



A network of Local Immigration Partnerships

Nov 27th P2P LIPs-RIF Conference Workshop

Measuring Newcomer Needs and Outcomes: Evidence-Based Case Studies, Data Sources, and a New and Practical Tool for LIPs to Accelerate Their Work

Partners



Workshop Agenda



- ❑ Introductions to the Workshop Presentations and Presenters by the Workshop Chair **Sathya Gnaniah** from the National LIPs Secretariat
- ❑ Presentation 1: **Indices of compelling and measurable indicators for LIPs.**
Presenters: **Koyali Burman**, Vancouver LIP and LIP Research Working Group Co-chair, and **Kailea Pedley**, Cape Breton LIP and LIP Research Working Group Co-chair
- ❑ Presentation 2: **Case studies of LIPs measuring newcomer needs and outcomes.**
Presenters: **Dan Vandebelt**, Waterloo LIP and **Jasmine Calix**, Saskatoon LIP
- ❑ Presentation 3: **LIPs Data sources for LIPs to effectively measure newcomer needs, assets & outcomes.**
Presenter: **Mike Ditor**, Community Data Program
- ❑ Question & Answer Session

Instructions for the Audience



- ❑ Copies of Index of Indicators are provided for your review and feedback
- ❑ Use sticky notes to provide your feedback on the index of indicators and stick it on the flip chart on the wall as you leave the room at the end
- ❑ You will have 20 minutes of discussion time at the end to interact with the presenters and members present at your table

Presentation 1

Indices of compelling and measurable indicators for LIPs

National LIPs Research Working Group



Presenters

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- ❑ **KOYALI BURMAN, VANCOUVER LIP AND LIP RESEARCH WORKING GROUP CO-CHAIR, (koyali.burman@vancouverlip.org)**
 - ❑ **KAILEA PEDLEY, CAPE BRETON LIP AND LIP RESEARCH WORKING GROUP CO-CHAIR, (kailea@capebretonpartnership.com)**

Index of Indicators: Project Background



- ❑ The National LIP Research Working Group is comprised of representatives from 17 LIPs across Canada and the National LIP Secretariat (NLS)
- ❑ The Index of Indicators project originated in 2022 within this group with a shared goal to establish a unified measuring tool for LIPs to gain deeper insights into their communities and make informed decisions to support newcomer integration.
- ❑ Informed by related indices: P2P Welcoming Communities Toolkit, UK Home Office Indicators of Integration, Canadian Index for Measuring Integration (CIMI), etc.

Index of Indicators: Project Rationale



- ❑ To identify gaps and needs in the community making it easier to target interventions that address specific needs of the newcomers.
- ❑ To monitor progress and trends for understanding long-term outcomes and adjust strategies to improve effectiveness.
- ❑ To promote accountability and transparency to demonstrate the impact of programs and initiatives to funders, policymakers, and the community.
- ❑ To enhance collaboration across LIPs to facilitate partnerships and data-sharing, improving overall coordination for newcomer integration.

Index of Indicators: Project Process



- ❑ Formation of Index of Indicators Sub-Committee
- ❑ Development of initial list of indicators that LIPs are currently measuring or would like to measure in their communities
- ❑ Intern Placement through Vancouver LIP: 3 interns assisted in reviewing a total of 484 indicators from 20 Domains.
- ❑ Shortlisted Indicators: Indicators shortlisted to 144 based on relevance, measurability, and ability to provide insights into the newcomer experience.
- ❑ Finalized the Index of Indicators: Carefully crafted to represent a balanced set of measures in each domain that will reflect key aspects of newcomer integration and community health.

Index of Indicator Tool



#	DOMAIN AND INDICATOR	DATA SOURCE
DOMAIN 1: EMPLOYMENT		
1	Immigrant Employment and unemployment rate (broken down into full-time, more than full time, part-time, self-employed, unemployed)	IMDB Data, Several CDP Census tables provide labour force data on the https://communitydata.ca/data/selected-household-and-housing-characteristics-16-employment https://communitydata.ca/data/target-group-profile-population-employment https://communitydata.ca/data/target-group-profile-population-immigration https://communitydata.ca/data/age-groups-10-labour-force-status-8-generation
2	Proportion of immigrants who are under employed and not working in jobs equivalent to their education and experience	CDP has these data for 2016 only: https://communitydata.ca/data/selected-characteristics-16-employment The Special Interest Profile on the Immigrant population provides occupational data: https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/sip/index
3	Proportion of immigrant who are working in jobs that they received education and experience in their home country	Statscan
4	Level of satisfaction with the availability and quality of entrepreneurship opportunities in the community	LIPs Survey of Immigrants in their Local Communities and data from local government
5	Proportion of respondents who reported experiencing one or more employment standards violations in the past 12 months	LIPs Survey of Immigrants in their Local Communities and data from local government
6	Level of satisfaction with the availability and quality of local French and English-speaking labour market opportunities	LIPs Survey of Immigrants in their Local Communities

Index of Indicator: Domains



#	Domain Name	#	Domain Name
1	Employment	11	Civic Participation
2	Education	12	Policing and Justice
3	Income	13	Access to Diverse Religious and Ethnocultural Organization
4	Language	14	Positive Indigenous-Immigrant Relations and Understanding
5	Services for French-speaking Immigrants	15	Equitable Neighbourhoods
6	Health and Well-being	16	Anti-Racism and Anti-Oppression
7	Housing	17	Settlement Services
8	Inclusion	18	Digital Skills
9	Social Capital	19	Media and Information Use
10	Transportation	20	Recreation and Public Space

Data Sources



- ❑ Pointing LIPs towards where they can find the data for the indicators they want to measure in their communities

- ❑ Common Data Sources include:
 - ✓ Census of Population
 - ✓ Longitudinal Immigration Database (IMDB)
 - ✓ IRCC data
 - ✓ Local community surveys (LIP-led and other)

