



**CAREER PATHWAYS FOR RACIALIZED NEWCOMER WOMEN PILOT PROJECT:
SHORT-TERM CHANGES TO OUTCOMES AND PROGRAM IMPACTS**

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Gratitude and Acknowledgement

We acknowledge that we are on the traditional unceded territory of the Anishnaabeg nation.

Our acknowledgement of this truth is a small but important part in honouring and showing respect for the diverse histories and cultures of First Nations people.

Challenges for racialized newcomer women integrating into the labour market

82.6%

of new immigrant women to Canada identify as visible minority (or racialized)¹

1. Census 2016 data



Labour market outcomes of racialized women aged 25–54 in Canada compared to Canadian-born counterparts and

Visible minority immigrants

- Employment rate 69.1%
- Unemployment rate 8.6%

Non-visible minority immigrants

- Employment rate 75.6%
- Unemployment rate 6.3%

Visible minority non-immigrants

- Employment rate 80.3%
- Unemployment rate 6.3%

Non-visible minority non-immigrants

- Employment rate 80.0%
- Unemployment rate 5.1%



Barriers to opportunities in the labour market



The intersection of characteristics of racialized newcomer women makes their integration into the labour market particularly challenging



Challenges in getting foreign credentials recognized by employers may lead to unemployment/underemployment



Some employers make Canadian work experience a requirement for employment



Work experience acquired outside of Canada is not recognized



Limited professional networks may hinder the ability to tap into the hidden job market



Low language proficiency in official languages may limit employment opportunities



Racism and discrimination limit the types of employment opportunities available



Barriers to finding employment and feeling trapped

- “... it was a very powerful image. ... how a perfectly healthy bird starts to question her ability to fly if she's locked up long enough. And of course, these birdcages are surrounded by beauty and flowers. And sometimes you wouldn't necessarily know that you are trapped or you're feeling trapped. And again, the conditions could be such that you question ever wanting to leave the cage. You question even if you did leave the cage, would you be able to fly? And I think also the fact that it was multiple bird cages was representative of so many other women who were like me, who were going through the same thing, who probably felt trapped, who probably were doubting their ability to fly.”



CAREER PATHWAYS FOR VISIBLE MINORITY NEWCOMER WOMEN

Funded by:

Financé par :



Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada

- 3-year pilot (FY18/19-FY21/22) + 1 year extension (FY22/23)
- **Goal:** Test four models of employment services to learn what works to support racialized newcomer women in finding and keeping good quality employment.
- Comprised of 12 interventions being implemented by 8 service partners:

