



Integration of immigrants into workforce; Canadian perspective and lessons learnt.



Special focus on underutilization of immigrant talent and its impact on immigrant health



Barriers to Labor Market Integration Persist

- Immigration plays key role in Canada's labor market.
- 1 out of 5 people in Canada is foreign-born – the highest proportion among the G8 countries.
- Immigrants selected largely based on their skilled work experience, yet research shows that there is a great mismatch between the experience and jobs recent immigrants held in their home countries and the jobs they are able to find in Canada.
- Canadian work experience repeatedly identified as a major barrier for employment, yet interventions still focus predominantly on credential recognition.
- Less than 40% of immigrants work in skills-commensurate jobs.
- First 3 years are the most critical, chances to find job in related field decrease dramatically after that.
- Under-utilization of immigrant talent one of the key economic issues facing Canada.

Racialized Immigrants Experience Worse Economic Outcomes

- 85 per cent of recent immigrants identified as racialized.
- Racialized newcomer women have consistently the lowest employment rates and significant pay gaps compared to newcomer men or Canadian born women
- The Labour Force Survey issued by Statistics Canada for January 2021 shows that while the average unemployment rate of Canadian residents was 9.4%, the unemployment of racialized residents, which most of newcomers are, was double that.
- Equally qualified racialized newcomer candidates need to send 50 per cent more applications than Canadian applicants to be invited to interviews.

Canadian Work Experience Pilot

- Six pilot projects selected across Canada (including MOSAIC).
- A total of 1,154 participants received services as part of the pilot.
- Interventions tested included formal training, career development services, mentoring, and work placements.
- Work placements and mentorship had the most positive impact on being employed full-time in a job that offers career advancement opportunities.
- 86% of participants who benefited from work placement were employed in full-time jobs. 58% of mentees were employed at the 6-months follow up.

MOSAIC's Approach

- For the past 20 years MOSAIC has been delivering training and upskilling programs for immigrants.
- All programs are designed and delivered in partnership with employers.
- All programs include training delivered in partnership with employers as well as a paid work placement.
- MOSAIC programs consistently see 85%+ participants transitioning into well-paying full-time jobs.
- MOSAIC has recently launched an internship program for newcomers.
- **Employer participation and paid work placements (of at least 6 months) are key to helping immigrants transition into skills-commensurate jobs.**
- Other components of successful programs – mentorship, coaching, Canadian workplace culture awareness, post-placement support for both immigrants and employers

Traction on Demand & MOSAIC Host Upskilling Program for Unemployed Newcomers & Indigenous Peoples

MAY 6, 2021 BY ROBERT LEWIS



Traction Access, a tech skills training program from BC-based [Traction on Demand](#) is partnering with MOSAIC, one of the largest settlement and employment services organizations in Canada, to provide soft skills training in Customer Relationship Management (CRM) systems and support Indigenous people looking to enter the tech job force.

The [Fast Track to CRM](#) is a four-month course running from June 28th to October 15th which aims to accelerate professional development for newcomers to Canada and Indigenous peoples by providing access to in-demand Salesforce skills and employment opportunities.

The Healthy Immigrant Effect

- Recent immigrants tend to be in better health than their Canadian born peers; phenomenon known as “the healthy immigrant effect”.
- Studies show, however, that immigrants’ health tends to decline following arrival in Canada. These findings support Health Canada’s identification of immigration as determinant of health.
- Immigration stress, under-employment, change in socio-economic status, and lack of support networks among contributing factors.
- One in four immigrants who experienced a health decline reported problems accessing Canadian health services.
- MOSAIC advocates for improving access to health care among new immigrants.



Factors Impacting Health

Newcomers
Settlement
Process
And
Health



Social Determinants of Health

Common barriers newcomers face in accessing primary care services in BC

Systemic-level

- Policies do not meet the needs of [newcomers]
- Discrimination
- Lack of language and cultural translators/ interpreters
- Timing of delivery of public health services
- Lack of coordination among agencies in addressing the SDH

Provider- and Practitioner- level

- Lack cultural competency training
- Language challenges
- Competing demands for time
- Physician payment schedules
- Difficulty in perceiving risk disparities
- Physical location of health services

Patient- level

- Wait lists or long line ups
- Lack of access to physician or continuous care
- Inability to navigate the system
- Gender barriers
- Fear of being discriminated or stigmatized
- Transportation and logistics

(Pottie et al., 2006)

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It is essential that we integrate settlement services with the healthcare sector in order to ensure equitable access to healthcare for newcomers.

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Zarghoona Wakil

Senior Manager of Specialized and Innovative Programs at MOSAIC



Community Health and Wellness Concept

- Integrating of health and community services in one location
- Focus on providing culturally appropriate services and addressing social determinants of health
- Concept being explored in British Columbia



MOSAIC's Recommendations

- submitted as part of the 2021 budget consultation process in British Columbia

1. Address existing health inequities by removing barriers to access and scaling up services for marginalized and ethno-cultural communities.
2. Ensure that all services are available free of charge and delivered publicly, including testing, vaccination, hospital stays and telehealth.
3. Provide immunization education and outreach support to ethnocultural communities.
4. Support surveillance and research on the health of marginalized and ethnocultural communities to inform policy and programming for more effective reduction of health inequalities.



About MOSAIC

- One of Canada's largest immigrant serving organization providing wide range of settlement, language and employment services.
- Serving over 20,000 clients from over 130 countries of origin annually.
- Staff have lived experience as immigrants and refugees and ability to support clients in 80 languages.





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