

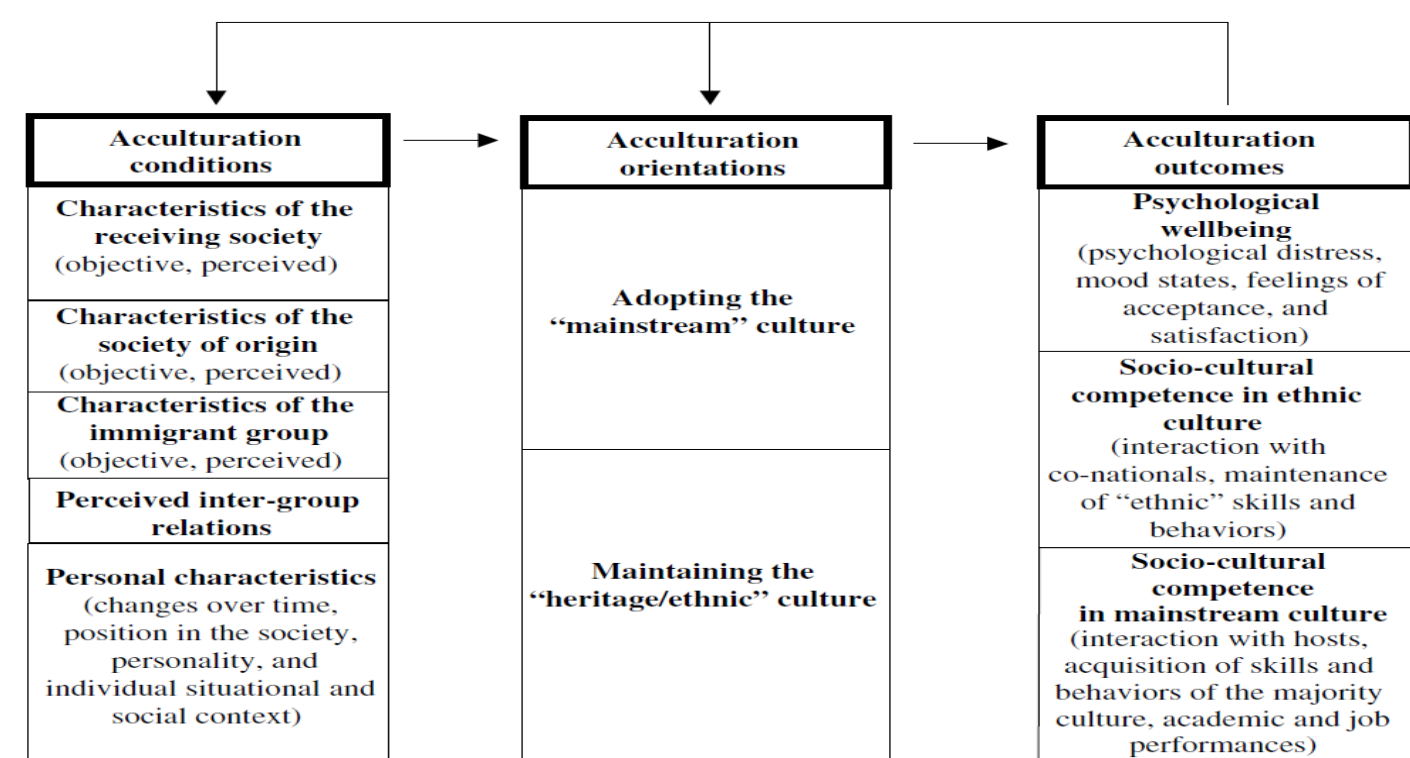
BACKGROUND

- **Canada** relies on immigration for population and economic growth.
 - Declining Birthrate
 - Aging Population
 } **Shrinking Labor Force**
- Attracting, **Integrating** and **Retaining** high-skilled immigrants is a **top priority**.
- Successful **integration** and **retention** may **depend** largely on their **acculturation** experience

WHAT IS ACCULTURATION

Acculturation is the process of **psychological and behavioral changes** that occur **when** individuals or groups come into **contact** with **different cultures** (Berry, 2005).