- British Columbia –



- Manitoba –



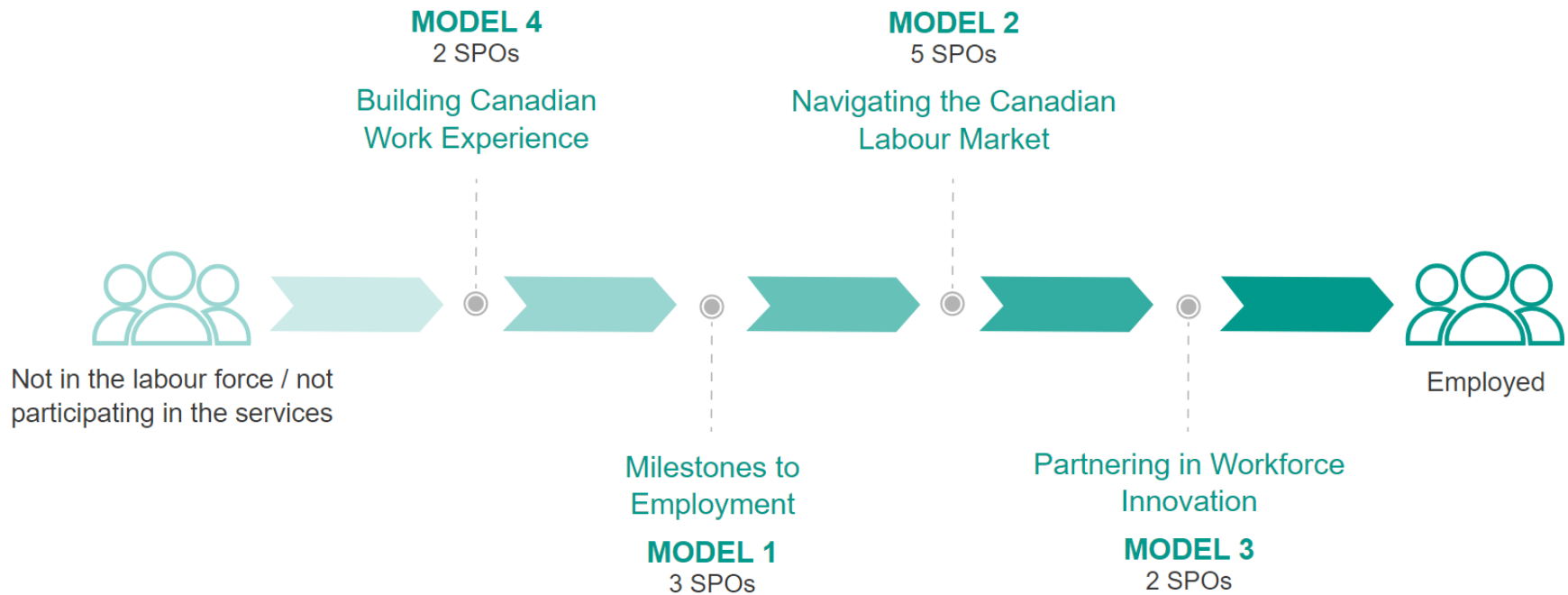
- Ontario –



- Nova Scotia –



Models positioned on the distance from the labour market spectrum



Model	Target	Key component
Milestones to Employment	Little or no Canadian work experience, low education credentials or skills, or working in precarious, part-time jobs.	Employer engagement; Employment readiness training; Occupation-specific training; A work placement.
Navigating the Canadian Labour Market	Postsecondary education Adequate level of fluency in English or French.	Employment readiness training; Essential skills enhancement (if needed); Employer connections
Partnering in Workforce Innovation	Ready to be employed regardless of their education level.	Needs assessment of employers and participants; Employment readiness workshop; Job matching; Ongoing individualized support
Building Canadian Work Experience	Refugees receiving social assistance. Distant from the labour market.	Employment readiness training; A paid work placement (75% subsidy); Ongoing individualized support.

Evaluating the CPRNW Pilot

- The goal of the overall project evaluation is to establish the challenges, benefits, and lessons learned from the implementation of the pilot programs to help racialized newcomer women integrate into the labour market.
 - Long-term goal of finding commensurate employment.

Baseline Participant Characteristics

	Model 1			Model 2				Model 3		Model 4	All		
	Achiév	MOSAIC	OFE	ACCES	Achiév	ISANS	WSEC	YWCA	SÉO	WSEC		YWCA	
Age (%)	<=30	23	13	22	14	17	19	15	13	20	17	13	17
	31-39	30	48	38	67	64	52	54	50	45	62	44	54
	40+	48	39	40	19	19	29	30	37	35	21	44	29
Average age	39	39	37	34	35	36	37	37	36	36	38	36	36
Married or common-law (%)	55	78	72	84	80	97	85	78	74	58	61	77	77
Number of children at home (%)	0	32	35	42	46	40	22	38	50	35	42	34	40
	1	36	35	18	25	28	31	28	18	24	26	25	25
	2+	32	30	40	28	32	47	34	32	41	32	41	35
Number of children 0-5 at home (%)	0	64	70	75	60	67	57	63	75	65	62	70	66
	1	25	26	16	30	25	27	29	20	30	30	21	26
	2+	11	4	9	10	7	16	8	5	5	8	8	8
Average number of months living in Canada	47	53	24	13	16	16	23	41	26	26	28	25	25
Living in Canada for 12 months or more (%)	91	91	47	31	48	45	53	74	57	59	79	55	55
Paid work experience in Canada (%)	67	77	51	34	34	37	36	57	52	52	53	46	46



Qualitative Analysis Highlights: What Worked Well?

