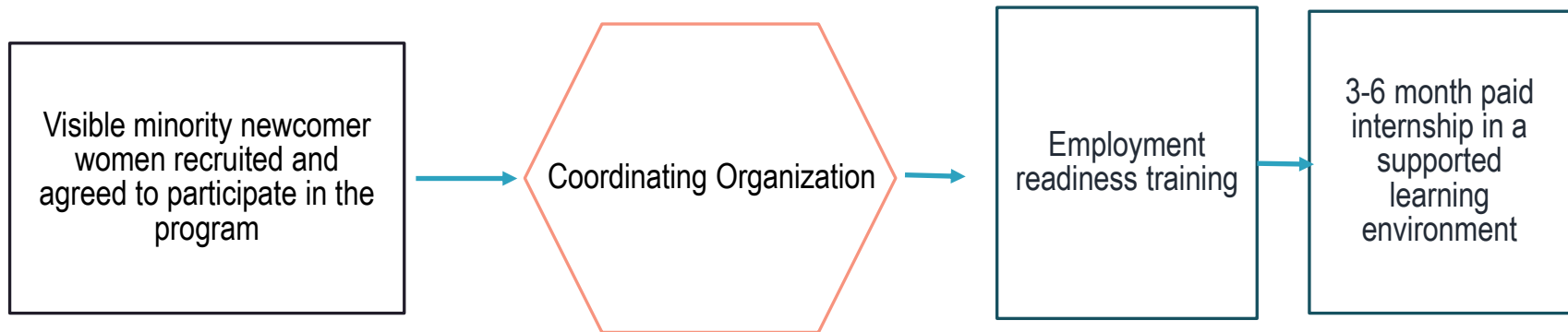
- Combination of in-class and workplace training, work placement, and sustained on-the-job support for RNW distant from the labour market.



Model 4 – Building Canadian Work Experience

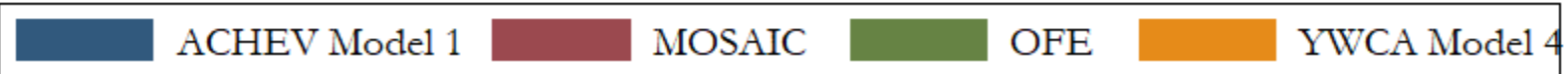
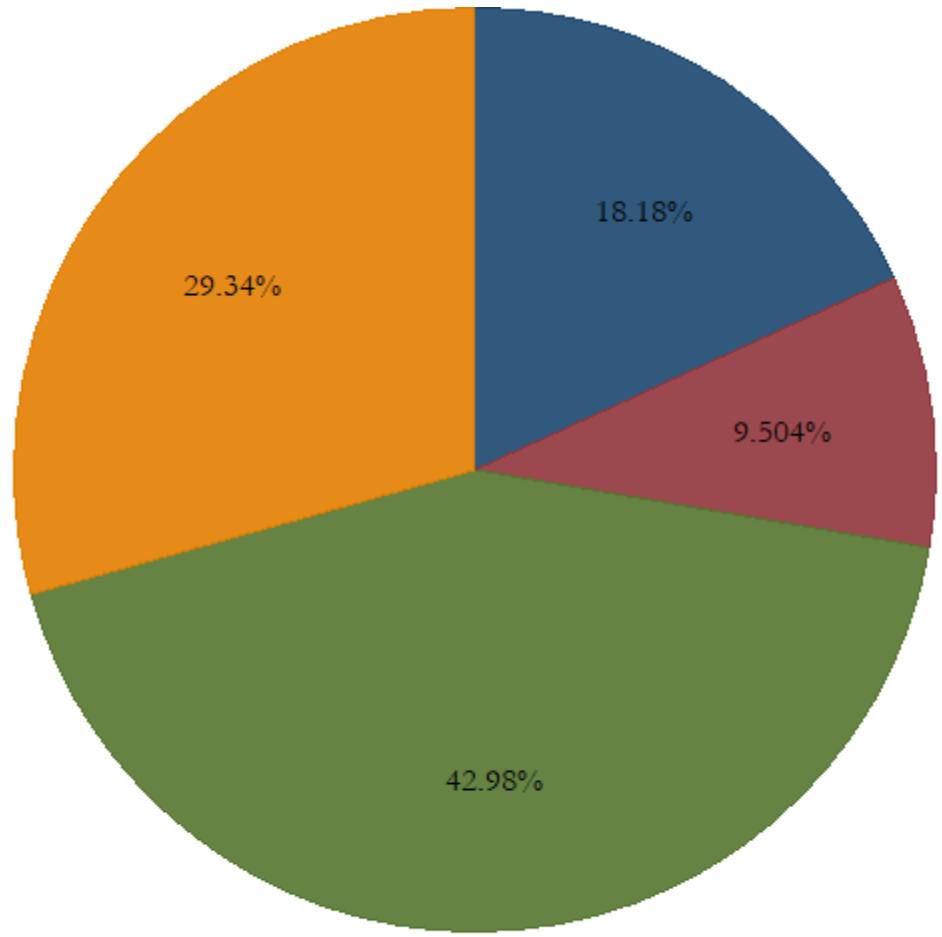
Paid short-term employment for unemployed newcomer refugee women

