WE Value Partnership
Settlement success. Together.

Partenariat WE Value
Succès en établissement. Ensemble.

Newcomer Data Sharing

Comprehensive Report
March 2023

About this report

This comprehensive report is a collection of slides as presented over four Data Sharing & Community Consultation events held on March 21, 2023. These events were hosted by the WE Value Partnership and the Windsor-Essex Local Immigration Partnership.

The data was collected by the WE Value Partnership through a holistic Needs & Assets Assessment offered by the YMCA of Southwestern Ontario. It was captured through the K2 Pathway to Settlement System and analyzed by Dr. Reza Nakhaie, Professor of Sociology at the University of Windsor.

This data reflects reporting by staff at YMCA of Southwestern Ontario at the time of the tabulation. Data are preliminary and are subject of change. Reports produced from We Value Assessments and Settlement Plans developed between December 2019 and December 2022, part of the Needs and Assets Assessment and Referral Services (NAARS) module funded by Immigration, Refugees and Citizenship Canada.

The events included a presentation by Dr. Nakhaie and a concept-mapping exercise meant to strengthen the WE Value Partnership's ability to support newcomers on their settlement journey by exploring the relationship between settlement plan actions and desired outcomes. The action and outcome-related data used to facilitate these discussions are included in each thematic grouping under "concept mapping".

Table of Contents

WE Value Partnership

Initiatives Overview

The **WE Value Partnership** offers newcomers a holistic and capacity-focused assessment that connects them to services, opportunities, and people.

This community-driven approach focuses on newcomer success and continuous learning through digital innovation.

Service Delivery Improvement (SDI)

Established in 2017, Service Delivery Improvements (SDI) funding is a dedicated stream within the Settlement Program that invests strategically in projects that offer insights on program design and sector improvements in order to build evidence to support future settlement programming. Based on the evidence obtained, IRCC will be able to make more informed choices about future settlement programming and improve the efficiency and effectiveness of the Settlement Program.

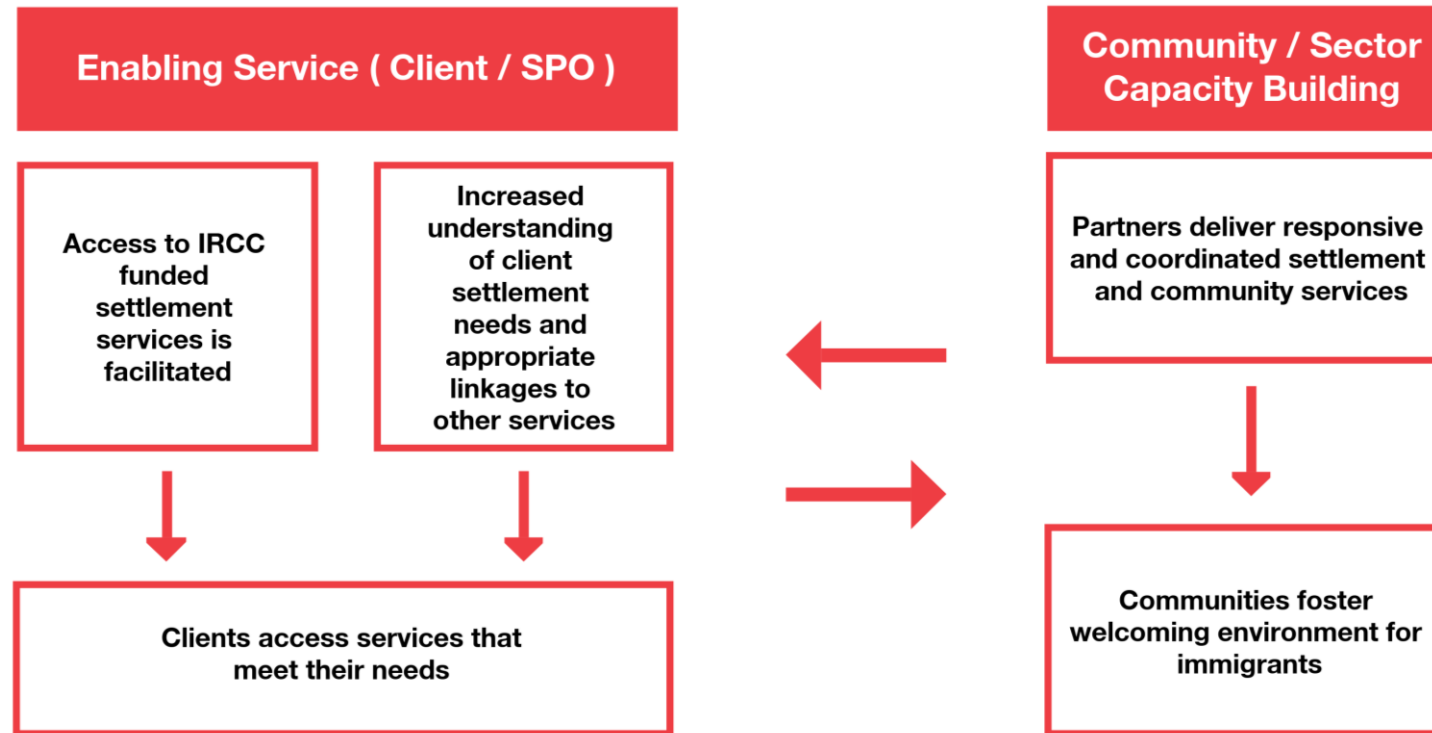Programs and services must respond to the CORE IRCC principles:

- Client-Centered
- Outcome-Driven
- Responsive to Need
- Effective Use of Resources

https://www.canada.ca/en/immigration-refugees-citizenship/corporate/partners-service-providers/funding/guidelines-service-delivery-improvements.html#foreword

Strengthening Aspects of the IRCC Logic Model

Enabling Service (Client / SPO)

Access to IRCC funded settlement services is facilitated

Increased understanding of client settlement needs and appropriate linkages to other services

Clients access services that meet their needs

Community / Sector Capacity Building

Partners deliver responsive and coordinated settlement and community services

Communities foster welcoming environment for immigrants

WE Value Client Portal

Project overview: To pilot a cloud-based client portal **at 3 Ontario sites** to provide clients with self-directed access to their information, referrals, and on-going service opportunities after creation of settlement plans through NAARs.

Goal 1: Assess effectiveness of Client-Portals as a tool for service delivery and client empowerment

Goal 2: Assess effective approaches of client file sharing to facilitate service coordination

Goal 3: Measure outcome differences between pre and post arrival clients with/without access to the client portals.

Goal 4: Accelerate knowledge mobilization through standardized services to create academically-viable data opportunities

Artificial Intelligence

Project Overview: Appraise the effectiveness of using AI versus traditional methods in the settlement process for IRCC eligible clients by comparing the differences in integration level indicators between two groups of 200 newcomers. Testing will be administered through the K2 Pathway to Settlement System.

Goal 1: To appraise the effectiveness of AI versus traditional methods in the settlement process for IRCC eligible clients.

Goal 2: Assess the benefit of sector informed and tailored tools that utilize AI to allow clients to independently build a settlement plan and increase independence.

Goal 3: Assess how the utility of AI for data analysis improves local understanding of real time data that is standardized and able to support local data-driven decision making.

University of Windsor

Workforce WindsorEssex

WE Value Settlement Assessment

Overview & Data Contributions

01 Needs & Assets Assessment

The host organization conducts the WE Value Settlement Assessment that captures 14 categories and 75 indicators of settlement to inform settlement plan development, including referrals.

02 Settlement Plan Development & Tailored Referral Selection

A tailored Settlement Plan is developed using the driving statements pulled from the Settlement Assessment. Driving statements are attached to actions informed by the IRCC Settlement Logic Model, which are fulfilled through referrals to community organizations and service providers.

Referrals are driven by client needs and capacities, and are understood through driving statements. Referrals are then selected with the client's language level, location, needs, gender and eligibility criteria in mind.

03 Referral to Service Providers & Community Organizations

IRCC-Funded Service Provider Organizations

- Needs & Assets Assessment & Referral Service
- Support Services
- Information & Orientation
- Language Assessment
- Language Skills & Training
- Employment Services
- Community Connections

Non- IRCC Funded Service Provider Organizations

- Food, Clothing & Basic Needs
- Housing Services
- Health & Mental Wellness Supports
- Financial Supports
- Education Services
- Legal Information & Supports
- Employment Supports

04 Digital Referral Notification

Members of the Partner Portal will receive digital notification of and access to their referrals with relevant client information to support services delivery.

	Number of Contributing Questions *	Number of Unique Indicators
Economic Stability	113	34
Education	41	13
Health & Health Care	43	13
Neighbourhood & Built Environment	11	8
Social & Community Context	69	25
* 94 of 183 Unique Assessment Questions contribute to two SDHs		
	277	74

Question Distribution based on SDH

58.5

42.9

38.4

28.4

21

22.3

14.6

14.1

6.9

4.6

Economic Stability

Social & Community Context

Education

Health & Health Care

Neighbourhood & Built Environment

■ Average # of Responses per SDH   ■ Average # of Questions as % of Total SDH
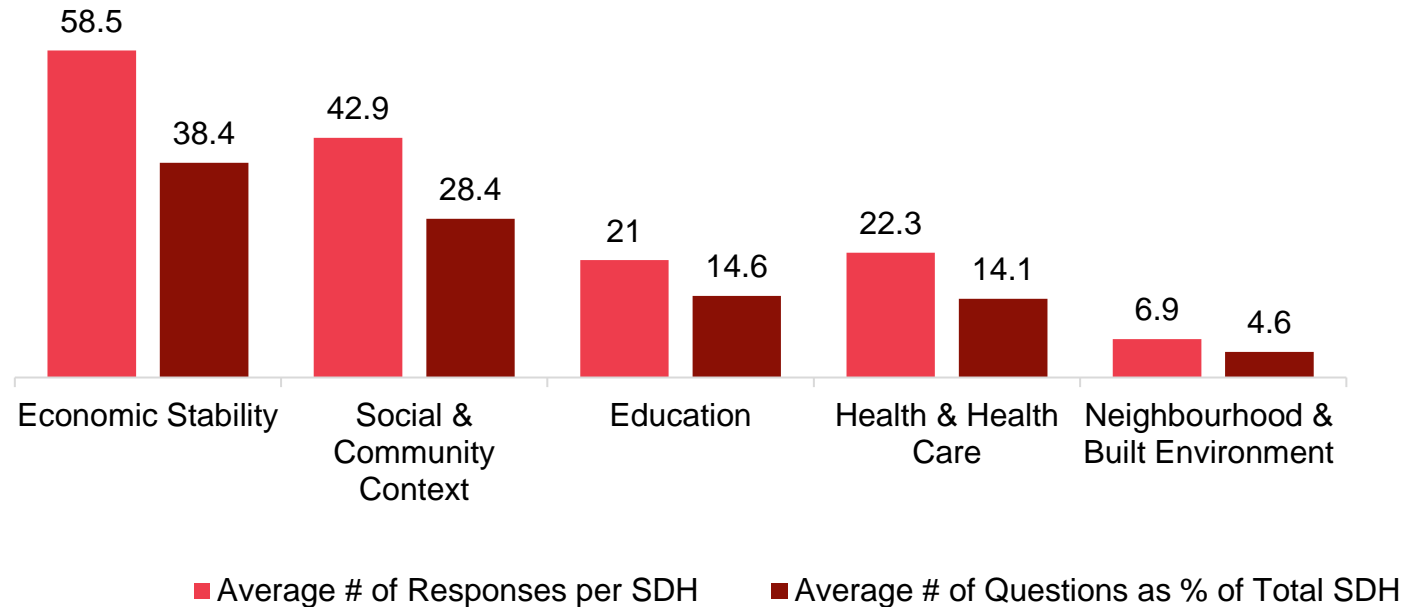
N=598
Max Questions Answered =154
Average Answered = 85

One of the key key aspect of We Value partnership is to map newcomers' assets and resources, creating capacity inventories, and leveraging their strength and resilience in order to help them achieve success through giving them greater ownership of their pathway to citizenship.

As this slide shows, economic stability and social and community context are the main ingredients of the SDH, followed by health, education and then neighbourhood and built environment.

For example, 38.4 percent of questions and related responses were related to economic stability while only 4.6 percent was related to neighbourhood and built environment.

Client Demographics

598 Client Assessments are represented through this report

- The majority of clients have been assessed **post-pandemic** (50.8%) while some were assessed prior to the onset (15.4%)

- At the time of their assessment, majority clients have been **in Canada between 7 months and 1 year** (63.5%) followed by 6 months or less (15.6%), 1 to 2 years (11.5%) and more than 2 years (9.4%)

World Region
58% Middle East Origin
22% Africa
15% Asia
3% Eastern Europe
2% Latin America and Caribbean
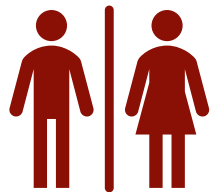
Men (50.8%)
Women (49.2%)
Average Age: 39

Married (64.9%)
Single (26.2%)

6 years (average) of work experience outside Canada

Representational Data

To determine whether the clients represented in this report were reflective of immigration trends and data, and those newcomers arriving to the region, we compared our Immigration Status and Country of Origin data to those offered by IRCC.

According to stats Canada , Asia, including the Middle East, remained the continent of birth for most recent immigrants ➡️

4 Continent
56 Countries of birth

	Africa	Americas	Asia	Europe
IRCC	14.64%	5.04%	77.52%	2.79%
WeValue Assessed	21.90%	1.87%	73.34%	2.89%

■ IRCC
■ WeValue Assessed
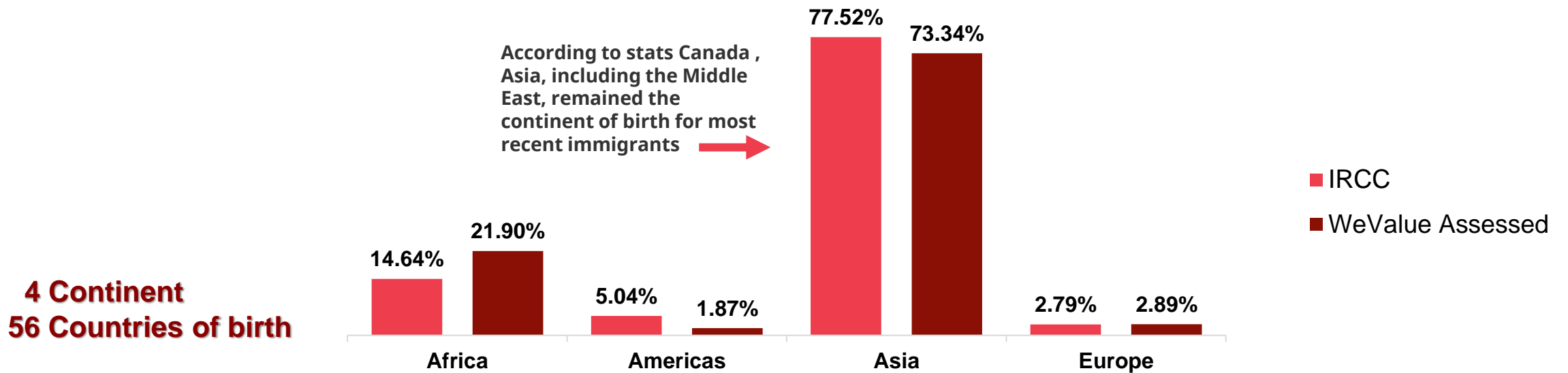
Representational Data

Permanent Residents admitted 2016-2022 and Accessing Services
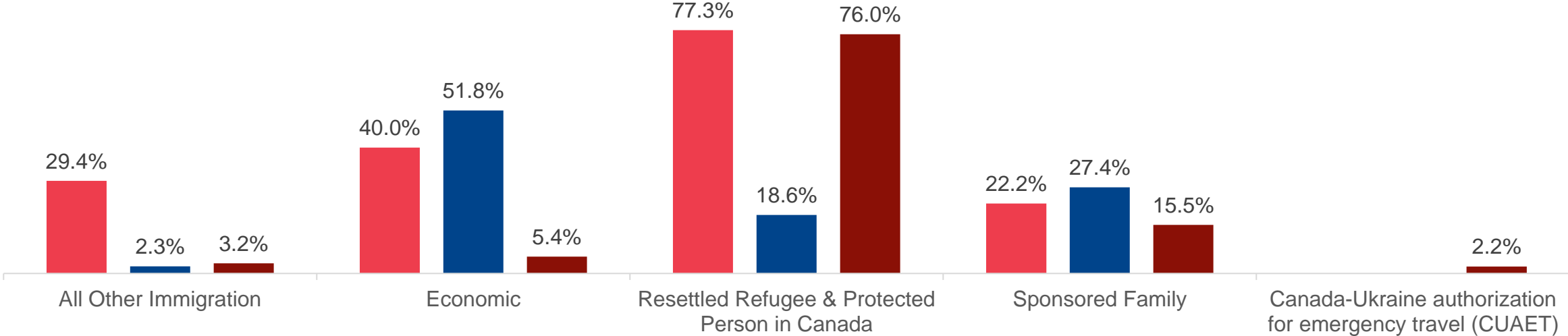
Legend:
- ■ (red) Proportion of adult immigrants admitted from 2016 to 2020 who accessed federally funded settlement services, by type of services and immigration category, %
- ■ (blue) Canada Average PR Admitted 2015-2022
- ■ (dark red) We Value Assessment

Chart data:

Category	Proportion accessed services (red)	Canada Average PR (blue)	We Value Assessment (dark red)
All Other Immigration	29.4%	2.3%	3.2%
Economic	40.0%	51.8%	5.4%
Resettled Refugee & Protected Person in Canada	77.3%	18.6%	76.0%
Sponsored Family	22.2%	27.4%	15.5%
Canada-Ukraine authorization for emergency travel (CUAET)			2.2%

30% of Referrals to WE Value were by other settlement service providers (including community centres and ethnic or religious groups)

Diagnostics

Including Strengths and Goals in Client Assessment Results

Diagnostic Context Score

Average Diagnostic Score out of 100

One of the key aspect of the Canadian immigration and multicultural policy is that integration is a two-way process. Newcomers need to make effort to adjust to the Canadian socio-cultural milieu and Canadians need to welcome them by accepting diversity and provide opportunity for their successful settlement and integration.

Asset values includes clients' assets (strength) related to adjustment, support, health, motivation, skill, resilience, achievement, access, coping, knowledge, ability, awareness, housing, transportation

Assests and resources are higher among clients than are inside the community

Inside Clients
Min = 17.9
Max = 100
Median = 36.9

Inside Environment
Min = 17.9
Max = 100
Median =26.8

38

27.2

Diagnostics Inside Client

Diagnostics Inside Environment

Diagnostic Context Score

Example:
I agree that I remain hopeful in difficult times
I am self employed
I ranked myself 4 out of 5 for my current level of knowledge about housing

Example:
I have not applied yet for Canada Child Benefit
I have not applied for a provincial Health Card
I live in a hotel/motel
I am not able to care for myself independently

Inside Client (Average)

Strength , 61

Weakness, 39

Inside Environment (Average)

Weakness, 61

Strength , 39

Example :
I found my job through a friend or a relative
I find it difficult to practice and learn English in school
I have not used any services from the list of settlement, language training, employment and skills training, and youth services

Example :
I moved here for a better education for my children
II have attended specialized training to obtain a license or accreditation
My neighbourhood is safe
When I have a health problem I go to a walk-in clinic
I have income from my sponsor

Newcomers have more strength than weakness while the community has more weakness than strength

Matthew Effect: The more the clients have inside them, the more they benefit from what the community can offer vice-versa

Asset Scores

	Score
Refugee	62
Temporary PR	62
Family	65
Economic	68
Protected Person in Canada	71
Low	56
2	59
3	62
4	69
High	70
CLB < 3	62
CLB 4+	67
Female	63
Male	64
High School or Less	61
Post-Secondary (non University)	63
University Degree	68

Language Ability and Asset Scores
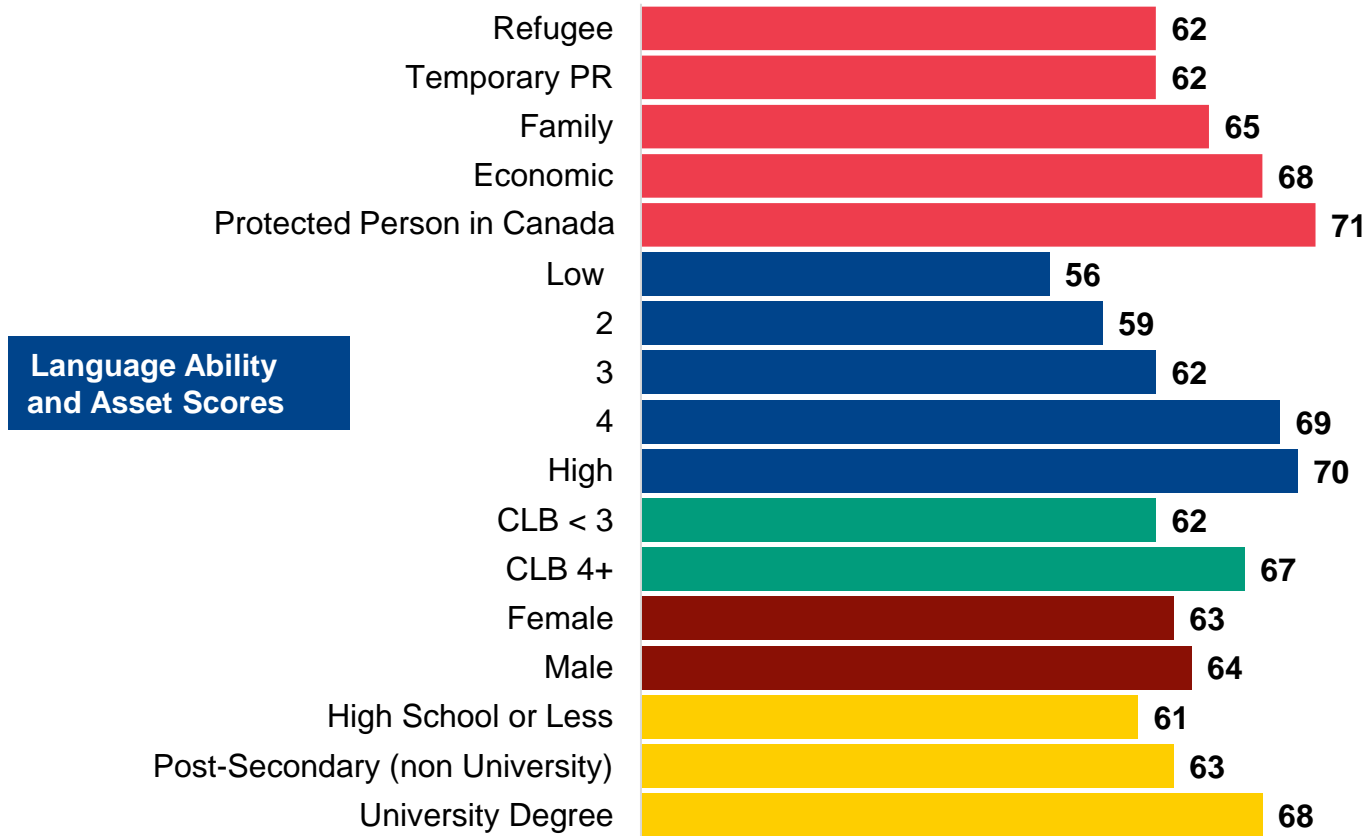
Asset Values are higher among those with higher language abilities or CLB, and lowest among refugee and Temporary Resident (CUAET)

There is little gender differences

The higher educated clients have higher assets

Mean = 63.3
Median= 62.8
Min= 33
Max =86

Data Analysis

By Dr. Reza Nakhaie

Sense of Belonging

Data Overview

Pre-Immigration   Settlement   Adaptation   Integration

Happiness

Moving Forward

Gradual Acceptance

Anxiety

Fear

Generally, sense of belonging increases with years of residency in Canada. Also, it depends on pre and post immigration processes.

