Labour Market Participation: Settlement, Labour Market and Business Integration

Presented by

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About S.U.C.C.E.S.S.

• A non profit multi-service agency established in 1973
• S.U.C.C.E.S.S. is an innovative change agent for an integrated society in the spirit of multiculturalism
• The primary objective is to promote the well being of Canadians and immigrants through providing services in five major areas: social services, employment services, business & economic development services, training & education services and health services
• Accredited by the Council on Accreditation (COA)
• S.U.C.C.E.S.S. has 12 offices, 280 professional staff and 9000 volunteers
• Annual operating budget is about $17 million
Demographic Change Facts

- Immigration is 60% of Canada’s population growth
- Our birth rate is 40% below what’s needed
- In 10 years, Canada’s net labour force will come from immigration
- In 24 years, immigration will account for Canada’s total population growth
- In 24 years, 25% of Canadians will be aged 65 years or older
The Changing Face of Canada

• By 2017, 1 in 5 Canadians will be visible minority
  (increasingly from Asian / Middle East countries)

• By 2031, 50% of all Vancouver and Toronto residents will be immigrants
The Changing Age of Canada

- In 4 years, the baby boom generation will begin to retire
- In 23 years, there will be 40 retirees for every 100 working age persons
Immigrants Will Be a Key to Labour Force Growth

Projections

Source: BCSTAT

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Migration & Development Series: Facilitating migrants’ Participation in Society
Who’s Coming to Canada?

In 2006: 251,511 immigrants came to Canada.

- 138,193 people came as economic immigrants (55% of total share) (Skilled Worker, Provincial Nominee Program, Live in Caregiver Program, Entrepreneur, Investor & Self Employed)
- 70,459 came under family class (28% of total share)
- 32,470 came as refugees (13% of total share)
Who’s Coming to British Columbia

In 2006: 42,130 immigrants came to BC

- 25,661 people came as economic immigrants (61% of total share)
  (Skilled Worker, Provincial Nominee Program, Live in Caregiver Program, Entrepreneur, Investor & Self Employed)

- 13,445 came under family class (32% of total share)

- 1,977 came as refugees (5% of total share)
Top Ten Source Countries of Immigrants to British Columbia (2006)

Source Countries

- China (PRC): 10965
- India: 5952
- Philippines: 3726
- USA: 2434
- Korea: 2344
- Taiwan: 1915
- Iran: 1673
- England: 1581
- Hong Kong: 592
- Pakistan: 571
Greatest difficulties new immigrants faced since arriving in Canada (cited 4 years after arrival*)

- Finding an adequate job: 46.1%
- Learning new language: 26.2%
- Getting used to the weather: 15.6%
- Missing support from homeland: 13.3%
- Adapting to new culture or values: 13%
- Financial constraints: 11.4%
- Recognition of credentials/experience: 10.6%
- Lack of social interaction: 6.9%
- Access to professional help: 6%
- Discrimination or racism: 4.4%
- Finding good quality housing: 4.4%
- Access to education/training: 2.7%
- Access to childcare: 1.9%
- Other: 10.5%

Source: Longitudinal Survey of Immigrants to Canada, 2005 (Immigrants’ perspectives on their first four years in Canada)

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Immigrants aged 25 to 44 who encountered difficulties seeking employment: Types of difficulties encountered*

- Not enough Canadian job experience: 49.8%
- No connections in the job market: 37.1%
- Foreign experience not accepted: 36.6%
- Foreign qualifications not accepted: 35.4%
- Lack of employment opportunities: 32.4%
- Not enough Canadian job references: 32.1%
- Language problems: 31.9%
- Not able to find a job in my field: 29.8%
- Not knowing enough people working: 20.4%
- Not having family or friends who could help: 15.4%
- Discrimination: 14.6%
- Not knowing how to find a job: 10.4%
- Childcare constraints: 4.6%
- Transportation constraints: 3.9%
- Not knowing the city: 3.5%
- Other: 12.9%

Source: Longitudinal Survey of Immigrants to Canada, 2005 (Respondents allowed to cite more than 1 reason. Difficulties cited at year 4)
What Canada Should Do?

- Initiate systemic changes in licensing and recognition of prior learning and foreign credentials
- Invest in immigrants’ human capital and enhance their capacity
- Provide more labour market language training
- Provide access to technical language training and bridging skills training
- Engage the employers and the business community
S.U.C.C.E.S.S. : A Community-Based Holistic Model of Immigrants Settlement, Employment and Economic Integration

• Settlement & Integration Services
• Employment & Career Supports
• Business Services
Official Definition of Integration from Citizenship and Immigration Canada

“CIC’s integration strategy aims to enable newcomers to settle, adapt and integrate as quickly and comfortably as possible so that they may become contributing members of Canadian society. It is a two-way process that encourages adjustments on the part of both newcomers and the receiving society. Canada responds to the needs of newcomers through a variety of settlement programs, services and integration promotion activities throughout the integration process.”
Simple Version of Integration

“Ultimately, the goal of integration is to encourage newcomers to be fully engaged in the economic, social, political and cultural life of Canada.”