Program benefits of career adaptability, increase in confidence and social networks, and finding employment

Women's only and cohort-based programs

Individualized support

Essential skills assessments

Employer engagement

Including program components **not directly related to employment** (e.g., mental health & wellness)

Qualitative Analysis Highlights: Challenges of Program Delivery & Participation

Participants enrolling in program without goal of finding employment or no interest in program-specific sectors

Poor feedback on participants' performances from employers

Mismatch in expectations of work placements

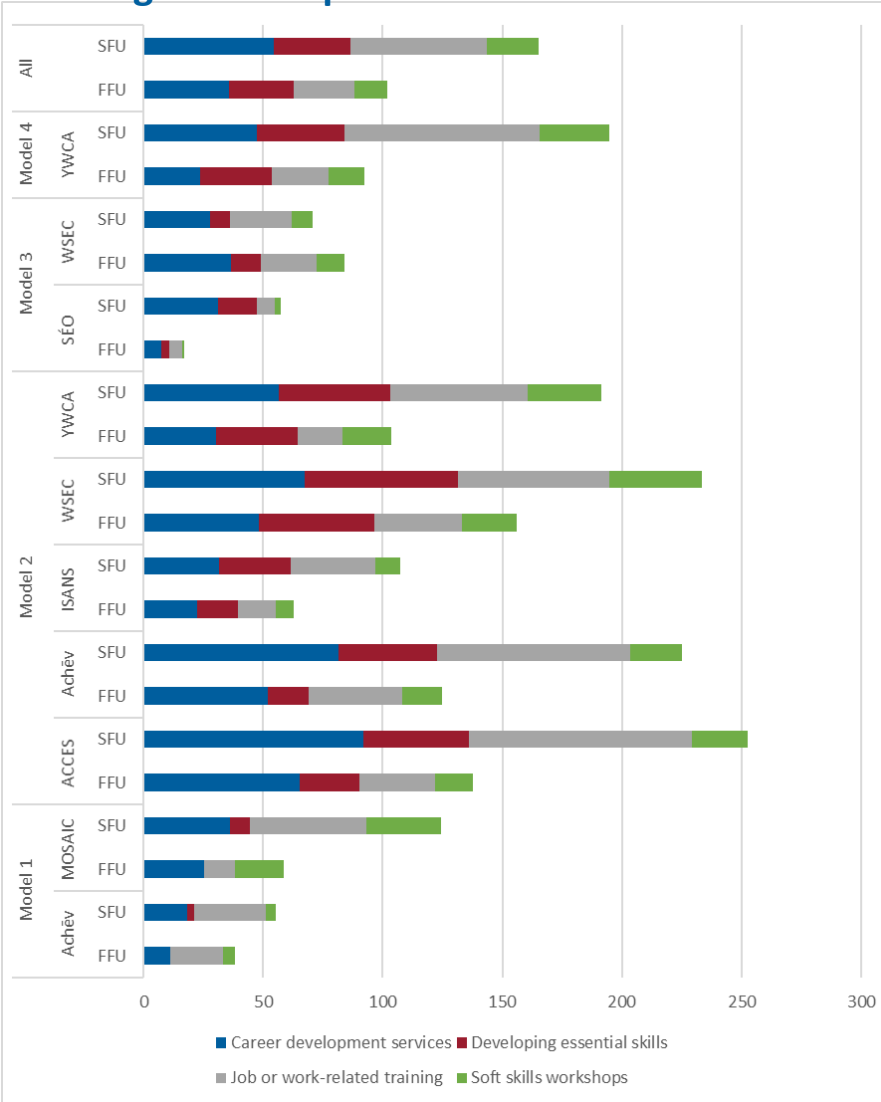
Delivering a program that meets everyone's needs

