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## Pathways to Prosperity: The Year in Review

*From the desk of Victoria Esses, Principal Investigator*

It has been a busy year for Pathways to Prosperity, with work on our governance structures, consultations and priority setting, new research, and enhancement of the infrastructure for knowledge mobilization.

### Governance


As a large national project, Pathways to Prosperity has established governance structures that give voice to its various constituents. To ensure regional activity and respond to partner needs at the local level, regional nodes have been established in British Columbia, the Prairies, Ontario, Quebec, and the Atlantic, as well as a central hub responsible for coordinating the activities of the regions and working on national issues. Some of the regional nodes were slow to initiate activity this year, but as a result of changes in node leadership they are now back on track with new co-investigators keen to consult and plan at the regional level.

As well, Pathways to Prosperity held its first Board of Directors meeting in November 2013 following the inaugural national conference. The Board brought together 35 members, including community/municipal partners, co-investigators, and provincial and federal partners in an ex officio capacity (for more details, see the article on the Board of Directors meeting on [page 5](#)). A Management Committee, comprising a subset of Board members, is now being established and will be meeting in the new year.

Pathways to Prosperity also includes three standing committees. The Standing Committee on Student Engagement met in parallel with the Board of Directors, with 23 graduate student representatives from across the country participating. We are excited to have this Committee underway and look forward to working with the student team (for more details, see the article on the Student Committee meeting on [page 6](#)). The Standing Committee on Francophone Immigration has been reconstituted and will be initiating an active agenda in the new year. One noteworthy change will be a co-chair arrangement combining a representative community organization with an academic appointment. Importantly, the *Fédération des communautés francophones et acadienne (FCFA) du Canada* has agreed to take on the former role. The FCFA's interests and role will be the subject of a detailed article in the next eBulletin. Finally, we have yet to launch the Standing Committee on Northern and Remote Communities, but will get this Committee off the ground early in the year.

## National Research

Several mechanisms were used this year to consult stakeholders and set initial national priorities. Based on discussions at a two-day meeting of co-investigators in the fall of 2012, tentative priorities for research were set out, which were then presented to stakeholders for feedback early in 2013. Consultations included an online survey sent to all P2P members, and separate discussions with provincial and federal representatives. Following some tweaks to the initial topics, seven national research priorities were set for the year.



*“... seven national research priorities were set for the year. Research activities were initiated on many of these priorities.”*

Research activities were initiated on many of these priorities. For example, Victoria Esses, Zenaida Ravanera, Julie Drolet, and Meyer Burstein participated in follow-up projects of the Alberta Settlement Outcomes Survey, and Victoria Esses and Leah Hamilton participated in the Western Settlement Outcomes Survey project. Two SSHRC-funded Knowledge Synthesis Projects were initiated by P2P co-investigators, with the project led by Julie Drolet focusing on the role that employers might play in settlement and integration, and the project led by Chedly Belkhodja focusing on the challenges of attracting and

integrating international students into professional lives and enhancing their economic contributions. The Agency of the Future Project, led by Meyer Burstein and Carl Nicholson, has been the focus of considerable discussion this year, including two workshops – one in Toronto and one in Ottawa – to establish project parameters. Task groups have been established and we look forward to hearing about their deliberations in the coming months. A SSHRC Insight proposal on sports participation among immigrant children and youth and its potential as an integrative tool – led by Anne Marie Sullivan, with collaborators in Alberta, Ontario, Saskatchewan, and Quebec – was submitted in the fall, and we look forward to the results of this submission in the spring of 2014.

Other exciting developments this year include the first installment of a video series that explores seminal moments and key inflection points in the development of Canada’s immigration program, the initial offering focusing on Canada’s refugee program. As well, P2P is proud to announce its successful application to Mitacs for pre-approval of 44 internship units for Pathways to Prosperity graduate students and postdoctoral fellows over the next six years (subject to appropriate matching funding and eligibility). These internship opportunities will be of considerable benefit to graduate students, postdoctoral fellows, and P2P partner organizations who wish to work with graduate students and postdoctoral fellows to conduct relevant research.

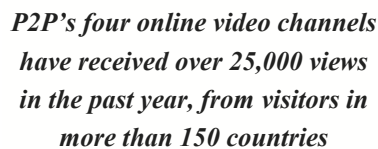
We are also pleased to announce the success of a Canada Foundation for Innovation – Leaders Opportunity Fund Award that will support the work of the Pathways to Prosperity. In collaboration with Bipasha Baruah who conducts research on Women and International Development, Victoria Esses led the successful application to CFI to establish the *Migration, Gender, and International Development Research Laboratory* at the University of Western Ontario. This laboratory, to be in operation by mid-2014, will include Field Data Collection Equipment, a Remote Interview Data Collection Facility, a Video and Image Production Facility, and a Secure Data Analysis and Data Storage Facility. The Field Data Collection Equipment will be used by the P2P to collect data outside of the laboratory, including interviews with service providers and immigrants. The Remote Interview Data Collection Facility will allow interviews to be conducted without the necessity of travel, with video

capture for later analysis. The Video and Image Production Facility will support the production of professional quality videos and images that will be used as stimuli in experiments (e.g., testing materials and videos to provide information to immigrants), as well as the production of professional videos for posting on the P2P website (see below). The Secure Data Analysis and Data Storage Facility will be used to analyze and store confidential data obtained from our government partners (e.g., Citizenship and Immigration Canada) and data collected by the P2P.

### **Knowledge Mobilization**

Pathways to Prosperity is committed to effective knowledge mobilization. To this end, we put considerable effort into enhancing our communication infrastructure in 2013. The bimonthly eBulletin, published in both English and French, now has approximately 2,500 subscribers (up 10% this year), and has received positive feedback on its content, including the regular FactSheet, top media stories, listing of members' publications and conference presentations, and updates on P2P research and activities.