Recap: The Purpose of the Index

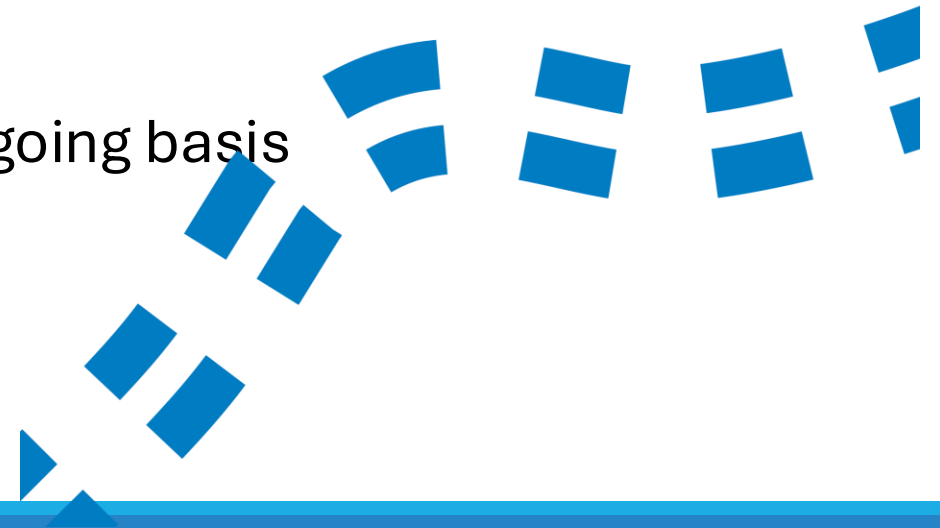


- Provide a tool to help LIPs to:
 - ✓ Better understand their community context
 - ✓ Target their programs and initiatives
 - ✓ Monitor trends over time
 - ✓ Demonstrate the impact of LIP
 - ✓ Support increased collaboration between LIPs

Next Steps



- ❑ Receive LIPs feedback on the index of indicators
- ❑ Revise the Index of Indicators based on LIPs feedback
- ❑ Disseminate the index of Indicators to LIPs Network
- ❑ Enhance the index of indicator tool in an ongoing basis



Presentation 2

Case Studies of Measuring Newcomer Needs and Outcomes

Immigration Partnership of Saskatoon (IPSK)

Presenter

JASMINE J. CALIX

[\(jasmine.calix@saskatoon.ca\)](mailto:jasmine.calix@saskatoon.ca)

Measuring Newcomer Needs and Outcomes: A Case Study

Indicator:

- ❑ Proportion of immigrants who are under employed and not working in jobs equivalent to their education and experience

Objective in Measuring this Indicator:

- ❑ To understand challenges internationally-trained and experienced immigrants face during the registration, certification and licensing processes when trying to find work in their fields.

How did IPSK collect the info needed:

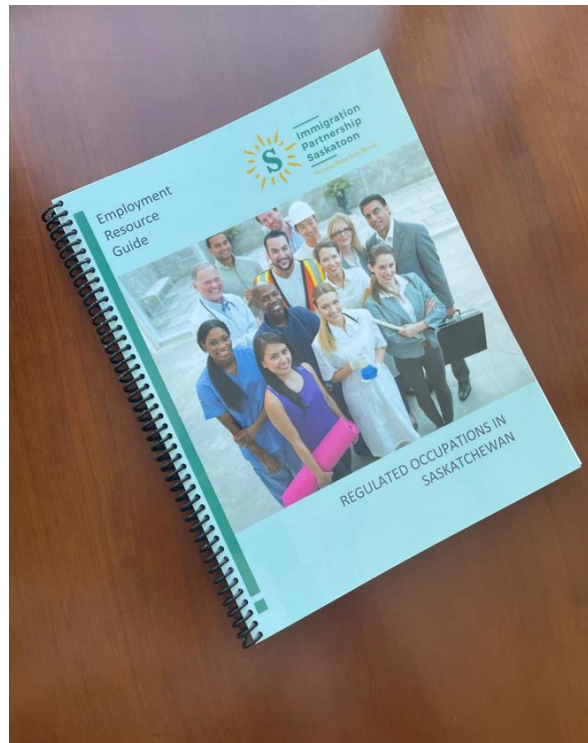
- ❑ Qualitative Research Project
- ❑ Internationally-trained and experienced immigrants seeking employment were interviewed
- ❑ Regulatory bodies were interviewed

What did IPSK learn from the data collected?

- ❑ Receive inconsistent information from various sources
- ❑ Need to filter through multiple, sometimes competing information sources
- ❑ Need for clarity and direction about which regulatory body to contact and what steps to follow

How did we use learnings/findings to improve or further enhance newcomers' integration into the community

Launch of Employment Resource Guide



City of Saskatoon Immigration Partnership Saskatoon

Contents	4
(Professional) Accountant	4
Agrologist	5
Applied Science Technologist and Technician	7
Architect	8
Audiologist	10
Blasters, Mines	12
Blasters, Oil and Gas	13
Building Official	14
Chiropractor	16
Community Urban Planner	17
Crane and Hoist Operator	19
Dental Assistant	21
Dental Hygienist	22
Dental Therapist	24
Dentist	26
Denturist	29
Dietitian	31
Early Childhood Educator (ECE)	35
Electrical Licensing	36
Electrician	38
Embalmers	40
Engineer	42
Forester	43
Funeral Director	45
Gas-Fitter Licensing	47
Geoscientist	49
Hairstylist	50
Hearing Instrument Practitioner	52
Information Systems Professional	53
Information Technology Professional	54
Insurance Adjuster/Agent	56

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City of Saskatoon Immigration Partnership Saskatoon

Occupation	(Professional) Accountant
Regulatory Body	Chartered Professional Accountants Saskatchewan
Official Website	https://www.cpasask.ca
Contact	
Email	becomeacpa@cpask.ca; info@cpask.ca
Social Media	Facebook: https://www.facebook.com/cpa.saskatchewan/ LinkedIn: https://ca.linkedin.com/company/cpasaskatchewan/ Instagram: https://www.instagram.com/cpa.saskatchewan/
Phone	Main Line: (306)359-0272; Toll Free: 1-800-667-3535
Address	#101-4581 Parliament Avenue Regina, SK S4W 0G3 (Currently open to the public)
Type of Licensure/Registration	CPA; CPA Professional Education Program (CPA PEP)
Education Credentials	1) an undergraduate or master's degree 2) 120 credit hours 3) required prerequisite knowledge
Application/Registration Process	To earn the CPA designation, you must complete the Practical Experience Requirements (PER) in addition to the education requirements. There are two routes for gaining your practical experience: 1) Pre-Approved Program Route: Experience is gained in a pre-approved training program. 2) Experience Verification Route: Experience is gained at an employer of choice. Regardless of the route you choose, you are required to complete a minimum of 30 months of relevant practical experience and develop both technical and enabling competencies as per the CPA Competency Map. At least twice a year, you are required to submit experience reports and document a completed meeting with a CPA Mentor to record your progress.
Required Exams	Common Final Examination (CFE)