(Dorais, 2002: quoted at the “The Language of Immigrant Integration” Presentation to S.U.C.C.E.S.S. by Prof. Peter Li, 2003)
Integration for this presentation is defined as:

“A process during which immigrants and the host community (are assisted to) go through various stages including orientation, skill enhancement, social networking and participation; and eventually become financially self-reliance and contributive members of the Canadian economy.”
1. Settlement and Integration Services

- **Community Airport Newcomers Network**

  Provide reception and information service to new immigrants and government-sponsored refugees at the Vancouver International Airport
1. Settlement and Integration Services

- Information and support service
- New immigrant orientation
- Support groups
- Host program
- Free government sponsored language training
  (English Language Services For Adults)
2. Employment and Career Support

The Importance of employers’ active participation

“…The business community needs to become more engaged with immigration policy and in providing opportunities for immigrants to fully contribute to the BC economy…”
Working With Employers

- Job mentoring program
- Partnership with employers to run career and recruitment fair
Working With Individuals

- Employment needs determination
- Case management
- Individual employment counselling
- Job finding clubs
- Career exploration program
- Employment workshops/trade talks
- Employment resource centres
- On line job postings
Addressing Barriers to Skilled Occupations & Trades

Roofing and Architectural Sheet Metal Apprenticeship Training Program

- A partnership initiative with RCABC (employer-based association in BC) and Industry Training Authority (BC)
- 10 week soft skills & 10 week hard skills
- 100% successful employment rate upon graduation (61 graduates registered as apprentices)
Construction English Language Training Program

- A new pilot partnership initiative with BC Construction Association (employer-based association)

- 5-week full time custom-made construction-specific language training, workplace communication and cultural awareness

- Followed by 6-week full time construction-specific technical training, workplace safety codes, etc.

- Guaranteed work opportunities in the sector and indentured as an apprentice
Immigrant Engineering Orientation Program

- A brand new pilot project in 2007
- An innovative pilot partnership with Spectra Energy and Ministry of Energy, Mines and Petroleum Resources
- 10-week energy industry specific language training, workplace culture and communication skills, essential skills
- Followed by …
Immigrant Engineering Orientation Program

6-week Work Placement at Gas Plants at Northern BC

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3. Business Services

(Small Business/Self Employment – a viable option for new immigrants)

- **One Stop Business Registry Service**
  - Business name registration/declaration for proprietorship or partnership
  - Application for business number accounts (includes corporate tax, GST, payroll deductions and import/export number)
  - Application for PST account
  - Employer registration with Workers Compensation Board
  - Application for personal optional protection with Workers Compensation Board
3. **Business Services**

   - **Gateway to Asia**

     - Export market cannot be ignored in the era of globalization and the new world economy
     - An innovative partnership between Western Economic Diversification Canada (government) & S.U.C.C.E.S.S.
     - Canadian manufacturers and suppliers are linked with recent Asian immigrants who can facilitate new business relationships with buyers and investors in their former homeland
3. Business Services

- **Self Employment Program**
  - Targets the Unemployed
  - 48 weeks training (12 weeks business workshops, 36 weeks business start up development component)
  - 80% success rate in employment or starting business
  - Funded by Human Resources Skills Development Canada

- **Business Mentoring Program**
3. Business Services

- **Business Links for New Immigrants**
  - Partnership with Western Economic Diversification (government) and Coast Capital Savings (private) business loans for new immigrants with no credit history
  - Business counselling, training and support
  - Help with business proposal analysis and assessment
3. Business Services

“Immigrant Entrepreneurship and the Role of Non Government Organizations in an era of Neo-liberal Governance”

www.riim.metropolis.net
Service Providers
Play an important role to CCC (Connect, Collaborate and Coordinate) the efforts

Employers
participation is critical to the success of bridging programs

Immigrants
re-gain confidence and self-esteem through focused training that addresses their barriers

Governments
provide stable resources to effective interventions

Bridging Program
Summary

• Canada is going through unprecedented change

• Immigration is a valuable tool to build Canada

• S.U.C.C.E.S.S. adopts an integrated and holistic approach to build on the strength of each service division in order to provide a continuum of services to immigrants so as to help improve our immigrant outcomes