Settlement Journeys to Good Jobs:
short-term changes in outcomes and program impacts

Challenges for racialized newcomer women integrating into the labour market

82.6%
of new immigrant women to Canada identify as visible minority (or racialized)[1]

[1] Census 2016 data

Labour market outcomes of racialized newcomer women aged 25–54 in Canada are lower than their Canadian-born counterparts and other newcomers[2]

visible minority immigrants
Employment rate: 69.1%
Unemployment rate: 8.6%

visible minority non-immigrants
Employment rate: 80.3%
Unemployment rate: 6.3%

non-visible minority immigrants
Employment rate: 75.6%
Unemployment rate: 6.3%

non-visible minority non-immigrants
Employment rate: 80.0%
Unemployment rate: 5.1%

[2] Census 2016 data | Statistics Canada, 2017

Amongst immigrants, the median total annual income levels of visible minority women are the lowest[3]

$28,943 visible minority women
$36,719 non-visible minority women
$38,108 visible minority men
$52,847 non-visible minority men

[3] Census 2016 data | Statistics Canada, 2017

Barriers to opportunities in the labour market

The intersection of characteristics of racialized newcomer women makes their integration into the labour market particularly challenging

- Challenges in getting foreign credentials recognized by employers may lead to unemployment/underemployment
- Some employers make Canadian work experience a requirement for employment
- Work experience acquired outside of Canada is not recognized
- Limited professional networks may hinder the ability to tap into the hidden job market
- Low language proficiency in official languages may limit employment opportunities
- Racism and discrimination limit the types of employment opportunities available

The CPRNW project

The Career Pathways for Racialized Newcomer Women (CPRNW) Pilot Project is a four-year national pilot that tests enhanced employment programming for newcomer women who identify as racialized

The CPRNW pilot project was designed to implement and evaluate four models of employment services which aim to address the diverse needs of racialized newcomer women at different stages of employment readiness in their integration with the Canadian labour market

Not in the labour force not participating in the services → Building Canadian Work Experience → Navigating the Canadian Labour Market → Milestones to Employment → Partnering in Workforce Innovation → Employed

The programs have created safe places for racialized newcomer women to access and receive services

Almost all participants were very satisfied or satisfied with the programs (education, training, supports, social and professional networks)

The specialized/targeted programming has been successful in making participants feel comfortable and foster a sense of belonging

CPRNW is showing positive results

Changes in short-term outcomes

Statistically significant improvements in outcomes

- **career adaptability** — Increases of between **10.4 and 40.4** percentage points in the average likelihood of reporting high levels of career adaptability
- **likelihood of working** — Increases of between **21.3 and 58.4** percentage points in the likelihood of working
- **higher wages** — Increases of between **$112 – $543** in weekly earnings
- **more working hours** — Increases of between **7 and 25** weekly hours of work

Program impacts

(Compares outcomes of the program group with those of a randomly assigned comparison group at the time of the follow-up surveys)

CPRNW program participants show above and beyond:
- improvements in career adaptability
- improved job quality
- improvements in social networks
- improvements in financial well-being

Comparison group participants with access to other employment programs show:
- some improvements in career adaptability and employment measures

GBA+

GENDER BASED ANALYSIS Plus

A GBA Plus lens was applied to the design of the models and analysis, to ensure that consideration was given to the multiple identity factors of participants

Participants with the following characteristics experience larger impacts:
- Not working at the time of joining the pilot
- +1 year — In Canada for less than one year
- 30 years old — Younger than 40
- With prior paid work experience in Canada
- Without children under the age of five

Story is still unfolding – stay tuned

The pilot is still in progress; the findings are preliminary. Still, we are encouraged and cautiously optimistic with the significant findings in the short-term changes in outcomes and program impacts for CPRNW.

View the Settlement Journeys toward good jobs: Short-term changes in outcomes and program impacts report.

We are doing longer-term follow-ups to learn about the full impacts of the interventions including a cost study. We know longer-term follow-ups are important when examining newcomers' employment outcomes in the years after arriving in Canada.

Stay tuned for the next chapter.

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