Threat

Guilt   Depression   Hostility

0-2 years   2-4 years   5 + years
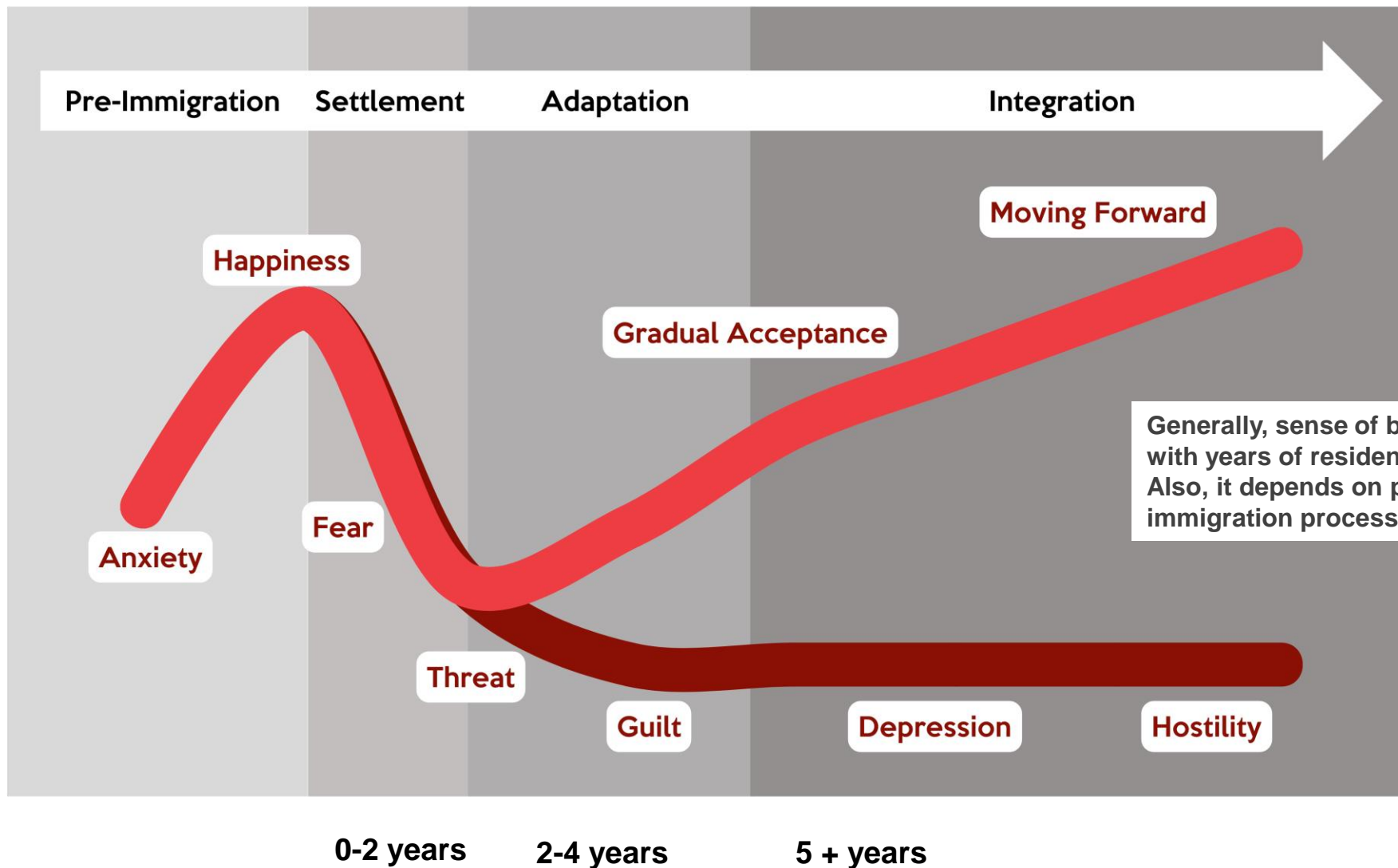
Sense of Belonging

By Assessment Period

2.7   2.4   2.2

Pre_Covid   Covid-19   Post-Covid
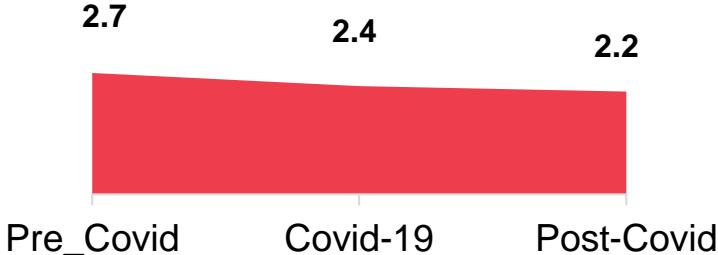
Average sense of belonging was 22% higher before COVID-19.

It decreased during COVID-19 and has not changed since.

Length of Time in Canada

< 6 Months	2.4
7 Months - 1 Year	2.7
1 - 2 Years	2.4
2+ Years	2.3

Average sense of belonging increase up to one year in Canada but declines there after.

Perceived Language Ability

Low	2.16
2	2.36
3	2.4
4	2.56
High	2.65
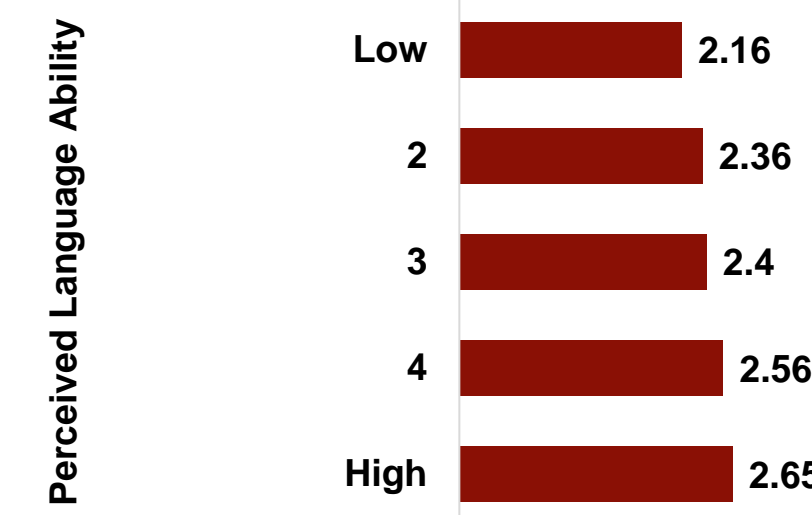
Average sense of belonging increased by perceived official Language Abilities.

After adjusting for the group differences, sense of belonging is highest among those with higher language ability, and among those with IRB Notice compared to economic immigrants
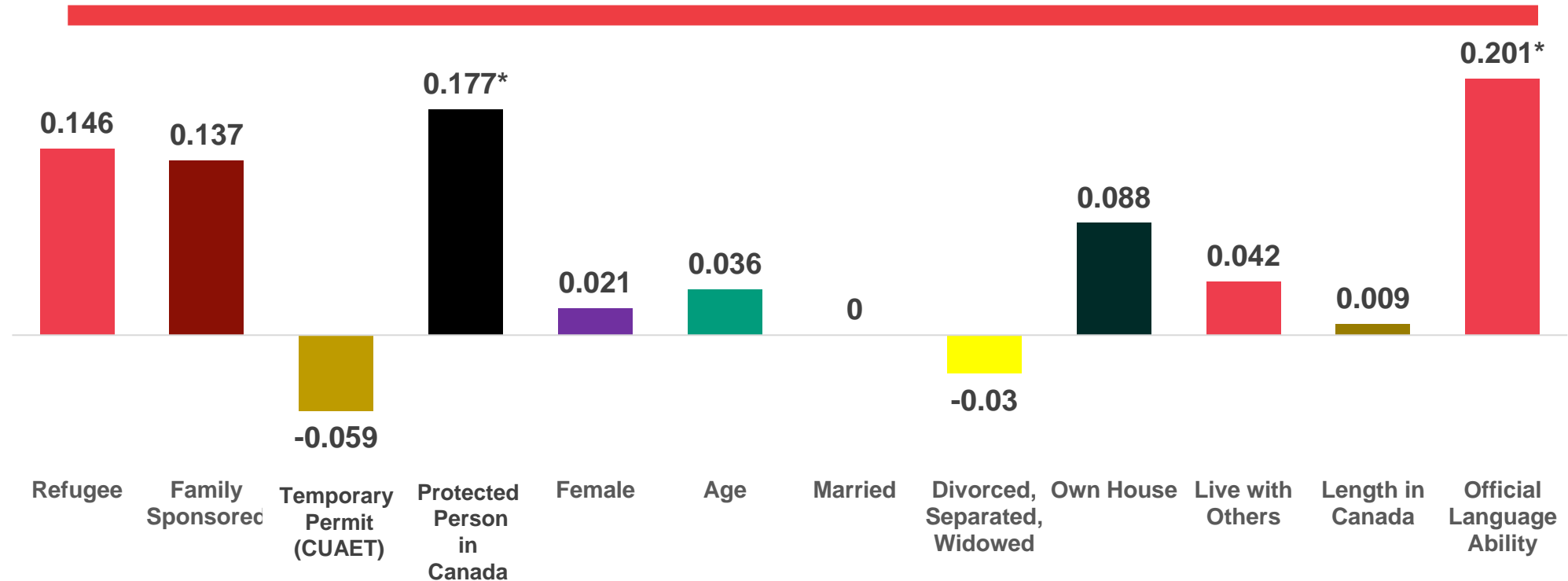
Refugee	Family Sponsored	Temporary Permit (CUAET)	Protected Person in Canada	Female	Age	Married	Divorced, Separated, Widowed	Own House	Live with Others	Length in Canada	Official Language Ability
0.146	0.137	-0.059	0.177*	0.021	0.036	0	-0.03	0.088	0.042	0.009	0.201*

These figures are unit free and can be compared against each other.
E.g., one standard deviation change in Language ability results in .201 standard deviation change in Sense of belonging.
* = Statistically significant

Socio-
Cultural
Integration

Data Overview

Knowledge

- Knowledge of education
- Knowledge of health care
- Knowledge of housing
- Knowledge of law and justice
- Knowledge of money and finances
- Knowledge of transportation

Awareness

- Aware of job search services
- Aware of professional networks
- Aware of social networks
- Aware of volunteer opportunities
- Familiar with customs

Efficacy

- Able to make informed decisions
- Able to access community facilities
- Able to cope with moving
- Able to meet needs in English

Socio-Cultural Integration

Clients have higher perception of their own ability/efficacy than knowledge and awareness about community resources

Knowledge

- Knowledge of Law and Justice, 2.28
- Knowledge of Education Access, 2.39
- Knowledge of Housing, 2.50
- Knowledge of Transportation Modes, 2.74
- Knowledge of Money and Finance, 2.75
- Knowledge of Health Care, 2.75

Efficacy

- Is able to access community facilities, 2.92
- Is able to meetneeds using English, 2.96
- Is able to make informed life decisions, 3.28
- Is able to cope with impact of moving, 3.85

Awareness

- Is familiar with local customs, 2.70
- Is aware of social networks, 2.00
- Is aware of volunteer opportunities, 2.11
- Is aware of job search services, 2.23
- Is aware of professional networks, 2.45

Socio-Cultural Indices

**12.9
(4-20)
Efficacy**
64.5/100

**11.2
(2-25)
Awareness**
44.8/100

**15.2
(3-30)
Knowledge**
50.6/100
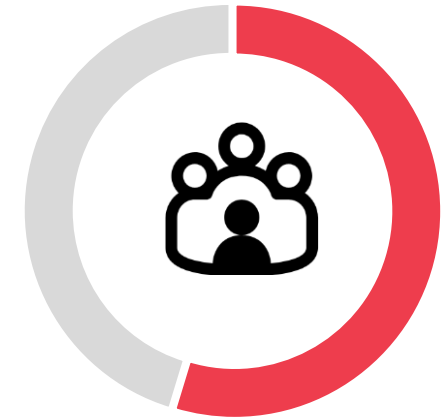
**39.4
(14-72)
Socio-Cultural**
54.7/100
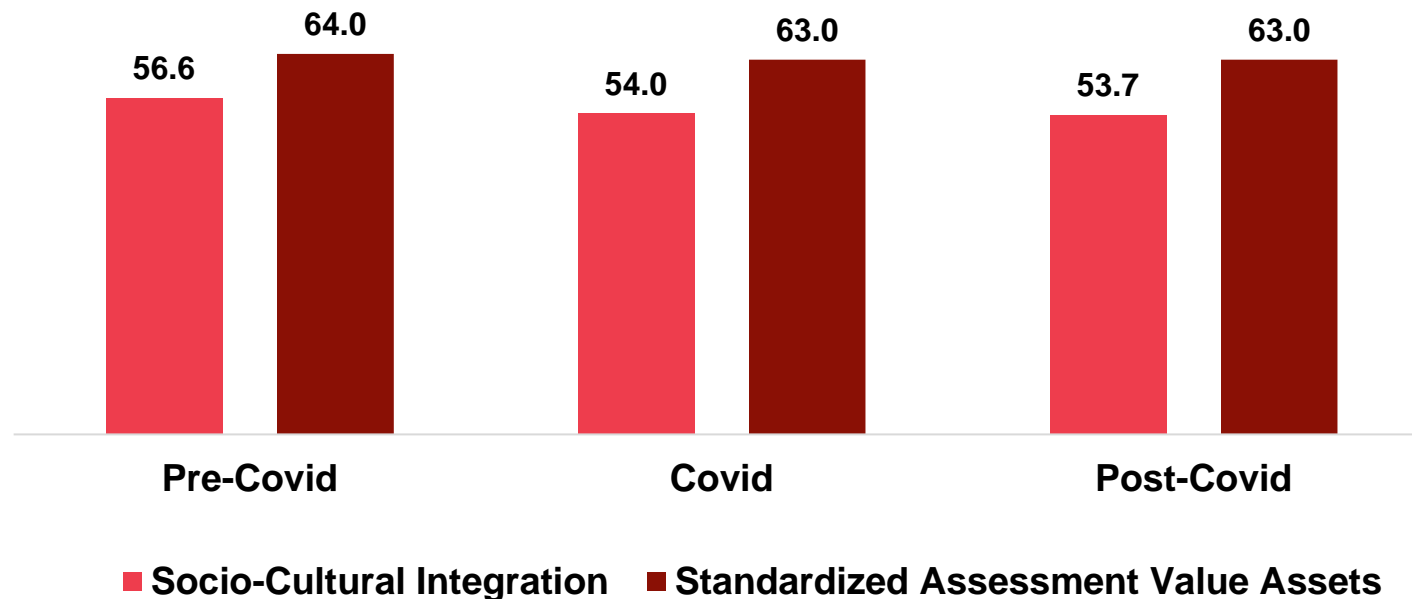
Predictors of Socio-Cultural Integration

Social Cultural Integration by Predictors (Standard Deviations of -1, +1)
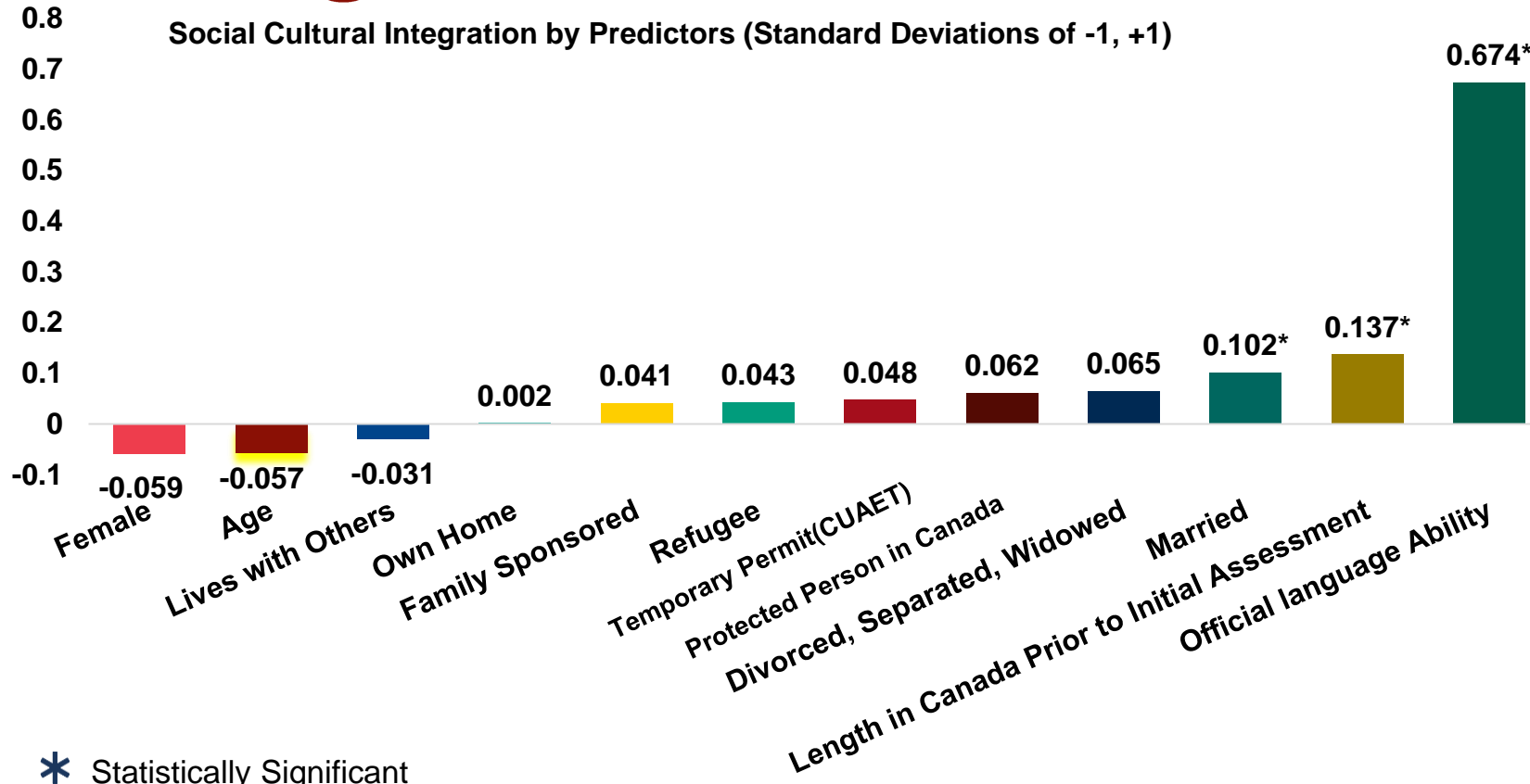
After accounting for all other factors, perception of language proficiency has the highest positive effect on Socio-Cultural Integration (SCI), followed by length of residency and being married compared to being single

Predictor	Value
Female	-0.059
Age	-0.057
Lives with Others	-0.031
Own Home	0.002
Family Sponsored	0.041
Refugee	0.043
Temporary Permit(CUAET)	0.048
Protected Person in Canada	0.062
Divorced, Separated, Widowed	0.065
Married	0.102*
Length in Canada Prior to Initial Assessment	0.137*
Official language Ability	0.674*

$*$ Statistically Significant

These figures are unit free and can be compared against each other.
E.g., one standard deviation change in Language results in .674 standard deviation change in Capacity.
One standard deviation in Length in Canada results in .137 standard deviation change in Capacity.
$*$ = Statistically significant

Language proficiency substantially increases socio-cultural integration of clients the longer they have been in Canada, even after we adjust for other factors

*Prior to initial visit and adjustments (age, marital status, immigration status and housing type)

Mean	54.3
Median	53.7
Min	19.4
Max	100.0

Red line (Adj. for demographics): Just Arrived 66.3, Up to one year 71.1, 1 to 2 years 75.9, 2 to 3 years 80.7, 3 or more years 85.5

Blue line (Adj. For dem. and language): Just Arrived 26.6, Up to one year 29.6, 1 to 2 years 32.7, 2 to 3 years 35.7, 3 or more years 38.7

Categories: Just Arrived, Up to one year, 1 to 2 years, 2 to 3 years, 3 or more years

Legend: ■ Adj. for demographics   ■ Adj. For dem. and language

Health & Mental Health

Data Overview

Self Identified Disability

Disability by Age Group

84.39% of clients assessed reported no disability

10.13% of clients assessed reported having low vision

Settlement Plan Actions Goal

Length of residency

< 6 months	2.76
7 months - 1 year	2.47
1-2 years	2.32
2+ years	2.51
CLB < 3	2.46
CLB 4+	2.4

Language Ability and Health Related Settlement Plan Action Goals

Low	3.04
2	2.59
3	2.58
4	2.07
High	2.26
Male	2.38
Female	2.63

Immigration Status and Health Related Settlement Plan Action Goals

Temporary Permit (CUAET)	3.40
Economic	3.00
Family Sponsored	2.27
Refugee	2.51
Protected person in Canada	2.28
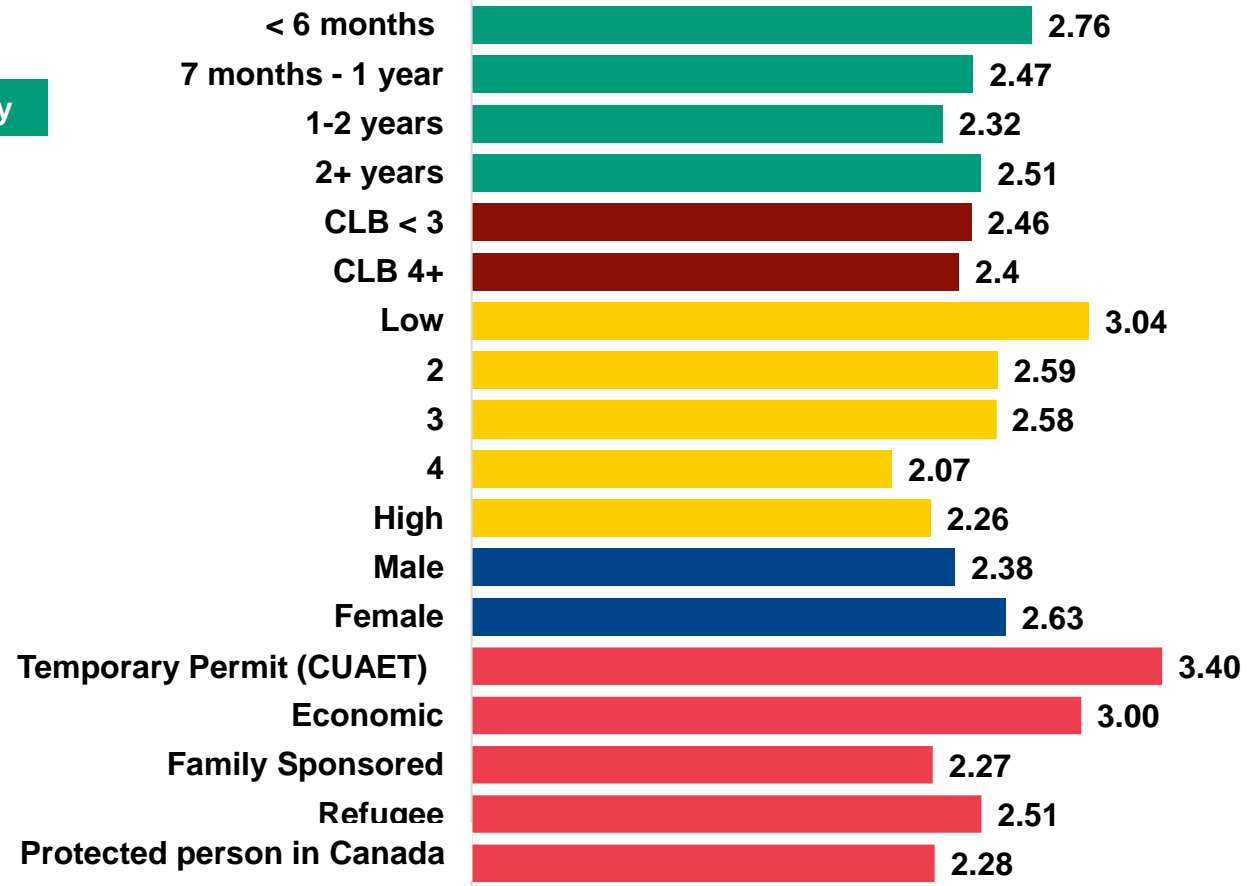
The average health related settlement plan action goals are highest among clients whose length of residency is less than six months. It generally declines afterward.

The average number of health-related settlement plan action goals are lower among those with higher CLB. They are also lower among clients with a high perception of official language ability

The average health related settlement plan action goals are somewhat higher among females than males

Predictors of Health Actions

America	Asia	Europe	Refugee	Family Sponsored	Protected Person in Canada	Temporary Permit (CUAET)	Length of Residency	Female	Married and cohabiting	DSW	Official language ability
-0.09*	-0.14	-0.13	-0.24*	-0.23*	-0.11	0.10	-0.04	0.05	0.13*	0.08	-0.22*
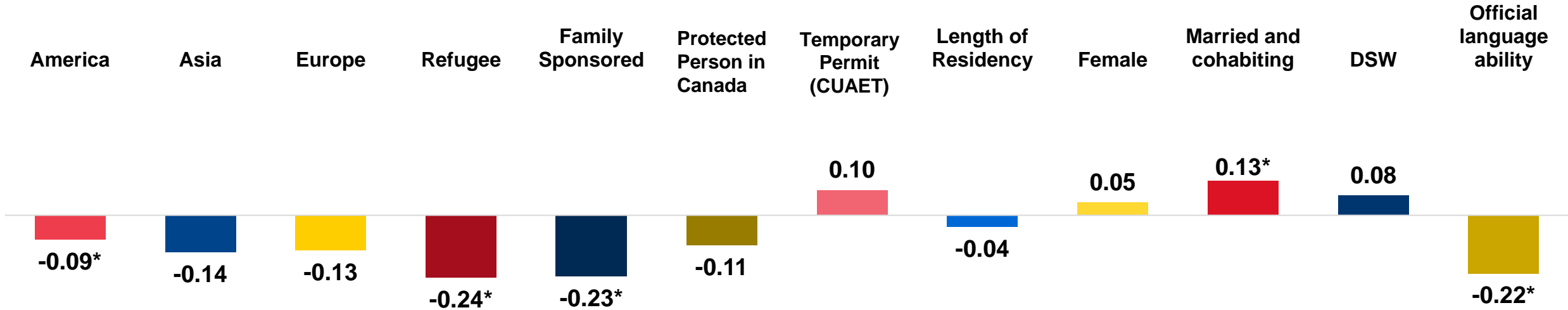
These figures are unit free and can be compared against each other. Each of these categories adjust for the effect of other categories. Refugee and family sponsored clients are about a quarter of standard deviation Less likely to receive settlement action Plans related to Health than economic immigrants. Those with higher perception of official language ability are just over one-fifth standard deviation less likely to need or receive health related action goals. Married clients are more likely to need or receive such goals.