Challenges finding employment after the Pilot

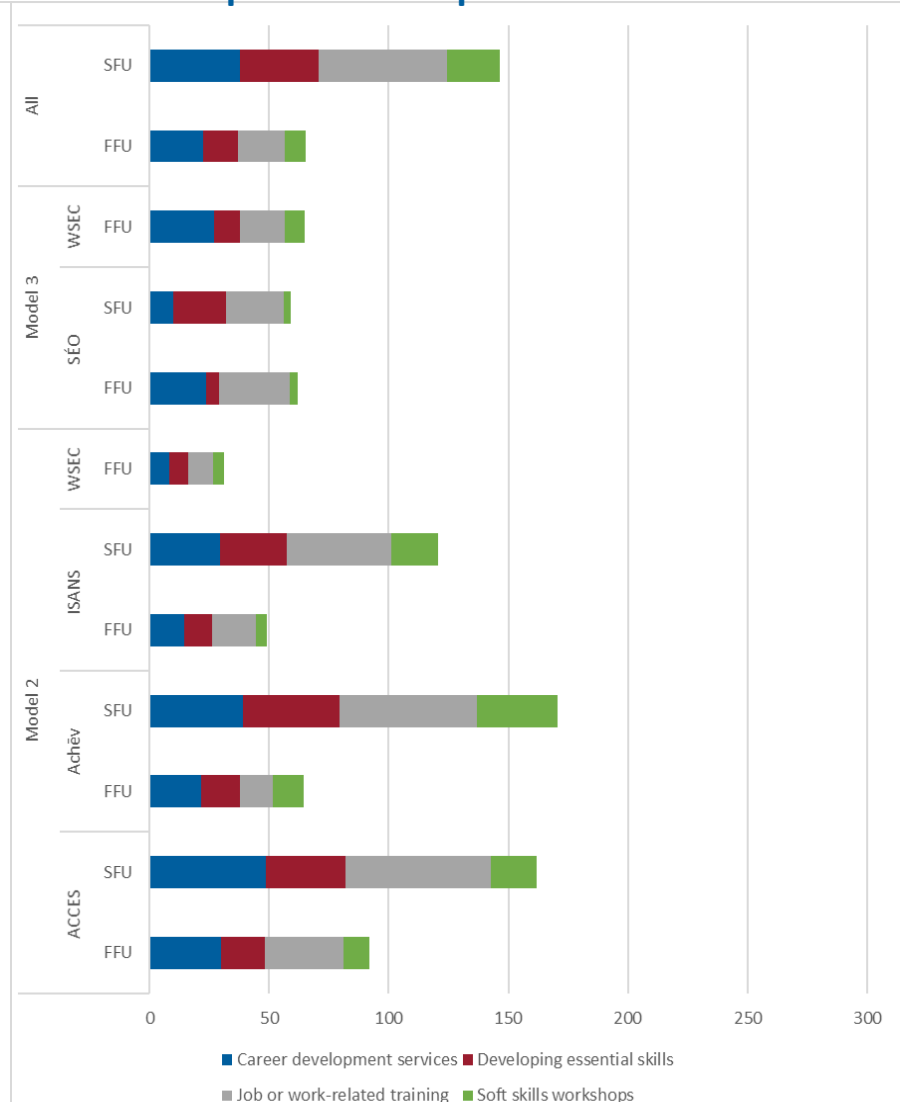
HIGHLIGHTS OF CHANGES IN OUTCOMES AND PROGRAM IMPACTS

Training Hours by Activity

Program Group



Comparison Group



Changes in Outcomes

Compares the outcomes of participants before and after the intervention.

- Statistically significant average changes in outcomes for participants offered the program.
- Limitation: Absence of a counterfactual.

Summary of Average Outcomes-based Changes

- Statistically significant improvements in outcomes shown to be important steps in the transition to commensurate employment for CPRNW participants.
 - Primarily measures of career adaptability.
- Statistically significant improvements in employment outcomes including the likelihood of working, wages, and hours of work for CPRNW participants.
- Some similar improvements over the same time period for CPRNW comparison group members.

