



# Learnings from the Career Pathways Pilot Project

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**BUILDING RESEARCH CAPACITY**

**OFE** | Opportunities for Employment |





## Employment Service Provider

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**>4000**

JOB SEEKERS ANNUALLY

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**Winnipeg  
MANITOBA**



# Career Pathways Project

## 2019-2023

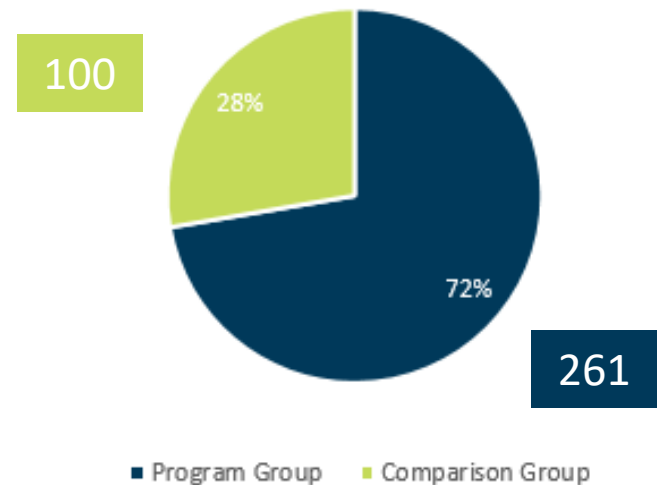
- The Career Pathways for Racialized Newcomer Women (CPRNW) Pilot Project
- One of eight service providers across Canada
- Demand-led employment model
- Occupational Specific Skills for Success Training

# Career Pathways Project



## Randomized Control Trial

361 racialized newcomer women participated in the study.



Participants in the Program Group had access to demand-led occupational specific essential skills training.



# Building Research Capacity



OFE is known to be **data-rich, evidence based and statistically driven** to inform program decisions, analyze and improve services and increase our impact on the labour market.

# Building Research Capacity

## THREE OPPORTUNITIES FOR GROWTH

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- 1) Research participation
- 2) Applying research findings
- 3) Leveraging research findings



# Building Research Capacity

## RESEARCH PARTICIPATION

Theory of  
Change

Stakeholders  
Impact  
Outcomes

Evaluation  
Framework  
Development

Data Collection

Reporting

Community of  
Practice

# Building Research Capacity

## APPLYING RESEARCH FINDINGS

- Course corrections
- Communicating impact
- Establishing best practices
- Gender Based Analysis +



# Building Research Capacity

## LEVERAGING RESEARCH FINDINGS

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- Improve success rates
- Grow programs
- Apply for funding
- Provide a return on investment



# Using Research Findings

## EXAMPLES FROM THREE AREAS

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- 1) Milestone Approach
- 2) Gender Based Analysis
- 3) Community of Practice

# Using Research Findings



## The Milestones

OF DEMAND-LED PROGRAMMING

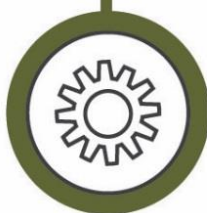
**ASSESSMENT:**  
needs assessment  
and developing a  
learning plan



**SKILLS:**  
gains in language,  
essential skills and  
employability



**TRAINING:**  
work experience  
and/or technical  
training



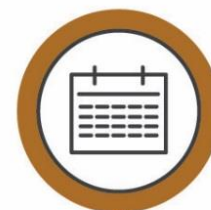
**ATTACHMENT:**  
making a connection to  
the labour market by  
securing employment



**SHORT TERM:**  
maintaining a job for  
probation period



**LONG TERM:**  
maintaining a job  
long term and being  
successful at work



# Using Research Findings

## GENDER BASED ANALYSIS +

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- Targeted programming for racialized newcomer women that considers their intersectional identities can effectively address their complex sets of wants, needs, and barriers and improve their labour market integration
- **Example:** The analysis found that there were larger increases in **career decision-making self-efficacy** for participants who had had **paid work experience in Canada when joining the program** (compared to those without paid work experience in Canada) as well as those who had been **in Canada for less than 12 months** (compared to those who had been in Canada longer) and those **with children** (compared to those without).

Targeted  
Recruitment &  
Streaming

Individual  
Employment  
Plans

Flexibility in  
program design  
& delivery

# Using Research Findings

## COMMUNITY OF PRACTICE

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- 1) Learning from one another
- 2) Share success and challenges
- 3) Identify trends and best practices

Conversation  
Circles/Cohorts

Increasing  
Survey  
Response Rates

Further  
Connections



# Summary

We value the partnership of SRDC as it results in high-quality research, which advances the knowledge base of our sector, and:

- Enables evidence-based practice
- Influences funding bodies
- Builds capacity in our organization
- Fosters a community of practice



*Thank you for supporting a  
climate of innovation  
that changes the lives of  
people like Harpreet.*



Opportunities for Employment

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