* = Statistically significant

Summary of Findings

➤ The average health related settlement plan action goals are highest among newcomers who have been in Canada less than 6 months, after which the actions tend to decrease

➤ The average health related settlement plan action goals are not different between male and female clients

➤ The average health related settlement plan action goals decreases with an increase in official language ability

➤ There is a tendency for level of health and health care support to increase with duration of residency, though it decreases after two years of living in Canada

➤ The healthy immigrant effect is not a systemic phenomenon in Canada and is linked to immigrants' duration of residence in the country

➤ Married and cohabiting clients receive higher level of health and health care support than others

➤ Those with higher CLB, the same with those with higher perception of language ability are less likely to need or receive settlement actions related to personal health

Access to Health Care

Data Overview

Settlement Plan Actions – Access to Health Care

Clients with higher CLB require lower settlement support related to access to health care

Clients who work in Canada require less settlement support related to access to health care

Mean	3.88
Median	4
Min	0
Max	12
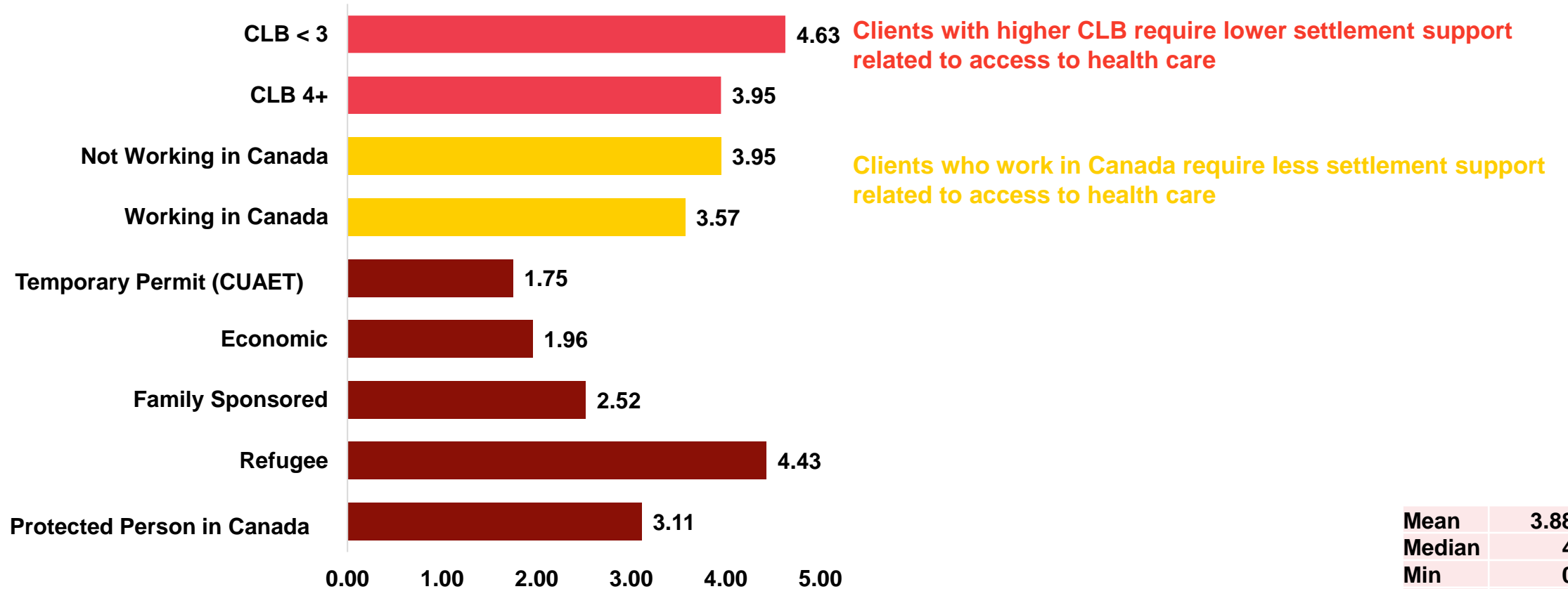
Settlement Plan Actions – Emotional Health and Competence

Socio-cultural Integration

Low	1.22
2	1.35
3	1.2
4	1
High	1
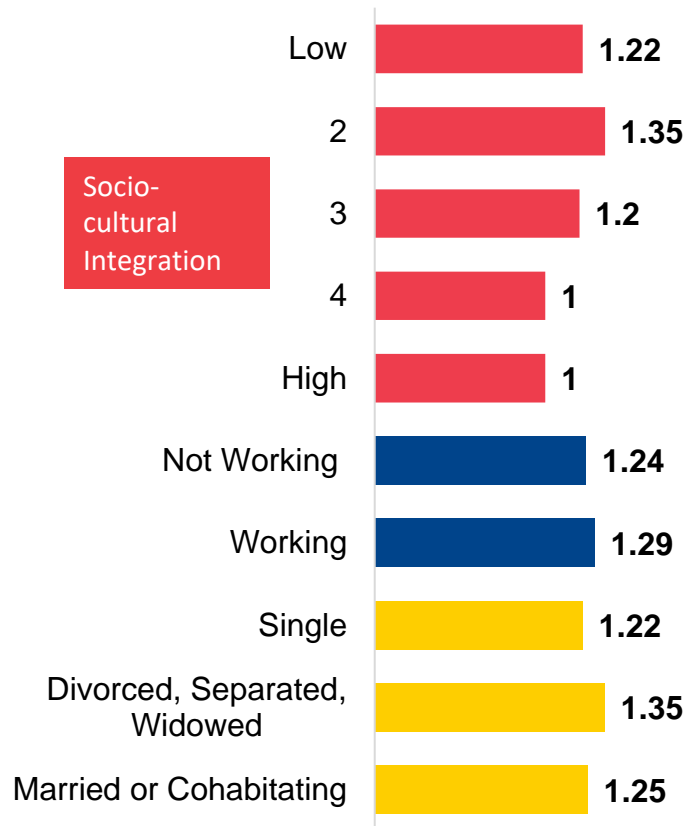
The higher the SCI of clients the lower their Emotional Health and Competence support requirements

Not Working	1.24
Working	1.29

Those clients who work require more Emotional Health and Competence support than those who do not work for pay

Single	1.22
Divorced, Separated, Widowed	1.35
Married or Cohabitating	1.25

Divorced, Separated and Widowed clients require about 8% more emotional health support than other two groups.

Europe	1.6
Asia	1.15
Americas	1.25
Africa	1.46
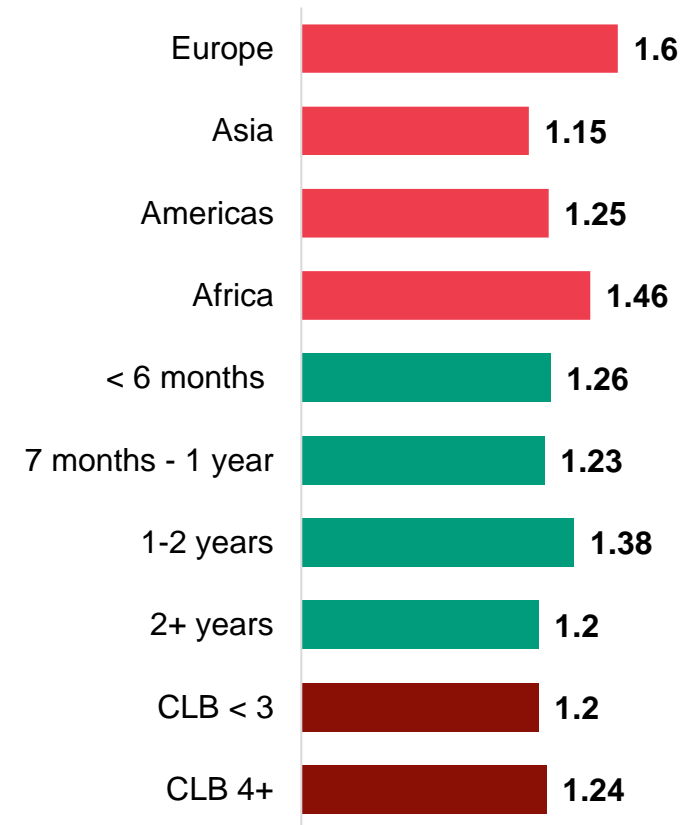
African and European clients seek more: Emotional Health and Competence support than other clients

< 6 months	1.26
7 months - 1 year	1.23
1-2 years	1.38
2+ years	1.2

Emotional Health and Competence support needs are the highest among clients who have been in Canada for about 1 to 2 years

CLB < 3	1.2
CLB 4+	1.24

Mean = 1.25
Median = 1
Min = 1
Max =4

Predictors – Emotional Health & Competence

Value	Predictor
0.079	Length in Canada
-0.036	University
-0.01	Post High School
0.108	Live with others
-0.101	Own House
0.21 *	Temporary Permit (CUAET) Ukraine
0.093	Protected person in Canada IRB_Notice
0.302 *	Family Sponsored
0.127	Refugee
0.067	DSW
0.021	Married
-0.091	Age
0.174 *	Female
-0.033	Official Language Ability
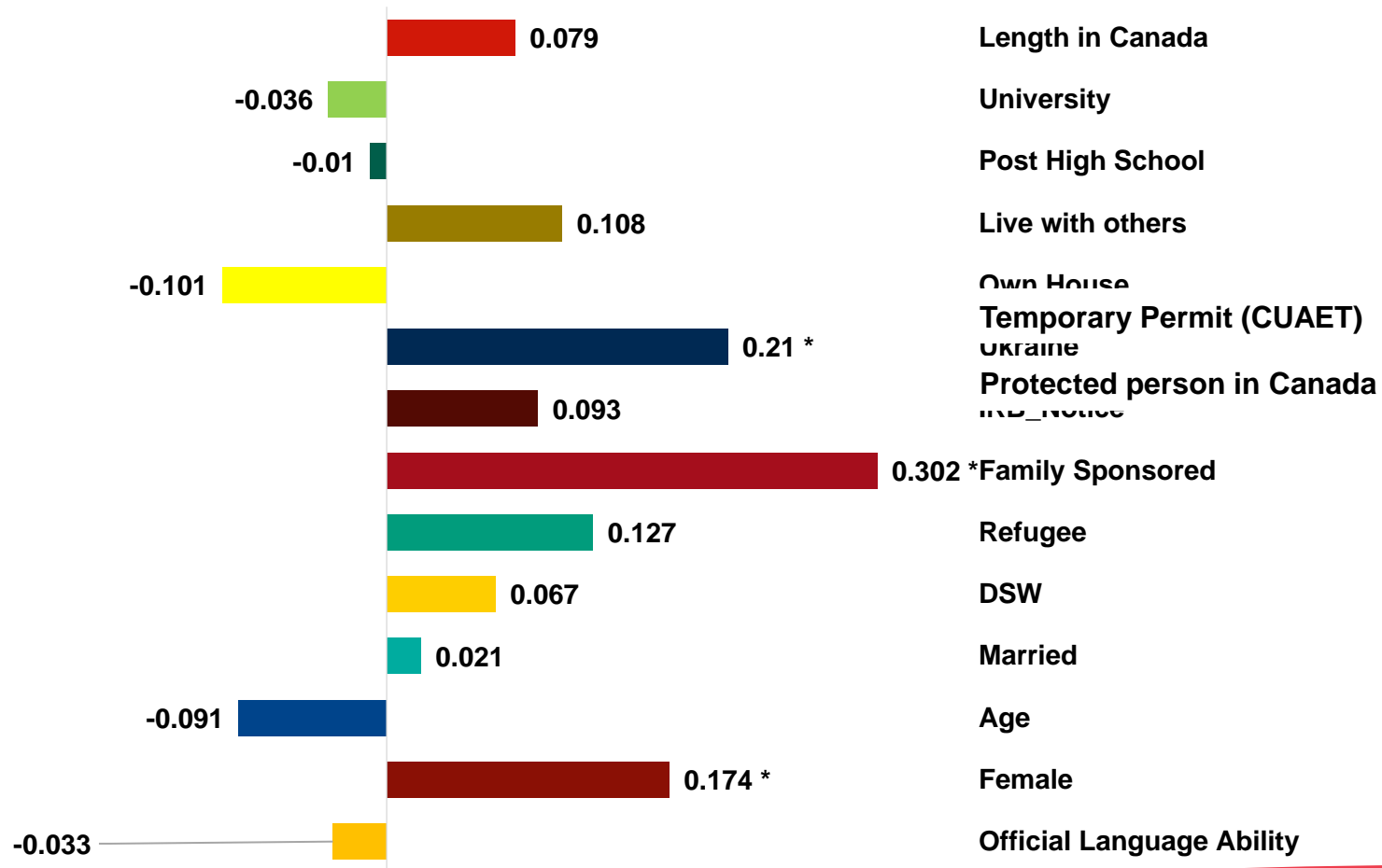
Emotional Health and Competence requirements are higher among family sponsored, Temporary permit (CUAET) holders and female clients

These figures are unit free and can be compared against each other. E.g.
* = Statistically significant

Education & Employment

Data Overview

Education

Highest Recorded Level of Education

Category	Percentage
High School or less	53.5%
Post- High School	15.8%
University	30.6%
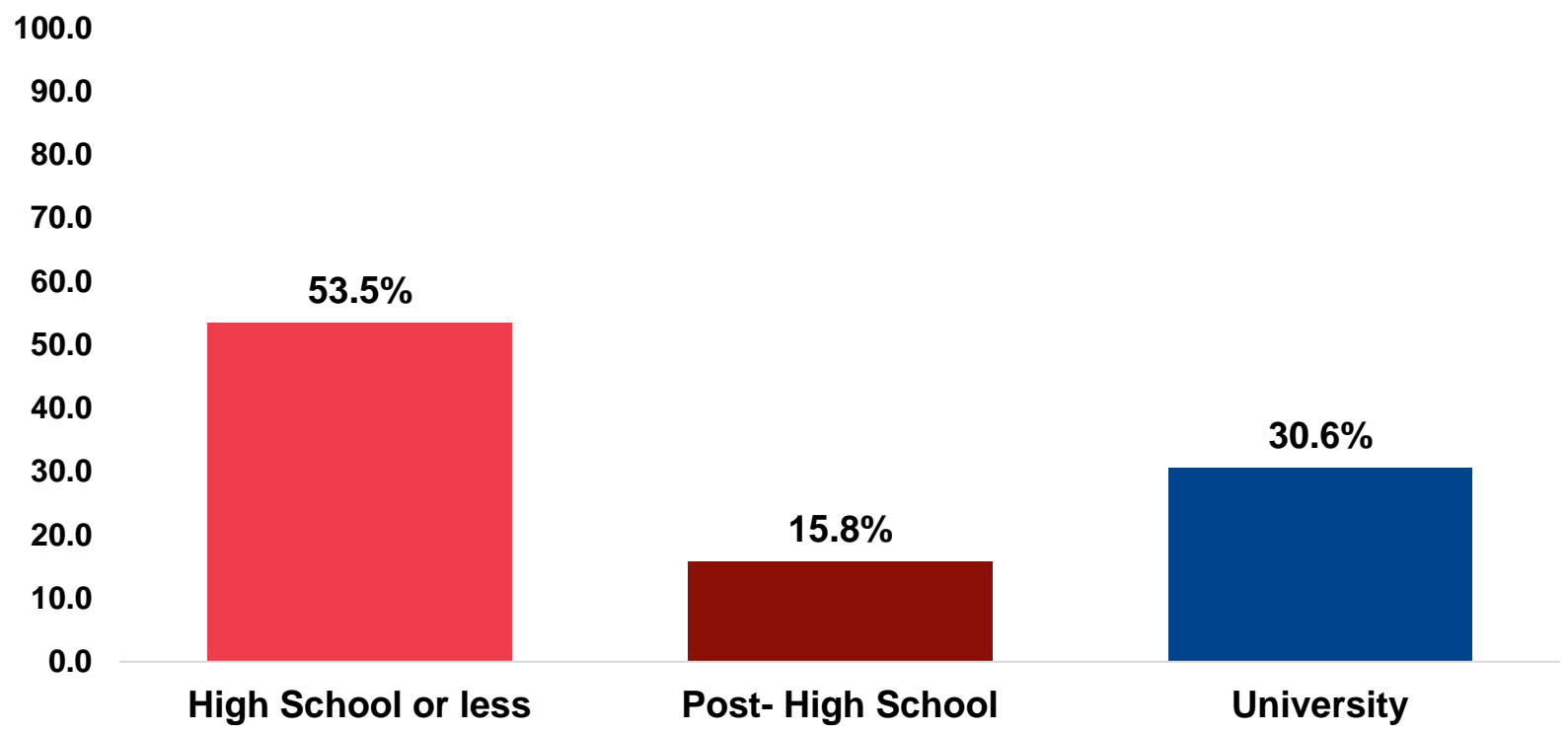
Self identified daily activities at the time of the assessment

Activity	Language Ability 3-5	Language Ability 1-2
I am self employed	0.48%	
I have a long-term disability that keeps me from working	0.16%	0.95%
I am retired	0.40%	0.71%
I am enrolled in a skills training program (e.g., computer, skilled trades,…	1.11%	0.00%
I am volunteering	1.11%	0.32%
I have health problems that keep me from working	0.48%	1.27%
I am working	3.01%	0.71%
I am going to school (high school, college, university, etc.)	5.86%	0.79%
I am looking after family members	3.65%	3.17%
I am looking for work	10.86%	3.88%
I am looking after children	8.08%	7.77%
I am taking care of the household	6.97%	12.04%
I am taking language classes	13.15%	10.62%

■ Language Ability 3-5   ■ Language Ability 1-2

Percentage of University Degree (BA or higher) Holders Among Client Types

High Official Language Ability is related to University Degree Attainment
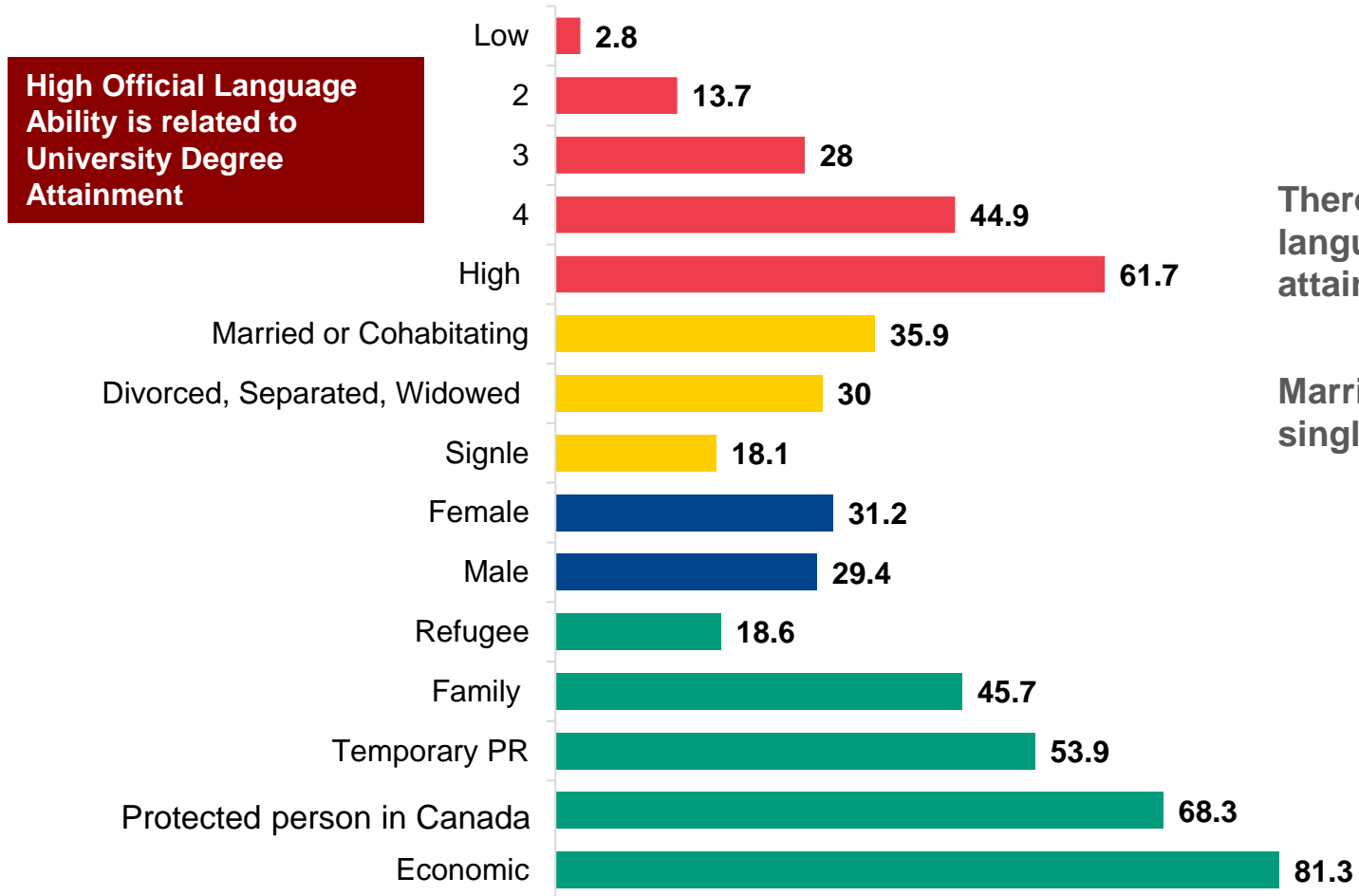
There is a strong correlation between language proficiency and educational attainment.

Married clients are more likely than the single clients to have a university degree

Category	Value
Low	2.8
2	13.7
3	28
4	44.9
High	61.7
Married or Cohabitating	35.9
Divorced, Separated, Widowed	30
Signle	18.1
Female	31.2
Male	29.4
Refugee	18.6
Family	45.7
Temporary PR	53.9
Protected person in Canada	68.3
Economic	81.3

Predicting Probability of University Degree

Category	Odds Ratio
Official Language Ability	2.365 *
Length in Canada in Years	0.823 *
Temporary Permit (CUAET)	0.505
Protected person in Canada	0.658
Refugee	0.149 *
Family Sponsored	0.329 *
Divorced, Separated, Widowed	2.754 *
Married	4.157 *
Own Home	0.699
Female	1.308
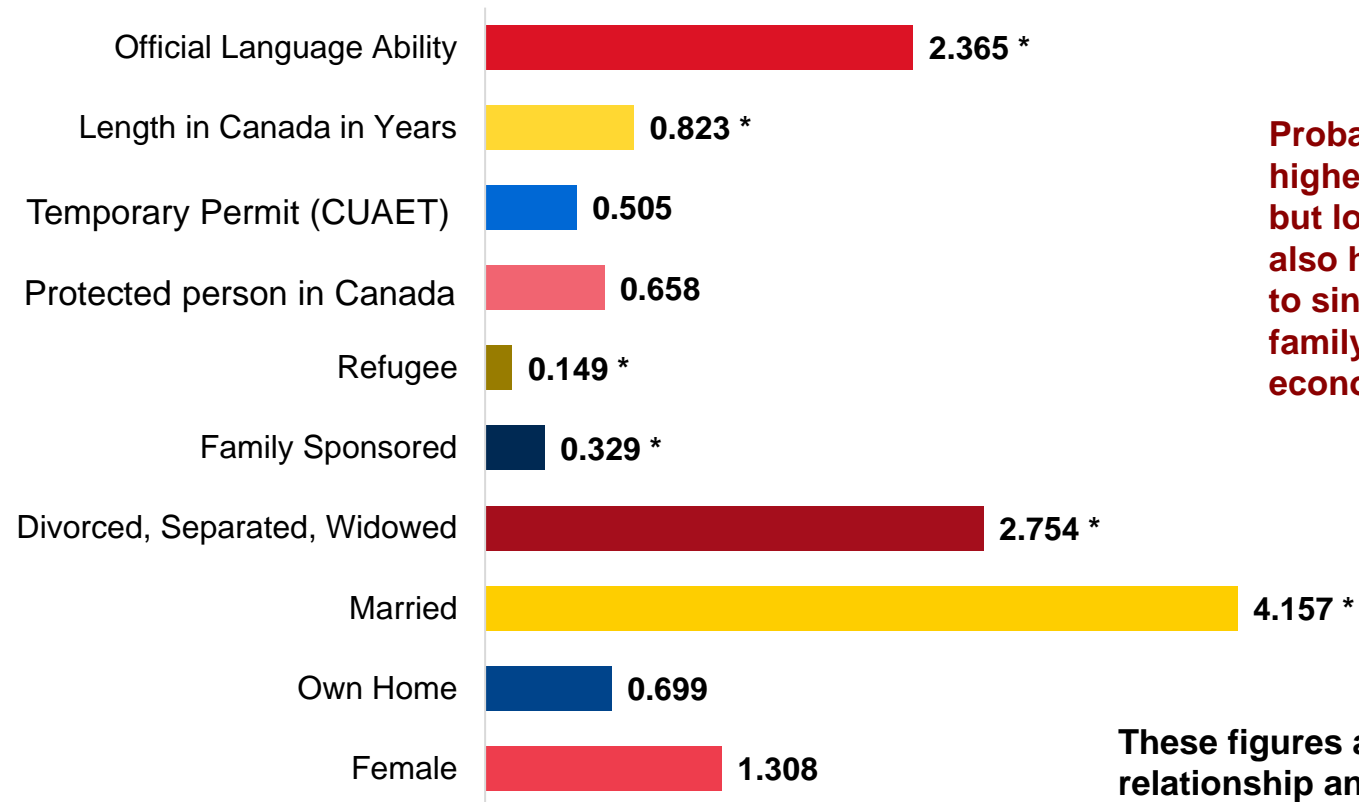
Probability of university degree attainment is higher the higher clients' official language ability, but lower the higher the length of Residency. It is also higher among married and DSW compared to single clients, but lower among refugee and family sponsored clients compared to the economic immigrants