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How did we use learnings/findings to improve or further enhance newcomers' integration into the community

**DOWNLOAD THE
EMPLOYMENT
RESOURCE GUIDE**

**This guide lays out the steps
required to obtain professional
employment in Saskatchewan's
73 regulated professions.**

↓

**Immigration Partnership
Saskatoon**

Funded by: Immigration, Refugees and Citizenship Canada

Provided by: Immigration, Refugees and Citizenship Canada

City of Saskatoon

How did we use learnings/findings to improve or further enhance newcomers' integration into the community

Legislative Angle



Ontario Bills

□ Bill 88

- ✓ Received Royal Assent in April 2022
- ✓ States that the term Canadian Experience can no longer be used in the regulated professions
- ✓ Resulted from an Ontario Human Rights Commission ruling that the term Canadian Experience was discriminatory

Ontario Bills

❑ Bill 149

- ✓ Received Royal Assent March 2024
- ✓ No employer who advertises a publicly advertised job posting shall include in the posting or in any associated application form any requirements related to Canadian experience.
- ✓ It also requires roughly 30 professional associations, regulatory bodies responsible for controlling who can work in fields such as medicine or teaching, to drop the policy.

British Columbia

- ❑ New International Credential Recognition Act
 - ✓ Took Effect July 2024
 - ✓ Removes requirement of Canadian work experience for 18 Professional Regulatory Authorities (Regulators) who need this as a prerequisite for licensing.

Saskatchewan

- ❑ Bill 81 - Saskatchewan- Labour Mobility and Fair Registration Practices Act
 - ✓ Received Royal Assent May 2022
 - ✓ regulatory bodies shall not require internationally-trained applicants to complete additional training, experience, examinations, or assessments in areas where they have already demonstrated competence

Saskatchewan

□ Bill C-286

- ✓ States that federal and provincial ministries can work together to create regulations that equate international educational credentials with Canadian ones
- ✓ Implications for federally-regulated professions such as Telecommunications
- ✓ We met with both our Provincial and Federal Ministers, and they are considering adding the language about not requiring Canadian Experience

Presentation 3

Case Studies of Measuring Newcomer Needs and Outcomes

Waterloo Region Immigration Partnership

Presenter

DAN VANDEBELT

[\(dvandebelt@regionofwaterloo.ca\)](mailto:dvandebelt@regionofwaterloo.ca)

Domain 8: Inclusion - Sense of Belonging

11. How do you describe your sense of belonging in Waterloo Region?

(Sense of belonging is when you feel accepted and valued by others around you. It is when you feel like Waterloo Region is truly your home.)

- Very strong
- Somewhat strong
- Somewhat weak
- Very weak
- Don't know / no opinion

Domain 8: Inclusion - Isolation

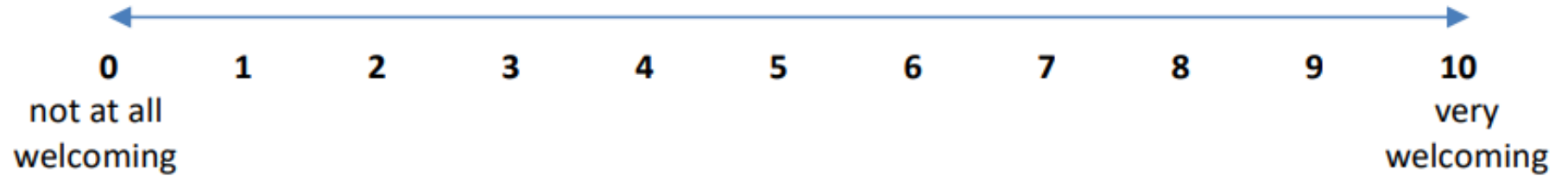
12. How much have you felt isolated or alone over the last 12 months in Waterloo Region?

- A great deal
- Quite a bit
- Somewhat
- A little bit
- Not at all

Domain 8: Inclusion - Welcoming

10. How welcoming is the Waterloo Region community toward immigrants?

Using a scale of 0 to 10, where 0 means “not at all welcoming” and 10 means “very welcoming,”



Domain 8: Inclusion - Discrimination

14. In the last 12 months, have you experienced discrimination or been treated unfairly by others in Waterloo Region?

(Discrimination is when others treat you unfairly because of your race, skin colour, religion, ethnicity or other reasons.)

- Yes
- No

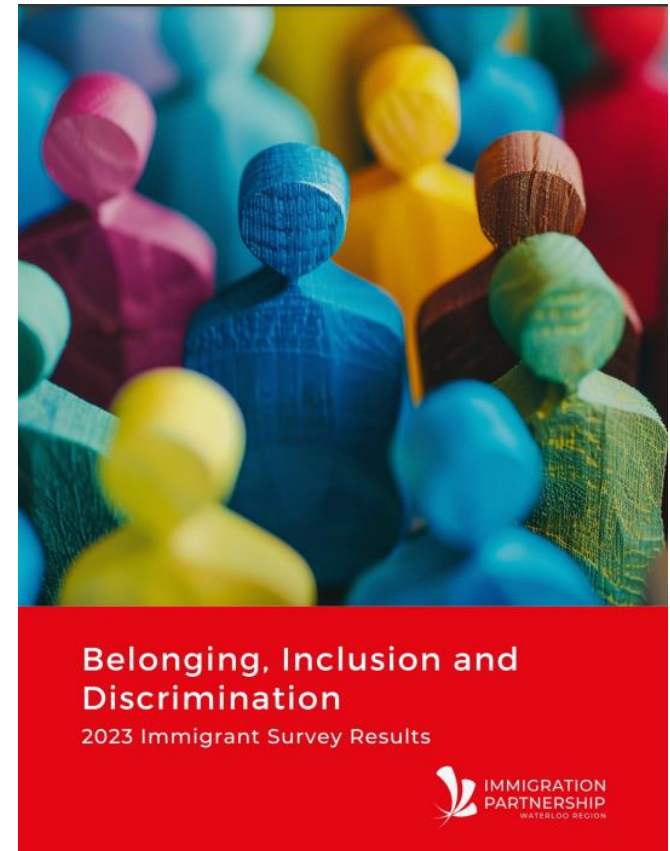
15. If you have experienced discrimination or been treated unfairly by others, what were the reasons?