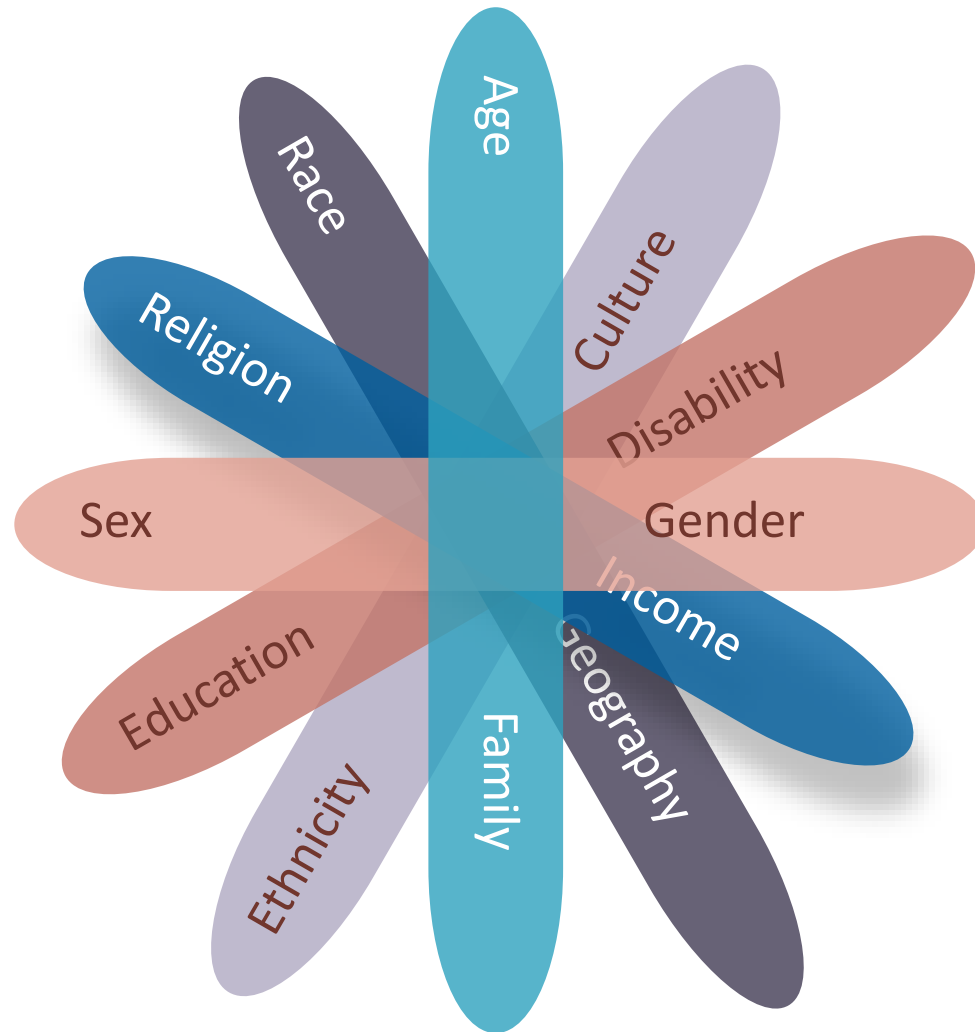
Program Impacts – what difference did the program make?

- Interventions with an experimental design allow us to establish a valid counterfactual for what would have happened to program group participants in the absence of the pilot programming.
 - This enables the identification of the causal impacts of the programs.
 - This evidence provides valuable input to the design and implementation of future programming.