Over the past year, we have also considerably enhanced the P2P website, which includes French and English sites for each node and for the national hub. We are currently testing a new beta version with more sophisticated functions, which should be in place by early 2014. The website attracts approximately 3,000 visitors per month, coming from many countries, with the most frequent being from Canada, the United States, France, Germany, India, the United Kingdom, and Australia. We anticipate more activity on the regional sites as the regional nodes become more active.



*P2P's four online video channels have received over 25,000 views in the past year, from visitors in more than 150 countries*

P2P also publishes content on four video channels, which have received over 25,000 views in the past year, with visitors from more than 150 countries. These channels include: a channel dedicated to past conferences of Pathways to Prosperity (with presentations from the November 2013 conference to be posted early in 2014); Reflections from the Past – a video interview series featuring former immigration officials and stakeholders focusing on legislative and organizational developments of Canada's immigration policies; the Immigrant Story Bank, focusing on the personal stories of immigrants to Canada; and presentations by members of P2P in the Western Centre for Research on Migration and Ethnic Relations colloquium series.

Of note in terms of knowledge mobilization are discussions currently underway with a media outlet targeting immigrants to publish original content written by P2P members. More details will be available early in 2014.

As described elsewhere in this eBulletin ([see page 4](#)), to cap off the year, Pathways to Prosperity held its first annual pan-Canadian conference in November 2013. Attendance exceeded expectations by over 30% and, based on the feedback we received, we are happy to confirm that the conference was a significant success. We look forward to making this a regular activity of the Partnership, and plan to expand its length and range of topics, as advocated by many of this year's participants. We will also be taking up some of the other excellent suggestions that we received from this year's attendees.

Thanks for a great year!  
Victoria Esses

## Inaugural Pathways to Prosperity Conference

2013 marked the Pathway to Prosperity's inaugural national conference. As such, P2P felt it was important to set the tone for future events and stakeholder interactions by signalling its research strengths, its practical focus, and its commitment to evidence-based decision-making. The timing of the conference and its Ottawa location were chosen with a view to displaying these attributes to a national audience by capitalizing on CIC's National Settlement Conference. The pairing with the National Settlement Conference was intended to facilitate the participation in the P2P conference of representatives of the partners with which P2P most frequently works – government departments and immigrant-serving organizations. Our expectations were for 170 participants but we grossly underestimated the level of interest, leading to some 230 attendees, a number that resulted in some rather cozy seating arrangements. We attempted to apply the brakes a little earlier in the registration process but eventually gave in to some convincing pleas and decided that we should make every effort to accommodate people who were prepared to give up their weekend in order to share their knowledge.



**Ümit Kiziltan, Director-General, Research and Evaluation, Citizenship and Immigration Canada addresses the delegates at the Pathways to Prosperity conference during a panel on “Measuring Progress: Local Immigration Partnerships, Réseaux, and Other Place-Based Initiatives”.**

The conference focused on four main themes: The Local Immigration Partnership initiative and the Réseaux en immigration francophone; settlement outcomes as revealed by a host of recent surveys across the country; research bearing on the consequential downstream implications of recent selection changes; and an expanded look at the Agency of the Future project that the P2P is championing in partnership with the settlement sector. There were also two evening sessions, one focusing on the Quebec Charter of Values and what it implied for immigrant integration, and a poster session displaying some very interesting work by P2P members.

Anyone who has experienced organizing a large conference understands how much work goes into such events, especially when they are done ‘in house’. For this reason, it was extremely gratifying to feel and hear that the conference was a significant success, a result that was confirmed by the evaluation survey. It must also be said that the P2P team

performed admirably on all fronts, including management of administrative and logistical issues, conference filming, and the entire process of planning, securing and organizing speakers.

According to the evaluation survey, participants rated the conference as very interesting and useful and indicated that they had learned new information, providing mean ratings above 5.2 on the 7-point scales. Still positive, but marginally lower, were assessments of the quality of discussion in the Q and A periods and the range of topics chosen for discussion, with mean ratings above 4.7 on the 7-point scale. Of note, the majority of participants indicated that they were very likely to attend future Pathways to Prosperity conferences, with a mean likelihood rating of 5.7, and 82% of respondents providing responses of 5, 6, or 7 on the 7-point scale.

Comments, too, were interesting with a range of suggestions that P2P will try to incorporate in future years. These include suggestions for moving the conference between regions, for including breakout groups and longer Q and A sessions to permit extended discussions, and for extending the focus of the conference to issues such as youth integration, vulnerable populations, and evaluation frameworks. There was also significant interest by participants in Francophone minority communities and in Northern issues as they relate to development and new CIC policy directions.

Where available, PowerPoint presentations and speaking notes have been posted on the [P2P's website](#). Videos of conference presentations will be available early in the New Year.

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## First Meeting of the P2P Board of Directors

On November 16<sup>th</sup>, the newly formed P2P Board of Directors held its inaugural meeting immediately following the national conference. The meeting included several new academic co-investigators, replacing individuals who retired or withdrew from the project, along with a nearly full slate of community or municipal representatives and federal and provincial officials.

As this was the group's first meeting, the session focused on clarifying the Board's mandate and responsibilities, along with those of the soon-to-be-established Management Committee. Members were also provided with a brief financial overview and a research update covering highlights of the past year at both the national and regional levels. It was agreed that the Board would convene face-to-face on an annual basis, typically at the national conference, supplemented by one or two teleconferences. It was also agreed that the Management Committee, comprising a subset of Board members, would hold monthly or bi-monthly teleconferences and would get together in person twice a year.