- Combination of employment-readiness and workplace culture training and a work placement with wage subsidy for racialized refugee women receiving social assistance and/or who are distant from the labour market.



PARTICIPANT CHARACTERISTICS

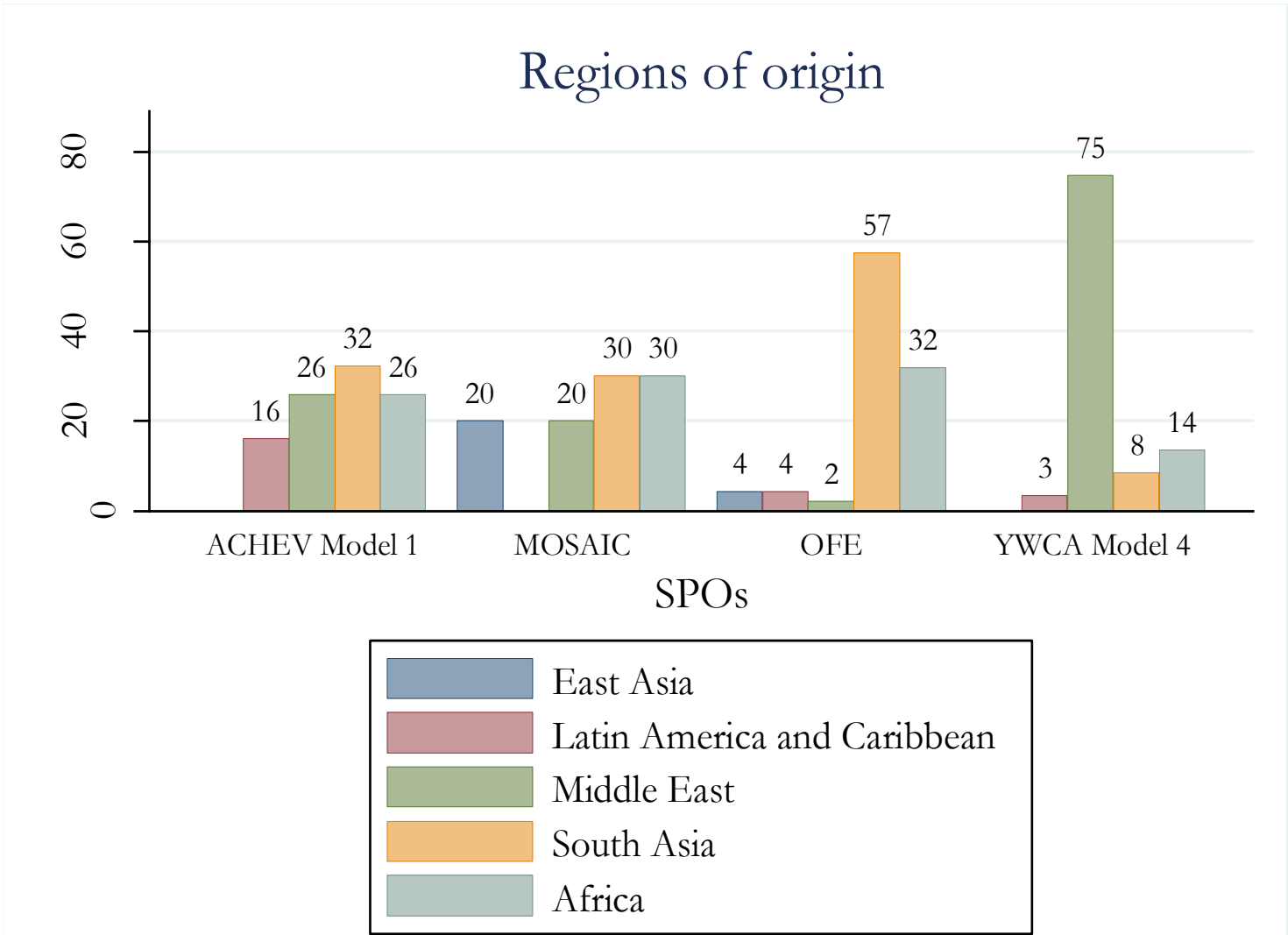
Share of total number of program participants by SPO