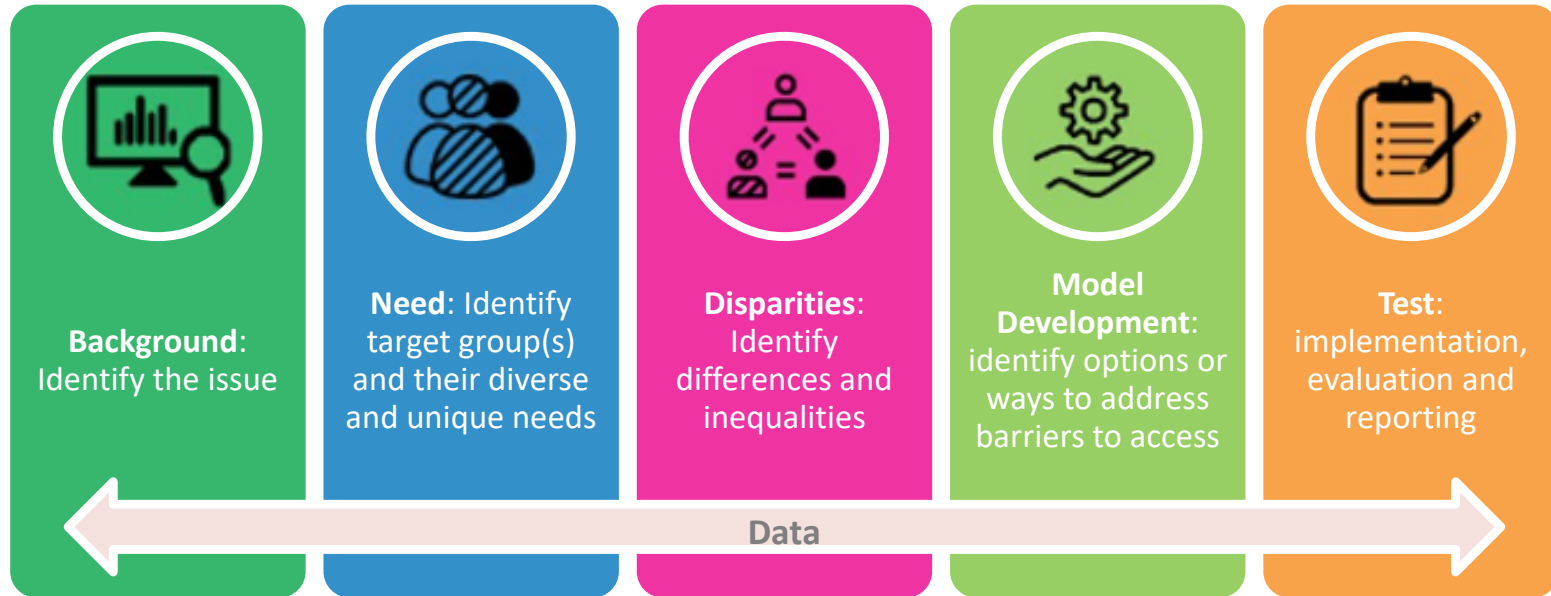
Summary of Average Program Impacts

- Statistically significant impacts in important steps in the transition to commensurate employment for CPRNW participants **above and beyond other** current employment assistance for newcomers.
 - Primarily measures of career adaptability.
 - Early signs of improved job quality for some model 2 participants.
 - Statistically significant impacts in social networks and financial well-being among some model 3 participants indicating accelerated social and economic integration among newcomers closest to the Canadian labour market.
- Other estimated impacts, including employment outcomes, are not statistically significant.
- Improvements over the same time period for comparison group members partly explain the smaller magnitudes of the impacts compared to the non-experimental evidence.

Gender-based Analysis Plus (GBA Plus)



GBA Plus approach in CPRNW



Sub-groups: GBA Plus

Participants with different characteristics experience the program differently.

- In a subgroup analysis, we tested whether impacts of the program differ according to participants' baseline characteristics:
 - Number of children under 5 (0, 1+)
 - Immigration category (principal applicant in economic class, other)
 - Time in Canada (up to 12 months, 12 months +)
 - Confidence in English/French oral communication skills
 - Age (younger than 40, 40+)
 - Financial resilience
 - Paid work experience in Canada
 - Working
 - Essential skills level (model 2 only, based on essential skills scores)
 - Career adaptability level
 - Network strength

Summary of Impacts: GBA Plus

- Model 2 program participants with any of the following characteristics experience larger increases in their career adaptability outcomes:
 - Not working at the time of joining the pilot
 - Younger than 40
 - Without children under the age of 5
 - With paid work experience in Canada

Summary of Interim Findings

- On average, pilot participants are highly educated, have been in Canada for about 2 years, and have some Canadian work experience.
- Overall, successful targeting of the interventions.
- Several statistically significant changes in outcomes for all interventions; primarily related to career adaptability and employment.
 - For both the program and comparison groups.
- Statistically significant impacts vary by model.
- Differential impacts based on characteristics and experiences.



REFLECTION AND DISCUSSION

The Career Pathways for Racialized Newcomer
Women Pilot Project

<https://cpvmnw.ca/>

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