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# PATHWAYS TO PROSPERITY

Promoting Welcoming Communities in Canada

bulletin

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## The Year in Review

The Pathways to Prosperity Partnership has had another busy and productive year. We are very pleased with the level of productivity and engagement in 2015, and the variety of activities that we have been able to support.

### Governance and Personnel

2015 saw all of our governance structures in full operation. The Management Committee held teleconferences throughout the year, and were able to discuss key issues on a regular basis and make timely decisions. The Board of Directors, comprising over 30 community/municipal partners, co-investigators, provincial and federal partners in an ex officio capacity, and chairs of the three standing committees held a teleconference in the summer and an in-person meeting following the National Conference in December. This gives voice to our various constituents and allows input into strategic direction-setting, as mandated by our governance documents.

All three standing committees are now active. The Standing Committee on Northern, Rural, and Remote Communities, chaired by Jamie Baker and Scott Fisher, has been holding regular meetings and setting new priorities. The Standing Committee on Francophone Immigration has been revitalized with the appointment of new co-chairs, Cédric de Chardon and Christophe Traisnel, and a slate of new committee members, who have been discussing the variety of activities in which they will engage. The Standing Committee on Student Engagement continues to contribute its energy, enthusiasm and new ideas to the Partnership, and we thank Guliz Akkaymak and Heather Holroyd for their leadership of this committee and their willingness to stay on as co-chairs for one more year. All three standing committees held in person meetings prior to the start of the P2P National Conference.

The Pathways to Prosperity added several new co-investigators in 2015, boosting our representation in the Atlantic. This includes Tony Fang at Memorial University and Ted McDonald at University of New Brunswick. As described on page 4, our administrative team has also grown with the addition of Zenaida Ravanera as Research Associate and Project Coordinator.

At the end of 2014, the Pathways to Prosperity Board made a decision to eliminate the administrative functions of the regional nodes and allocate the funding freed up to research and knowledge mobilization. As we will describe

next, this decision was very effective in allowing us to boost our research and knowledge mobilization functions.

## Research Projects

2015 saw a great deal of research activity within the Pathways to Prosperity, including over a dozen completed projects, now posted in the [P2P website library](#), and a large number of new projects that are currently underway. This included projects led by P2P co-investigators, projects funded through a National Call for Proposals for Research on P2P Priority Themes open to P2P collaborators and partners, and additional projects led by P2P members.

The full list of co-investigator led projects can be [found here](#). The co-investigator led projects completed in 2015 include a project on the socio-demographic profiles and economic activities of recent immigrants in Nova Scotia and Canada, which received a great deal of media attention; a project on the practices of Quebec regionalization organizations and their partners in the area of employment; a project on the need for language training programs for immigrant seniors in Ottawa; and a project on the settlement and housing experiences of recent immigrants in small and mid-sized cities in the interior of British Columbia. Many additional co-investigator led projects are due to be completed within the next few months and will then be added to the P2P website library. When these projects are complete, we will be expanding the co-investigator led projects to cross-regional projects that address common issues across the country.


*Based on the level of interest in and success of the 2014 National Call for Proposals, the National Call for Proposals for Research on P2P Priority Themes has become an annual event. In 2015 we received 29 proposals in response to our call and were able to fund seven of these.*

Four of the five projects funded through the 2014 P2P National Call for Proposals were completed in 2015, and included projects on pre-arrival services, international students, and the role of employers and the private sector in supporting immigrant integration. Based on the level of interest in and success of the 2014 National Call for Proposals, the National Call for Proposals for Research on P2P Priority Themes has become an annual event. In 2015 we received 29 proposals in response to our call and were able to fund seven of these. The funded projects are focusing on: effects of changes to the live-in caregiver program, the Alberta Immigrant Nominee program, official language minority immigrants outside of Quebec and their social and cultural integration, family involvement in residential long-term care for immigrant seniors, engaging diasporas as entrepreneurs, Quebec's new approach to immigration, and newcomer volunteering. We look forward to the completion of these studies, the results of which will appear in the P2P website library. The 2016 National Call for Proposals will be announced in the Spring.

In 2015, several projects on Official Language Minority Communities and Immigrants were completed including: a report using data from the Census and the Canadian Community Health Survey to examine the integration of immigrants of differing Official Language ability and use; the development and validation of a new survey to examine the attraction, retention, and integration of Official Language Minority Immigrants; a report focusing on analyses of IMDB data to examine the individual and community level determinants of the retention of Francophone immigrants across Canada; and a study of promising integration practices in Francophone Official Language Minority Communities.

Finally, we would be remiss not to acknowledge all the wonderful research that our graduate students are doing in this area. To showcase this work, we have added to the P2P website a listing of Master's theses and dissertations in progress, [found here](#). We welcome new additions to this listing.

In support of the research of graduate students, in 2015 we launched a P2P student exchange program to allow graduate students the opportunity to work with experts in all regions of the country. In particular, the program provides relocation travel funding so that students have opportunities to: participate in new research or broaden the scope and breadth of research they already have underway; collect and/or analyze data at another university, at a settlement agency, or at a government department; and take courses at another university while also conducting research there. In 2015, we had one successful applicant – Jacqueline de Guzman of University of Guelph. We plan to expand this program in 2016 by opening it up to postdoctoral fellows and providing a matching service between interested applicants and possible host organizations. Details will be announced shortly.



*In 2015 we launched a P2P student exchange program to allow graduate students the opportunity to work with experts in all regions of the country.*

### Knowledge Mobilization

The Pathways to Prosperity's knowledge mobilization has continued to grow over the course of 2015. The bimonthly eBulletin, published in both English and French, now has over 2,800 active subscribers. The P2P website has been rapidly expanding, with many new additions to the library, new videos, and the new Master's theses and dissertations section. The website attracts approximately 5,000 visitors per month. The P2P also publishes content on four [YouTube channels](#), each with a different focus, which have received approximately 200,000 views to date (doubling since 2014) and have over 400 subscribers. The most popular is the [Immigrant Story Bank](#), a series of approximately 40 video interviews focusing on the personal stories of immigrants in Canada and highlighting their journey to Canada and reasons for choosing Canada, as well as discussing issues of settlement, integration and identity. Our latest entry into social media has been the addition of Twitter. Initiated just before the National Conference, we now tweet with [@P2PConnects](#). We currently have approximately 230 followers and hope this will continue to increase. We tweet about news related to Canadian immigration and updates about P2P, and try to promote the activities of our partners and collaborators.