These figures are odds ratios; figures over 1 indicate positive relationship and figures below 1 indicate negative relationships.
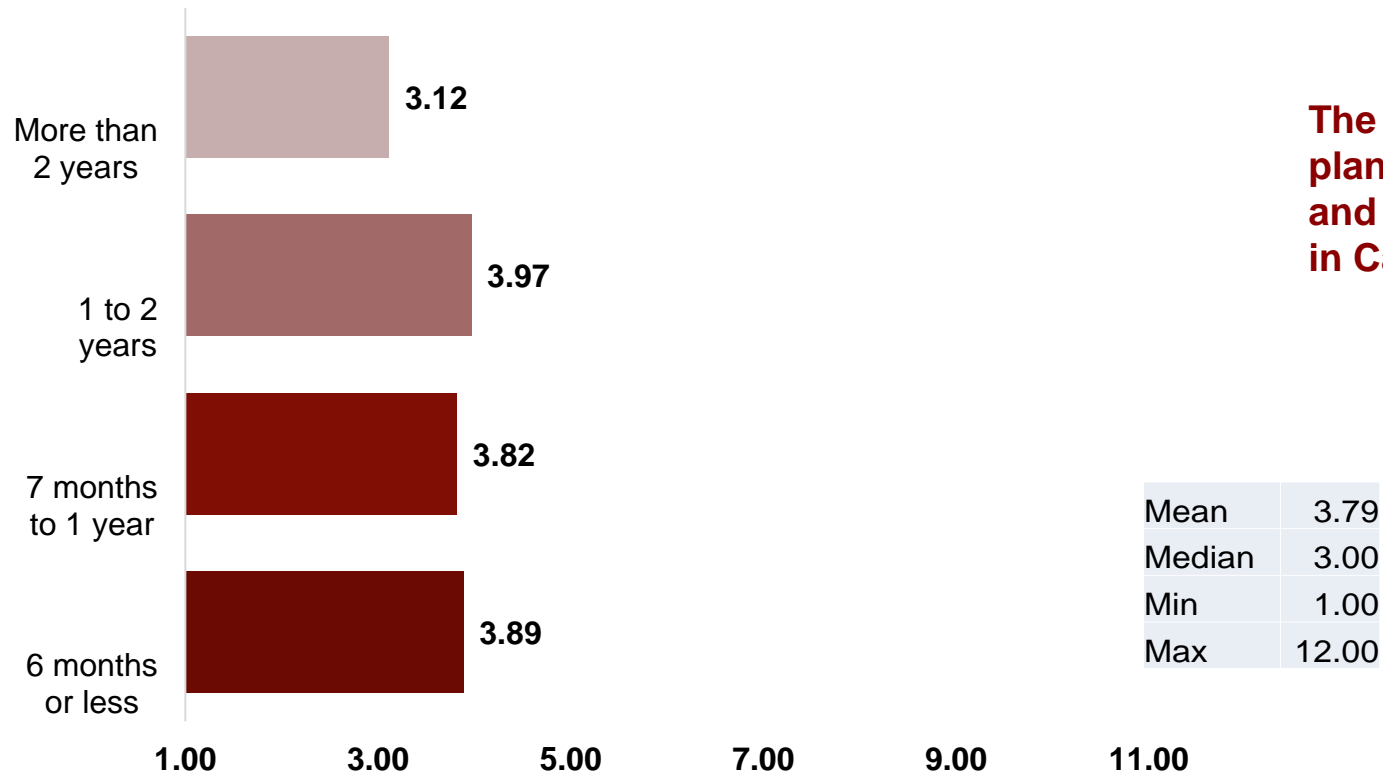- **= statistically significant**

Education & Knowledge

Data Overview

Settlement Plan Actions related to Education and Knowledge

More than 2 years — 3.12

1 to 2 years — 3.97

7 months to 1 year — 3.82

6 months or less — 3.89

1.00 3.00 5.00 7.00 9.00 11.00

The average number of settlement plan action goals related to Education and knowledge decrease after 2 years in Canada

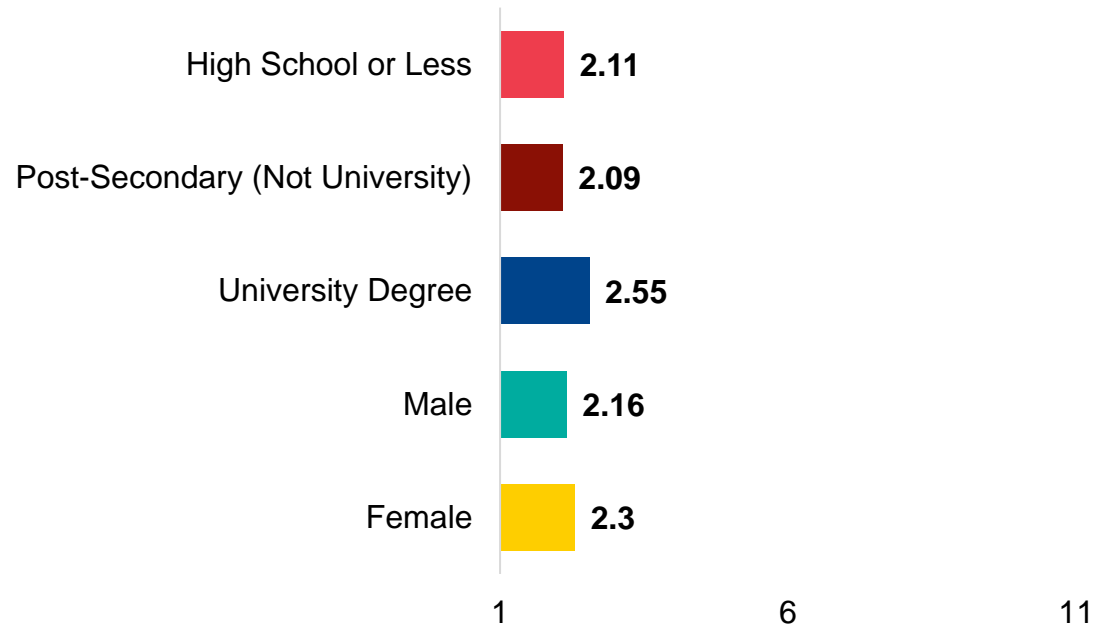| Mean	3.79
Median	3.00
Min	1.00
Max	12.00

What would help you the most to go back to school?
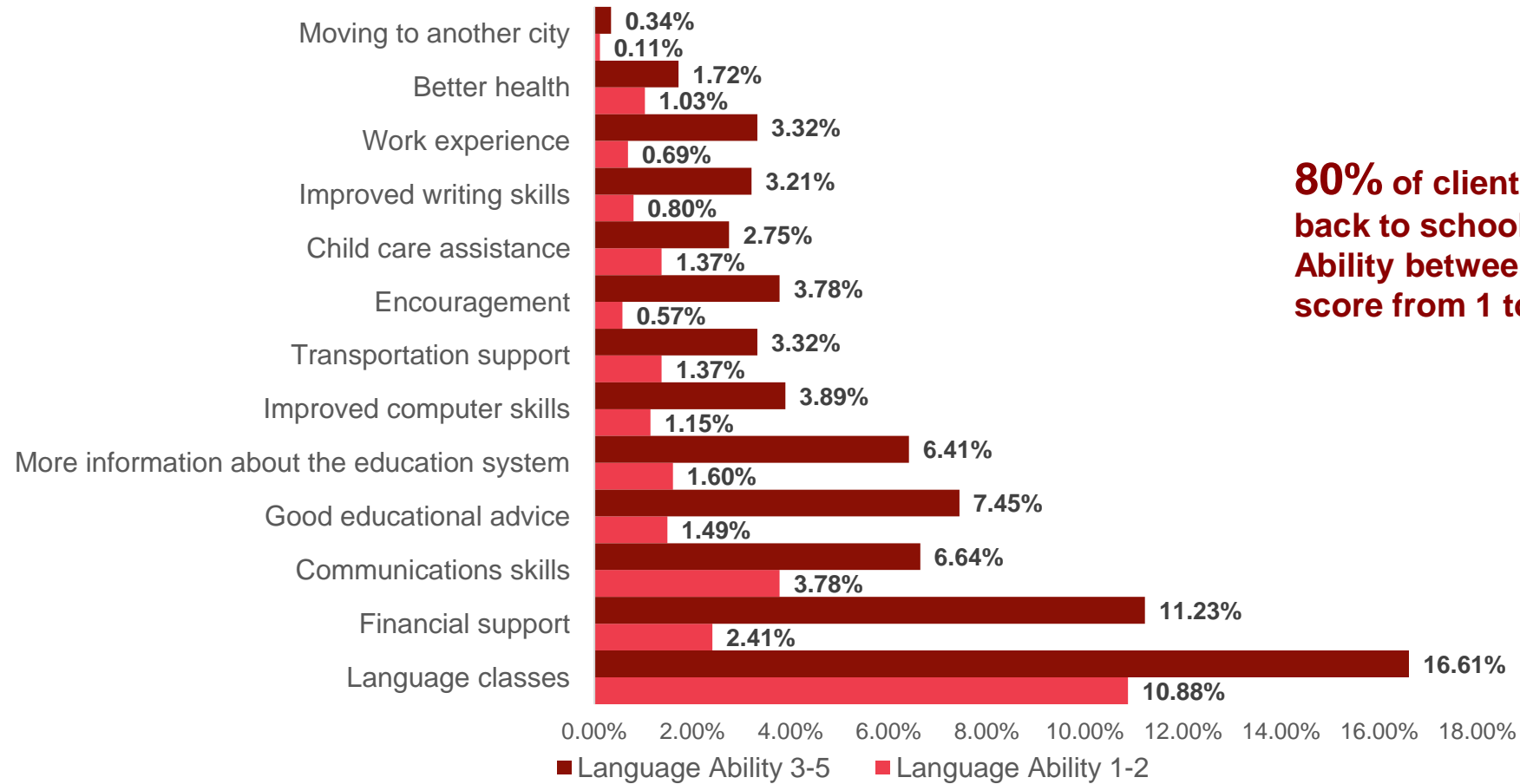
80% of clients with desire go back to school had Language Ability between 3 and 5 on score from 1 to 5

Moving to another city — 0.34% / 0.11%
Better health — 1.72% / 1.03%
Work experience — 3.32% / 0.69%
Improved writing skills — 3.21% / 0.80%
Child care assistance — 2.75% / 1.37%
Encouragement — 3.78% / 0.57%
Transportation support — 3.32% / 1.37%
Improved computer skills — 3.89% / 1.15%
More information about the education system — 6.41% / 1.60%
Good educational advice — 7.45% / 1.49%
Communications skills — 6.64% / 3.78%
Financial support — 11.23% / 2.41%
Language classes — 16.61% / 10.88%

Language Ability 3-5 ■ Language Ability 1-2

Settlement Plan Actions – Education

High School or Less		2.11
Post-Secondary (Not University)		2.09
University Degree		2.55
Male		2.16
Female		2.3

1   6   11

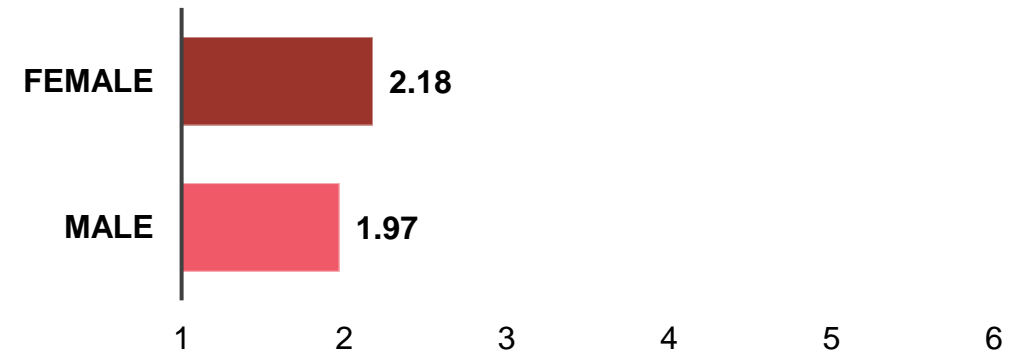**The average number of settlement plan action goals are slightly higher among women than men**

Settlement Plan Actions – Knowledge
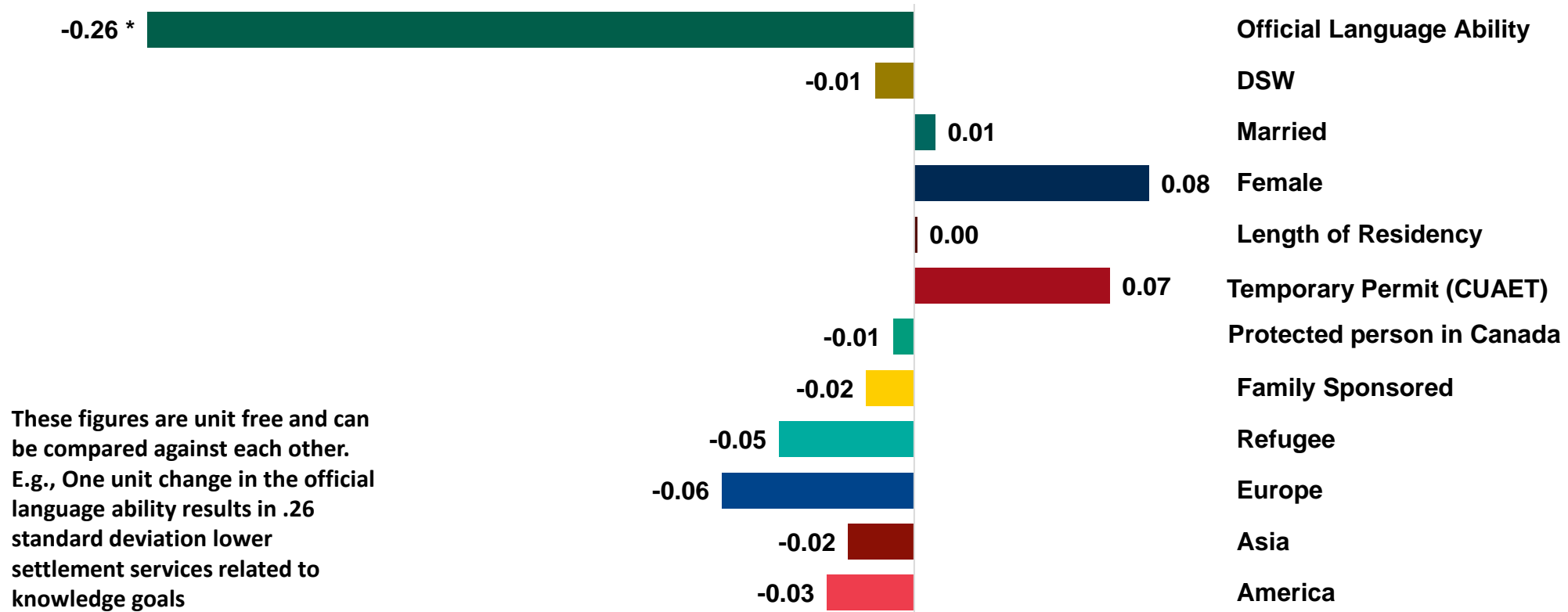
FEMALE		2.18
MALE		1.97

1   2   3   4   5   6

The average number of settlement plan action goals related to education are slightly higher among women than men

Predictors of Knowledge Needs

-0.26 * Official Language Ability
-0.01 DSW
0.01 Married
0.08 Female
0.00 Length of Residency
0.07 Temporary Permit (CUAET)
-0.01 Protected person in Canada
-0.02 Family Sponsored
-0.05 Refugee
-0.06 Europe
-0.02 Asia
-0.03 America

These figures are unit free and can be compared against each other. E.g., One unit change in the official language ability results in .26 standard deviation lower settlement services related to knowledge goals

* = Statistically significant

Education Goal Factors

Educational Goals by Length of residency prior to the initial Visit and Adjustments
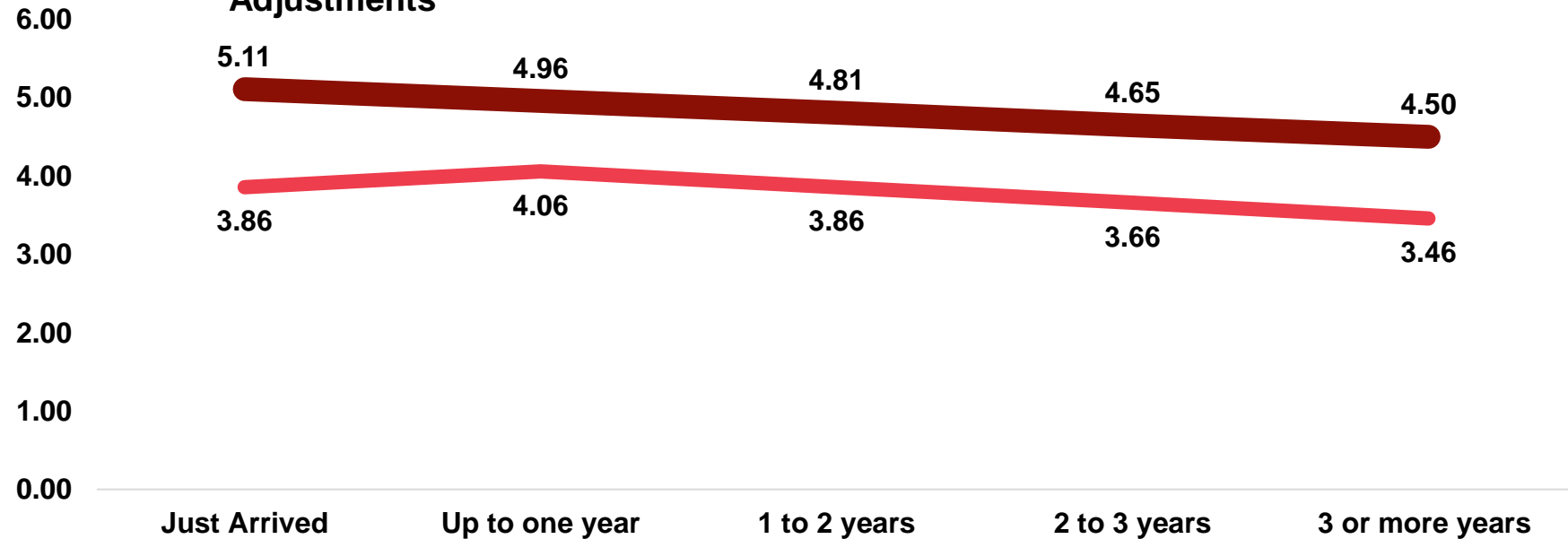
Language proficiency slightly decreases average number of educational settlement plan action Goals of clients the longer they have been in Canada

Mean	3.79
Median	3.00
Min	1.00
Max	12.00

— Adj. for demographics   — Adj. For dem. and language

Demographic adjustments: age, marital status, immigration status and housing type
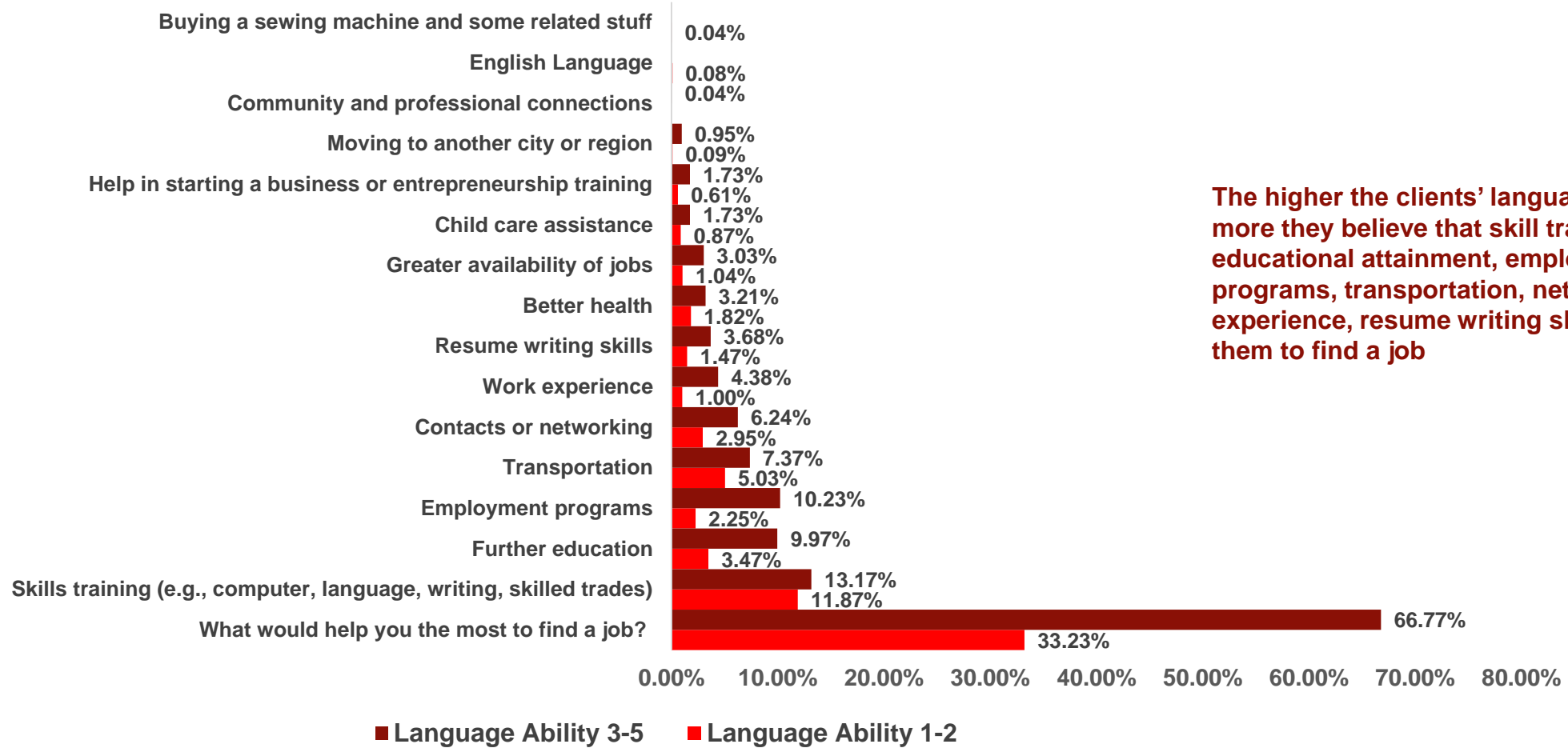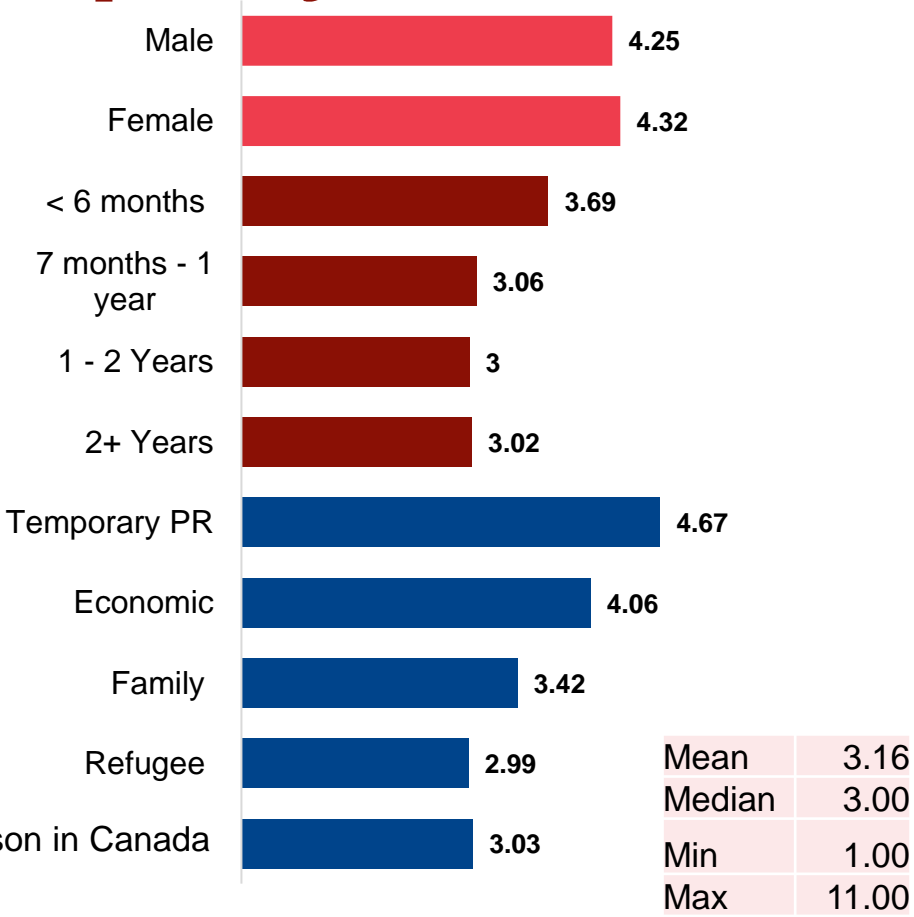
Employment

Data Overview

What would help you the most to find a job?