(Choose all that apply)

- Race or skin colour
- Religion
- Ethnicity or culture
- Physical appearance (other than skin colour)
- Immigration status
- Gender

What did we learn about the community?

- ❑ 72% felt a strong sense of belonging in the community
 - it took five years or less for most (74%) to feel at home
- ❑ 26% felt isolated and alone
 - down from two years earlier (31%) but not to pre-pandemic levels (19%)
- ❑ 24% experienced discrimination
 - most often in work settings and frequently due to race/skin colour, or ethnicity/culture
- ❑ 74% had a positive experience of settling and integrating



What did we learn about the community?

- ❑ 56% felt that the community was quite welcoming to immigrants
- ❑ 1 in 10 felt that it was not welcoming
- ❑ Groups more likely to feel community was not welcoming were:
 - respondents that had low wellbeing,
 - didn't feel at home in Waterloo Region,
 - weren't planning to stay in this community,
 - had a weak sense of belonging,
 - had a poor settlement experience,
 - experienced discrimination in the past 12 months, or
 - were relatively isolated



What did we learn about indicators?

1. Indicators are just formalizing the process of listening and being attentive. Ensure you **listen to the experts**: those with lived experience
2. Be clear about what you need - **measure a few key things that are related to your area of influence** and which you can act on, rather than trying for everything
3. **Overlapping indicators & data** sources are rich
4. **Consistency** of indicators over time allows for particularly useful insight, as does consistency with broader data sources
5. No data is perfect. Use it and just **be clear about the limitations**
6. **Disaggregating** indicator findings is critical - not everyone's experience is the same
7. Measure, explore and act **collaboratively**
8. **Start small, learn, and grow**
9. Research is for **action**. Act on it

Presentation 4

Data sources for LIPs to effectively measure newcomer needs, assets, and outcomes

Community Data Program

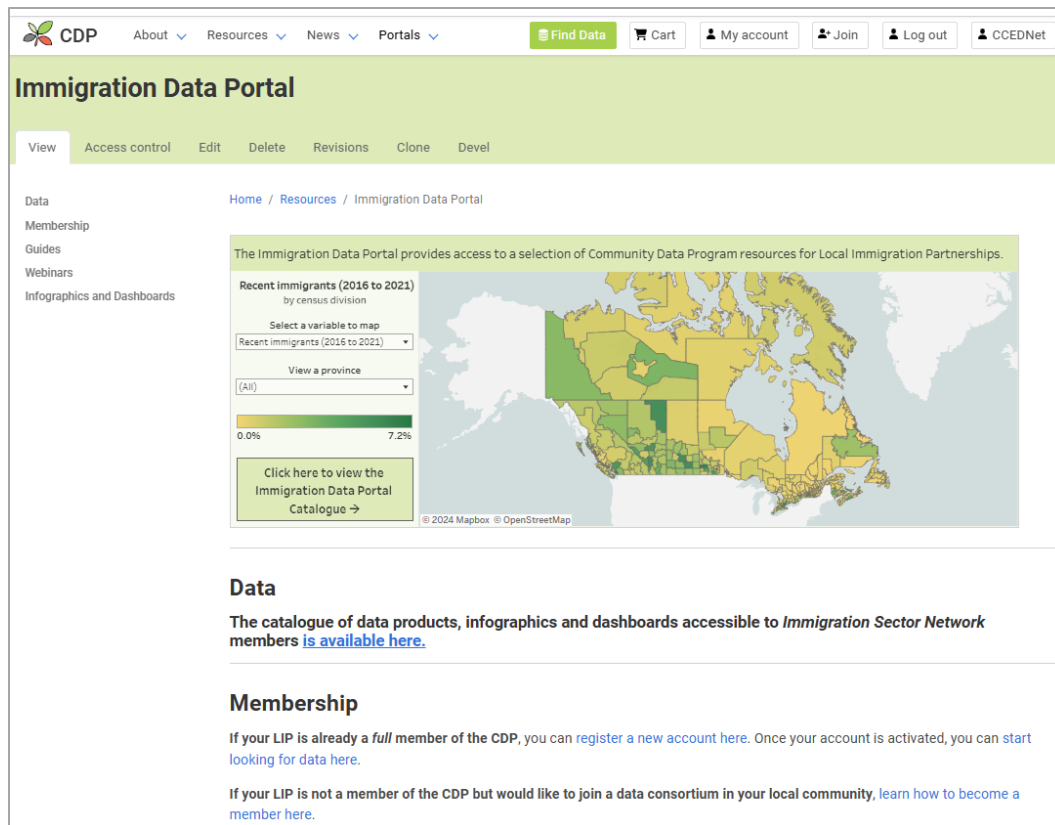
Presenter



MIKE DITOR
(mike@communitydata.ca)



CDP - National LIP Secretariat Partnership



The screenshot shows the Immigration Data Portal website. At the top, there is a navigation bar with the CDP logo and links for About, Resources, News, and Portals. On the right side of the navigation bar, there are buttons for Find Data, Cart, My account, Join, Log out, and CCEDNet. Below the navigation bar, the page title is "Immigration Data Portal". A secondary navigation bar includes options like View, Access control, Edit, Delete, Revisions, Clone, and Devel. The main content area features a breadcrumb trail: Home / Resources / Immigration Data Portal. On the left, there is a sidebar menu with categories: Data, Membership, Guides, Webinars, and Infographics and Dashboards. The main content area displays a map of Canada titled "Recent immigrants (2016 to 2021) by census division". The map is color-coded by province, with a legend showing a scale from 0.0% to 7.2%. Below the map, there is a text box that says "Click here to view the Immigration Data Portal Catalogue" with a right-pointing arrow. At the bottom of the page, there are sections for "Data" and "Membership". The "Data" section states: "The catalogue of data products, infographics and dashboards accessible to Immigration Sector Network members is available here." The "Membership" section provides information for existing and potential members, including links to register a new account and learn how to become a member.