In 2015, we launched the new P2P workshop series, which has been extremely well received. The first workshop, [Multi-Stakeholder Partnerships to Support Newcomer Integration: Structure, Engagement, and Collaboration](#), took place in Edmonton in October as a preconference to the AAISA conference. The workshop attracted over 80 attendees and the feedback survey indicated that the workshop was considered interesting and useful, and encouraged good quality discussion. The second workshop was a preconference to the Pathways to Prosperity National Conference in Toronto in November, and focused on [Measurement Strategies for Settlement Agencies, Local Immigration Partnerships, and Réseaux en immigration francophone](#). Like the Edmonton workshop, this workshop attracted more interest than expected and in the end we decided to expand to a larger room to allow additional participation. The workshop had over 120 participants and lively discussions. Feedback received from both workshops will feed into our future planning and we thank attendees for providing useful suggestions for improvement.

Next up is a workshop on Supporting Immigration to Northern, Rural, and Remote Communities to take place in St. John's Newfoundland, likely in June of 2016. More information on this workshop will be posted shortly. In addition, we are really thrilled that the Standing Committee on Student Engagement is planning a student-led workshop at the Congress of the Humanities and Social Sciences in Calgary in May/June. More information can be found on page 5.

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To cap off the year, the [Pathways to Prosperity held its Third Annual National Conference](#) in Toronto in November 2015, with just over 330 registrants (up from 250 attendees in 2014). The conference, entitled Responding to a Changing Immigration Environment, started off with presentations by Secil Ertorer and Chris Friesen on the Syrian refugee situation. Spanning two days, it included six plenary sessions, six workshops, and five roundtable sessions, as well as a session on Local Immigration Partnerships organized by the Southwestern Ontario LIPs and a poster session. All Powerpoint presentations and videos from the conference are now available on the [website here](#). Feedback obtained from the post-conference survey indicates that the conference was viewed very favorably and that many attendees plan to continue to attend future P2P Conferences on a regular basis. We also appreciate the suggestions provided for enhancing future conference experiences and will take these into account as we begin the next planning cycle.

Thanks for another great year!  
Victoria Esses and Jean McRae

### **Zenaida Ravanera Joins P2P as Research Associate and Project Coordinator**



**Zenaida Ravanera**

Zenaida Ravanera has joined the Pathways to Prosperity Partnership as Research Associate and Project Coordinator. Zenaida, Ph.D. in Demography (Vrije Universiteit Brussel) and MBA (Xavier University), is a researcher in the Centre for Population, Aging and Health (formerly, the Population Studies Centre) at Western University. She was Information Officer of the Research Data Centre at Western from 2006 to 2014 and Associate Director of the Population Change and Lifecourse Strategic Knowledge Cluster from 2007 to March 2016. Zenaida's areas of research are Family Demography and Immigration. She has published articles on measuring social cohesion, integration over the life course, social capital and family structures, childlessness, fatherhood, and life course trajectories. Her current research focuses on immigrant integration and on developing an index that measures the ability and willingness of communities to welcome immigrants. In family demography, she continues to do research on risk and resilience over the adult life course, with particular focus on life course transitions of vulnerable young adults and on living alone at midlife.

## Call for Abstracts: Graduate Student – Faculty Workshop on Migration-Related Research

Congress 2016 | Calgary, Alberta | May 28—June 3, 2016

Are you a graduate student with a journal manuscript, conference paper, dissertation chapter, or report that could benefit from feedback? Are you interested in learning more about the publication process?

The Pathways to Prosperity Partnership's (P2P) Standing Committee for Student Engagement and the Student Concerns Subcommittee of the Canadian Sociological Association invite graduate students from all disciplines to participate in a half-day workshop during the 85<sup>th</sup> meeting of the Congress of the Humanities and Social Sciences in Calgary, AB. This workshop will provide a select group of graduate students with the opportunity to receive oral and written feedback on an unpublished piece of migration-related research from an expert in the field.

The workshop will allocate each graduate student 30 minutes, including time to present a brief description of their work (10 minutes), receive oral feedback from a faculty member working in the area (10 minutes), and open discussion on their paper (10 minutes).

Graduate students with migration-related research interests who would like to learn more about writing and review processes are also invited to attend the workshop and participate in providing feedback to their peers.

We invite abstracts of original research on any aspect of migration, settlement, and integration in Canada, submitted by the deadline of March 4, 2016. The student should be the sole or lead author. Notification concerning the acceptance of abstracts will be provided by March 14, 2016. Confirmation of attendance will be requested prior to March 21, 2016. All those who have confirmed their attendance will be required to send their final papers by May 2, 2016. The final papers will be sent to a faculty member working in the same area to provide constructive feedback. The final papers will also be distributed to fellow participants at the workshop.

Workshop attendees are required to register for Congress and are responsible for arranging Congress registration, accommodation and travel. There will be up to \$800 per presenter available to cover travel expenses based on need.

### Submission instructions:

- ◆ Abstracts should be no more than 250 words.
- ◆ Specify the format of your submission (e.g., journal manuscript, conference paper, dissertation chapter) and the expected length of your final paper.
- ◆ Include your full name, position, affiliated university, and contact information.
- ◆ Submission in English and French will be accepted
- ◆ Abstracts should be single-spaced, in .doc or .pdf format, and sent electronically to [scse@p2pcanada.ca](mailto:scse@p2pcanada.ca) by **March 4, 2016**.

We look forward to seeing you in Calgary. We also welcome attendees who would like to attend the workshop but not present in the session. If you have any questions please do contact us at: [scse@p2pcanada.ca](mailto:scse@p2pcanada.ca).

SCSE Workshop Organizers,  
Guliz Akkaymak, Emad Awad, Mabel Ho, Heather Holroyd, Josh McKeown, Sara Vieira

## The University of Western Ontario Department of Sociology: Academic Positions

Building on our main area of strength, The [Department of Sociology](#) at Western, invites applications in the general area of Population Dynamics and Social Inequality for three full-time faculty positions: either for Tenured appointments at the rank of Associate or Professor or Probationary (tenure-track) appointments at the rank of Assistant or Associate Professor. Rank and appointment type will be determined by qualifications and experience. The starting dates for these appointments is July 1, 2016 or as negotiated.

Applicants for tenured appointments must hold a Ph.D. and provide evidence of research excellence through an outstanding record of internationally recognized publication in the discipline's leading journals, invited talks, and strong endorsements from referees. Evidence that a candidate has, and will continue to conduct, innovative, externally funded research projects that complement the Department's core research activity relevant to issues of inequality, in areas such as immigration, ethnicity/race, health, stratification/work/professions, or aging/life course, is required. Candidates must also provide evidence of excellence in teaching, such as high course evaluations, teaching awards, and development of new academic programs. Candidates must have excellent oral and written communication skills and provide evidence of developing and maintaining research collaborations.