Category	Language Ability 3-5	Language Ability 1-2
Buying a sewing machine and some related stuff	0.04%	
English Language		0.08%
Community and professional connections	0.04%	
Moving to another city or region	0.95%	0.09%
Help in starting a business or entrepreneurship training	1.73%	0.61%
Child care assistance	1.73%	0.87%
Greater availability of jobs	3.03%	1.04%
Better health	3.21%	1.82%
Resume writing skills	3.68%	1.47%
Work experience	4.38%	1.00%
Contacts or networking	6.24%	2.95%
Transportation	7.37%	5.03%
Employment programs	10.23%	2.25%
Further education	9.97%	3.47%
Skills training (e.g., computer, language, writing, skilled trades)	13.17%	11.87%
What would help you the most to find a job?	66.77%	33.23%

The higher the clients' language ability, the more they believe that skill training, more educational attainment, employment programs, transportation, networking, work experience, resume writing skills all help them to find a job

■ Language Ability 3-5   ■ Language Ability 1-2

Settlement Plan Actions related to Employment

Male	4.25
Female	4.32
< 6 months	3.69
7 months - 1 year	3.06
1 - 2 Years	3
2+ Years	3.02
Temporary PR	4.67
Economic	4.06
Family	3.42
Refugee	2.99
Protected person in Canada	3.03

Mean	3.16
Median	3.00
Min	1.00
Max	11.00

The average number of settlement plan action goals related to employment is lower among males than females but not by much

The average number of settlement plan actions related to employment is highest among those who just arrived and decreases afterward

The average number of settlement plan actions related to employment is lowest among those with IRB Notice and refugee clients. They are highest among Ukrainians followed by the economic immigrants

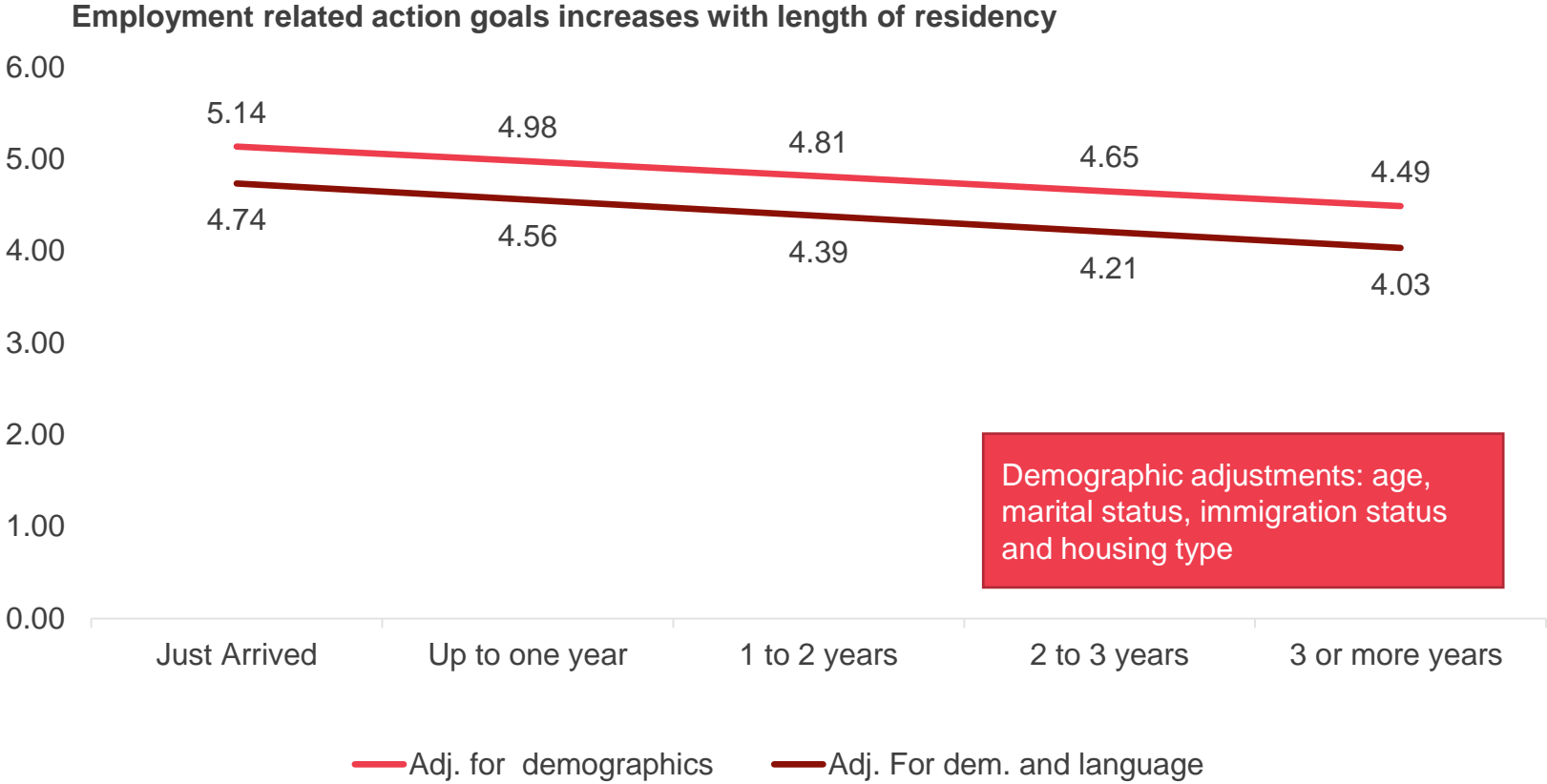# Settlement Plan Action Goal – Employment, Finance and Income Combined

Value	Category
0.054	Official language Ability
0.048	DSW
-0.072	Married and cohabiting
-0.001	Female
-0.069	Length of Residency
0.144 *	Temporary Permit (CUAET)
-0.144 *	Protected person in Canada
-0.072	Family Sponsored
-0.211 *	Refugee
-0.174 *	Europe
-0.125 *	Asia
-0.028	America
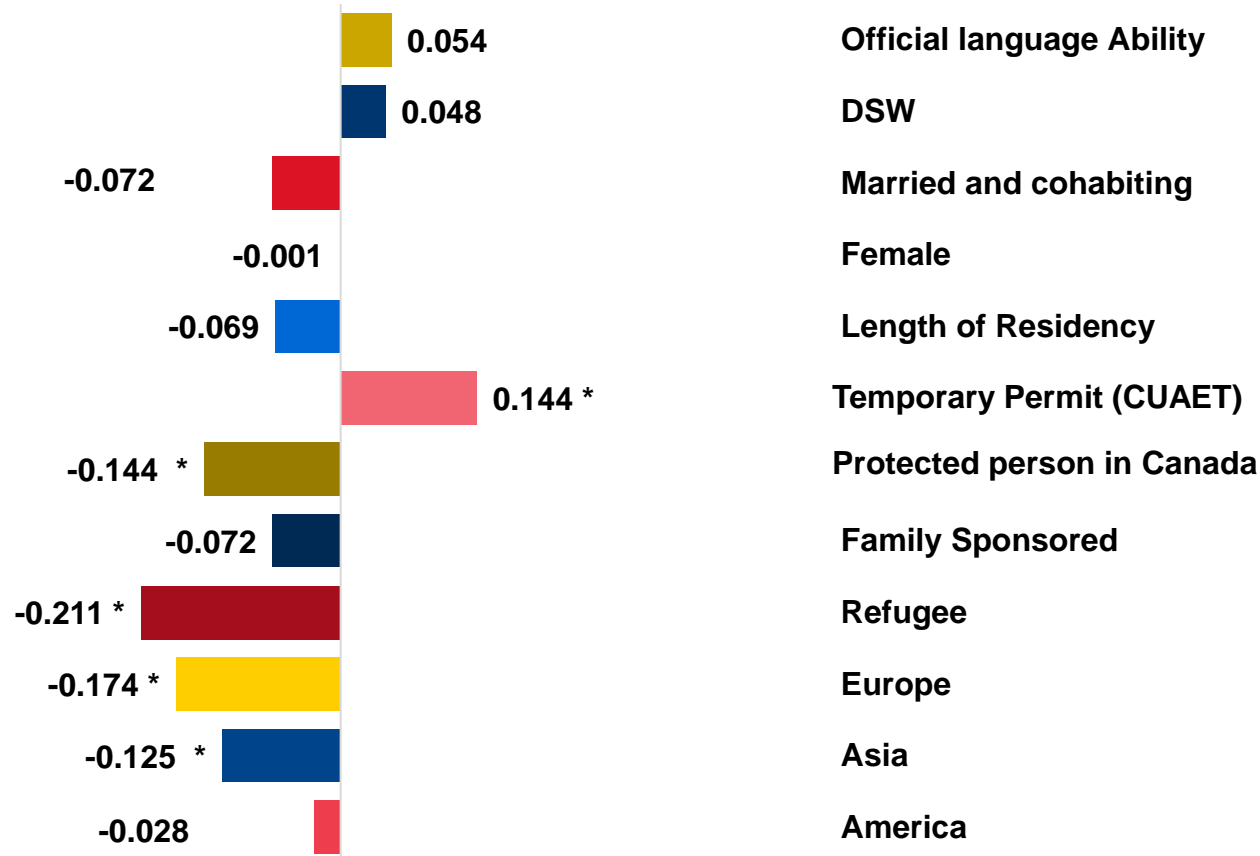
These figures are unit free and can be compared against each other. E.g., Refugees are .211 standard deviation less likely to seek or receive settlement services related to employment goals than Economic immigrants

* = Statistically significant

Language proficiency slightly increases settlement plan action goals related to employment of clients the longer they are in Canada

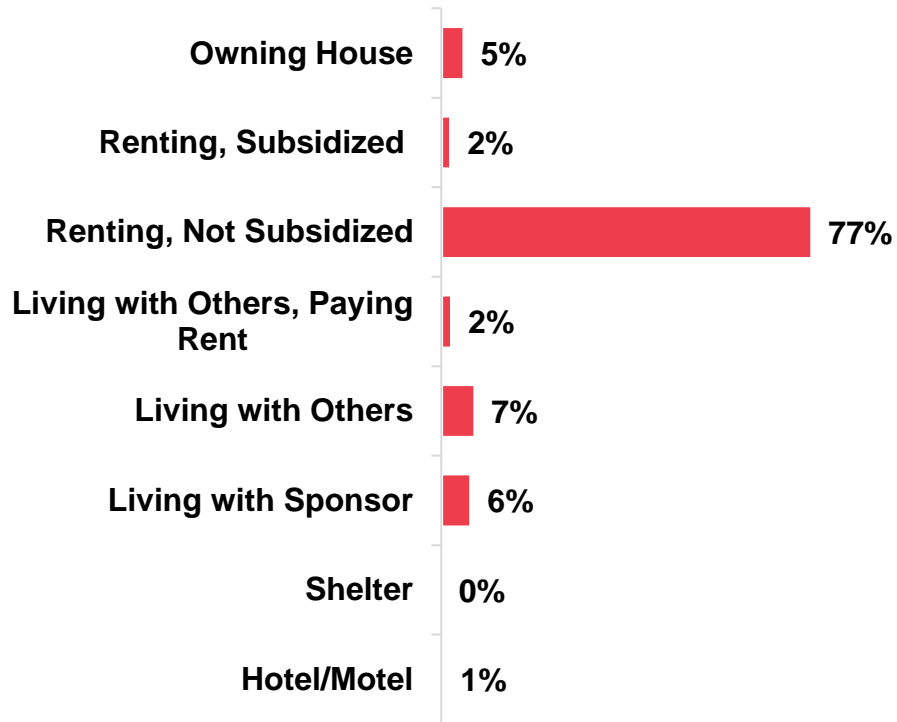**Employment related action goals increases with length of residency**

Adj. for demographics: 5.14, 4.98, 4.81, 4.65, 4.49

Adj. For dem. and language: 4.74, 4.56, 4.39, 4.21, 4.03

X-axis: Just Arrived, Up to one year, 1 to 2 years, 2 to 3 years, 3 or more years

Demographic adjustments: age, marital status, immigration status and housing type

Mean	3.16
Median	3
Min	1
Max	11

—— Adj. for demographics   —— Adj. For dem. and language

Housing & Neighbourhood

Data Overview

Types of Housing

Owning House — 5%

Renting, Subsidized — 2%

Renting, Not Subsidized — 77%

Living with Others, Paying Rent — 2%

Living with Others — 7%

Living with Sponsor — 6%

Shelter — 0%

Hotel/Motel — 1%

How do clients rate their **current level of knowledge about: Housing** (e.g., finding a place to live, responsibilities of your landlord, landlord and tenant relations, buying a house, etc.)?
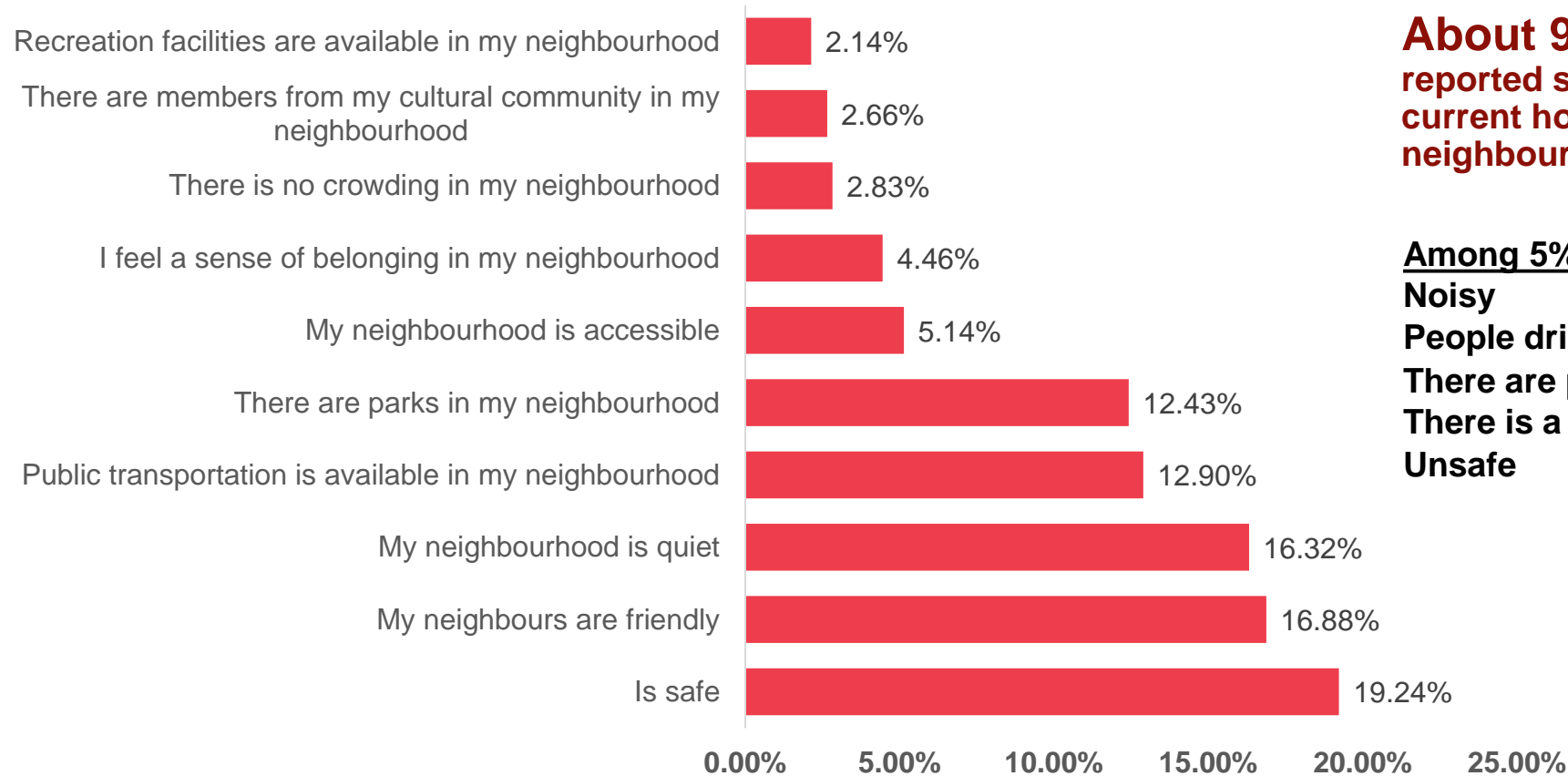
1	2	3	4	5	I prefer not to answer
21.39%	26.66%	34.47%	13.92%	2.55%	1.02%

77% of assessed clients are living in unsubsidized rental units
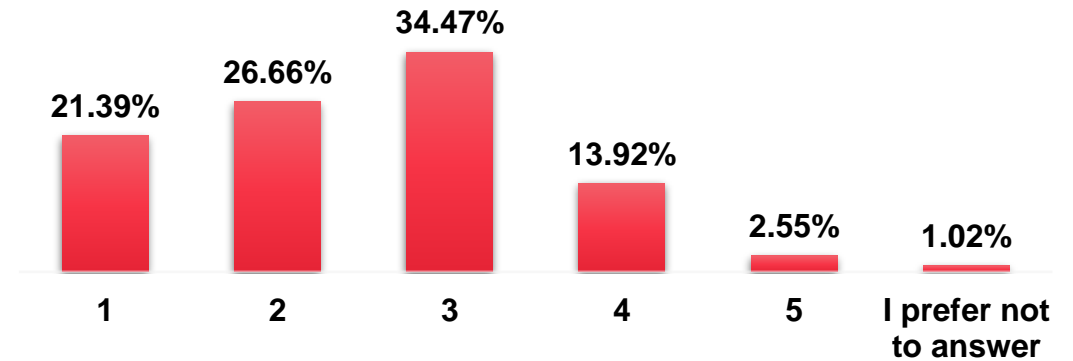
Do you have any housing issues (e.g., items broken or not working, health hazards, etc.)

Category	Percentage
Dark	0.34%
Broken doors, washroom, shower problem with…	0.34%
House is cold and bill is high	0.34%
Unsafe roofing conditions specially in snowy…	0.34%
My child uses a wheel chair and the house is…	0.34%
Sink and water leakage	0.34%
Rats	0.34%
Washroom, bulbs, closets	0.34%
Washer not working	0.34%
Leaking and draining in the basement	0.34%
Sharing the HVAC between the two units.	0.34%
Looking for better house	0.68%
The washer is not working	0.68%
Living in a room that has that the electricity box	0.68%
My heat or air conditioning does not work	2.74%
I have mould, bugs or rodents in my home	6.16%
I do not have any housing problems	81.51%

About 82% of assessed clients
are reported no housing issues

Perception of Neighbourhood

Recreation facilities are available in my neighbourhood — 2.14%
There are members from my cultural community in my neighbourhood — 2.66%
There is no crowding in my neighbourhood — 2.83%
I feel a sense of belonging in my neighbourhood — 4.46%
My neighbourhood is accessible — 5.14%
There are parks in my neighbourhood — 12.43%
Public transportation is available in my neighbourhood — 12.90%
My neighbourhood is quiet — 16.32%
My neighbours are friendly — 16.88%
Is safe — 19.24%

(x-axis: 0.00%, 5.00%, 10.00%, 15.00%, 20.00%, 25.00%)

About 95% of assessed clients reported satisfaction with the current housing and neighbourhood environment

<u>Among 5% reported Safety Concerns:</u>
Noisy
People drink in public places
There are people using or dealing drugs
There is a lot of garbage
Unsafe

How do different factors affect the number of housing and neighbourhood-related Settlement Plan Actions?

Immigration Status

Immigration Status	Value
Protected person in Canada	3.65
Refugee	4.32
Family Sponsored	4.17
Economic	4.78
Temporary Permit (CUAET)	4.83
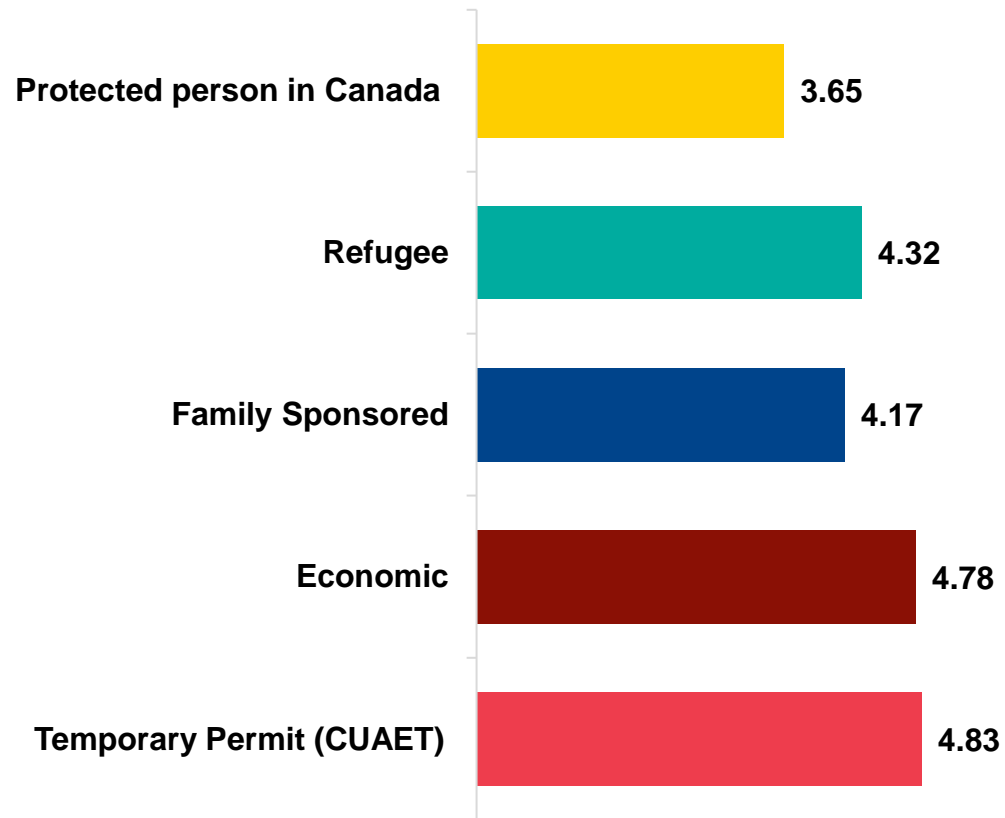
Mean	4.28
Median	4.00
Min	1.00
Max	11.00

Perceived Official Language Ability

High	3.99
4	4.00
3	4.68
2	4.14
Low	4.68
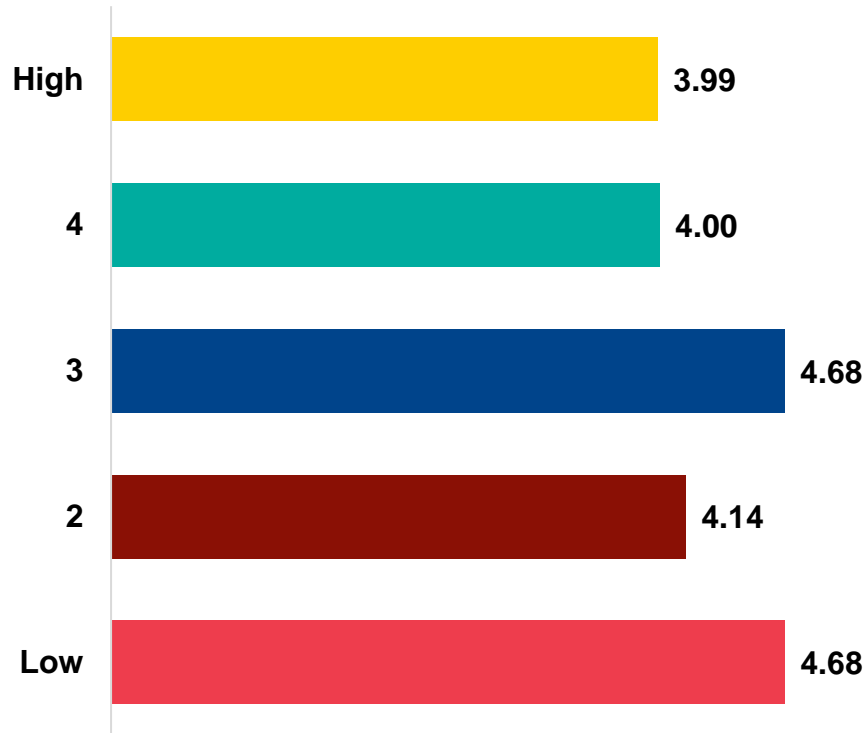
Mean	4.28
Median	4.00
Min	1.00
Max	11.00

Canadian Language Benchmark (CLB)

CLB 4 plus — 4.20

CLB 3 and under — 4.22
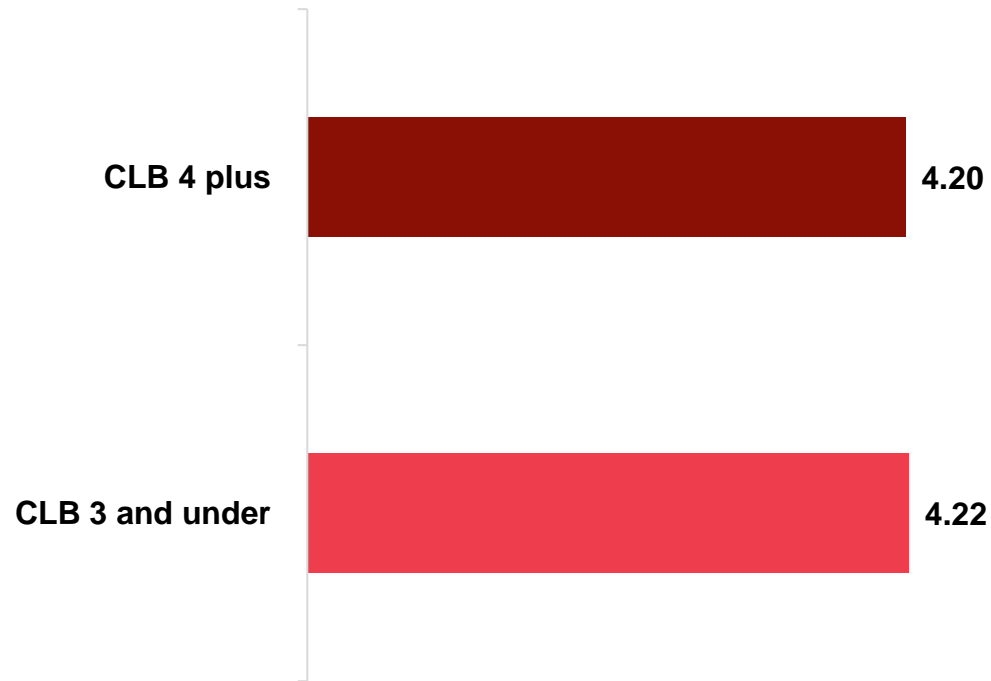
Mean	4.28
Median	4.00
Min	1.00
Max	11.00

If you decided to improve your English or French language skills what would be the main reason in relationship to Language ability

Chart data:

To participate in Canadian society
- 1-Strongly Disagree: 11.76%
- 2-Disagree: 10.29%
- 3-Neutral: 5.15%
- 4-Agree: 5.33%
- 5-Strongly Agree: 2.39%
- Total: 34.93%