Participant characteristics by SPO (%) - Demographics

	ALL Models 1 & 4	ACHEV	MOSAIC	OFE	YWCA
Age Group					
30 or less	18	24	13	22	10
31 to 40	40	32	48	38	47
41 to 50	30	27	17	29	37
51 or more	12	17	22	11	6
Time in Canada					
Up to 6 months	24	5	4	41	17
Between 6 and 12 months	10	5	4	15	6
Between 12 and 24 months	20	25	26	11	30
More than 24 months	46	66	65	33	48
Number of participants	242	44	23	104	71

Regions of Origin



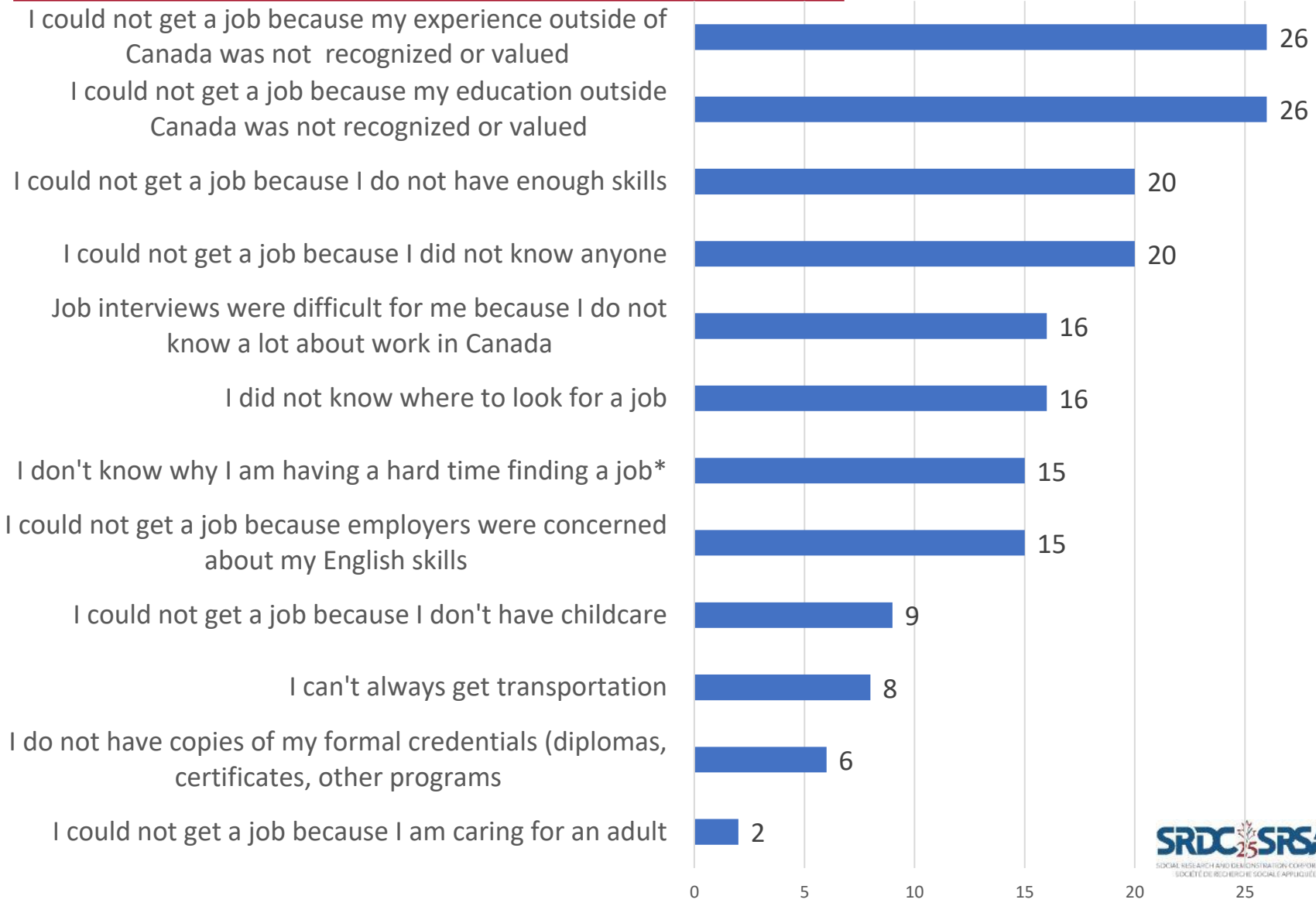
Participant Characteristics by SPO (%) – Household