Applicants for a probationary (tenure-track) appointment must have completed a Ph.D. degree. The candidate will demonstrate excellence or potential of excellence in research and teaching, including the ability to publish in the highest quality journals and develop an externally funded research program relevant to the Department's core research areas. The applicant must also demonstrate the ability to teach at the postsecondary level and have excellent oral and written communication skills.

Western University is a top-ranked research-intensive university. The Department of Sociology is one of the largest Sociology programs in Canada. Since 1878, the Western Experience has combined academic excellence with life-long opportunities for intellectual, social, and cultural growth in order to serve our communities. The Department of Sociology has full Ph.D. and Masters level graduate programs that consistently attract outstanding Canadian and International applicants. Western University delivers an academic experience second to none. Our research excellence expands knowledge and drives discovery with real-world application.

Applications must include the following: (1) Application for Full-Time Faculty Position form [https://www.uwo.ca/facultyrelations/faculty/academic\\_positions.html](https://www.uwo.ca/facultyrelations/faculty/academic_positions.html), (2) a C.V., (3) Letter of Interest/Statement of Academic Qualifications, and (4) Names, addresses, and e-mail addresses for 3 referees should be e-mailed to:

Professor Charles Levine, Acting Chair  
Department of Sociology, Western University  
London, Ontario, Canada N6A 5C2  
E-Mail: [sociology-chair@uwo.ca](mailto:sociology-chair@uwo.ca)

The deadline for receipt of applications is March 11, 2016.

Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. The University invites applications from all qualified individuals. Western is committed to employment equity and diversity in the workplace and welcomes applications from women, members of racialized groups/visible minorities, Aboriginal persons, persons with disabilities, persons of any sexual orientation, and persons of any gender identity or gender expression. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents.

Accommodations are available for applicants with disabilities throughout the recruitment process. If you require accommodations for interviews or other meetings, please contact Emily Van Houtte, [evanhout@uwo.ca](mailto:evanhout@uwo.ca), and/or 519-661-4028.

## Who Are Recent Immigrants and What Are Their Economic Activities?

Yoko Yoshida, Dalhousie University; Howard Ramos, Dalhousie University; Madine VanderPlaat, Saint Mary's University; Gerry Mills, Immigrant Services Association of Nova Scotia; Nabiha Atallah, Immigrant Services Association of Nova Scotia

### NEW REPORT

A Pathways to Prosperity Funded Project

Policy and debates around immigration over the last two decades have focused on immigrants' capacity to make meaningful contributions to the Canadian economy. This paper uses the Longitudinal Immigrant Data Base (IMDB) to analyze the economic outcomes of five cohorts of economic and family sponsored immigrants to Canada and Nova Scotia between 1990-1994 and 2010-2012. We specifically examine how economic and non-economic category immigrants fare in terms of economic outcomes and what are their rates of employment and average earnings.

Analyses show that family sponsored immigrants achieve meaningful economic outcomes and at times even outperform economic principal applicants. Nationally, economic principal applicants have the highest rate of holding jobs compared to other categories of immigrants. Interestingly, family sponsored spouses and partners have higher rates of labour market participation than spouses and partners coming under the economic stream. Here there appears to be a gap in the economic outcomes of economic stream spouses and partners.

In Nova Scotia, family sponsored spouses and partners had higher rates of employment than economic principal applicants, until the 2010-2012 cohort. We also find that rates of employment for economic principal applicants are lower than the national trend, but over time this improves and even exceeds the rate for Canada as a whole.

With respect to earnings, economic principal applicants have higher earnings than immigrants from other immigration categories. Again we find that family sponsored spouses and partners earn more than spouses and partners coming under the economic stream. When Nova Scotia is examined, we find that both economic principal applicants and family sponsored spouses and partners earn more on average than immigrants of the same categories nationally.

Overall, our analysis shows that policy makers should not under-estimate sponsored family immigrants. They clearly gain employment and substantial earnings and, in the case of spouses and partners, those coming under family streams do better than those coming with economic principal applicants. Our analysis also shows that family sponsored immigrants fare well and, at times, better than economic immigrants in a region that has low immigration, economic struggles, and high outmigration. It is time for policy makers to think outside of the econocentric box that has yielded most immigration policy decisions over the last decade.

A full version of the report is [available here](#).

Infographics of key results are [available here](#).

**NEW REPORT****A Pathways to Prosperity Funded Project**

## **Immigration Regionalization Organizations and Their Practices in Employment Settings in Five Regions of Quebec: Perspectives From the Organizations, the Employers, and the Immigrants**

Michèle Vatz Laaroussi, Caroline Duteau, and Romain Amla, University of Sherbrooke

This research aims at identifying and analyzing the practices of immigration regionalization organizations in employment settings in several regions of Quebec. We used a qualitative methodology relying on semi-structured interviews with actors in regionalization organizations (5 organizations in 5 different regions for a total of 7 interviews), with actors in employment settings and enterprises (5 employers in these regions) and with immigrants (12 in the five regions, from different origins) who used the organizations to integrate into the workplace.

The study revealed that organizational practices vary according to their regional context. Organizations active in big cities focus on support to employers and companies aimed at integrating immigrants in the workplace. They play the role of coordinator between partnerships and serve as a gateway for immigrants helping them to navigate into the professional sphere. The organizations in mid-sized cities located close to the big centres (Montreal and the City of Quebec) act as mediators/facilitators between employers and immigrants, while those in remote regions aim at immigrants' general social and professional integration by trying to raise awareness of diversity as well as local and regional conditions. They act as guides for immigrants into the local community and towards companies they know.

The employers interviewed recognize themselves in this regional strategy. Some insist on the need to better equip them to access this new labour force. Others underline the importance of mediations. A third group focused on the need for a global integration and the awareness of the whole regional population. In all cases, the ones who benefit from the services of organizations perceive these latter as an added value and are satisfied with them.

Lastly, within the immigrant group, a majority were satisfied with the organizations' functioning and practices and developed a feeling of belonging to their local communities. For these respondents, the influence of type of region and type of organizational practice was less emphasized. Country of origin, migration trajectory, education level, professional desires, religious identity and religious and ethnic visibility are the main variables to consider to understand the integration processes that are involved, along with perceptions regarding employment, employers and the local community. Indeed, several participants talked about the difficulty of having their professional qualifications recognized and some recounted feeling rejected by the local population and by potential employers.