To find employment
- 1-Strongly Disagree: 3.49%
- 2-Disagree: 6.62%
- 3-Neutral: 6.07%
- 4-Agree: 9.74%
- 5-Strongly Agree: 8.09%
- Total: 34.01%

To get an education
- 1-Strongly Disagree: 1.10%
- 2-Disagree: 5.15%
- 3-Neutral: 6.25%
- 4-Agree: 5.88%
- 5-Strongly Agree: 3.86%
- Total: 22.43%

To acquire Canadian Citizenship
- 1-Strongly Disagree: 2.39%
- 2-Disagree: 2.02%
- 3-Neutral: 1.47%
- 4-Agree: 1.84%
- 5-Strongly Agree: 0.92%
- Total: 8.64%

Legend: 1-Strongly Disagree, 2-Disagree, 3-Neutral, 4-Agree, 5-Strongly Agree, Total

Length of Residency

Mean	1.10
Median	1.00
Min	0.00
Max	6.00

More than 2 years — 0.91

1 to 2 years — 0.96

7 months to 1 year — 1.19

6 months or less — 0.96

Predicting Housing & Neighbourhood Settlement Plan Actions

These figures are unit free and can be compared against each other. E.g., European clients are .192 standard deviation Less likely to receive settlement action Plans related to housing and neighbourhood than African origin clients.
* = Statistically significant

Value	Category
-0.107 *	Official Language Ability
0.007	DSW
0.012	Married and cohabiting
0.027	Female
-0.147 *	Length of Residency
0.081	Temporary Permit (CUAET)
-0.115	Protected person in Canada
-0.12	Family Sponsored
-0.14	Refugee
-0.192 *	Europe
-0.145 *	Asia
-0.043	America
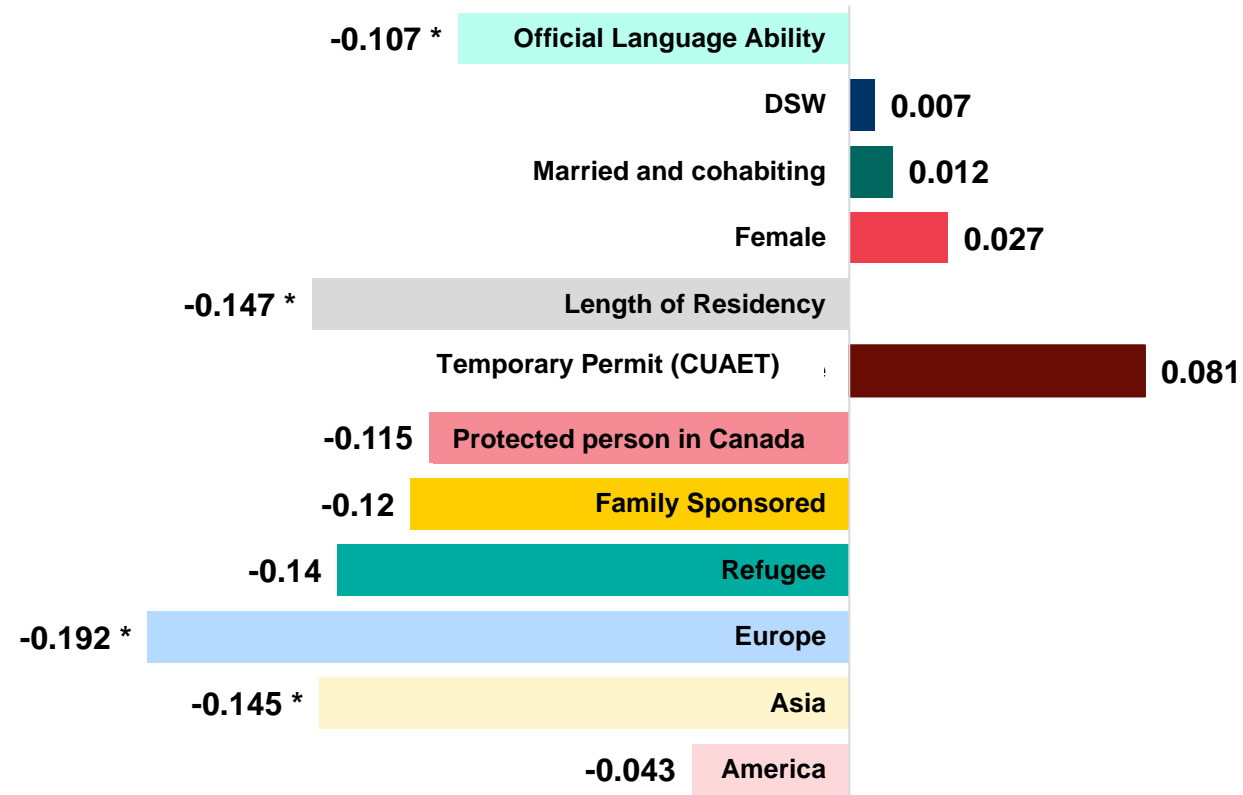
Predictors: Housing Settlement Plan Action Goals
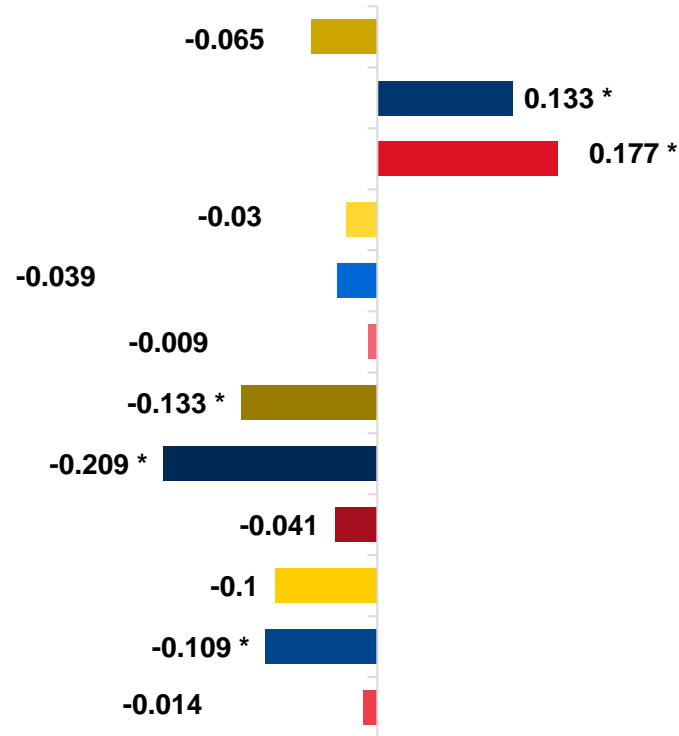
-0.065 — Official language ability

0.133 * — DSW

0.177 * — Married and cohabiting

-0.03 — Female

-0.039 — Length of Residency

-0.009 — Temporary Permit (CUAET)

-0.133 * — Protected person in Canada

-0.209 * — Family Sponsored

-0.041 — Refugee

-0.1 — Europe

-0.109 * — Asia

-0.014 — America

These figures are unit free and can be compared against each other.
E.g., family sponsored clients are .209 standard deviation Less likely to receive settlement action Plans related to housing than economic immigrants.
* = Statistically significant

Housing Goals by Length of Residency
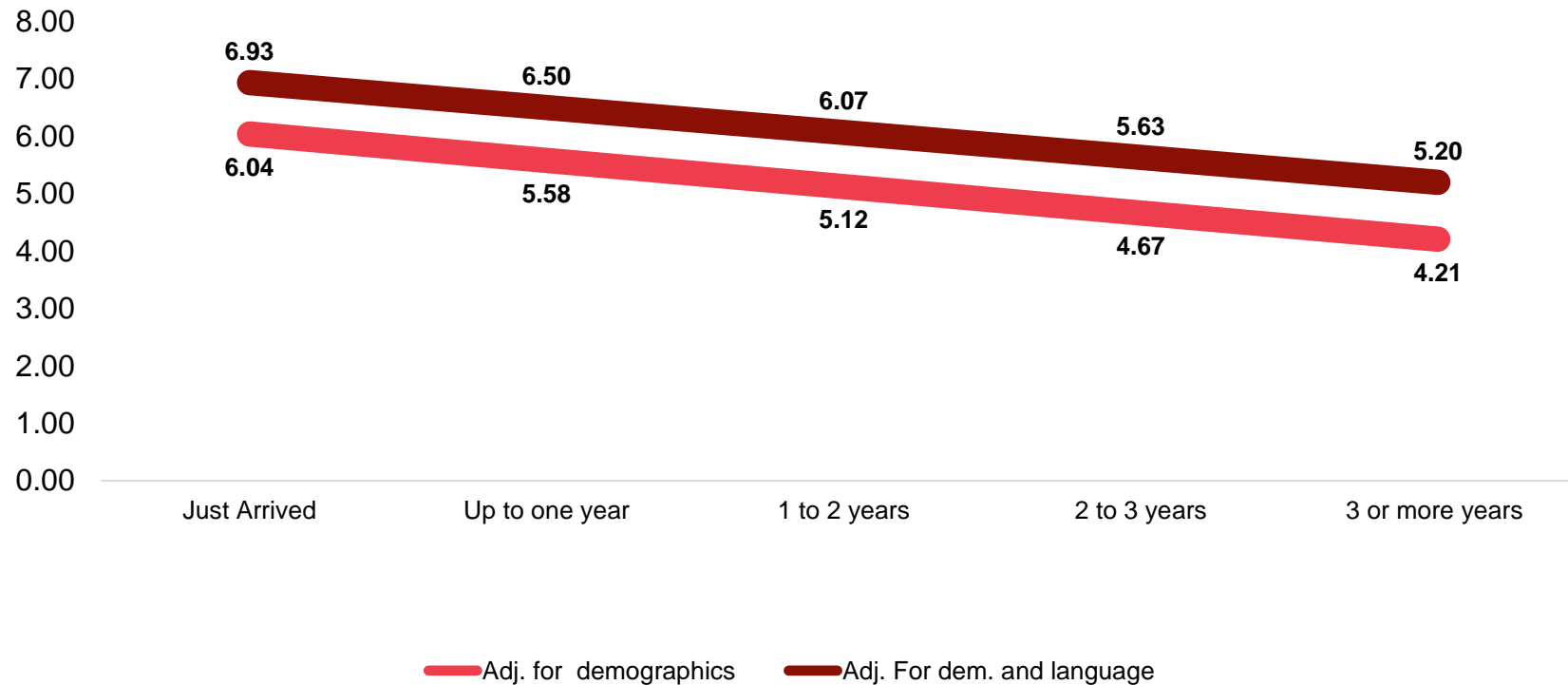
Mean	4.28
Median	4
Min	1
Max	11

*Demographic adjustments: age, marital status, immigration status and housing type

Chart data:

	Just Arrived	Up to one year	1 to 2 years	2 to 3 years	3 or more years
Adj. For dem. and language	6.93	6.50	6.07	5.63	5.20
Adj. for demographics	6.04	5.58	5.12	4.67	4.21

— Adj. for demographics   — Adj. For dem. and language

Concept Mapping

Examining Settlement Plan Actions in relation to desired outcomes

Measuring Settlement Success. Together.

Settlement and Community Service Provider Organizations work as allies to support clients in attaining outcomes set out by our funders, as they represent the goals of our common clients. To help us measure our progress and success, we have created a data framework that touches on each point of the service delivery process, capturing key indicators along the way.

Here are some of the questions we ask ourselves:

1 ASSESS (Indicators)

What are the goals, needs and assets clients are presenting with at the time of their initial assessment?

2 PLAN (Actions)

What next steps can the client take to achieve their goals, meet their needs, and leverage their assets?

3 REFER (Referrals)

Which organizations may support the client in achieving their goals?

4 CHECK IN (Indicators)

Has the client identified or been asked about their progress towards their goals?

GOAL ACHIEVED (Outcome)

Has the client identified that they have met their goals or do we have evidence that there is progress being made?

TESTING PATTERNS

Let's making Mathematics move

Sankey chart to visualize the relationship between Actions Goal Objectives and SDH (Needs) using Std Deviation of Indicators as flow width
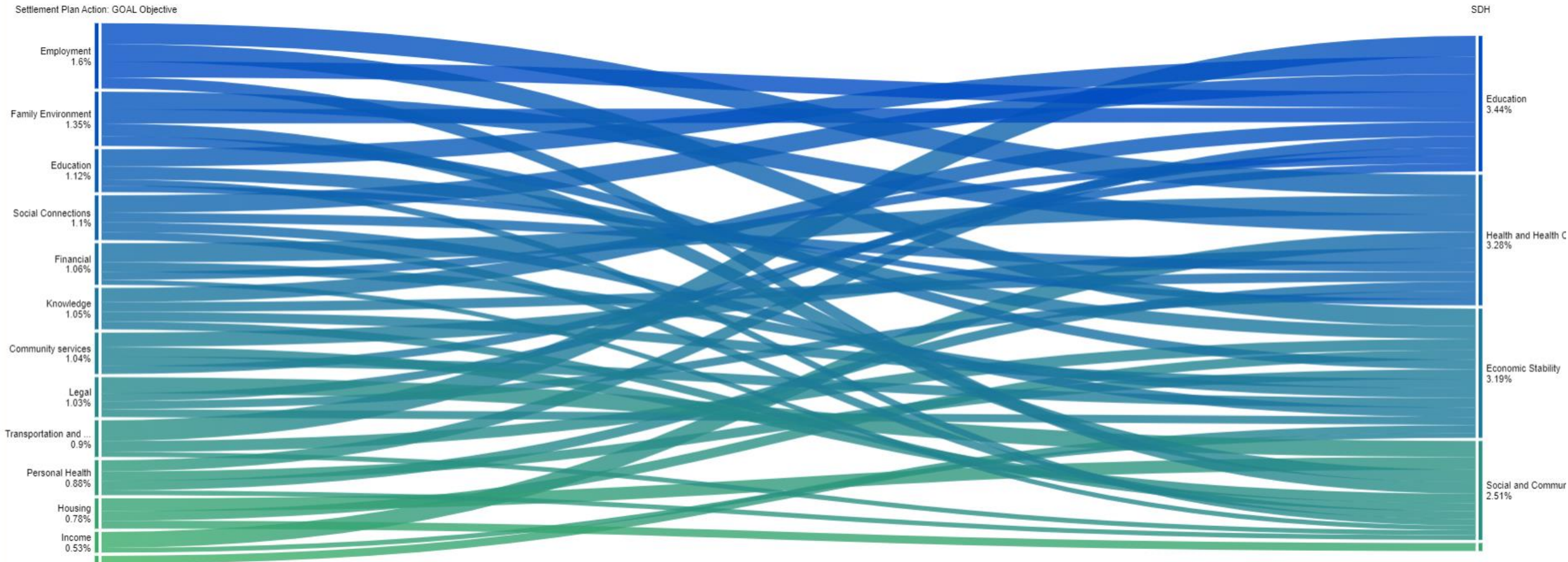
Matrix chart to visualize the impact of recommended Actions Goal Objectives on Capacities using Std Deviation of Indicators as bubble size

The correlation between inputs and outputs (recommendations) – using concept mapping
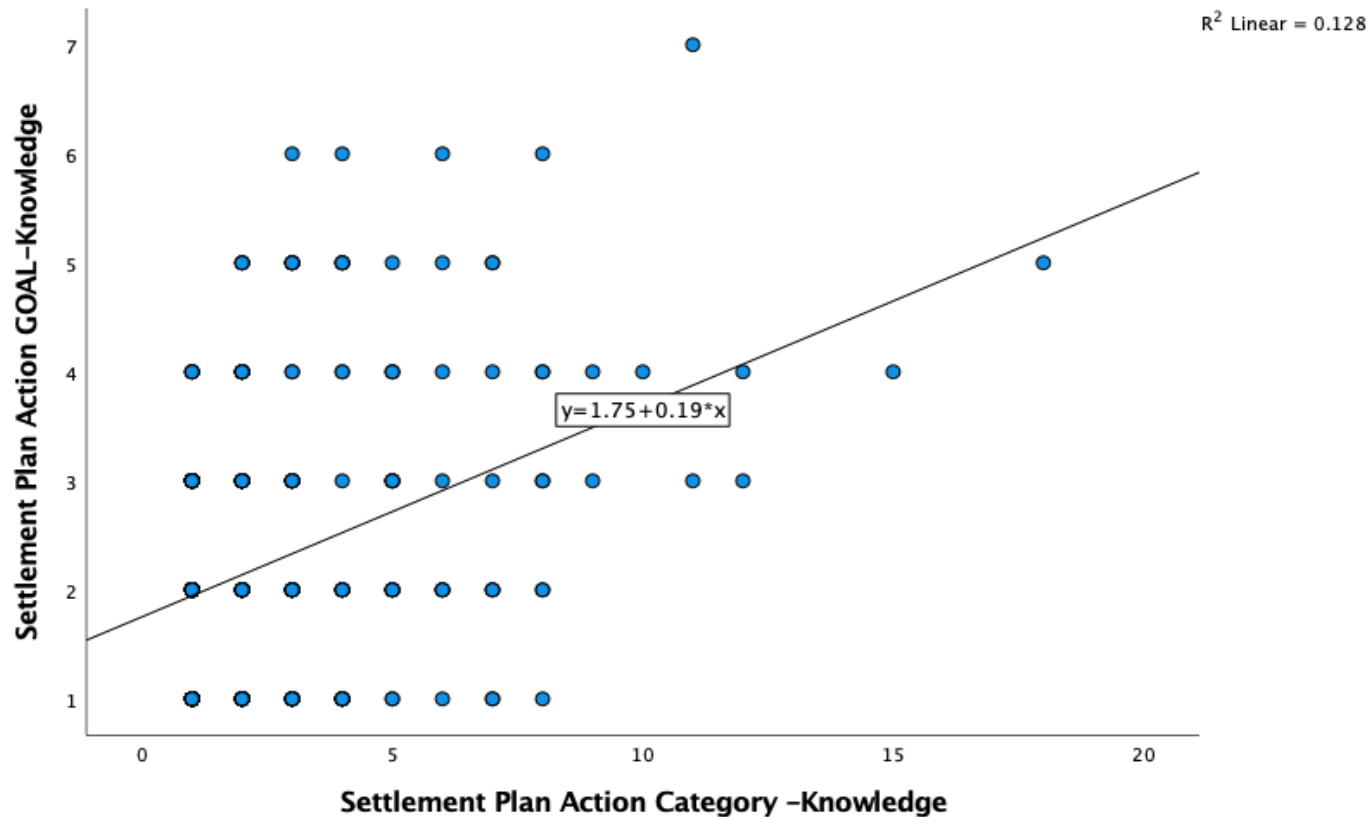
The higher the settlement plan action category related to knowledge, the higher the settlement action goal related to that action

Immediate Settlement Objectives and Services Recommended

Immediate Settlement Objectives	%	Resources in form of referrals
Increase knowledge of Community and Government Services	21.60%	21.98%
Increase access to local community services	11.53%	11.08%
Increase knowledge of Life in Canada	10.02%	10.06%
Improve Other Skills	9.85%	10.28%
Increase knowledge of Working in Canada	9.65%	9.37%
Increase knowledge of Education in Canada	7.36%	7.18%
Improve Language Skills	6.46%	6.57%
Increase level of community involvement	5.80%	5.48%
Health/Mental Health/Well Being	3.79%	3.72%
Financial	3.10%	2.87%
Legal information and services	2.24%	2.37%
Increase professional network	2.22%	2.19%
Family support	2.09%	2.25%
Housing/Accommodation	2.09%	2.24%
Community services	1.45%	1.55%
Food/Clothing/other material needs	0.95%	0.82%
Total	100.00%	100.00%

The Settlement Plan identifies the resources or services that can assist the client in taking action to achieve their settlement objectives

Sample: Settlement Plan Actions involved in achieving the identified objectives

Some of actions recommended in achieving the identified objectives	%
Attend settlement related information sessions	6.57%
Apply for an Ontario drivers' licence	5.43%
Apply for Subsidized Housing	3.71%
Enroll in English language programs to improve my language ability	2.96%
Get my English language assessed at a language assessment centre.	2.91%
Join a newcomer support group	2.91%
Apply for provincial and/or federal government benefits (e.g. GST, Canada Child Benefit).	2.89%
Lean about programs that may help me reduce my utilities costs	2.71%
Find a family doctor	2.58%
Join a local organization or attend community events to meet new people	2.56%
Learn more about how volunteering can help me expand my social network	2.33%
Access information and supports that will help me prepare to work in Canada	2.33%
Attend employment related supports / workshops	2.26%
Explore volunteer opportunities in my area of expertise that may count as work experience	2.13%
Explore post-secondary or continuing education opportunities	2.09%
Visit an immigrant serving organization to address my settlement needs	2.01%
Access opportunities to improve my computer skills	1.95%

Strengthening Aspects of the IRCC Logic Model

Enabling Service (Client / SPO)

Access to IRCC funded settlement services is facilitated

Increased understanding of client settlement needs and appropriate linkages to other services

Clients access services that meet their needs

Community / Sector Capacity Building

Partners deliver responsive and coordinated settlement and community services

Communities foster welcoming environment for immigrants

Referrals

7820

Referral Actions Provided
88% were to Partner Portal Agencies

30% Referrals to WE Value from service providers (including community centres and ethnic or religious groups)

Strengthening assessments and creating efficiencies

62% of those referrals are to Programs
19% of those referrals are to organizations without Programs listed
7% are to specific services and activities within the portal
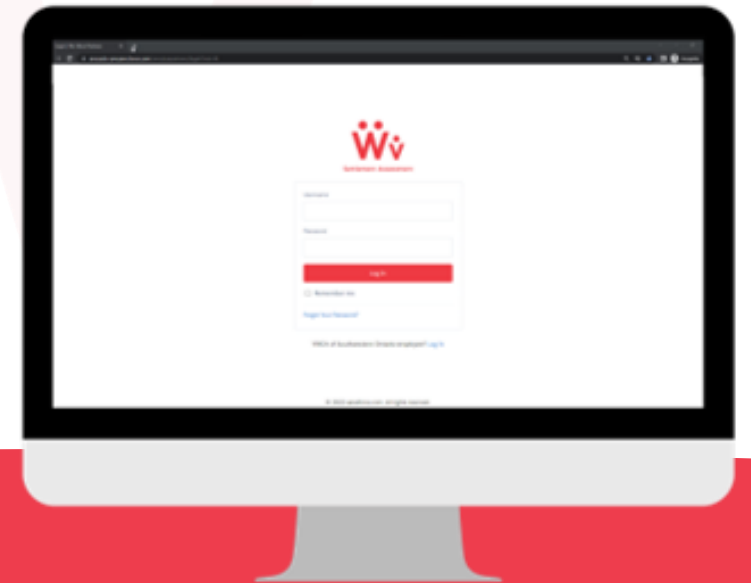
Sample: Related Performance Dimensions from recommended settlement plan list of actions

Performance Measurement Indicators	%
Increased settlement information sessions attend by the client (in-person/online)	**6.57%**
Clients have access to English language program	**6.26%**
Increased application of driver's license	**5.43%**
Increased attendance of community events and local organizations	**4.00%**
Increased application and support for subsidized housing	**3.71%**
Increased visits to community or recreation center	**2.98%**
Increased attendance for newcomer support group	**2.91%**
Increased knowledge and application for provincial and/or federal government benefits	**2.89%**
Increased newcomers' access to a family doctor	**2.58%**
Increased access by newcomers for work support information in Canada	**2.33%**
Clients access transportation.	**2.33%**
Increased attendance of employment related workshop	**2.26%**
Increased visits of immigrant serving organizations by the client	**2.01%**
Increased clients comfort levels with technology.	**1.95%**
Increased application for provincial health care	**1.93%**
Increased social and professional network using	**1.85%**
Increased knowledge on transportation	**1.85%**
Increased access to parenting programs (e.g., CAPC, Family-community resources, etc.)	**1.72%**
Increased knowledge on healthcare services	**1.63%**

Concept Mapping

Health & Mental Health

Data Concept Mapping
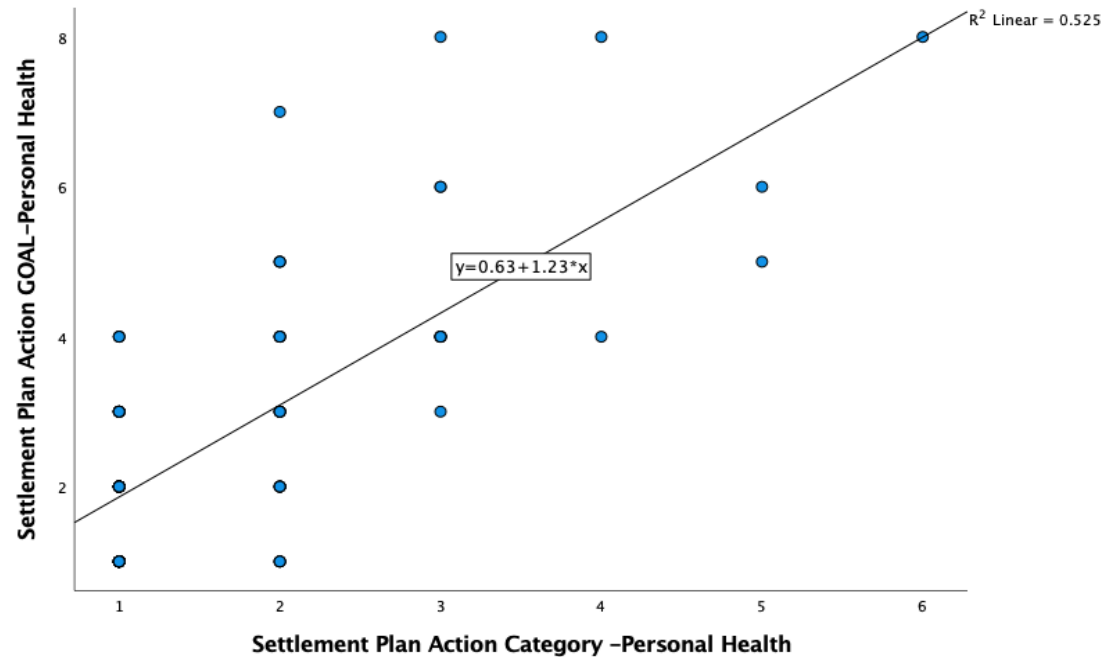
The higher the settlement plan action category related to personal health , the higher the settlement action goal related to that action