A brief discussion of possible future research directions for the P2P revealed a broad set of interests, including suggestions that the P2P conduct research on:

- ◆ the new expression of interest category
- ◆ immigrant health and education, especially mental health and children and youth
- ◆ the attraction and retention of newcomers in Northern communities, including the value proposition facing employers in those regions

- ◆ Francophone minority communities, including integration outcomes, cultural retention, linguistic practices, institutional capacities, and promising practices
- ◆ non-traditional forms of service provision to newcomers, including the use of social enterprises and demonstration projects

By the spring of 2014, it is expected that the Board will have been fully fleshed out and the Management Committee will be in action. A review of the existing research portfolio and a decision as to what to retain and what new directions to introduce will be at the top of the list for the two governance Committees to tackle.

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## The Standing Committee on Student Engagement

The Standing Committee on Student Engagement (SCSE) had its first meeting in Ottawa on November 16, 2013 in the context of the first annual Pathways to Prosperity conference. The main objectives of the Committee will be to integrate graduate student research and best practices with the greater goals and activities of Pathways to Prosperity. It will also work on promoting connections and sustainability in the field of immigrant settlement, integration, and welcoming communities initiatives, while supporting the work of students in this field.

The Committee is composed of 23 graduate students from the five Canadian regions or nodes: British Columbia, Prairies, Ontario, Quebec and the Atlantic. Among the projects the SCSE will undertake are the creation of an online library of relevant Masters theses and dissertations; a graduate student exchange program; a social media project to engage students; and student workshops for the Summer Institute that the P2P will be holding.

The Committee will be divided into 5 regional subcommittees representing each node to promote participation and facilitate discussion, as well as into three other subcommittees oriented to specific projects or tasks: Communications; Student Exchange Program; and Event Planning.

The Standing Committee on Student Engagement will meet in January via teleconference to further discuss issues such as the goals of the Committee, its governance, and its future actions.

The SCSE invites students from across Canada who are interested in immigration-related issues to participate in this initiative by contacting either of the co-chairs:

Ariadna Sachdeva at [Ariadna.Sachdeva@uregina.ca](mailto:Ariadna.Sachdeva@uregina.ca), or  
Melissa Sharpe-Harrigan at [msharpeharrig@trentu.ca](mailto:msharpeharrig@trentu.ca)

We are also seeking nominations for two additional Student Standing Committee members – one in Manitoba or Alberta, and the other in Quebec. Please send your nominations, including self-nominations, to the co-chairs, as listed above.

## Appointment of New Co-Investigators for the Pathways to Prosperity Partnership

We have had some changes in leadership in the past year, with several retirements, a few resignations, and movement of co-investigators between universities. Fortunately, we have successfully appointed three new co-investigators, and will be looking to appoint three more in the coming months.

In the past year, Terry Murphy (Nova Scotia), Tom Carter (Manitoba), and Marc Arnal (Alberta) retired and thus gave up their positions on the P2P. Paul Bramadat (British Columbia), Harley Dickinson (Saskatchewan) and Bill Ashton (Manitoba) stepped down from leadership positions. Meanwhile, Abdie Kazempur (formerly Newfoundland) moved to the University of Lethbridge in Alberta, and Julie Drolet (formerly British Columbia) moved to the University of Calgary in Alberta. Julie and Abdie have taken up the reins for Alberta within the Prairie Node.

To fill the gaps left by departures and transitions between universities, three new appointments have been made to date. In Manitoba, James Townsend of the University of Winnipeg has been appointed as the Manitoba co-investigator to the Prairie Node. In Saskatchewan, Sheila Petty of the University of Regina has been appointed as the Saskatchewan co-investigator to the Prairie Node. And, to fill the gap left in British Columbia, Herbert Schuetze of the University of Victoria was most recently appointed as a co-investigator to the British Columbia node. More details on the new co-investigators can be found below.



**James Townsend** holds a Ph.D. in Economics from the University of British Columbia (2002). He is an associate professor and Department Chair of Economics at the University of Winnipeg, where he has been a faculty member since 2002. He served on the Adjudication Committee for the Prairie Metropolis Centre for two years. Prior to moving to Winnipeg, James worked in Ottawa as a policy analyst with the Department of Finance (2001).

James Townsend has completed a number of research projects on how policy affects the economic outcomes of immigrants. Recent work compared earnings and provincial mobility of Canadian immigrants admitted through either federal economic immigrant streams or the various Provincial Nominee programs. He has also examined the relationship between public policy (pensions, social insurance and mandatory retirement) and poverty amongst elderly immigrants. He is currently working on a project comparing the earnings outcomes of immigrants with prior experience in Canada, either as Temporary Foreign Workers or international students, to immigrants without such experience. In addition to his work on immigrant outcomes, James has published research on the declining earnings of new Canadian job market entrants. He is currently involved with a project examining how changes in the minimum wage affect employment and the wage distribution. In his research, James uses econometric methods to analyze survey data, including the Census and the Labour Force Survey, and administrative data. His research on earnings outcomes of immigrants has used the Longitudinal Immigrant Database (IMDB), an administrative data set formed by combining the landing records of immigrants with the tax records resulting from filing income taxes in Canada.

**Sheila J. Petty** is Interim Director of the Institut français, Dean of Fine Arts, and a full Professor of Media Studies at the University of Regina. She is also project leader of the New Media Studio Laboratory which she founded in 2001, focusing on interdisciplinary digital research, as well as being a member of two other Canada Foundation for Innovation-funded labs at the University of Regina and the Université du Québec à Montréal, respectively. She was the first social scientist to be named adjunct scientist in new media at TRILabs (Telecommunications Research Labs) Regina, a not-for-profit applied research consortium based in western Canada.