A full version of the report is [available here](#).



**NEW REPORT****A Pathways to Prosperity Funded Project****Orienting Live-In Caregivers**

Denise L. Spitzer, University of Ottawa; Sara Torres, University of Montreal; Aimee Beboso, Philippine Migrants Society of Canada-Ottawa; Roshelle Wee Eng, University of Ottawa; Marian Sanchez, University of the Philippines-Baguio

Filipino workers destined to work in Canada under the Live-In Caregiver—now Caregiver Program (L/CP)—are required to participate in a mandatory pre-departure orientation program in the Philippines; however, there has been little systematic evaluation as to how this program meets the needs of L/CP workers as they move through departure and resettlement processes unique to Canada, given the possibility that employment may lead to permanent immigration status. The objectives of our pilot study were to: (1) examine the learning needs of prospective, current, and former live-in caregivers; (2) compare the content of the pre-departure orientation seminars (PDOS) offered to L/CP workers in the Philippines with the perceived needs of prospective, current, and former live-in caregivers; and (3) offer preliminary recommendations for policy and program refinements. We conducted individual and group interviews with four prospective L/CP workers in the Philippines, plus seven current and seven former caregivers in Ottawa, Ontario. In addition, we observed both mandatory and voluntary pre-departure orientation sessions in Metro Manila, Philippines. Finally, we presented our findings and preliminary recommendations to organizers of pre-departure programs in the Philippines to engender further discussion.

Our research uncovered tremendous gaps between the information that was supposed to be delivered in the mandatory PDOS programs and what was retained by all three sets of informants. Irregularities in the delivery of PDOS in terms of content and facilitation as well as the timing of mandatory PDOS contributed to these lacunae. In contrast, those who participated in the voluntary Canadian Orientation Abroad program offered through the International Organization for Migration found the seminars extremely helpful. Recently, the Government of Canada decided that L/CP workers are no longer eligible to participate in this program.

In addition to more stringent oversight of PDOS administration to ensure that all modules are being delivered fully and appropriately, the Philippine government and receiving countries such as Canada need to collaborate on the development of an orientation program that would serve L/CP workers as they depart, settle, work, and live abroad. Providing just-in-time, or just-ahead-of-time, information would ensure that knowledge is more readily retained. A series of seminars offered at different points in the life trajectory of L/CP workers as they journey from the Philippines to Canada and transition from prospective workers to permanent residents has the advantage of being both more responsive and more timely, as well as more flexible, in providing up-to-date information regarding changes that occur in policies and programs.

A full version of the report is [available here](#).

**NEW REPORT**

A Pathways to Prosperity Funded Project

**Settlement and Housing Experiences of Recent Immigrants in Small- and Mid-sized Cities in the Interior of British Columbia**

Carlos Teixeira, University of British Columbia; Julie Drolet, University of Calgary

In Canada, we know relatively little about immigrants' settlement experiences, including their access to local services and their housing experiences/outcomes – both of which are key factors in successful integration in small and mid-sized cities or in rural regions. This study considered immigrants' settlement experiences, including their access to local services and their housing experiences and outcomes in the cities of Kelowna and Kamloops. This study also assessed the state of community services and the role of the latter in attracting and retaining immigrants to these areas. The results of the study include recommendations for improving immigrants' settlement and integration in the interior of British Columbia.

Data for this mixed methods study was gathered between April and August 2015 with the collection of questionnaires administered to 80 recent immigrant renters in the cities of Kelowna (40) and Kamloops (40), and semi-structured interviews with 19 key informants.

Findings suggest that immigrants who participated in this study worked to improve their housing conditions, usually from temporary housing on arrival to permanent residence in the private rental market. However, affordability ("high rents") is a major issue for this group of immigrants and many will not be able to move out of their present place quickly and thus improve their housing conditions. Few immigrants in both cities relied on local community organizations (NGOs) or government-sponsored ones to find a place to live and/or a job upon arrival in Kelowna or Kamloops, but those who relied on their assistance and services on arrival found them very helpful. Immigrants strongly recommended that more information be available (before their arrival or just after their arrival in Canada) concentrating on settlement and housing services that are appropriate to new immigrants' housing needs and preferences. Making such specialized (culturally oriented) information available before new immigrants' departure and/or arrival in Canada could play a determining role in improving settlement experiences, including better access to local services, as well as help finding a place to live and/or a job. It is evident that both Kelowna and Kamloops can benefit from immigration. However, for policies to succeed in attracting and retaining immigrants to these cities in British Columbia's interior depends on the presence of (a) more subsidized/affordable housing; (b) job opportunities that match immigrants' qualifications and that offer an adequate income; and (c) quality services and programs to integrate new immigrants into the community.

A full version of the report is [available here](#).

## Call for Papers: International Interdisciplinary University-Community Conference

### **Relations, Practices and Representations of Inclusion in Francophone Minority Communities: Western Canada through the Prism of the Americas**

Regina, Saskatchewan, Canada | Thursday, October 6, 2016

This international interdisciplinary university-community conference aims to investigate the grey areas connected with inclusion in order to encourage dialogue in various minority communities in the Americas, including, for example, rooted communities, aboriginal and non-aboriginal communities, and newcomers. We are considering the term "inclusion" in the broader sense: political, social, economic, cultural, etc.

This investigation is particularly relevant since inclusion, particularly in the fields of education, culture and collective action (political, associative, etc.), is limited in multi-, inter- and transcultural contexts. Therefore, this conference will propose new analyses, the results of which will provide tools to communities and their decision-makers by involving university researchers, students and practitioners with an interest in issues of inclusion.

Topics to be examined may include:

- ◆ the influence of the trajectories of representatives and members of minority communities on practices of inclusion and how in turn these practices influence trajectories;
- ◆ the role of family, intergenerational, local and transnational relationships in constructing individual and collective identities, the cradle of inclusion;
- ◆ key areas and challenges on the educational, associative and religious levels, among others.

Furthermore, the complementary objective of the conference is to encourage comparative approaches, not only among cases studied in Western Canada, but also with cases in other parts of Canada, and in the Americas. These different levels of comparison serve a dual purpose: firstly, to allow for better understanding of certain blind spots; and secondly, to contribute to the emergence of innovative approaches and solutions with respect to inclusion.