Immediate Settlement Objectives and Services recommended

Immediate Settlement Objectives	%	Resources in form of referrals
Health/Mental Health/Well Being	28.88%	28.11%
Increase knowledge of Life in Canada	28.54%	29.02%
Increase knowledge of Community and Government Services	16.92%	18.39%
Increase the Access to local community services	11.39%	11.01%
Increase access to local community services	20.25%	26.03%
Improve Other Skills	4.49%	5.05%
Community services	0.92%	0.91%
Grand Total	100.00%	100.00%

The Settlement Plan identifies the resources or services that can assist the client in taking action to achieve their settlement objectives

Sample: Settlement Plan Actions involved in achieving the identified objectives

Some of actions recommended in achieving the identified objectives	%
Join a newcomer support group	25.43%
Find a family doctor	22.55%
Apply for provincial health care coverage (e.g. AHCIP, OHIP, etc.).	16.92%
Learn more about health care services available in the community (e.g. hospital, urgent care centres, walk-in clinics, etc.).	11.39%
Find a community health centre close to my home	8.86%
Participate in sports and recreation activities.	4.49%
Be aware of cultural shock,family stresses, and effects of crisis.	2.76%
Purchase health insurance for the first three months	1.96%
Receive any needed medical attention. Set-up an appointment for a physical examination.	2.70%
Apply for the provincial drug benefit program (e.g. Ontario Drug Benefit Program, ACHB,etc.)	0.81%
Look for information on appropriate trauma treatment or cultural shock treatment in the community	0.35%
Find a community health centre close to my home.	0.50%
Get help accessing mental health and addictions support.	0.23%
Learn more about accessible transportation services available that would help me with my mobility needs.	0.23%
Learn more about programs that help my chil(ren) adjust to school in Canada.	0.12%
Talk to settlement advisor on how to use the Health Card	0.12%
Apply for provincial disability support program (e.g. ODSP, AISH, DSP, EIA , etc)	0.12%

Sample: Related Performance Dimensions from recommended settlement plan list of actions

Performance Measurement Indicators	%
Increased attendance for newcomer support group	**17.87%**
Increased newcomers access to a family doctor	**15.84%**
Increased application for provincial health care	**11.88%**
Increased access to parenting programs like CAPC, Family-community resources	**10.43%**
Increased knowledge on healthcare services	**8.41%**
Increased visits to community or recreation center	**6.79%**
Clients access nutritious food for themselves or their family(e.g., food bank, etc.)	**4.85%**
Increased awareness of family and children support services	**4.61%**
Client accessed resources that promote social inclusion (e.g., group activities, events, etc.).	**3.15%**
Increased number of newcomers who received free digital devices for their children	**2.99%**
Increased knowledge on support programs for personal health issues like culture shock, family stress and effect of crisis	**1.94%**
Increased attendance of community events and local organizations	**1.13%**
Increased awareness of provincial drug benefit program	**0.57%**
Increase in decision making for housing	**0.49%**
Increased knowledge and application for provincial and/or federal government benefits	**0.32%**
Increased knowledge on support for trauma effects	**0.24%**
Increased knowledge on child school programs	**0.16%**
Increased confidence on child care arrangement	**0.16%**
Increased access to mental health and addiction support programs	**0.16%**

Sankey chart to visualize the relationship between Actions Goal Objectives and Health and Health Care (SDH) using Std Deviation of Indicators as flow width
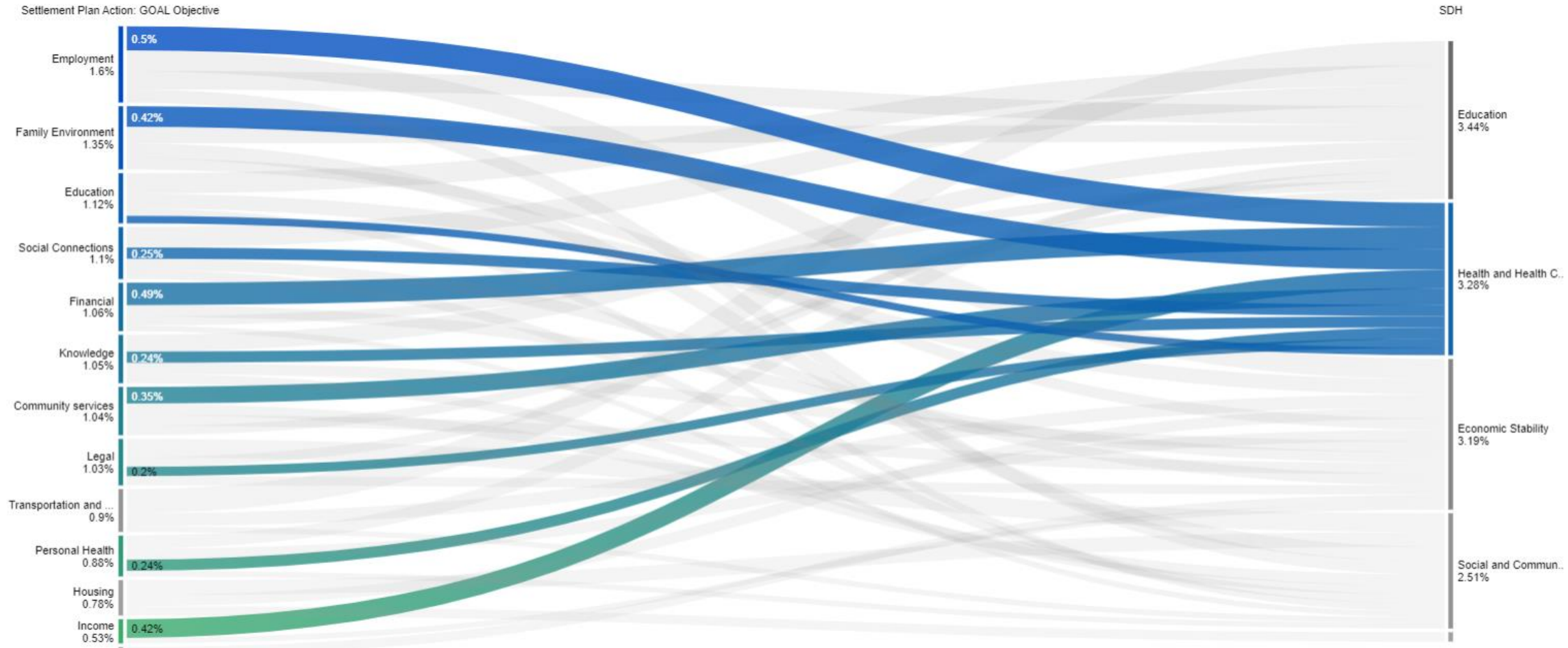
Sankey chart to visualize the impact of Personal Health Goal Objectives on SDH using Std Deviation of Indicators as flow width
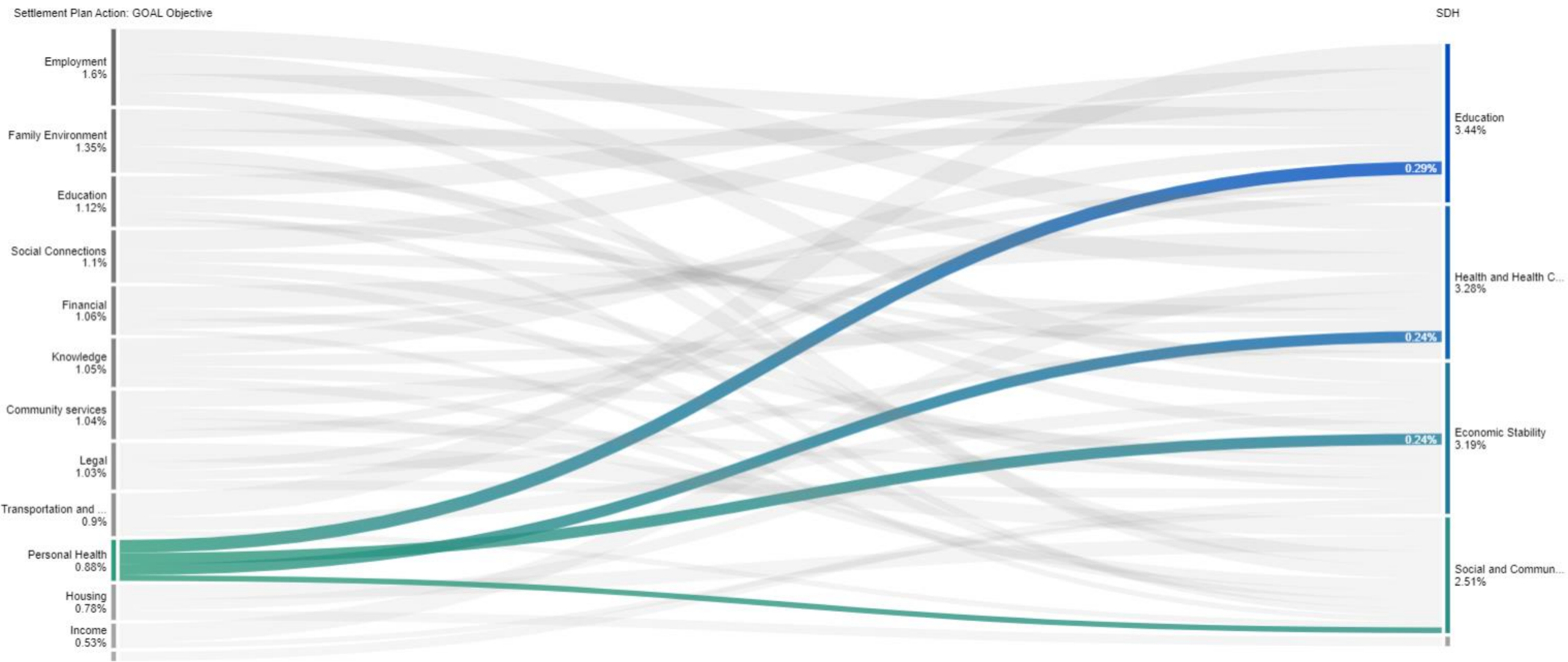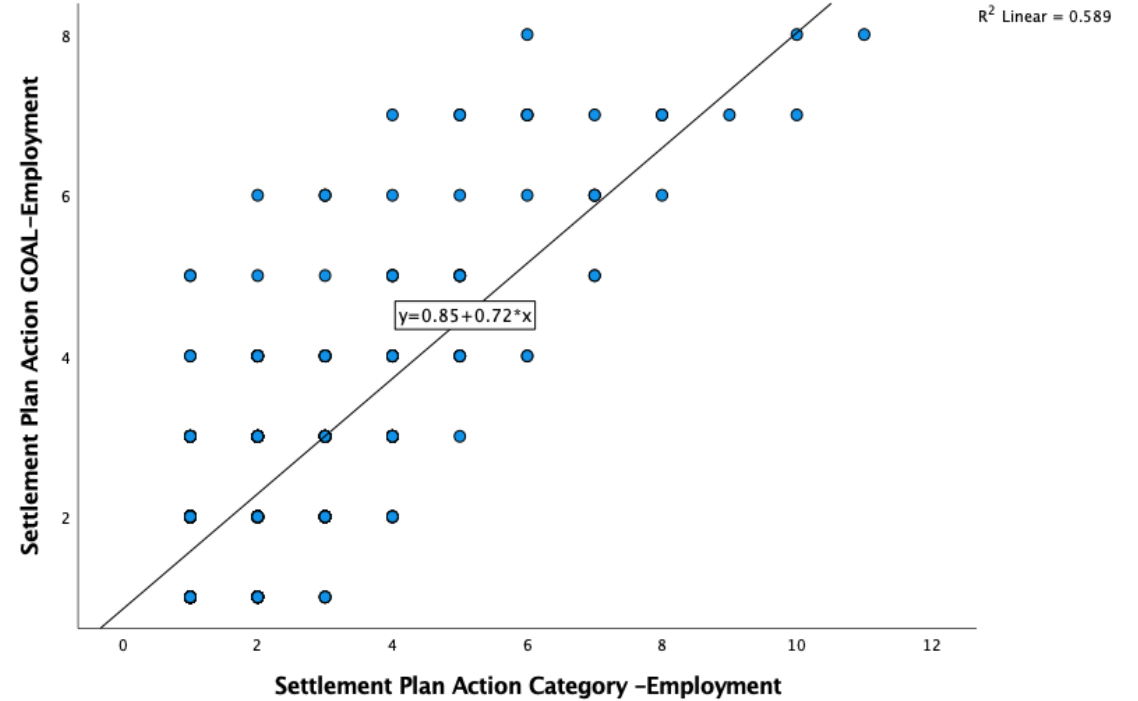
Concept Mapping

Education & Employment

The correlation between inputs and outputs (recommendations) – using concept mapping
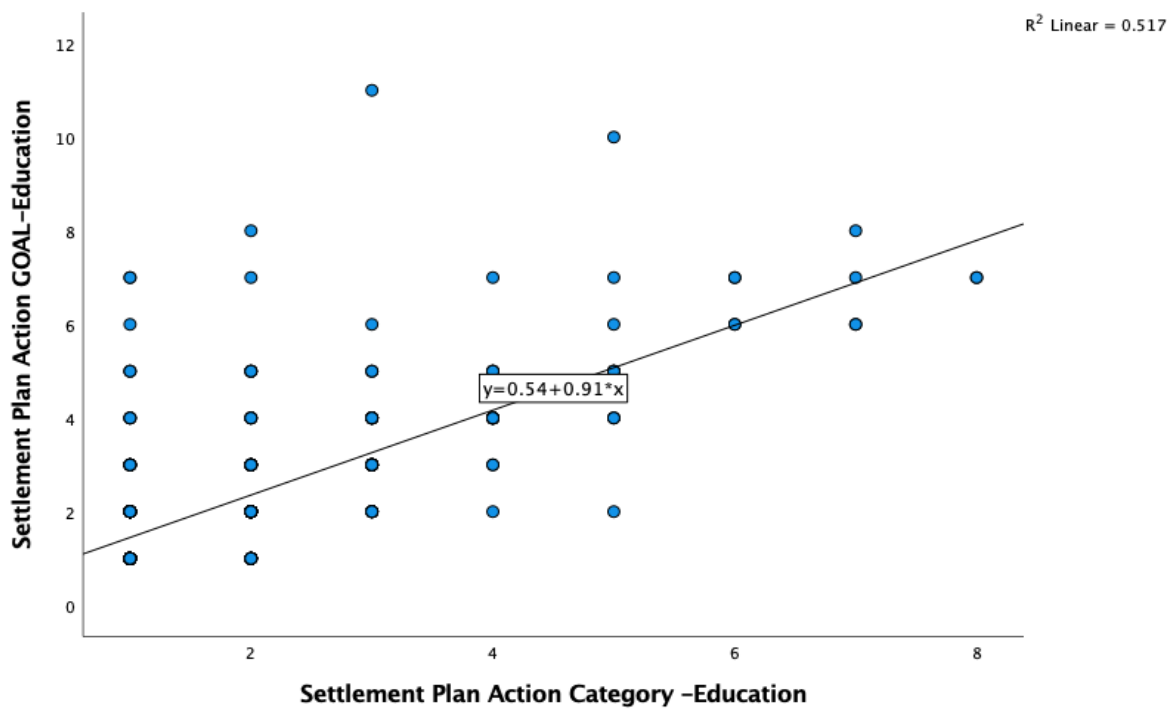
The higher the settlement plan action category related to Education, the higher the settlement action goal related to that action

The higher the settlement plan action category related to Employment, the higher the settlement action goal related to that action

Immediate Settlement Objectives and Services recommended

Immediate Settlement Objectives	%	Resources in form of referrals
Increase knowledge of Working in Canada	22.56%	21.94%
Improve Other Skills	21.59%	22.39%
Increase knowledge of Education in Canada	17.38%	16.94%
Improve Language Skills	15.20%	15.46%
Increase access to local community services	6.58%	6.80%
Increase the Level of community involvement	4.90%	4.61%
Increase professional network	4.65%	4.54%
Increase knowledge of Life in Canada	4.13%	4.19%
Increase knowledge of Community and Government Services	0.99%	1.06%
Health/Mental Health/Well Being	0.71%	0.67%
Community services	0.47%	0.49%
Housing/Accommodation	0.37%	0.42%
Financial	0.34%	0.39%
Legal information and services	0.06%	0.04%
Family support	0.06%	0.07%
Grand Total	100.00%	100.00%

The Settlement Plan identifies the resources or services that can assist the client in taking action to achieve their settlement objectives

Sample: Settlement Plan Actions involved in achieving Employment objectives

Some actions involved in achieving the identified objectives	%
Access information and supports that will help me prepare to work in Canada	**17.32%**
Attend employment related supports / workshops	**16.83%**
Connect to social & professional network	**13.80%**
Learn more about how volunteering can help me find a job.	**12.43%**
Speak to a settlement counsellor or an employment counselor about my job-search needs and next steps	**5.97%**
Get help with my resume preparation	**5.77%**
Prepare a resume and a cover letter	**3.82%**
Learn more about how volunteering can help me expand my social network	**3.82%**
Get a job in my preferred field	**3.52%**
Access information and supports at a small business centre	**3.33%**
Apply for my Social Insurance Number (SIN) to enable me to legally work in Canada	**3.03%**
Learn more about the different ways that volunteering can help me settle in Canada	**1.86%**
Speak to an employment counsellor to learn about my alternative career's options	**1.57%**
Find out if my occupation is regulated in Ontario	**1.37%**
Visit an employment service or placement agencies	**1.27%**
Attend settlement related information sessions	**1.08%**
Speak to an employment counsellor to learn about skills training options specific to my occupation	**0.88%**

Sample: Settlement Plan Actions involved in achieving Education and Knowledge objectives

Some actions involved in achieving the identified objectives	%
Attend settlement related information sessions	22.13%
Enroll in English language programs to improve my language ability	10.22%
Get my English language assessed at a language assessment centre.	10.00%
Join a local organization or attend community events to meet new people	8.86%
Explore post-secondary or continuing education opportunities	7.22%
Access opportunities to improve my computer skills	6.72%
Explore school options for my children based on the school boundaries.	4.54%
Access opportunities to develop my leadership skills	3.13%
Learn about college, university or continuing education courses relevant to my occupation	3.00%
Learn more about the education system in my province.	2.86%
Become aware of rights and responsibilities inlucing family law and parenting obligations	2.23%
Get my education credentials recognized so I can apply to go to school in Canada	2.04%
Identify the Language program that best suits my needs, by location	1.86%
Learn about general admission requirements for college	1.27%
Explore financial assistance options to help pay for my post-secondary education	1.27%
Check my credential requirements on www.cicic.ca	1.14%
Learn more about English Conversation circles to practice my language	1.09%

Sample: Related Performance Dimensions from recommended settlement plan list of actions

Performance Measurement Indicators	%
Increased access by newcomers for work support information in Canada	17.32%
Increased attendance of employment related workshop	16.83%
Increased social and professional network using	13.80%
Increased % of newcomers who has spoken to an Employment settlement worker	5.97%
Increased in Preferred job by newcomers	3.52%
Increased access to Canada small business financing program	3.33%
Increased volunteering activities for newcomers	1.86%
Increased employment for specific or more desperate newcomers	1.57%
Increased appointments with employment or placement agency	1.27%
Increased settlement information sessions attend by the client (in-person/online)	1.08%
Increased appointments with employment counsellor	0.49%
Increased visits of immigrant serving organizations by the client	0.20%
Increased attendance of community events and local organizations	0.10%
Increased knowledge on child school programs	0.10%