Conceptual framework of acculturation (Arends-Toth & Van de Vijver, 2006)



- **Integration** orientation in language domain (i.e., **maintaining heritage** as well as **engaging** with **mainstream language**) is **ideal** for **Adaptation**
 - **Psychological Adaptation** - Feelings of well-being and life satisfaction
 - **Socio-cultural Adaptation** - Ability to function and fit in with norms and practices of a new environment.

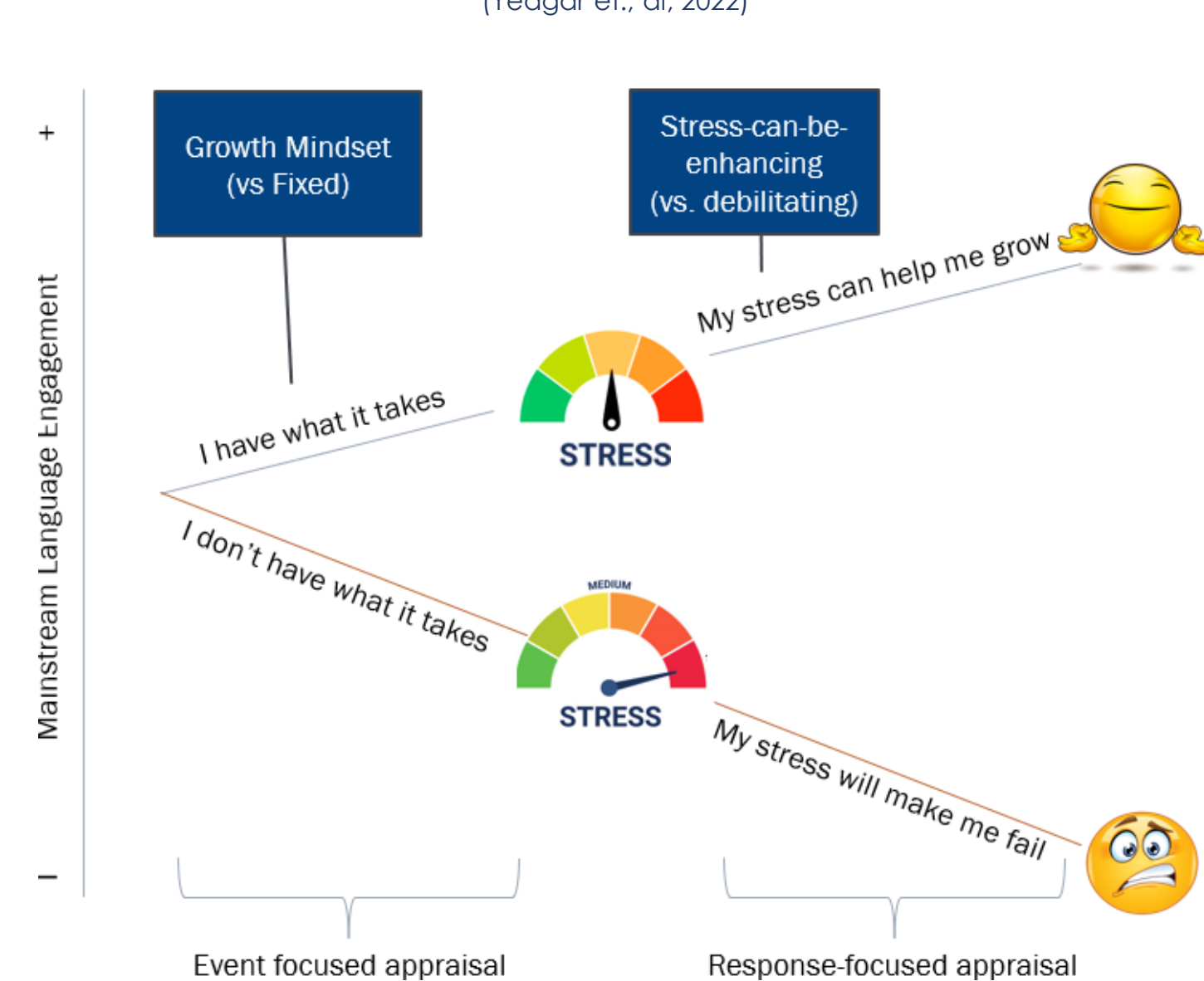
THE PROBLEM

- **72.5%** of immigrants in **Canada** have a **mother tongue other than English or French** (i.e., a non-official language) (Statistics Canada, 2017).
- **Language barriers** and communication difficulties can **lead to acculturative stress** (Lou & Noels, 2020).
 - ↓ **Communication confidence** ↑ **Language Anxiety**
 - ↓ **Mainstream language engagement** ↓ **Acculturation outcomes**
- **How** can we **intervene** to make the conditions more favorable for **positive acculturation** and **outcomes**?