#### **Requirements**

- ◆ Authors of papers will be invited to submit a text in French for publication.
- ◆ Preference will be given to proposals for papers in French.
- ◆ Papers may be presented in French or English, but texts selected for publication will have to be written in French. Presentations will be 15 minutes in length, with a five-minute question period.
- ◆ Please submit your proposal, including: title, author(s) (and affiliation if applicable), a 250-word (max.) abstract and a brief biography to: Bruno Dupeyron, Ph.D., Principal Researcher: [bruno.dupeyron@uregina.ca](mailto:bruno.dupeyron@uregina.ca) with a copy to the Coordinator of the Centre canadien de recherche sur les francophonies en milieu minoritaire (CRFM) of La Cité universitaire francophone at the University of Regina: [crfm.cite@uregina.ca](mailto:crfm.cite@uregina.ca).

#### **Important Dates**

- ◆ Submission of proposals: March 31, 2016
- ◆ Sending of acceptance and rejection letters: April 20, 2016
- ◆ Submission of preliminary versions of articles: September 1, 2016
- ◆ Submission of final versions of articles: December 1, 2016

For more information: <http://lacite.uregina.ca/en/research/events/conference-october-2016>

## Immigrant Median Earnings by Year of Landing

Ray D. Bollman ([RayD.Bollman@sasktel.net](mailto:RayD.Bollman@sasktel.net))

### Highlights

- ◆ *The year-of-landing appears to predict the level and trajectory of median wage and salary (W&S) earnings of immigrants to Canada:*
  - *For immigrants who arrived in the 1990 to 2010 period, W&S earnings are similar in the first year of participation in the Canadian labour market (ranging between \$18,000 and \$24,000 in constant \$2012);*
  - *For each year-of-landing cohort, the median W&S earnings increase in real terms due, at least in part, to productivity growth attributable to labour market experience in Canada; and*
  - *Median W&S earnings of a given year-of-landing cohort seldom catch up to the median W&S earnings of an earlier cohort.*

### Why: Earnings of immigrants by year of landing?

Obtaining a job and earning a livable wage are key components of immigrant integration into Canadian society.

This FactSheet reviews the level and trend in immigrant earnings according to the year of landing in Canada<sup>1</sup>.

Our statistics are obtained from Statistics Canada's Longitudinal Immigration Database which, over time, follows the information reported by immigrants on their income tax forms<sup>2</sup>. We focus on immigrants with a W&S job and we display their median W&S earnings over time. We acknowledge that, in this FactSheet, we are not considering the employment experience of immigrants who are self-employed.

### Findings

An earlier FactSheet<sup>1</sup> first showed the percent of immigrants reporting W&S earnings for each year of arrival in Canada. Regardless of year of arrival, there was a common pattern of increases and decreases in the employment rate, following the business cycle. Also, the employment rate for immigrants from any arrival year tends to keep the same pattern relative to the employment rate of immigrants from any other arrival year. Thus, year of arrival, which determines year of entry into the labour force, seems to determine the employment rate trajectory for immigrant cohorts and maintains a separation from the employment rate trajectories of immigrants who arrived at different times.

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1. This FactSheet has benefited from conversations with colleagues during a poster session at the 2015 Pathways to Prosperity conference in Toronto. This is an update, with an improved discussion, of an earlier FactSheet: Bollman, Ray D. (2014) "[Factsheet: Immigrant Employment Experience by Year of Arrival in Canada](#)." Pathways to Prosperity Bulletin (London, Ontario: University of Western Ontario, Pan-Canadian Project on "Pathways to Prosperity: Promoting Welcoming Communities in Canada", September, pp. 18-21).

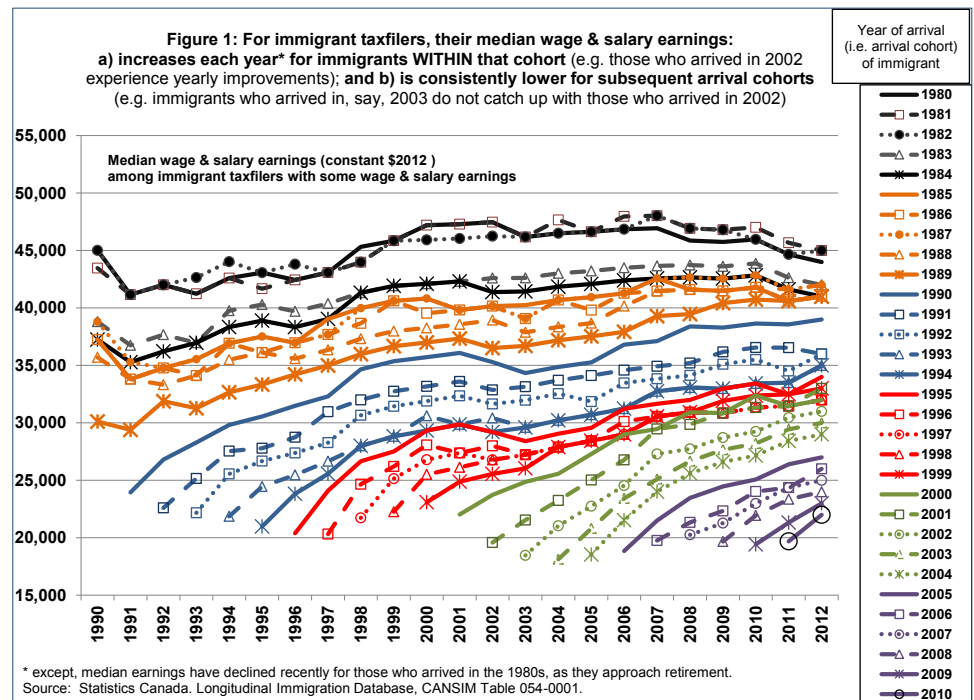
2. Dryburgh, Heather. (2004) [The Longitudinal Administrative Databank and the Longitudinal Immigration Database \(IMDB\): Building LAD-IMDB - A technical paper](#) (Ottawa: Statistics Canada, Cat. no. 89-612-XIE).

The present FactSheet updates our observations regarding the level of W&S earnings (given that some W&S earnings are reported).

Given that the immigrant generates some W&S earnings in a given year, we follow the level and trend of the median W&S earnings for immigrants in each year-of-landing cohort over time. There is one line for each year-of-landing cohort<sup>3</sup>. Figure 1 displays the results

according to calendar year. The beginning of each line (for those who arrived in 1990 or thereafter) shows that median W&S earnings were between \$18,000 and \$24,000 in the first year. Each line shows a positive slope<sup>4</sup> which means W&S earnings increased each year in real terms<sup>5</sup>. However, generally, the lines do not cross – it is seldom the case that the median W&S earnings for a given year-of-landing cohort catch up to the median W&S earnings of an earlier year-of-landing cohort. One interpretation is that each year-of-landing cohort is benefiting from productivity increases for each year of participation in the Canadian labour market.