Sheila Petty has a long established record in interdisciplinary research focusing on issues of cultural representation, identity and nation in African and African diasporic cinema, television, and new media studies. She has curated film, television and new media exhibitions for galleries across Canada, has been shortlisted for the Saskatchewan Book Award for Scholarly Writing, and has co-edited numerous publications. Over the course of her career, she has published and/or presented over 180 papers and has attracted over three million dollars in external research funding. She has acted as a visiting professor in the Faculty of Design and Art, Xiamen University of Technology, Xiamen, China, and has served on numerous boards linked to film, the arts generally, and women's studies. She holds a Ph.D. in Francophone Literatures and Cultures from Université Paris 4 – Ancienne Sorbonne (1987).



**Herbert Schuetze** is an Associate Professor in the Department of Economics at the University of Victoria and has been at UVic since 2001. His primary area of expertise is applied micro econometrics in the fields of Public and Labour Economics. His research focuses on various aspects related to self-employment, including the effects of taxes on the self-employment decision, self-employment and retirement decisions, and the outcomes of self-employed immigrants. He has written numerous articles on self-employment, immigration, and public policy, several of which have been published in leading labour and general interest journals. His research on immigrant self-employment includes the SSHRC-funded papers "Immigration, Entrepreneurship and the

Venture Start-Up Process" in International Handbook Series on Entrepreneurship, Volume 2, which is a joint work with Heather Antecol, and "Immigration Policy and the Self-Employment Experience of Immigrants to Canada" in Canadian Immigration: Economic Evidence for a Dynamic Policy Environment. Herbert Schuetze has recently received a grant from the Canadian Labour Market and Skills Research Network and the BC Ministry of Jobs, Tourism and Skills Training to examine the effect of immigrant networks on occupational choice and immigrant skill utilization. In addition to his academic work, he has worked closely with several government organizations, including the Department of Finance, Human Resources and Skills Development Canada, Statistics Canada and the Secretariat of the Panel on Older Workers, providing research on issues related to self-employment.



## Immigration in the News – Top Stories of the Past Months

Below are links to top stories that the P2P is following. These stories and other material can be accessed through the [Media Corner](#) of the P2P's website. The Corner provides links to articles appearing in the national and local media, including newspapers, magazines, and newsletters. Some international content is also included. Articles are refreshed regularly and archived.

- ◆ **The Record – December 13, 2013 – [Asylum Claims Plummet After Reforms to Refugee System](#)**: Asylum claims in Canada have fallen by an estimated 50 per cent as a result of changes in the processing system. The drop is concentrated in countries of origin that the federal government deems safe for refugees.
- ◆ **The Globe and Mail – November 25, 2013 – [Canada's Population Continues to Flow Westward](#)**: Ontario still receives the highest percentage of immigrants but this has fallen from 60% to 40% of the total. Last year, Quebec and Western provinces posted record numbers of entrants.
- ◆ **Citizenship and Immigration Canada News Release – November 8, 2013 – [Improving the Canadian Experience Class](#)**: Citizenship and Immigration (CIC) announced changes to the Canadian Experience Class (CEC) aimed at better managing intake and preventing processing backlogs. The main device is an annual cap of 12,000 CEC applications. In order to diversify skills, CIC will also limit application numbers in certain occupations.
- ◆ **Citizenship and Immigration Canada News Release – November 5, 2013 – [The Government of Canada and the FCFA Celebrate the First National Francophone Immigration Week](#)**: Canada welcomed 3,685 Francophone minority immigrants in 2012, which is a 4% increase over 2011.
- ◆ **Gouvernement du Manitoba – Communiqué – 1 novembre 2013 – [Le Premier ministre annonce la simplification du processus pour les Francophones qui demandent à participer au programme Candidats du Manitoba](#)** : Le gouvernement du Manitoba célèbre la toute première Semaine nationale de l'immigration francophone et il prévoit un processus électronique plus rapide et plus simple pour présenter une demande de participation au programme provincial Candidats du Manitoba (PCM).
- ◆ **Citizenship and Immigration Canada News Release – October 29, 2013 – [Slashing Backlogs, Reuniting Families](#)**: CIC pledged aggressive action to reunite more families and reduce the backlog of Parent and Grandparent applications. The program will open again in January 2014 and will be capped at 5,000 applications per year.
- ◆ **Globe and Mail – October 29, 2013 – [Foreign Worker Admissions Spike in 2013](#)**: Canada ramped up its admissions of temporary foreign workers through the first half of this year. More than 125,000 temporary foreign workers entered Canada through June, 2013, a significant increase over previous years.
- ◆ **Toronto Star – October 28, 2013 – [Ottawa's 2014 Immigration Plan Focuses on Economic Class](#)**: The 2014 Immigration Plan calls for between 240,000 and 265,000 permanent residents. Economic immigrants will account for 63 per cent of this total. Provincial nominee programs are expected to increase their share of total entrants.
- ◆ **National Journal – October 22, 2013 – [When Skilled Immigrants Have Other Options](#)**: According to a worldwide poll conducted by Gallup more than 600 million individuals want to emigrate. Interestingly, 77 percent named a country outside the U.S. as their top-choice.
- ◆ **Express Toronto – 22 octobre 2013 – [Une table de concertation nationale au service des immigrants](#)** : La Fédération des communautés francophones et acadienne (FCFA) du Canada vient de former une Table nationale de concertation communautaire en immigration francophone. Cette nouvelle structure pilotera l'ensemble des efforts dans les neuf provinces et trois territoires pour attirer, recruter, accueillir et intégrer des nouveaux arrivants francophones.
- ◆ **The Observer – October 21, 2013 – [Rural Exodus is a Choice We've Made, But Some are Keeping a Foot in the Country](#)**: Many smaller communities believe that if they could coax immigrants to experience life beyond Toronto, Montreal and Vancouver, they could retain them.