- ❑ Started as a pilot in 2017
- ❑ Data tables
- ❑ Infographics and dashboards
- ❑ Webinars
- ❑ Tutorials
- ❑ Capacity-building / Support

CDP Immigration Data Portal Products

- ❑ Census of Population
- ❑ Longitudinal Immigration Database (IMDB)
- ❑ IRCC data
- ❑ Infographics and dashboards

The screenshot shows the CDP Immigration Data Portal interface. At the top, there is a navigation bar with the CDP logo, links for About, Resources, News, and Portals, and user options like Find Data, Cart, My account, Join, Log out, and CCEDNet. The main header is green and contains the title "Immigration Data Portal" and the subtitle "Data products for Immigration Sector Network consortium users". Below the header are three search filters: Topics, Product group, and Data provider, each with a "Choose some options" dropdown. There are also filters for Title, Years within data, and Items per page (set to 20). At the bottom of the filter section are "Apply Filters" and "Reset Filters" buttons. The main content area has a breadcrumb "Home / Immigration Data Portal" and a paragraph explaining that the catalogue provides access to Community Data Program resources for Local Immigration Partnerships (LIPs) that are not members of a community data consortium. It also notes that users may download products only when their user account has been activated and provides a link to contact information@communitydata.ca for questions. Below this is a table listing data products.

Title	Geographies	Years within data	Posted
Census Profile, 2021 PRODUCT GROUP: Census, 2021 - Profile	Province and Territory, Place of work, Census Subdivision, Census Tract, Census Metropolitan Area, Census Division, Census Agglomeration, Custom Geographies, Economic Region, Dissemination Area, Aggregate Dissemination Area	2021	11/12/2024

Tables in the Immigration Data Portal

Census of Population - 2016, 2021

- Geography*: standard geographies and LIP custom boundaries
- Census Profile
- Target Group Profiles
- Cross-tabulations

Beyond 20/20 Professional Browser - [EO3775 - Local Immigration Partnerships (LIP) - 2021 Target Group Profile cross-tabulated with Immigration Status by Peri]

File Edit View Dimension Item Window Help

Canada, provin

Canada, provin: PEI Immigration Partnership 00000 (2.8%) Gender (3) Total - Gender

	Immigrant stat	Total - Immigrant status and period ...	Non-immigrants	Immigrants	2016 to 2021	2011 to 2015	2001 to 2010	1991 to 2000	1981 to 1990
Age (33P)									
0 to 14 years		16.0	17.0	12.5	22.5	12.1	1.6	0.0	0.0
15 to 64 years		65.6	62.8	73.7	76.6	84.8	90.3	78.3	62.0
65 years and over		18.4	20.2	13.8	0.9	3.0	8.1	22.8	38.0
85 years and over		1.4	1.5	1.2	0.0	0.0	0.0	2.2	2.5
Average age of the population		41.0	42.0	40.9	30.4	35.9	43.4	52.5	60.4
Median age of the population		40.4	42.4	40.8	31.8	36.4	46.0	53.2	62.0
Total - Persons in private households - 25% sample data		77,385.0	64,985.0	8,380.0	3,865.0	1,320.0	1,240.0	460.0	395.0
Total - Persons in census families		61,070.0	52,335.0	7,185.0	3,415.0	1,175.0	1,085.0	390.0	345.0
Married spouses or common-law partners		36,570.0	30,805.0	4,770.0	1,975.0	710.0	720.0	320.0	325.0
Parents in one-parent families		3,305.0	2,860.0	370.0	120.0	80.0	80.0	35.0	10.0
Children		21,190.0	18,660.0	2,050.0	1,325.0	390.0	290.0	35.0	10.0
In a two-parent family		16,315.0	14,175.0	1,750.0	1,205.0	305.0	210.0	20.0	0.0
In a one-parent family		4,885.0	4,485.0	295.0	115.0	90.0	80.0	10.0	0.0
Total - Persons not in census families in private households - 25...		16,315.0	12,650.0	1,195.0	450.0	140.0	150.0	75.0	50.0
Living alone		9,565.0	8,650.0	680.0	140.0	55.0	90.0	50.0	50.0
Living with other relatives		1,580.0	1,215.0	115.0	55.0	15.0	10.0	0.0	0.0
Living with non-relatives only		5,170.0	2,785.0	400.0	250.0	70.0	50.0	15.0	0.0
Number of persons in private households		77,385.0	64,985.0	8,380.0	3,865.0	1,320.0	1,240.0	460.0	395.0
Total - Marital status for the total population aged 15 years and ove...		64,985.0	53,930.0	7,340.0	2,995.0	1,155.0	1,220.0	460.0	395.0
Married or living common-law		37,165.0	31,015.0	4,960.0	2,090.0	730.0	755.0	325.0	335.0
Married		30,530.0	25,045.0	4,525.0	1,965.0	650.0	670.0	275.0	290.0
Living common-law		6,630.0	5,970.0	435.0	125.0	80.0	85.0	50.0	45.0
Living common law - Never married		4,845.0	4,360.0	270.0	85.0	65.0	45.0	40.0	15.0
Living common law - Separated		325.0	300.0	25.0	0.0	0.0	0.0	0.0	10.0
Living common law - Divorced		1,310.0	1,165.0	130.0	35.0	15.0	30.0	0.0	20.0
Living common law - Widowed		155.0	145.0	10.0	0.0	0.0	0.0	0.0	0.0
Not married and not living common-law		27,820.0	22,915.0	2,375.0	900.0	425.0	470.0	135.0	60.0
Not married and not living common law - Never married		19,420.0	15,315.0	1,635.0	815.0	325.0	375.0	60.0	15.0
Not married and not living common law - Separated		1,675.0	1,485.0	170.0	35.0	30.0	25.0	20.0	0.0
Not married and not living common law - Divorced		3,470.0	3,140.0	305.0	30.0	55.0	40.0	25.0	25.0
Not married and not living common law - Widowed		3,255.0	2,980.0	270.0	25.0	15.0	30.0	30.0	15.0
Total - Income statistics in 2020 for the population aged 15 year...		64,985.0	53,930.0	7,340.0	2,995.0	1,155.0	1,220.0	460.0	395.0
Number of total income recipients aged 15 years and over in priva...		62,585.0	52,535.0	6,900.0	2,690.0	1,095.0	1,180.0	455.0	390.0
Median total income in 2020 among recipients (I\$)		40,000.0	42,000.0	34,000.0	31,000.0	37,200.0	34,000.0	46,400.0	43,200.0