An alternative way of making the same point is to display the same data in terms of the number of years of experience in the Canadian labour market (Figure 2). Again, we see in Year 1, the range of median W&S earnings is \$18,000 to \$24,000 for those who arrived in the 1990s or the 2000s (because it is the same data as Figure 1). Figure 2 shows the full 20-year trajectory for the 1990, 1991 and 1992 year-of-landing cohorts (because our data end in 2012). Importantly, for each year-of-landing cohort<sup>6</sup> from 1991 to 2010, the median W&S earnings are following the same trajectory. For any given year since landing, the median W&S earnings are within a \$4,000 to \$5,000 range with respect to each of the other year-of-landing cohorts (since 1991). For example, after 5 years of participation in the Canadian labour market, the median W&S earnings vary between \$24,400 for the 2006 year-of-arrival cohort and \$29,300 for the 1995 year of arrival cohort (Figure 2).



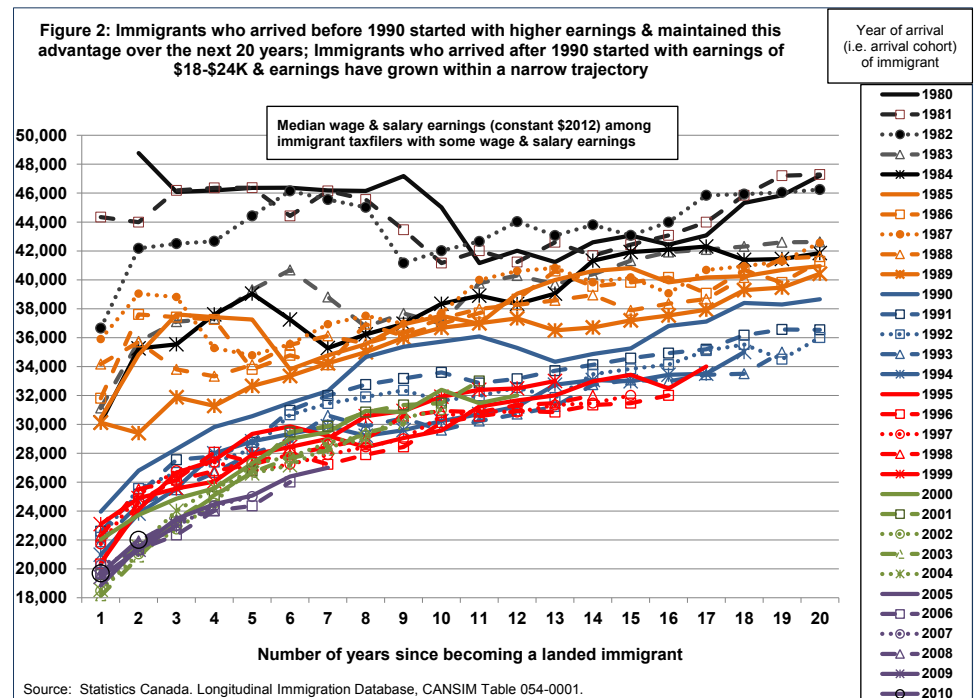
3. The colour coding in Figures 1 and 2 is black for the early 1980s, orange for the late 1980s, blue for the early 1990s, red for the late 1990s, green for the early 2000s and purple for the late 2000s.

4. Immigrants who arrived in the early 1980s, however, reported a decline in median earnings in the late 2000s, as many approached retirement (and may have had earnings for only part of their last year of work).

5. i.e., in constant \$2012.

6. The median W&S earnings for the 1990 year-of-landing cohort is an exception because the W&S earnings started higher and remained higher throughout the 1991 to 2012 period.

Note, however, for individuals who arrived before 1990, Figure 2 shows the results for their first 20 years in Canada. For those who arrived between 1985 and 1989, the W&S earnings in the first year were in the range of \$30,000 to \$36,000 (\$2012) and after 20 years, their wage and salary earnings varied between \$40,000 and \$43,000 (\$2012). For those who arrived in the 1985 to 1989 period, median W&S earnings were always above the median earnings of those who arrived in 1990 or thereafter, for each year of experience in Canada.



For those who arrived in the 1980 to 1984 period, their earnings were generally above the earnings of those who arrived in the 1985 to 1989 period, for each year of experience in Canada. For example, for those who arrived in 1982, the median W&S earnings were \$37,000 (\$2012) in the first year (i.e. in 1983) and were \$46,000 in year 20 (i.e. in 2003) (Figure 2).

Figure 2 shows only the data for (up to) the first 20 years of permanent residence in Canada. Thus, one needs to revert to Figure 1 to see the trajectory for, say, the 1982 year-of-arrival cohort for their 21<sup>st</sup> to 30<sup>th</sup> year of residence in Canada. For example, Figure 1 shows the median W&S earnings for the 1982 year-of-arrival cohort is \$45,000 in 2012 (i.e. 30 years after their arrival in Canada).

Figure 2 shows only the data for (up to) the first 20 years of permanent residence in Canada. Thus, one needs to revert to Figure 1 to see the trajectory for, say, the 1982 year-of-arrival cohort for their 21<sup>st</sup> to 30<sup>th</sup> year of residence in Canada. For example, Figure 1 shows the median W&S earnings for the 1982 year-of-arrival cohort is \$45,000 in 2012 (i.e. 30 years after their arrival in Canada).

### Summary

The year of arrival of an immigrant exerts an on-going influence on the level and the trend of W&S earnings of immigrants:

- ◆ For immigrants who arrived in the 1990 to 2010 period, W&S earnings are similar in the first year of participation in the Canadian labour market (ranging between \$18,000 and \$24,000 in constant \$2012);
- ◆ For each year-of-landing cohort, median W&S earnings increase in real terms over time due, at least in part, to productivity growth due to labour market experience in Canada; and
- ◆ Median W&S earnings of a given year-of-landing cohort seldom catch up to the median W&S earnings of an earlier cohort.
- ◆ The year-of-landing of the immigrant appears to predict the level and the trajectory of median W&S earnings of immigrants to Canada.

## The Social Atlas of Immigrants in Canada's Largest Census Metropolitan Areas

By Daniel Hiebert and Craig E. Jones

This document is designed to provide researchers, settlement organizations, governments, and the interested public with a set of maps showing the distribution of immigrants and members of selected birthplace groups in Canada's largest CMAs: Toronto; Montreal; Vancouver; Ottawa-Gatineau; Calgary; Edmonton; Quebec City; Winnipeg; and Hamilton.