## Immigrants: Employment Rates by Level of Education

### Highlights

- ◆ Immigrants constitute a higher share of residents with a university degree, as compared to their share within other educational cohorts.
- ◆ Following the pattern of the Canadian born, immigrants with a higher level of educational attainment are more likely to be employed.
- ◆ Notwithstanding this improvement, the employment gap rises for immigrants with higher education levels because, as education rises, the employment rate of the Canadian born rises faster than that of immigrants ... a pattern that is more pronounced among females than males.

### Impact of Level of Education?

Having a job is the key route for “economic” integration into Canadian society. Unfortunately, immigrants have lower employment rates than the Canadian born<sup>1</sup>. Canadian immigration policy has increasingly targeted immigrants with a higher level of educational attainment. Consequently, it is important to ask what the employment rate (i.e., the level of ‘economic’ integration) is for immigrants from this educational cohort.

### Findings

In October, 2013, one-third of Canadian residents<sup>2</sup> with a university degree were immigrants (Table 1). In all other categories of educational attainment, immigrants represented 21% or less of Canadian residents. Immigrants who arrived within the previous 10 years show an even more pronounced pattern favouring higher levels of educational attainment. The share of residents with a university degree (8-9%) is roughly three times higher than the share for any

Period of Arrival of Immigrant	Highest Level of Educational Attainment					
	No diploma or certificate	High school diploma, no post-secondary	High school diploma, some post-secondary	Post-secondary diploma or certificate	University degree	All groups of educational attainment
	Population (,000) (25 to 54 years of age) (average for 36 months up to October, 2013)					
All immigrants	191	390	96	651	945	2,273
Immigrants who arrived within previous 5 years	28	56	15	102	239	440
Immigrants who arrived 5 to 10 years ago	26	63	14	102	225	430
Immigrants who arrived more than 10 years ago	137	271	67	447	481	1,403
Canadian born	764	1,410	407	2,895	1,722	7,197
Total population <sup>1</sup>	970	1,831	515	3,607	2,770	9,693
	Percent distribution (25 to 54 years of age) (average for 36 months up to October, 2013)					
All immigrants	20	21	19	18	34	23
Immigrants who arrived within previous 5 years	3	3	3	3	9	5
Immigrants who arrived 5 to 10 years ago	3	3	3	3	8	4
Immigrants who arrived more than 10 years ago	14	15	13	12	17	14
Canadian born	79	77	79	80	62	74
Total population <sup>1</sup>	100	100	100	100	100	100

<sup>1</sup> Includes temporary residents.  
Source: Statistics Canada. Labour Force Survey, CANSIM Table 282-0105.

<sup>1</sup> See the FactSheet in the March, 2013 eBulletin at <http://p2pcanada.ca/ebulletin/>

<sup>2</sup> In this FactSheet, we concentrate on the core-age workforce population (i.e., 25 to 54 years of age).

Table 2: Differences in Employment Rate Between Immigrants and the Canadian Born by Period of Arrival and Level of Educational Attainment

Period of Arrival of Immigrant	Highest Level of Educational Attainment					
	No diploma or certificate	High school diploma, no post-secondary	High school diploma, some post-secondary	Post-secondary diploma or certificate	University degree	All groups of educational attainment
	Percent employed (25 to 54 years of age) (average for 36 months up to October, 2013)					
All immigrants	60	72	71	79	79	76
Immigrants who arrived within previous 5 years	46	60	62	67	66	64
Immigrants who arrived 5 to 10 years ago	59	66	69	76	78	75
Immigrants who arrived more than 10 years ago	64	76	74	82	85	80
Canadian born	62	80	79	86	90	83
Percentage point gap in percent employed, compared to Canadian born (25 to 54 years of age) (average for 36 months up to October, 2013)						
All immigrants	-2	-8	-8	-7	-12	-7
Immigrants who arrived within previous 5 years	-16	-19	-18	-19	-24	-19
Immigrants who arrived 5 to 10 years ago	-4	-13	-10	-10	-12	-8
Immigrants who arrived more than 10 years ago	1	-4	-5	-4	-5	-3
Canadian born	0	0	0	0	0	0

Source: Statistics Canada. Labour Force Survey, CANSIM Table 282-0105.

other level of educational attainment (3%).

How do the employment patterns of immigrants with different educational levels compare to the Canadian born?

Overall, the percent of immigrants who are employed is about 7 percentage points lower than the Canadian born<sup>3</sup> (Table 2).

This "gap" differs according to the number of years an immigrant has been in Canada. The gap is widest for recent immigrants (less than 5 years in Canada) who have an employment rate of 64%

as compared with 83% for the Canadian born (resulting in a gap of 19 percentage points). The gap is smaller for immigrants who have been in Canada for 5 to 10 years (8 percentage points) and smaller still for immigrants who have been in Canada for more than 10 years (only 3 percentage points). Evidently, economic integration improves with length of time in Canada; but, it does not do so in a consistent manner across different education groups.

Immigrants with higher education levels enjoy higher employment rates than immigrants with lower education levels regardless of length of residency in Canada. That said, immigrant employment rates consistently fall below the employment rates of the Canadian born. For example, 79% of immigrants with a university degree are employed, as compared with 90% of the Canadian born (a 12 percentage point gap). The employment gap is lower among immigrants with lower levels of educational attainment but this is due to the fact that the employment rate of the Canadian born is also low, reducing the gap between the groups.

The patterns are similar for males (Table 3) and females (Table 4) but the levels are much different. Specifically, while employment rates are higher for males than females – both for immigrants and for the Canadian born – the gap between female immigrants and the female Canada born population is larger at all education levels and all residency periods. The same patterns hold for males but are smaller.