Census of Population – 2021: Custom Cross-Tabulations

Geography: Lethbridge 00000 (3.5%) Age (12) Total - Age Gender (3) Total - Gender		Selected demogra								
Income in 2020 () Highest certif		Total	Non-immigrants	Immigrants	Before 2001	2001 to 2005	2006 to 2010	2011 to 2015	2016 to 2021	2016 to 2021
Total - Total income	Total - Highest certificate, diploma or degree	79,220	64,320	13,595	5,435	1,060	1,970	2,490	2,630	2
	No certificate, diploma or degree	11,660	9,140	2,450	890	165	405	510	475	
	High (secondary) school diploma or equivalency certificate	25,330	21,365	3,630	1,450	290	515	690	675	
	Postsecondary certificate, diploma or degree	42,235	33,820	7,520	3,090	605	1,050	1,290	1,475	1
Without total income	Total - Highest certificate, diploma or degree	3,165	2,365	610	85	25	120	135	235	
	No certificate, diploma or degree	2,155	1,785	340	20	0	80	95	135	
	High (secondary) school diploma or equivalency certificate	580	390	115	20	15	0	20	40	
	Postsecondary certificate, diploma or degree	425	195	155	40	0	35	20	60	
With total income	Total - Highest certificate, diploma or degree	76,055	61,960	12,990	5,350	1,040	1,845	2,360	2,390	2
	No certificate, diploma or degree									
	High (secondary) school diploma or equivalency certificate									
	Postsecondary certificate, diploma or degree									
Under \$5,000	Total - Highest certificate, diploma or degree									
	No certificate, diploma or degree									
	High (secondary) school diploma or equivalency certificate									
	Postsecondary certificate, diploma or degree									
\$5,000 to \$9,999	Total - Highest certificate, diploma or degree	2,450	1,955	425	150	40	45	110	105	
	No certificate, diploma or degree	530	425	100	0	0	0	35	35	
	High (secondary) school diploma or equivalency certificate	1,110	930	155	55	0	0	40	35	
	Postsecondary certificate, diploma or degree	820	600	170	60	30	20	35	35	
\$10,000 to \$14,999	Total - Highest certificate, diploma or degree	3,100	2,575	475	200	35	65	85	90	
	No certificate, diploma or degree	480	370	105	40	0	0	25	25	
	High (secondary) school diploma or equivalency certificate	1,345	1,180	150	70	0	0	25	25	
	Postsecondary certificate, diploma or degree	1,275	1,030	210	85	0	45	30	35	
\$15,000 to \$19,999	Total - Highest certificate, diploma or degree	4,210	3,450	680	285	80	110	130	85	
	No certificate, diploma or degree	615	500	115	55	0	15	15	15	
	High (secondary) school diploma or equivalency certificate	1,830	1,525	280	100	50	55	50	20	
	Postsecondary certificate, diploma or degree	1,765	1,420	280	125	20	40	55	45	
\$20,000 to \$29,999	Total - Highest certificate, diploma or degree	13,150	10,690	2,190	1,100	185	285	275	355	
	No certificate, diploma or degree	2,470	1,955	510	320	20	45	60	60	
	High (secondary) school diploma or equivalency certificate	5,320	4,495	745	320	60	105	125	135	
	Postsecondary certificate, diploma or degree	5,360	4,235	935	460	105	130	85	160	
\$30,000 to \$39,999	Total - Highest certificate, diploma or degree	10,445	8,110	2,095	840	125	285	410	435	
	No certificate, diploma or degree	1,485	1,105	375	150	40	80	65	35	

- Education x Income x Gender x Demographics (immigrant status)
 - Geography: CD-CSD-ADA, CMA-CA-CT, custom LIP boundaries

Census of Population – 2021: Custom Cross-Tabulations

Selected Charact	Immigrant stat	2016 to 2021	2016	2017	2018	2019	2020	2021	Non-permanent residents
Total Persons by household living arrangements		880	140	200	185	220	110	25	0
Total persons in census-family households		805	135	185	180	200	100	0	0
Total Persons in one-census family households (without additional people)		680	110	150	150	175	100	0	0
In a couple census family (no other persons present in the household)		405	65	110	80	85	60	0	0
In a lone-parent census family (no other persons present in the household)		10	0	0	0	0	0	0	0
Children in families with two parents (no other persons present in household)		220	40	20	60	70	30	0	0
Children in families with one parent (no other persons present in household) (Lone Parent CF Hhld)		45	0	10	10	20	10	0	0
Persons in Multigeneration Household		25	0	15	0	0	0	0	0
Person not in census families, living with non-relatives only (non-CF in CF hhld with non-relatives)									
Person not in Census Families, living with relatives (not multigenerational, non-relatives may be present)									
Persons in other census family households									
Total persons in non-census family households									
Living with relatives (non-relatives may be present) non-CF in nonCF hhld with relatives									
Living with non-relatives only (NonCF in NonCF hhld with non-relatives)									
Persons living alone (one-person households)									
Total - Housing indicators - With Household Total Income Greater Than Zero in Non-farm, Non-reserve P...		880	140	205	190	215	115	20	0
Adequacy: major repairs needed - With Household Total Income Greater Than Zero in Non-farm, Non-res...		0	0	0	0	0	0	0	0
Suitability: not suitable - With Household Total Income Greater Than Zero in Non-farm, Non-reserve Priva...		170	0	25	30	70	25	15	0
Affordability: 30% or more of household income is spent on shelter costs - With Household Total Income...		200	0	40	30	50	70	0	0
Adequacy, suitability or affordability: major repairs needed, or not suitable, or 30% or more of househ...		360	20	70	55	120	85	15	0
Total - Tenure		880	135	205	190	215	115	20	0
Owner		590	125	120	140	160	40	0	0
Renter		290	15	80	45	60	75	15	0
Total - Structural type of dwelling		880	140	200	185	215	110	20	0
Single-detached house		495	50	140	125	130	45	10	0
Apartment in a building that has five or more storeys		180	45	40	35	35	10	10	0
Other attached dwelling		205	45	25	25	50	60	0	0
Movable dwelling		0	0	0	0	0	0	0	0
Total		880	140	200	185	215	110	20	0
English		235	35	55	65	75	10	0	0
French		0	0	0	0	0	0	0	0
non official languages		540	105	120	105	120	80	20	0
English and French		0	0	0	0	0	0	0	0
English and non-official language(s)		90	0	35	10	25	20	0	0