	ALL Models 1 & 4	ACHEV	MOSAIC	OFE	YWCA
Number of children at home					
0	46	37	47	49	46
1	31	42	47	21	33
2 or more	24	21	6	30	20
Number of adults at home					
1	21	32	13	10	35
2	49	36	74	55	39
3 or more	30	32	13	36	25
Number of participants	242	44	23	104	71

Participant Characteristics by SPO (%) – Employment

	ALL Models 1 & 4	ACHEV	MOSAIC	OFE	YWCA
Working adults at home	49	46	64	50	43
Had any paid work in Canada	57	67	77	51	53
Had any paid work outside Canada	76	71	57	77	83
Currently working	27	28	43	18	35
Completed formal education in Canada	11	25	13	11	4
Currently studying	12	24	4	13	6
Receiving social assistance	27	41	27	7	46
Number of participants	242	44	23	104	71

Job Search Difficulties in the Past 12 Months (%)



PRELIMINARY FINDINGS

Employers engaged in the pilot

- Across Models 1 and 4 SPOs, at least 102 employers were involved

	ALL Model 1 & 4	ACHEV	MOSAIC	OFE	YWCA
# of employers engaged	102	14	11	44	33

- Ways in which employers were involved:
 - Identifying in-demand sectors (Model 1) and available opportunities (Model 4)
 - Input in curriculum design and program marketing (Model 1)
 - Hiring participants through work placements, workplace exposure, technical training, or work experience (Models 1 and 4)
 - Participate in informational interviews (Models 1 and 4)
 - Guest speakers during the employment-readiness training (Models 1 and 4)

Work placements

	All Models 1 & 4	ACHEV	MOSAIC	OFE	YWCA
Share (%) of participants with a work placement	41	39	70	25	54
Share (%) of participants who remained employed after work placement	31	15	23	41	32
Share (%) of participants who were terminated early	8	5	10	6	15

Employer experiences

- Most participants met the needs of interviewed employers because they were prepared.

"Because they were part of this program, they had their certifications like food safe, first aid, basic certifications that a person needs to be have to work as an aide, they already had certifications. And they were very well prepared for the interview." (Employer, Model 1)

- Some employers put in place a different hiring process for participants from these pilot programs; others did not.
- Challenges included
 - differing expectations (employee vs. employer) about the work placement,
 - Competing priorities,
 - Lack or miscommunication with program staff.

Benefits to employers

- Programs contributed to the business goals of most employers interviewed.
- Most of the employers interviewed already had experience working with newcomer women so the programs did not change their impressions of working with racialized newcomer women.
- However, most employers were satisfied with the programs and would recommend it to other employers.

"I have found that I have been so awestruck [...]. The level of education they could bring to the table. The skills they've already got under their belt. I'm just so blown away by the talent available." (employer)

Contact us!

Visit the project's website : www.cpvnmnw.ca

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