For immigrant males, the highest employment rate gap – 16 percentage points – occurs for persons with a university degree who have been in Canada for less than 5 years (Table 3). For females, the same category (i.e. university degree and residing in Canada for less than 5 years),

<sup>3</sup> See the FactSheet in the March, 2013 eBulletin at <http://p2pcanada.ca/ebulletin/>

Table 3: Differences in Employment Rate Between Male Immigrants and Male Canadian Born Residents by Period of Arrival and Level of Educational Attainment

Period of Arrival of Immigrant	Highest Level of Educational Attainment					
	No diploma or certificate	High school diploma, no post-secondary	High school diploma, some post-secondary	Post-secondary diploma or certificate	University degree	All groups of educational attainment
	Percent employed, MALES (25 to 54 years of age) (average for 36 months up to October, 2013)					
All immigrants	74	82	77	85	85	83
Immigrants who arrived within previous 5 years	71	77	71	78	77	77
Immigrants who arrived 5 to 10 years ago	77	84	76	85	87	85
Immigrants who arrived more than 10 years ago	74	83	78	87	89	85
Canadian born	69	84	83	89	92	86
Percentage point gap in percent employed, MALES, compared to Canadian born (25 to 54 years of age) (average for 36 months up to October, 2013)						
All immigrants	6	-2	-6	-3	-7	-2
Immigrants who arrived within previous 5 years	2	-7	-12	-10	-16	-9
Immigrants who arrived 5 to 10 years ago	9	0	-7	-4	-6	-1
Immigrants who arrived more than 10 years ago	6	-1	-5	-2	-4	-1
Canadian born	0	0	0	0	0	0

Source: Statistics Canada. Labour Force Survey, CANSIM Table 282-0105.

Table 4: Differences in Employment Rate Between Female Immigrants and Female Canadian Born Residents by Period of Arrival and Level of Educational Attainment

Period of Arrival of Immigrant	Highest Level of Educational Attainment					
	No diploma or certificate	High school diploma, no post-secondary	High school diploma, some post-secondary	Post-secondary diploma or certificate	University degree	All groups of educational attainment
	Percent employed, FEMALES (25 to 54 years of age) (average for 36 months up to October, 2013)					
All immigrants	48	63	66	74	73	69
Immigrants who arrived within previous 5 years	26	44	53	58	57	53
Immigrants who arrived 5 to 10 years ago	45	53	64	70	70	66
Immigrants who arrived more than 10 years ago	53	69	70	78	82	75
Canadian born	52	75	76	84	89	80
Percentage point gap in percent employed, FEMALES, compared to Canadian born (25 to 54 years of age) (average for 36 months up to October, 2013)						
All immigrants	-5	-12	-10	-10	-16	-11
Immigrants who arrived within previous 5 years	-26	-31	-23	-26	-32	-27
Immigrants who arrived 5 to 10 years ago	-7	-22	-12	-13	-19	-15
Immigrants who arrived more than 10 years ago	1	-6	-6	-5	-7	-5
Canadian born	0	0	0	0	0	0

Source: Statistics Canada. Labour Force Survey, CANSIM Table 282-0105.

yields an employment rate gap that is twice as large, standing at 32 percentage points.

Note that male immigrants with no diploma or certificate are more likely to be employed (74%) compared to the Canadian born (69%). Female immigrants do not enjoy this advantage.

### Summary

Immigrants constitute a higher share of residents with a university degree, compared to their share within other levels of educational attainment. This yields 'absolute' benefits, in terms of higher employment rates, but not relative gains as compared with the Canadian born.

Similar to the Canadian born, immigrants with higher levels of education are more likely to be employed. Notwithstanding this advantage, however, the gap in employment rates between immigrants and the Canadian born is greater at higher education levels because the employment rates of the Canadian born improve more with higher levels of education than do the employment rates of immigrants. This pattern holds for both males and females, though the employment rate gap for females is decidedly higher.

## Immigrants to Alberta are Faring Well: A Report

The recently published *Alberta Settlement Outcomes Survey* report has found that immigrants to Alberta are faring well, with very favorable perceptions of the services available to them, and favorable economic and social outcomes that improve over time.

The report describes the results of a telephone survey in 2012 of recent immigrants to Alberta concerning their experiences with settlement services in the province, their information needs, and their economic and social integration outcomes. The respondents were 1006 immigrants in

Alberta, 18 years of age and over, who had lived in the province 3-60 months. The research was undertaken by the Pathways to Prosperity partnership.

The goal of the research was to provide an evidence-base to guide decisions about the scope and character of future settlement services in Alberta. In terms of areas for improvement, one of the key observations to emerge from the study is that improving information about services in Alberta – specifically, information about what services are available and how they can be accessed – is at least as important as improving the

services themselves in terms of contributing to immigrants' settlement and integration in the province. Relatedly, many immigrants have a strong preference for using the internet to obtain information about government services, and indicate that access to the internet is not a significant problem, either pre-arrival or immediately following arrival. A high percentage of respondents (across all immigration categories) also indicate that they would have liked to receive more information prior to arrival in Canada.

[More findings and the full text of the report can be found here.](#)

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## Hard Lessons: Newcomers and Ontario Private Colleges

News reports have documented the sometimes very poor experiences of newcomers with private colleges in Ontario. A new report – by the Toronto South Local Immigration Partnership – based on the insights of front-line staff of agencies that serve newcomers in the region, offers impressions of newcomers' encounters with private colleges: their motivation for seeking out private colleges, recruitment and admissions practices, financial issues, the educational and training process, and eventual outcomes. According to the

report, although private career colleges are often an option utilized by newcomers to move into the labour market quickly, there exists a pattern of problematic practices within many private career colleges that can negatively impact newcomers.