For each metropolitan region, there are maps of immigrants, generally, and also those who arrived between 2006 and 2011. These are followed by maps of immigrants by broad admission categories (economic, family, and refugees), and by the largest birthplace groups in each CMA.

There are about 20 maps (each) for the largest CMAs, and about a dozen for those under 1 million inhabitants. The maps are presented as pages of a large pdf file. Interested individuals are invited to download and reproduce these maps as they wish, but are asked to kindly identify the original source when publishing them.

We thank the Affiliation of Multicultural Societies and Serving Agencies of British Columbia for kindly posting the atlas on their website and making it available to anyone. We also thank the Research and Evaluation Division of Immigration, Refugees, and Citizenship Canada for providing access to the data used to produce the atlas. And, we thank our colleagues in the P2P network for helping publicize the atlas. On that note, please feel free to send information about the atlas to anyone who might find it helpful.

The atlas can be [accessed here](#). We hope you enjoy the maps!

### WES Releases a Country Profile on the Syrian Education System

By Tim Owen, World Education Services

WES is pleased to announce the publication of a new resource – a country profile on the Syrian education system (<http://www.wes.org/ca/SyriaProfile/>).

In communities across Canada, many Syrian families have arrived over the past few weeks, and will continue to arrive in the year ahead. Families need to ensure that their children are enrolled in Canadian schools, and schools will want to place them at the appropriate level. We hope this Country Profile assists you, and those with whom you work, in understanding how the education system in Syria is structured, what is included in the program of study at the elementary and secondary levels, and how the Syrian grading system compares with the Ontario grading system. Throughout the year, we will look at ways we can work with you and your colleagues to support the transition of Syrians into Canadian academic and professional settings, so that the skills and experience they bring to Canada can be appropriately understood and recognized.

If you would like further information, please contact: [Kevin Kamal](#), Senior Manager, Client Relations. We wish you all the best in your efforts to create a welcoming home for new Canadians.

## Fellowship in Inclusion and Philanthropy Program

By Sahar Vermezyari



**Sahar Vermezyari is the Program Manager of the Fellowship in Inclusion and Philanthropy program and has been working in the social profit sector in various diverse communities for over 10 years.**

A few short months ago the AFP Foundation for Philanthropy – Canada launched a first-of-its-kind program in Ontario: the "Fellowship in Inclusion and Philanthropy" program. This program was developed as a result of some pointed questions being asked in regards to the fundraising profession and cultural diversity: Who is missing from the picture? What would enrich the work further? A series of conferences held with several communities told AFP that the fundraising profession needs to better reflect the communities we serve, to create more opportunities for underrepresented groups, and to expand our understanding of fundraising best practices.

These principles have formed the cornerstones of the new Fellowship program. With funding from the Ministry of Citizenship and Immigration's Partnership Project Office, the Fellowship program will offer inclusion-oriented education, specialized training, networking activities and one-on-one mentorship for 35 Ontario-based, emerging and mid-level nonprofit professionals representing a wide range of diverse identities and interests.

### The program

This program offers many opportunities to which the Fellows might otherwise not have access. Over the course of eight months, each Fellow will receive the following:

- ◆ Complimentary 1 year membership from AFP
- ◆ Full scholarships to 6 AFP professional development and education opportunities, including the Fundraising Day conference, 3-day Fundraising Congress, Fundamentals of Fundraising and 3 webinars
- ◆ Full scholarship to customized diversity and inclusion sessions
- ◆ One-on-one senior level mentorship
- ◆ Opportunity to develop organizational policies and practices on diversity and inclusion
- ◆ Support from the Program Manager throughout the Fellowship
- ◆ A Certificate of Inclusive Leadership from AFP upon completion of the program

### The Fellows

Please [click here](#) for pictures and to read more about each Fellow.

We are excited to see where this program takes us, the lessons we will learn, and the impact it will have on the social profit sector. We are pleased to be able to run this program for 2 consecutive years and will give another 35 Fellows this same opportunity. For the next cohort, the deadline for completed applications will be **Friday, March 4<sup>th</sup> 2016 at 5 pm**. Please follow our journey and become a part of the program by visiting our webpage: <http://www.afpinclusivegiving.ca/about-the-program/#cohort> and signing up for our e-mail updates. You can also read guest blog posts by our current Fellows at [Stories from the Field](#). You can also follow us on social media. Like us (Inclusive Giving) on Facebook and follow us on Twitter [@InclusiveGiving](#).

If you would like to become a mentor to a program Fellow, or have any further questions or comments, please contact me at [diversityfellowship@afpnet.org](mailto:diversityfellowship@afpnet.org).



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

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. Some international content is also included. Articles are updated weekly.

- ◆ **The Globe and Mail – February 18, 2016** – [Liberals Restoring Refugee Health Benefits Cut by Previous Government](#): The Liberal government has restored refugee health care benefits cut by the previous Conservative government.
- ◆ **The Globe and Mail – February 17, 2016** – [Temporary Foreign Workers Program Faces Federal Review](#): The Liberal government plans to launch a full-scale review of the controversial temporary foreign workers program.... Reforms passed by the former Conservative government limit foreign workers to 10 per cent of a company's work force in low-paying jobs, and prohibit employers from hiring them in regions of high unemployment.
- ◆ **Montreal Gazette – February 13, 2016** – [U.N. Secretary General Ban Ki-moon Praises Canada's Response to Syrian Refugee Crisis](#): Canada's response to the Syrian refugee crisis is an example of compassionate leadership, United Nations Secretary General Ban Ki-moon said Friday as he praised the country's "huge solidarity" with the international community. Ban, who on a visit to Ottawa on Thursday applauded the country's decision to re-engage with the United Nations ...
- ◆ **CBC – February 12, 2016** – [Start-Up Visa Program a "Disappointment," says Windsor, Ont. Lawyer](#): The start-up visa program is supposed to be a way to expedite permanent residency for people who want to start their own business in Canada. But three years since its inception in April 2013, just 100 people (including dependents) have come to Canada under the program.
- ◆ **The Hill Times – February 9, 2016** – [McCallum Promises "Radical Changes" to Citizenship Act](#): Immigration Minister John McCallum says the government will be "producing radical changes" to the Citizenship Act ... Liberals have been telling him that the government should eliminate the language test for new immigrants to apply for Canadian citizenship ...
- ◆ **Global News – February 7, 2016** – [Refugee Resettlement Running According to Plan, says John McCallum](#): According to Immigration Minister John McCallum, the refugee resettlement process is going as smoothly as can be expected. The biggest concerns have revolved around housing and security.
- ◆ **The Independent – February 6, 2016** – [Thousands Take Part in Anti-Islam Pegida Protests Across Europe](#): Protesters have marched in cities across Europe and elsewhere. Far right demonstrations have occurred in Germany, the Netherlands, Austria, Ireland, Poland, France, Czech Republic, Slovakia and even Australia. Nationalist groups have been galvanized by the unprecedented influx of refugees from Africa, Asia and the Middle East.
- ◆ **The Globe and Mail – February 4, 2016** – [Ottawa "Open" to Increasing B.C. Immigration Numbers, Premier Says](#): B.C. Premier Christy Clark is pressing the federal government for a substantial increase in the number of skilled immigrants who can come to her province. The provincial government and business leaders are lobbying for higher immigration numbers to fill vacancies.
- ◆ **Portail Québec – January 27, 2016** – [Ministère de l'Immigration, de la Diversité et de l'Inclusion – Consultation particulière sur la Loi sur l'immigration au Québec](#) : Mme Kathleen Weil, a procédé à l'ouverture des auditions en commission parlementaire sur le projet de loi 77 qui propose une révision en profondeur de la Loi sur l'immigration au Québec.

