



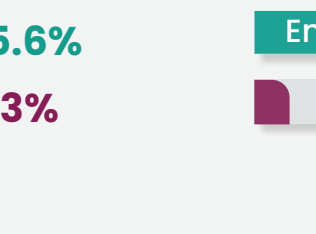
Settlement Journeys to Good Jobs: short-term changes in outcomes and program impacts

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

¹Census 2016 data

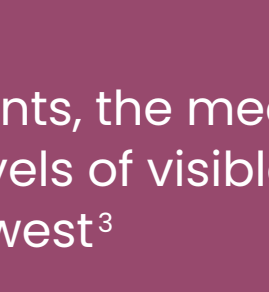
Labour market outcomes of racialized newcomer women aged 25-54 in Canada are lower than their Canadian-born counterparts and other newcomers²



visible minority
immigrants

Employment rate **69.1%**

Unemployment rate **8.6%**



visible minority
non-immigrants

Employment rate **80.3%**

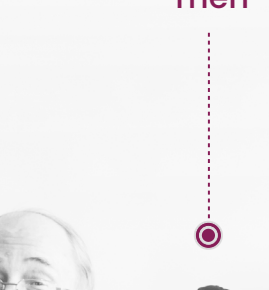
Unemployment rate **6.3%**



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%**

²Census 2016 data (Statistics Canada, 2017)



Amongst immigrants, the median total annual income levels of visible minority women are the lowest³

\$28,943
visible minority
women

\$36,719
non-visible
minority women

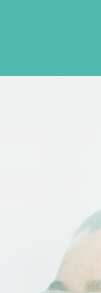
\$38,108
visible minority
men

\$52,847
non-visible
minority men

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

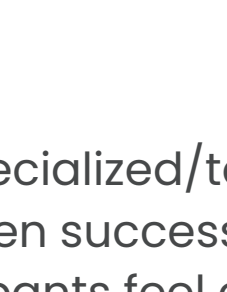


Low language proficiency in official languages may limit employment opportunities



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

Building Canadian Work Experience

Navigating the Canadian Labour Market

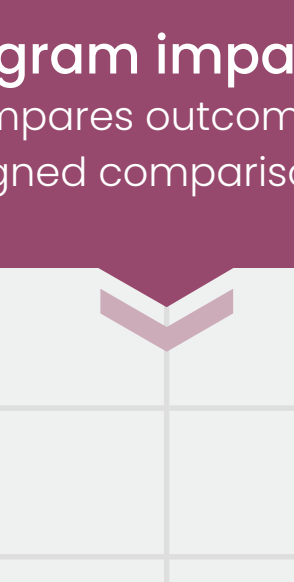
Not in the labour force/not participating in the services

Milestones to Employment

Partnering in Workforce Innovation

Employed

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



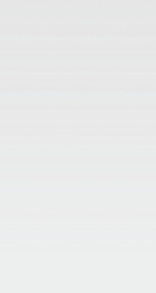
Almost all participants were very satisfied or satisfied with the programs (education, training, supports, social and professional networks)



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



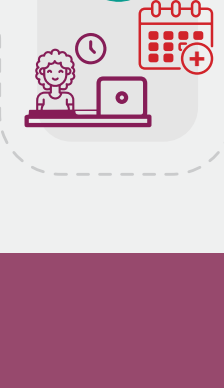
Statistically significant improvements in outcomes

career adaptability



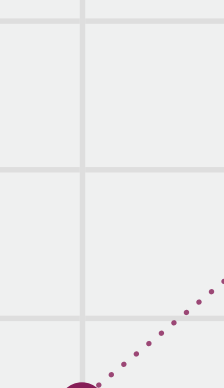
Increases of between **10.4 and 40.4** percentage points in the average likelihood of reporting high levels of career adaptability

likelihood of working



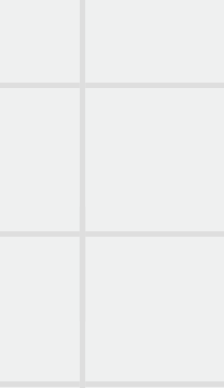
Increases of between **21.3 and 58.4** percentage points in the likelihood of working

higher wages



Increases of between **\$112 - \$543** in weekly earnings

more working hours



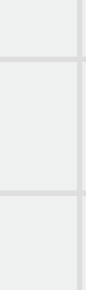
Increases of between **7 and 25** weekly hours of work

Program impacts

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



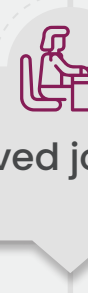
Comparison group participants with access to other employment programs show:



some improvements in career adaptability and employment measures



CPRNW program participants show above and beyond:



improvements in career adaptability



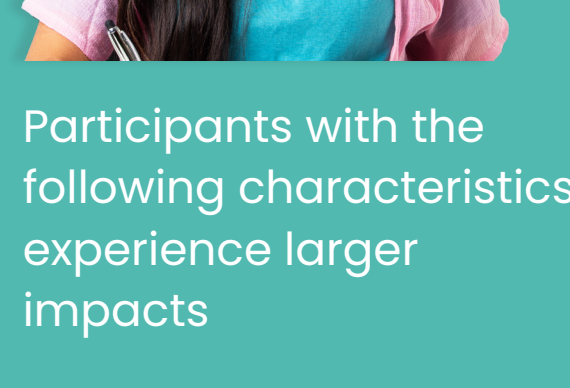
improved job quality



improvements in social networks



improvements in financial well-being



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 identify factors of participants



Participants with the following characteristics experience larger impacts



Not working at the time of joining the pilot



In Canada for less than one year



Younger than 40

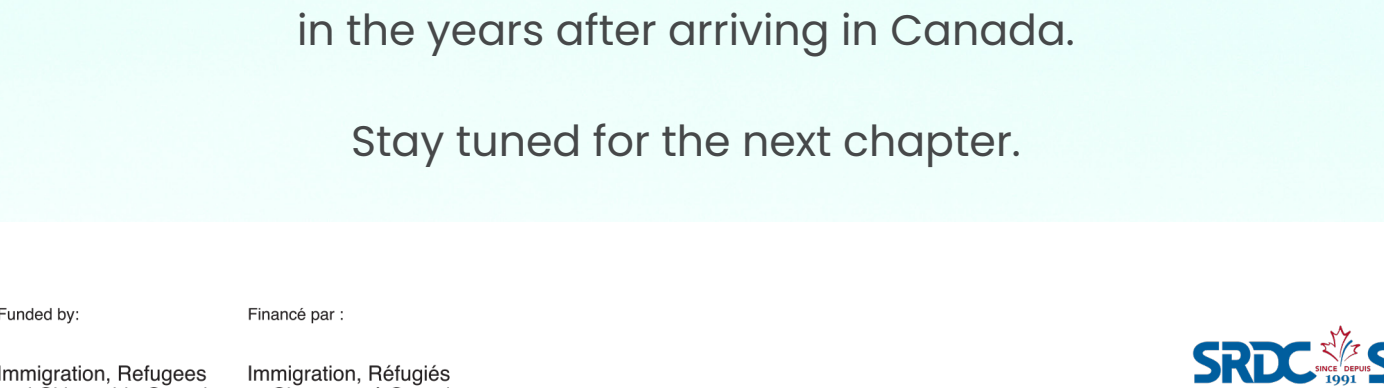


With prior paid work experience in Canada



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.