These practices include the high-pressure sales techniques that some private colleges use in their recruitment process, and lack of information about program fees and the nature of OSAP assistance. A number of key informants also complained that standards of instruc-

tion, curriculum and facilities were poor in many instances, and that placement or practicum opportunities appeared either non-existent or inadequate. As a result, many front-line settlement staff members surveyed expressed that newcomers graduating from private colleges had poorer employment outcomes than those graduating from community colleges.

The Toronto South LIP has also developed a toolkit for frontline staff.

[The report and the toolkit are available here.](#)

## Frontline Workers' Training Needs in Mental Health, Addictions and Cultural Competence

Frontline workers of various agencies serving newcomers are often the first point of contact for people accessing services. Where newcomers are at greater risk of mental health decline upon immigration, the ability of service providers to effectively identify and recommend services to assist with mental health and addictions challenges is critically important. Thus, it is important for service providers to not only be able to navigate the system, determine most appropriate services, and maintain self-care, but to also make sure their approach to client needs assessment is culturally safe.

Addressing these issues is a new report – published by the Toronto North Local Immigration Partnership – based on an analysis of responses from 38 frontline workers regarding their training needs in mental health, addictions and cultural competence. According to the report, most respondents felt frustrated with the current “patchwork” mental health care system and supports, and identified a number of opportunities for further development, among which are more training for frontline staff in mental health issue identification, self-care and system navigation.

[To learn more about these findings and recommendations, click here.](#)

## People on the Move

**Sheila Petty**, recently appointed as a Prairie Node co-investigator on the P2P, has replaced Dominique Sarny as Director of the Institut français, University of Regina.

**Darshak Vaishnav** joined the Halton Newcomer Strategy LIP as Support Coordinator in October 2013.

*We invite you to send your listings for People on the Move to [communications@p2pcanada.ca](mailto:communications@p2pcanada.ca). Please list the new job title, name of the organization or university, starting date, and details of your previous position.*

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## Economic Survival Strategies of Toronto Immigrant Communities

Precarious and cash-based work outside of the formal economy is common for many in Toronto's immigrant communities.

In *Shadow Economies*, a recent study of 453 Toronto east end newcomers, undertaken by the Toronto East Local Immigration Partnership (now one of three partners within the Toronto South LIP), the researchers found newcomers engaged in many forms of informal work as a survival strategy. Cash-

based activities generated marginal household incomes for newcomers and they faced poor, substandard and dangerous working conditions with little recourse to exercise their rights as workers, and clear adverse impacts on their health and wellbeing.

Additionally, the findings show that the workplace is frequently a site for exploitation, its consequences leading to further marginalization and economic deprivation of newcomers.

According to the report, a high number of newcomers work in very poor, substandard jobs and regularly experience high levels of violations of employment standards. Bullying and harassment were also reported by a high number of employees, and they demonstrated a lack of knowledge about their employment rights and/or a reluctance to complain because of potential repercussions from such actions. [The detailed report can be accessed by clicking here.](#)

## Book and Film Launches

### **Social Protection and Social Development: International Initiatives**

By Julie Drolet • 2014 • Springer • 163 pages

This book describes the key concepts and principles underlying social protection and the social protection floor, the right to social protection, its role, and the promising practices and country examples and case studies. The Social Protection Floor Initiative promotes universal access to essential social transfers and services. Presently 80 percent of the global population does not enjoy a set of social guarantees that allow them to deal with life's risks such as unemployment, ill health, and natural disasters. This book explores the importance and necessity of social protection, including key concepts, universal principles and human rights, the need for context-specific policies, the role of adaptive climate change, and country examples. It calls for a comprehensive, multi-dimensional, integrated, and innovative policy mix that recognizes the interdependency between demographic shifts, employment, labour migration, social protection, economic development, and the environment. For more information, [click here](#).

### **Canada's Politics: Democracy, Diversity and Good Government (2/E)**

By Eric Mintz, Livianna Tossutti, Christopher Dunn • 2014 • Pearson • 576 pages

This book is an introduction to the major aspects of Canadian politics with a special emphasis on the unique challenges our diverse population places on the practice of democracy and good government. With each aspect covered, it raises questions designed to encourage critical thinking about the important issues and topics currently shaping politics in Canada. With its relatable examples, a full-colour interior, and a jargon-free writing style, Canadian Politics will engage readers. For more information, [click here](#).

### ***Paroles et silences chez Marie-Célie Agnant. L'oubliée mémoire d'Haïti [Words and Silences of Marie-Célie Agnant. Forgotten Memories of Haiti]***

Edited by: Colette Boucher and Thomas C. Spear • 2013 • Karthala • 204 pages

Marie-Célie Agnant explores and breaks the silences of history: the history of women, the history of racism and slavery, and the history of injustices and impunity. As a Haitian, Quebecker, South-American, immigrant and Canadian, she is representative of the Francophone literary history of the 21st century by virtue of her multiple and hybridized cultural influences, the themes she discusses, and the way she approaches these themes. Twelve contributors from America, Europe and Mauritius look at the work of Agnant from various perspectives and, along with the author, pose questions regarding shady areas in Haitian and universal history. These studies reveal the complexities of a writer's oeuvre that could be depicted as a living or hidden memory of her country of origin. For more information, [click here](#).

### **Monologue à voix multiples. Migrer Étudier Travailler Devenir maman [Multiple voices monologue. To migrate, to study, to work, to become a mother]**

Directed by TruthBird Studio • 2013 • DVD, colour, 23 min

Migrating, working, studying, becoming a mother? How do young adult women manage to tackle these multiple life transitions? How do they experience this process of identity change? What kind of innovative strategies do they develop to appropriate these new roles while adapting to a new environment? Eight women were gathered as co-authors, co-researchers and participants in a qualitative research model that highlighted the promising insights resulting from the application of a Cooperative Intercultural Model of Mutual Accompaniment (CIMMA). These promising insights are revealed, along with others, in the documentary film Multiple Voices Monologue, in which these women share their experiences using an assumed "I". They also reflect on their engagement in this new type of project that provided them, and those who accompanied them, with numerous lessons. For more information, [click here](#).