• Immigration profile x Admission category x detailed arrival year

○ *Geography: CD-CSD-ADA, CMA-CA-CT, custom LIP boundaries*

Longitudinal Immigration Database (IMDB)

Measure	Total - Admission category	Immig sponsored b
Total - residence in taxation year	317,675	
Stayed in intended geography	260,495	
Out migration	47,430	
In migration	57,180	
Retention rate	84.6	

Measure	2000-2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Total - Number of filers	1,420	140	160	190	290	285	315	320	380	410	280	
Incidence of Employment earnings	83.8	92.9	90.6	84.2	89.7	89.5	88.9	92.2	89.5	91.5	89.3	
Incidence of Wages, salaries and commis...	75.0	82.1	78.1	73.7	84.5	80.7	81.0	82.8	82.9	86.6	85.7	
Incidence of Self-employment	17.3	17.9	18.8	15.8	13.8	19.3	15.9	18.8	15.8	17.1	14.3	
Incidence of Employment insurance	10.6	0.0	0.0	10.5	13.8	14.0	17.5	14.1	17.1	14.6	16.1	
Incidence of Social assistance	7.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Incidence of Investment income	26.1	25.0	31.3	31.6	25.9	22.8	28.6	34.4	32.9	24.4	23.2	
Median Total income	53,500	60,500	61,900	54,600	52,700	53,000	58,200	61,600	62,200	57,500	52,700	
Median Employment earnings	54,300	62,000	64,300	53,000	51,300	52,600	59,800	63,400	61,500	55,600	52,400	
Median Wages, salaries and commissions	56,800	63,400	66,300	56,800	52,400	56,600	62,400	63,800	61,600	56,600	53,200	

- Economic outcomes and mobility
- Settlement service use (ICARE)
- Birth area, Citizenship
- Gender, Age Groups
- Immigrant Admission Category
- Known Languages, Pre-admission Experience
- Geography*: Census Division, Census Subdivision, LIP boundaries
- Tax year*: 2012 to 2021

IRCC tables - Permanent resident admissions

- Family status
- Immigration category
- Birth region
- Education
- Intended occupation
- Settlement service clients

- Geography: CD and CSD
- Year: 1999 - 2023

C	D	E	DA	DB	DC	DD	DE	DF
Canada - Admissions of Permanent Residents by Census Subdivision of Intended Destination, Intended Occupation (2-digit NOC 2011) and Gender, 1998 - 2023								
Intended Destination and Intended Occupation			2022					2022 Total
			2021 Total	Female	Male	Another gender	Gender not stated	
		64 - Sales representatives and salespersons - wholesale and retail trade	--	--	--	0	0	10
		65 - Service representatives and other customer and personal services occupations	30	15	15	0	0	30
		66 - Sales support occupations	--	--	5	0	0	10
		67 - Service support and other service occupations, n.e.c.	20	20	15	0	0	35
		6 - Sales and service occupations Total	200	100	180	0	0	280
		72 - Industrial, electrical and construction trades	--	0	--	0	0	--
		73 - Maintenance and equipment operation trades	--	0	--	0	0	--
		74 - Other installers, repairers and servicers and material handlers	0	--	0	0	0	--
		75 - Transport and heavy equipment operation and related maintenance occupations	--	0	5	0	0	5
		76 - Trades helpers, construction labourers and related occupations	0	0	0	0	0	0
		7 - Trades, transport and equipment operators and related occupations Total	5	--	10	0	0	10
		82 - Supervisors and technical occupations in natural resources, agriculture and related production	5	0	--	0	0	--
		84 - Workers in natural resources, agriculture and related production	0	0	0	0	0	0
		86 - Harvesting, landscaping and natural resources labourers	0	0	0	0	0	0
		8 - Natural resources, agriculture and related production occupations Total	5	0	--	0	0	--
		92 - Processing, manufacturing and utilities supervisors and central control operators	--	--	0	0	0	--
		94 - Processing and manufacturing machine operators and related production workers	0	0	0	0	0	0
		95 - Assemblers in manufacturing	0	0	0	0	0	0
		96 - Labourers in processing, manufacturing and utilities	0	0	0	0	0	0
		9 - Occupations in manufacturing and utilities Total	--	--	0	0	0	--
		Not stated	0	--	--	0	0	--
		Not stated Total	0	--	--	0	0	--
		Other	910	820	885	0	0	1,705
		Other Total	910	820	885	0	0	1,705
		St. John's Total	1,420	1,135	1,235	0	0	2,370

FS_ImmCat_Age CSD_FS_ImmCat_CoB CSD_CoB_ImmCat CSD_EQ CSD_Age CSD_NOB

IRCC tables – Temporary resident admissions

- Temporary Foreign Workers Program
- International Mobility Program
- Study Permit Holders
- Work Permit Holders