## Recent and Upcoming Presentations

Brigham, S. (2015, July). Exploring adult learning spaces for refugee and immigrant learners in Canada through photography. Standing Conference on University Teaching and Research in the Education of Adults (SCUTREA), Leeds, England, UK.

Fang, T., & Long, R. (2015, August). Profit sharing and workplace productivity: Does teamwork play a role? Paper presented at the Academy of Management Annual Conference, Vancouver, BC.

Fang, T., & Lin, C. (2015, December). Minimum wages and employment in China. Paper accepted for presentation at the 2nd Annual Conference on New Structural Economics at Peking University, Beijing, China.

Fang, T. (2016, January). Review of 30 years of studies on employee ownership. Presentation at the Mid-Year Fellows Workshop in honour of Louis O. Kelso. Rutgers University, New Brunswick, NJ.

Fang, T. (2016, February). Using large workplace surveys to investigate HRM: Possibilities and pitfalls. Invited presentation at the 2nd HR Division International Conference (HRIC) to be held in Sydney, NS.

Fang, T., Ge, Y., & Fan, Y. (2016, March). Chinese unions in multinational corporations: Rent seeking or profit sharing. Paper accepted for presentation at The Global Transformation of Work: Market Integration, China's Rise, and Labor Adaptation. Rutgers University, New Brunswick NJ.

Ilieva, R. (2015, September). Language matters, internationalization, and content area faculty in a Canadian university. British Association of Applied Linguistics Annual Conference, Birmingham, UK.

## Recent and Upcoming Publications

Boyd, M., & Couture-Carron, A. (2015). Cross-nativity partnering and the political participation of immigrant generations in Canada. *Annals of the American Academy of Political and Social Science*, 662 (November), 188-206.

Brigham, S., Baillie Abidi, C., Tastsoglou, E., & Lange, E. (2015). [Informal adult learning and emotion work of service providers for refugee claimants](#). *New Directions for Adult and Continuing Education*, 29-39.

Brigham, S. (2015). Mothering has no borders: The transnational kinship networks of undocumented Jamaican domestic workers in Canada. In G.C. Man & R. Cohen (Eds.), *Engendering transnational voices: Studies in family, work, and identity* (pp.135-153). Waterloo, ON: Wilfrid Laurier Press.

Fang, T. (2015). Profit sharing: Consequences for workers. *IZA World of Labour*. Forthcoming.

## CRDCN

### Immigration Relevant Resources at the Canadian Research Data Centre Network

Much of the research undertaken with confidential microdata available through the CRDCN is related to immigration and the integration of newcomers. In order to help researchers find relevant resources, the Network has developed an immigration section where you can find relevant datasets, publications, videos, and news. We invite you to visit this section at: <http://www.rdc-cdr.ca/immigration>

Fang, T., & Carl, L. (2015). Minimum wages and employment in China. *IZA Journal of Labour Policy*. Forthcoming.

Fang, T., & Gunderson, M. (2015). Poverty dynamics among vulnerable groups. In D.A. Green, W.C. Riddell, & F. St-Hilaire. (Eds.), *Income inequality: The Canadian story*. Institute for Research on Public Policy.

Fang, T., & Gunderson, M. (2015). Vulnerable groups in Canada and labour market exclusion. *International Journal of Manpower*, 36(6), 1-27.

Fang, T., Gunderson, M., & Lin, C. (2015). The use and impact of job search procedures by migrant workers in China. *China Economic Review*. Forthcoming.

Frank, M. & Ilieva, R. (2015). Betwixt and between: Language and IETs repositioning in British Columbia. *Australian Review of Applied Linguistics*, 38 (3), 139-154.

Guo, S. (2015). The colour of skill: Contesting a racialised regime of skill from the experience of recent immigrants in Canada. *Studies in Continuing Education*, 37(3), 236-250. DOI: 10.1080/0158037X.2015.1067766

Guo, S., & Wong, L. (Eds.) (2015). *Revisiting multiculturalism in Canada: Theories, policies and debates*. Rotterdam, the Netherlands: Sense Publishers.

Ilieva, R., Li, A., & Li, W. (2015). [Negotiating TESOL programs and EFL teaching contexts in China: Identities and practices of international graduates of a TESOL program](#). *Comparative and International Education*, 44 (2), Article 3.

Koehn, S., Habib, S., & Bukhari, S. (2016, January). [S4AC case study: Enhancing underserved seniors' access to health promotion programs](#). *Canadian Journal on Aging/FirstView Article* , 1-14. doi:10.1017/S0714980815000586.

Long, R., & Fang, T. (2015). Is compensation actually strategic: The case of profit sharing. *International Journal of Human Resource Management*, 26(7), 971-1001.

Veronis, L. (2015). [Immigrants' narratives of inclusion and belonging in the transborder city of Ottawa-Gatineau, Canada's National Capital Region](#). *Canadian Ethnic Studies*, 47, 45-65.

Veronis, L., & Ahmed, R. (2015). [The role of multicultural media in connecting local municipal governments with ethnocultural communities: The case of Ottawa](#). *Global Media Journal – Canadian Edition* 8, 73-95.

Zhao, C., & Fang, T. (2015). Outward foreign direct investment by Chinese firms: The case of Changzhou. In H. Wang & Y. Liu. (Eds.), *Entrepreneurship and talent management from a global perspective*. Northampton, MA: Edward Elgar.

## Thank You

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