Reference: Lucille Guilbert, Claudia Prévost, Fernanda Franco Fernandes, Amira Sassi, Marie Louise Thiaw, Amélie Trépanier, Sylvie Blouin in collaboration with Jean-Marc Tanguay, Joanne Tessier and Richard Walling.

## Recent Publications

Chung K., Hong E., & Newbold K.B. (2013). Resilience among single adult female refugees in Hamilton, Ontario. *Refuge*, 29(1), 65-74.

Cila, J., & Lalonde, R. N. (in press). [Personal openness toward interfaith dating and marriage among Muslim young adults: The role of religiosity, cultural identity, and family connectedness.](#) *Group Processes and Intergroup Relations*.

Drolet, J. (2013). Reflecting on field education partnerships on migration and immigration: A Canadian perspective. *Reflections: Narratives of Professional Helping*, 18(2), 87-91.

Esses, V.M., Medianu, S., Hamilton, L., & Lapshina, N. (in press). Psychological perspectives on immigration and acculturation. In J.A. Simpson & J.F. Dovidio (Eds.), *The handbook of personality and social psychology: Interpersonal relations and group processes*. Washington, DC: American Psychological Association.

Fellin, M., King, G., Esses, V.M., Lindsay, S., & Klassen, A. (2013). Barriers and facilitators to health and social service access and utilization for immigrant parents raising a child with a physical disability. *International Journal of Migration, Health and Social Care*, 9, 135-145.

Guo, S. (2013). Economic integration of recent Chinese immigrants in Canada's second-tier cities: The triple glass effect and immigrants' downward social mobility. *Canadian Ethnic Studies*, 45(3), 95-115.

Guo, S. (2013). The changing face of work and learning in the context of immigration: The Canadian experience. *Journal of Education and Work*, 26(2), 182-186.

Guo, Y. (2013). Language policies and programs for adult immigrants in Canada: A critical analysis. *Canadian Ethnic Studies*, 45(1-2), 23-41.

Jackson, L.M., Bitocola, L.M., Janes, L.M., & Esses, V.M. (2013). Intergroup ideology and environmental inequality. *Analyses of Social Issues and Public Policy*, 13, 327-346.

Miglietta, A., Gattino, S., & Esses, V.M. (in press). What causes prejudice? How may we solve it? Lay beliefs and their relations with classical and modern prejudice and social dominance orientation. *International Journal of Intercultural Relations*.

Torres, S., Spitzer, D. L., Labonté, R., Amaratunga, C., & Andrew, C. (2013). Community health workers in Canada: Innovative approaches to health promotion outreach and community development among immigrant and refugee populations. *Journal of Ambulatory Care Management*, 36(4), 305-318.

Türegün, A. (2013). Canadian immigrant settlement work: Limits and possibilities for professionalization. *Canadian Review of Sociology*, 50(4), 387-411.

Türegün, A. (2013). Rebuilding professional lives: Immigrant professionals working in the Ontario settlement service sector. *Journal of International Migration and Integration* 14(3), 597-614.



## Recent and Upcoming Conference Presentations

Bollman, Ray D. (2013, September). *Rural development perspectives*. Presentation to a staff seminar of the Rural Development Division, Alberta Agriculture and Rural Development, Leduc, AB, Canada.

Bollman, Ray D. (2013, October). [\*Trends, perceptions and applications: What is the data telling us and how can data guide rural development initiatives in the basin?\*](#) Presentation to Seeds for Success: Community Change through Collaborative Action, 2013 Columbia Basin Symposium, Creston, B.C., Canada.

Bollman, Ray D. (2013, October). *Rural Canada: An update*. Presentation to the session on Role of Local Government in Regional Development at the Annual Rural Policy Conference of the Canadian Rural Revitalization Foundation, Thunder Bay, ON, Canada.

Bollman, Ray D. (2013, October). [\*Canada's rural labour market and the role of immigrants\*](#). Presentation to the Annual Rural Policy Conference of the Canadian Rural Revitalisation Foundation, Thunder Bay, ON, Canada.

Drolet, J. (2013, November). *Skills development for the future needs of the Canadian labour market: A SSHRC knowledge synthesis project*. Invited speaker at the Pathways to Prosperity (P2P) National Conference, Ottawa, ON, Canada.

Maganaka, A., & Plaizier, H. (2013, October). *Language skills, profiles, and prospects of new-comers to Edmonton*. Presentation at the Association for Canadian Studies and the Canadian Ethnic Studies Association (ACS-CESA) Annual Conference, Edmonton, AB, Canada.

Maganaka, A., & Plaizier, H. (2013, November). *Language assessment for adult immigrants in Calgary and Edmonton*. Presentation at the Alberta Teachers of English as a Second Language (ATESL) Annual Conference, Calgary, AB, Canada.

Stabler, J., Chiu, Y., & Moffet, G. (2013, November). *Broadening participation of the private sector and mainstream institutions in newcomer integration*. Presentation at Vision 2020 National Settlement Conference, Ottawa, ON, Canada

Tossutti, L., & J. Hilderman. (2013, October). *Canada's 41<sup>st</sup> Parliament: Still a vertical mosaic?* Paper presented at the Electoral and Civic Involvement of Canada's Immigrant Communities Workshop sponsored by the Institute for Research on Public Policy, Toronto, ON, Canada.

## Thank You

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