THE ROLE OF MINDSETS

Mindset: A person's way of thinking and assumptions that shape their perception, understanding, and response to the world around them..

The Synergistic Mindsets (Yeagar et., al, 2022)



THE SYNERGISTIC LANGUAGE MINDSET

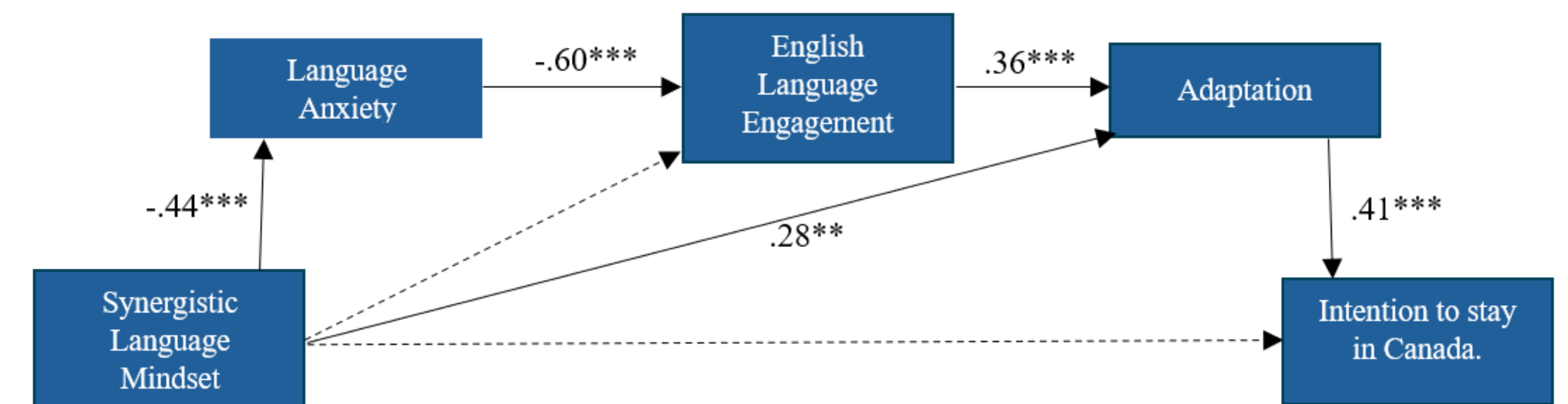
- Growth Language Mindset**
 - **Language proficiency** can be **developed** and achieved **through** consistent **effort** and **engagement**
 - Understanding that helps you **see struggles as a path to improvement** (not a sign of inability)
- Language Stress-can-be-enhancing Mindset**
 - **Stress responses** from language related stress can be **useful for** enhancing **performance**
 - Understanding that allows you to **harness** your **stress response** and use to **develop** your **language proficiency**.

METHODOLOGY

- **Aim:** To examine the effect of a **Synergistic Language Mindset** on **ESL immigrant students' retention in Canada** via its influence on **language anxiety, language engagement, and adaptation**.
- **Study Design | Data Analysis :** Cross-sectional Correlational Design | Path Analysis (**Serial Mediation**)
- **Measures:** Self-report Standardized Scales in a survey
- **Participants:** **114 ESL** (English as Second/Additional Language) immigrant students from a University in BC. NB: ***(data collection still ongoing)**

PRELIMINARY FINDINGS | IMPLICATIONS

Path Model Results



Note. Significant standardized coefficients were reported. Dash lines indicated nonsignificant relations. * $p < .05$. ** $p < .01$. *** $p < .001$.

➤ **Key Findings:** The **synergistic language mindset decreases language anxiety**, which **boosts language engagement**, leading to **better adaptation**, which in turn predicts a **stronger intention to stay** in Canada (retention).

➤ **Implication:** The insights **support** the **development** of **interventions based on the principles of synergistic language mindsets** to **facilitate language acculturation, integration, and retention of ESL immigrants** (especially high-skilled) in Canada.