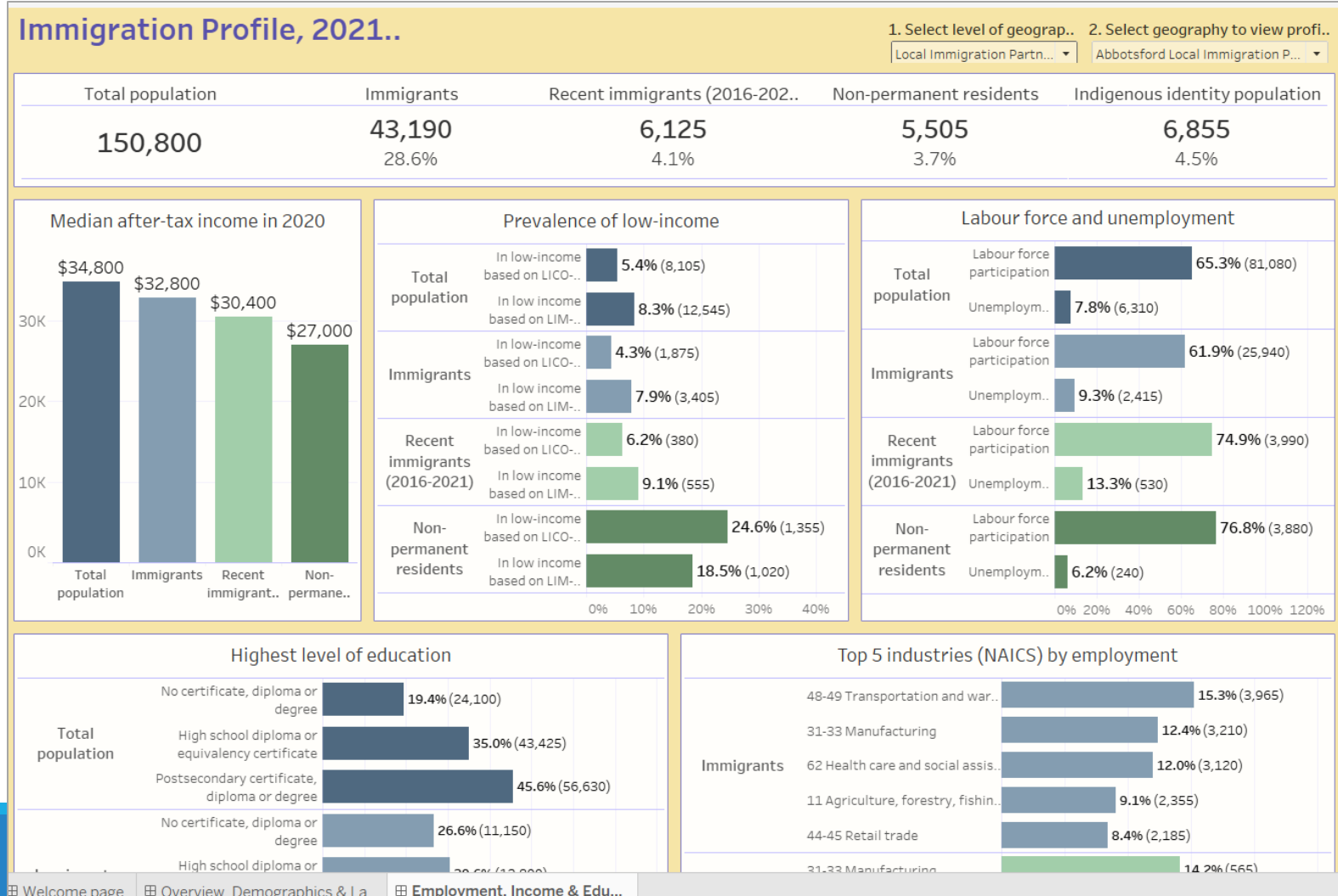
- Geography:* CD and CSD
- Year:* 2015 - 2023

A	B	G	H	I	J
Canada – Temporary Foreign Worker Program (TFWP) Which Permit(s) became effective, 2015 – 2023					
Census Subdivision and Country		2019	2020	2021	2022
	Philippines	0	0	0	0
	South Africa, Republic of	0	0	0	--
	Ukraine	0	0	0	0
	Vietnam	0	0	0	0
Windthorst Total		0	0	0	--
	Belarus	0	0	0	0
	Bolivia	0	0	0	0
	Brazil	0	0	0	0
	China, People's Republic of	0	0	0	0
	Germany	0	0	0	0
	India	--	--	0	--
	Lebanon	0	0	0	0
	Mexico	45	30	50	55
	Nigeria	0	0	0	0
	Philippines	0	0	0	0
	Russia	0	0	0	0
	South Africa, Republic of	0	--	--	0
	Trinidad and Tobago, Republic of	0	0	0	0
	Tunisia	0	0	0	0
	United States of America	0	0	0	0
Winkler Total		45	35	50	60
	Afghanistan	0	0	0	0
	Albania	0	0	--	0
	Argentina	--	--	0	5
	Armenia	0	0	--	0
	Australia	--	--	--	--
	Austria	0	0	--	0
	Bangladesh	0	0	--	--
	Barbados	--	0	0	0

> SD_TFW_NOC SD_IMP_NOC SD_TFW_CITZ SD_IMP_CITZ SD_SP_CITZ SD_TFW_Skil SD_IMP_Skil SD_SP_Stud SD_TFW_A

Tableau Dashboards

- IMDB Core
- Immigration Profile
- IMDB ICARE
- Immigration, Mobility, Ethnocultural and Religious Diversity
- Mobility In and Out of Local Immigration Partnerships
- *Geography:*
Province, Census Division, Census Subdivision, LIP boundaries



Live demonstration of the Immigration Data Portal

- Navigating the site
- Registering with the Community Data Program
- Finding tables
- Finding data
- Using Tableau dashboards

The screenshot displays the Immigration Data Portal interface. At the top, there is a navigation bar with the CDP logo and links for About, Resources, News, and Portals. Utility links include Find Data, Cart, My account, Join, Log out, and CCEDNet. The main header reads "Immigration Data Portal" with sub-links for View, Access control, Edit, Delete, Revisions, Clone, and Devel. A left sidebar lists categories: Data, Membership, Guides, Webinars, and Infographics and Dashboards. The main content area features a breadcrumb trail (Home / Resources / Immigration Data Portal) and a descriptive text box: "The Immigration Data Portal provides access to a selection of Community Data Program resources for Local Immigration Partnerships." Below this is a data visualization titled "Recent immigrants (2016 to 2021) by census division". It includes a dropdown menu for "Select a variable to map" (set to "Recent immigrants (2016 to 2021)"), a "View a province" dropdown (set to "[All]"), and a color scale legend ranging from 0.0% (yellow) to 7.2% (dark green). A map of Canada shows the distribution of immigrants by census division. A button labeled "Click here to view the Immigration Data Portal Catalogue" is positioned below the legend. The "Data" section contains the text: "The catalogue of data products, infographics and dashboards accessible to Immigration Sector Network members is available here." The "Membership" section contains two paragraphs: "If your LIP is already a full member of the CDP, you can register a new account here. Once your account is activated, you can start looking for data here." and "If your LIP is not a member of the CDP but would like to join a data consortium in your local community, learn how to become a member here."

Question and Answer Session

You are requested:

- To raise your hand if you have a comment or question.
- To be precise with your comment or question to have an engaging discussion

Group Discussion

You are requested:

- ❑ To review the copy of the index of indicators tool together
- ❑ Discuss at your table about the tool and relate that with your work
- ❑ At the end of the discussion, one of you can share by summarizing the discussion taken place at your table.

Thank you

If you have any questions, please contact:

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