Sankey chart to visualize the relationship between Actions Goal Objectives and Education (SDH) using Std Deviation of Indicators as flow width
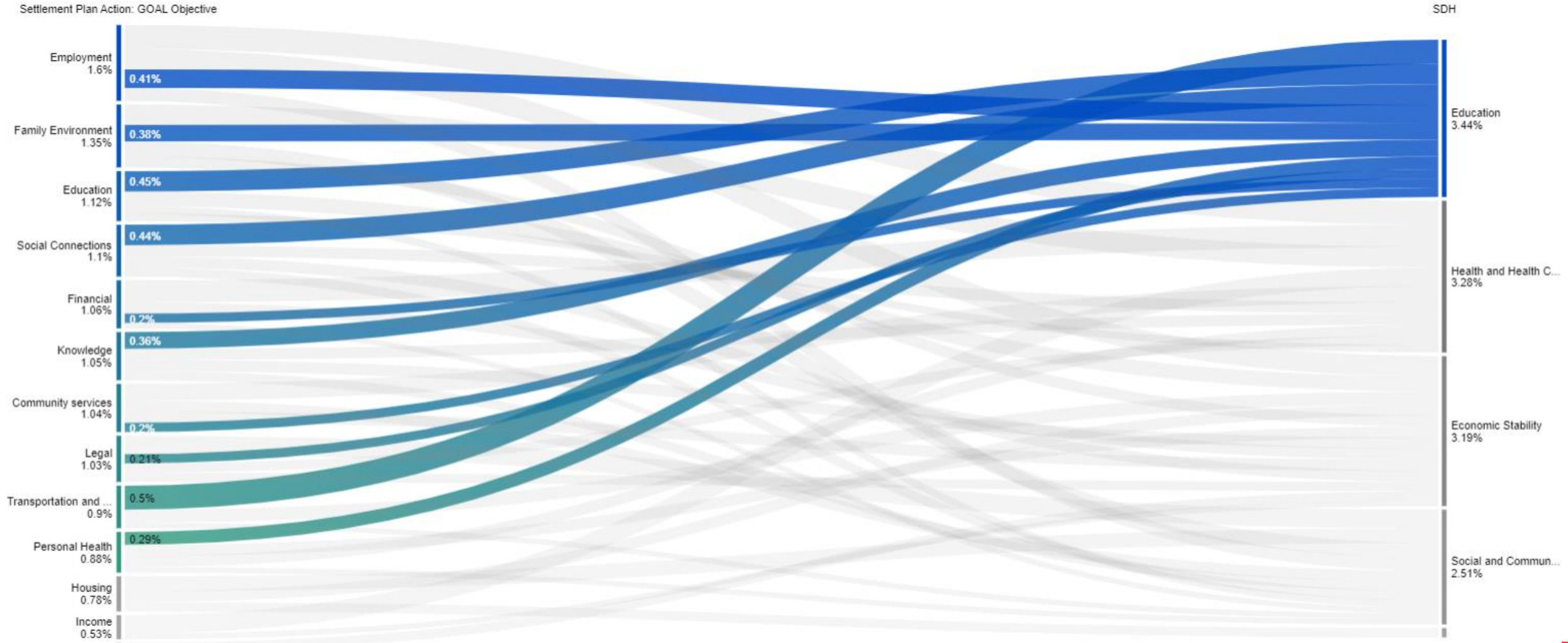
Sankey chart to visualize the relationship between Actions Goal Objectives and Economic Stability (SDH) using Std Deviation of Indicators as flow width
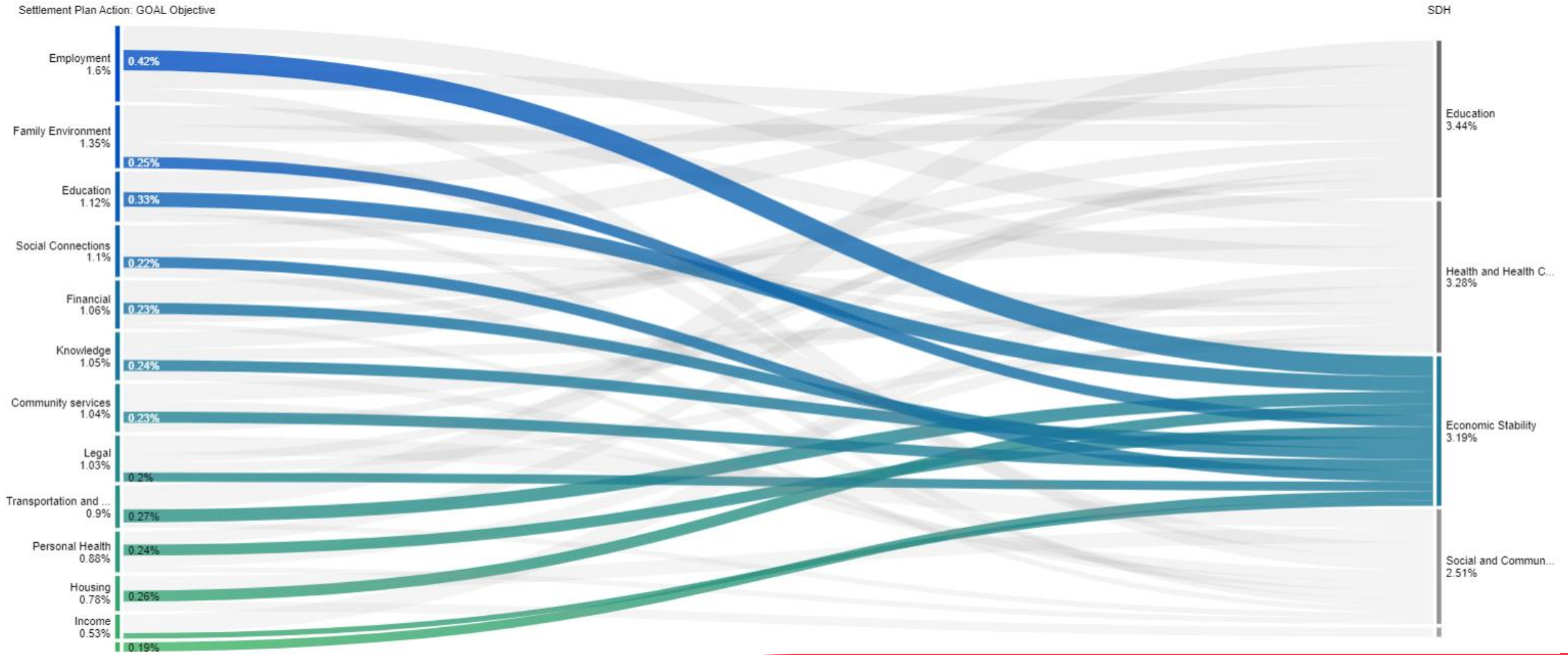
Sankey chart to visualize the impact of Education and Knowledge Goal Objectives on SDH using Std Deviation of Indicators as flow width
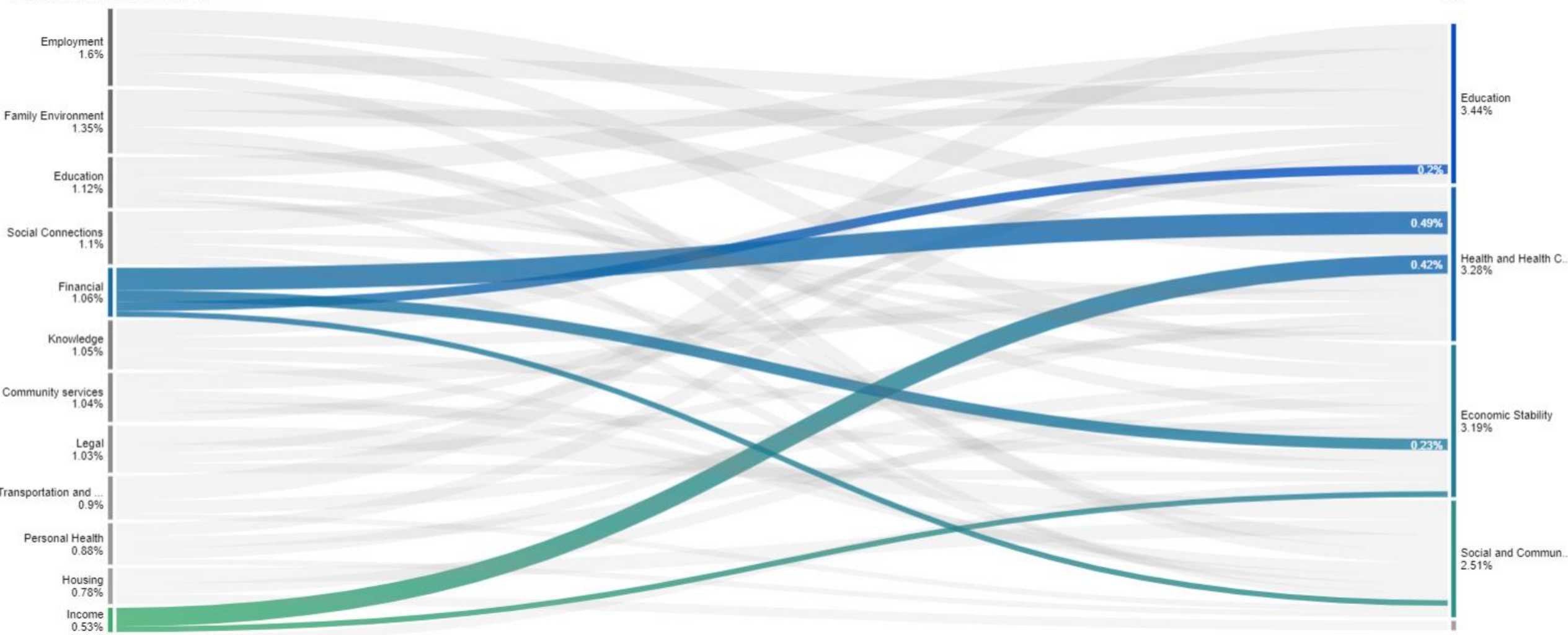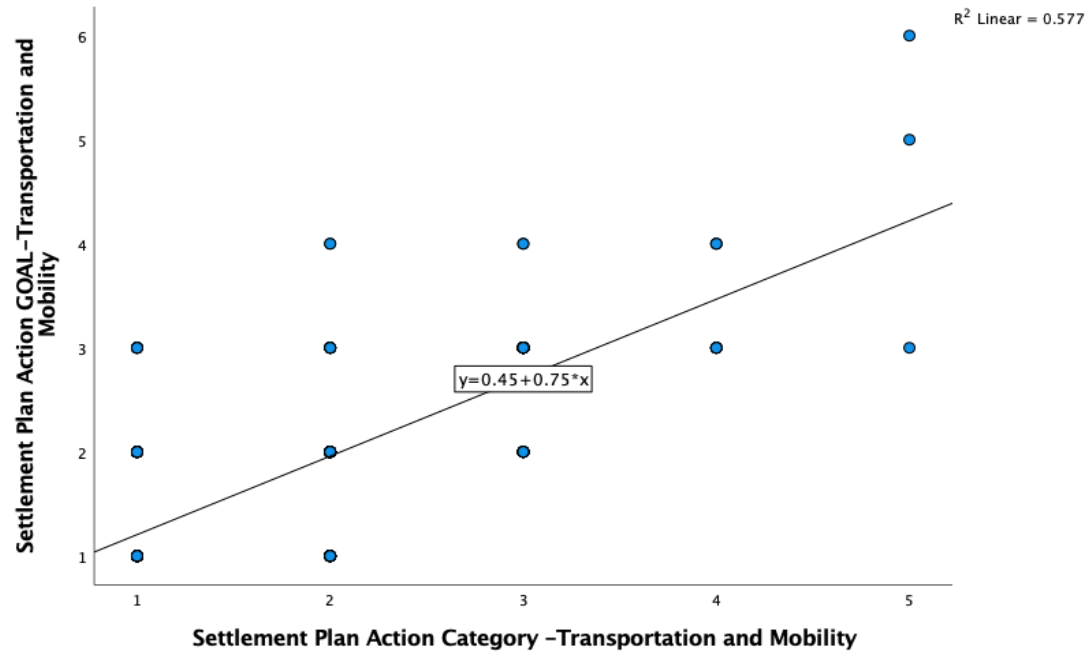
Settlement Plan Action: GOAL Objective

SDH

Employment
1.6%

Family Environment
1.35%

Education
1.12%

Social Connections
1.1%

Financial
1.06%

Knowledge
1.05%

Community services
1.04%

Legal
1.03%

Transportation and …
0.9%

Personal Health
0.88%

Housing
0.78%

Income
0.53%

0.45%

0.36%

0.24%

0.33%

0.24%

0.21%

Education
3.44%

Health and Health C…
3.28%

Economic Stability
3.19%

Social and Commun…
2.51%
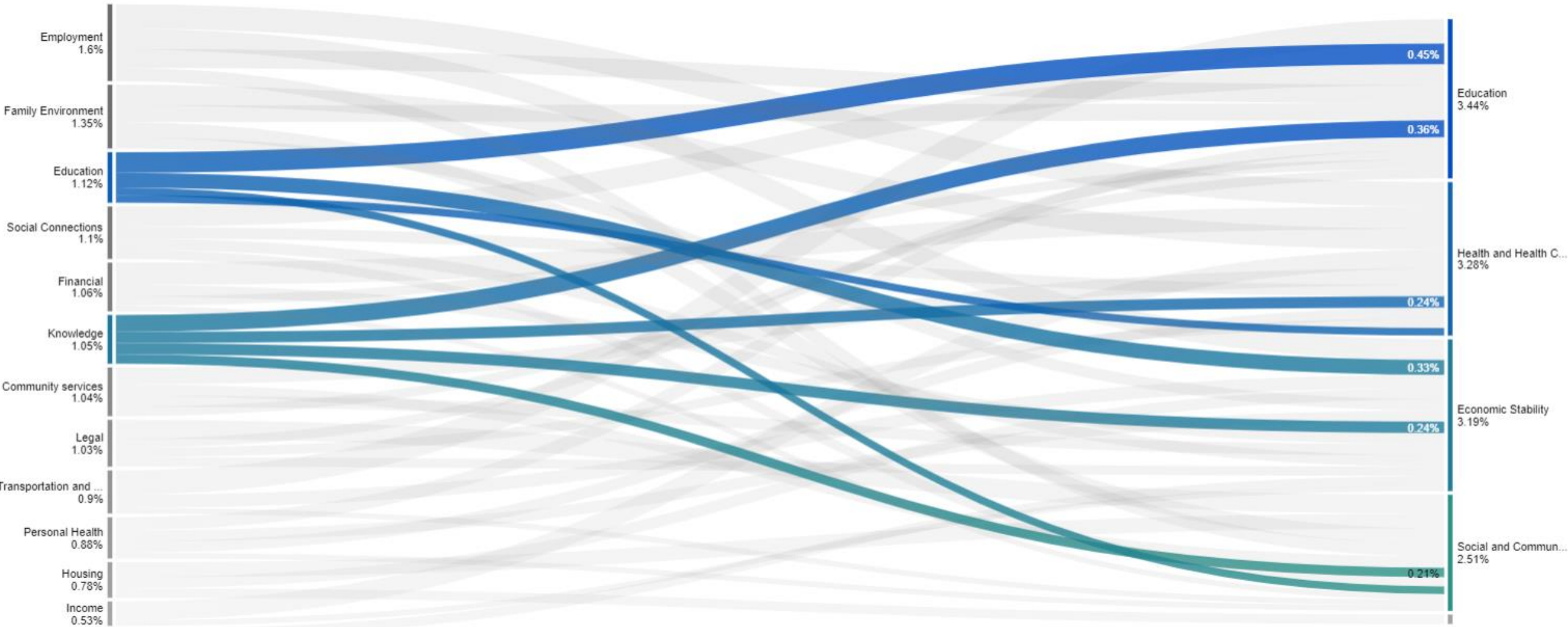
Sankey chart to visualize the impact of Financial and Income goal Objectives on SDH using Std Deviation of Indicators as flow width

Concept Mapping

Housing & Neighbourhood

The correlation between inputs and outputs (recommendations) – using concept mapping

The higher the settlement plan action category related to transportation and mobility, the higher the settlement action goal related to that action
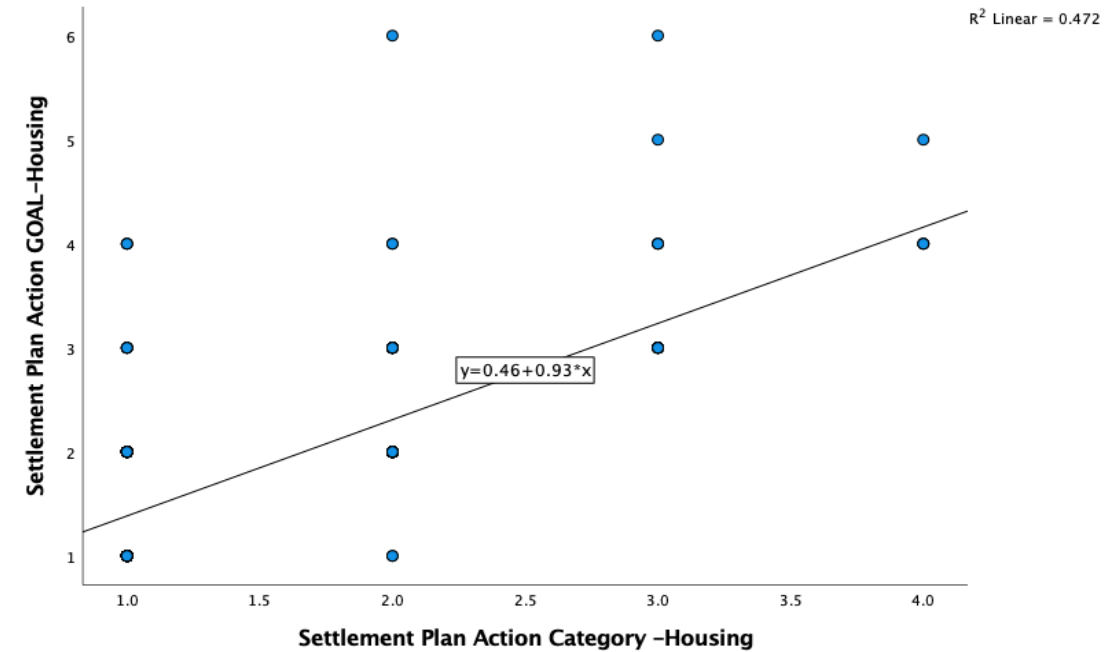
The higher the settlement plan action category related to housing, the higher the settlement action goal related to that action

Immediate Settlement Objectives and Services recommended

Immediate Settlement Objectives	%	Resources in form of referrals
Increase knowledge of Community and Government Services	47.23%	47.38%
Increase knowledge of Life in Canada	14.14%	14.03%
Increase the Level of community involvement	12.42%	11.78%
Increase access to local community services	10.27%	10.03%
Legal information and services	7.37%	7.89%
Housing/Accommodation	5.09%	5.39%
Increase professional network	0.83%	0.90%
Community services	0.79%	0.85%
Increase the Access to local community services	0.66%	0.60%
Improve Other Skills	0.53%	0.60%
Financial	0.35%	0.30%
Increase knowledge of Working in Canada	0.31%	0.25%
Grand Total	100.00%	100.00%

The Settlement Plan identifies the resources or services that can assist the client in taking action to achieve their settlement objectives

Sample: Settlement Plan Actions involved in achieving the Housing, Transportation, Access to community services goal objectives

| Some of actions recommended in achieving the identified objectives	%
Apply for an Ontario drivers' licence	16.47%
Apply for Subsidized Housing.	10.77%
Lean about programs that may help me reduce my utilities costs	8.21%
Explore volunteer opportunities in my area of expertise that may count as work experience	6.46%
Learn about public transportation options available to me	5.62%
Learn more about how volunteering can help me expand my social network	5.50%
Visit an immigrant serving organization to address my settlement needs	5.42%
Explore programs and services available at my local community centre	4.70%
Learn more about my rights and responsibilities as a tenant / renter	3.75%
Find a community / recreation centre close to my home.	3.55%
Find a public library close to my home	3.39%
Find a certified translation service to translate my documents. (e.g. marriage certificate, driver's licence, diploma, birth certificate, etc.).	3.35%
Get a map of the city and a bus schedule - apps	2.39%
Look for housing (whether to rent or purchase)	2.31%
Get help applying for the low-income transit pass program available (e.g. APP, public transit for low income residents, etc.).	1.83%

# Sample: Related Performance Dimensions from recommended settlement plan list of actions

| Performance Measurement Indicators	%
Increased application of driver's license	16.47%
Increased application and support for subsidized housing	10.77%
Increased knowledge on transportation	5.62%
Increased visits to community or recreation center	5.54%
Increased visits of immigrant serving organizations by the client	5.42%
Increased knowledge on tenant responsibilities	3.75%
Increased attendance of community events and local organizations	3.63%
Clients access transportation	2.75%
Increased access to local city map and bus schedule	2.39%
Increase in decision making for housing	2.31%
Clients have access to English language program	1.16%
Increased newcomers' access to driving schools/centre(s)	1.04%
Increased settlement information sessions attend by the client	0.96%
Increased knowledge on home buying	0.76%
Increased confidence in filling out necessary documents	0.72%
Clients access labour market	0.40%
Increased volunteering activities for newcomers	0.40%
Clients have information about places of worship in their local area	0.20%
Client accessed resources that promote social inclusion (e.g., group activities, events, etc.).	0.16%
increased access to legal clinics	0.16%

Sankey chart to visualize the relationship between Actions Goal Objectives and Health and Health Care (SDH) using Std Deviation of Indicators as flow width
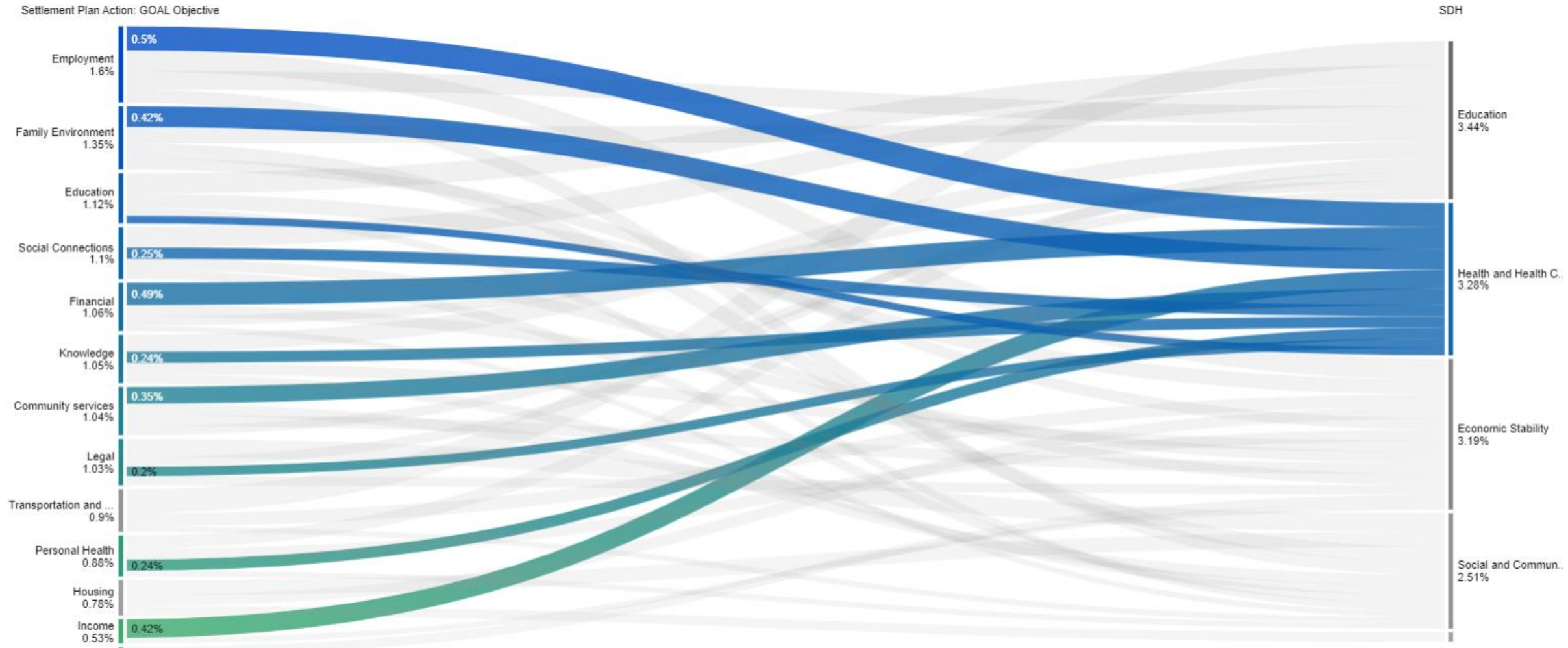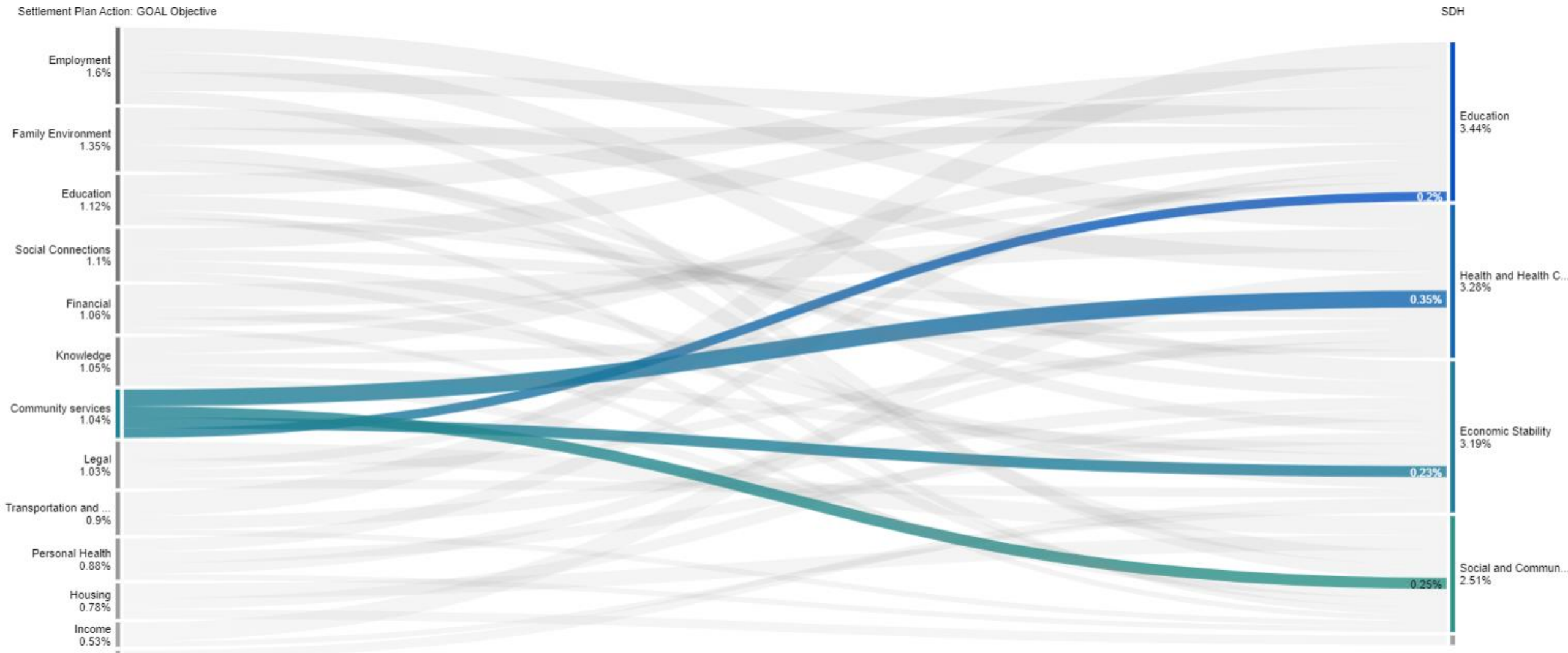
Sankey chart to visualize the impact of Transportation and Mobility goal Objectives on SDH using Std Deviation of Indicators as flow width
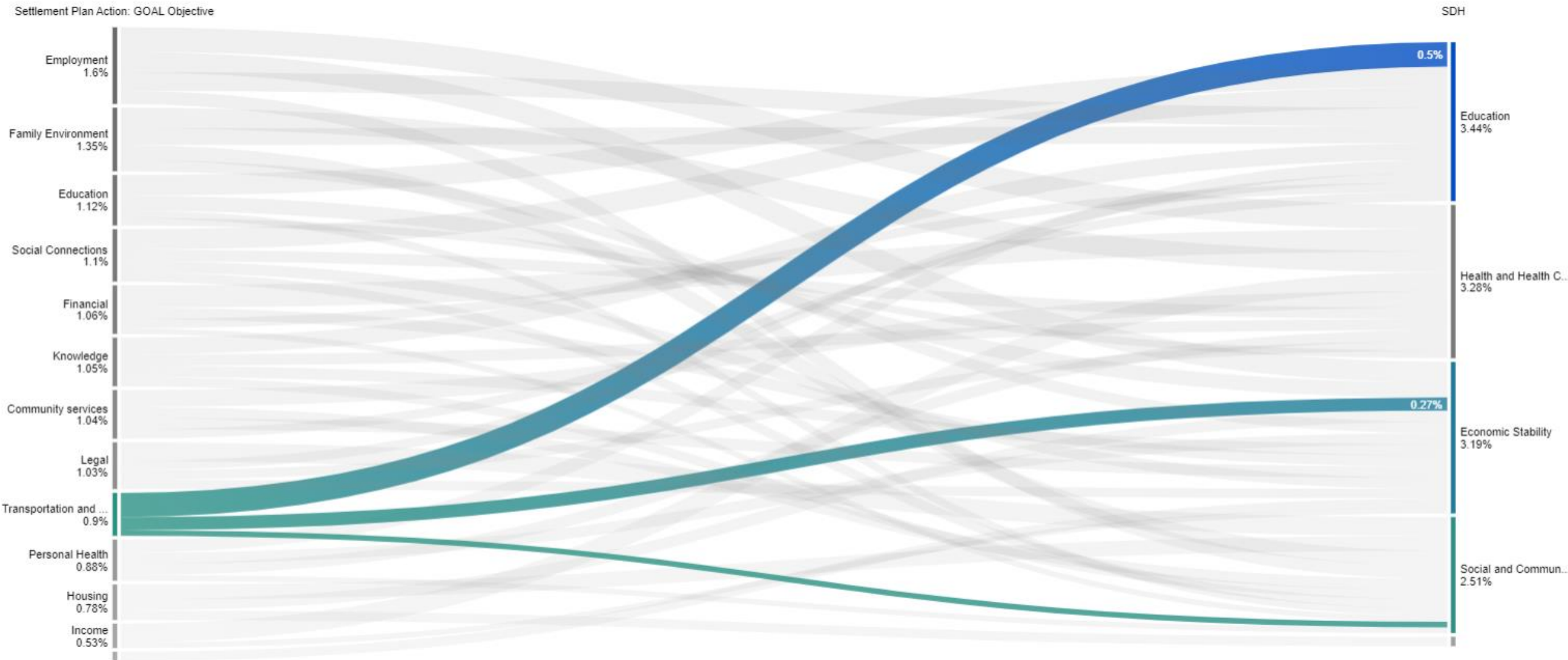
Sankey chart to visualize the impact of Housing related goal Objectives on SDH using Std Deviation of Indicators as flow width
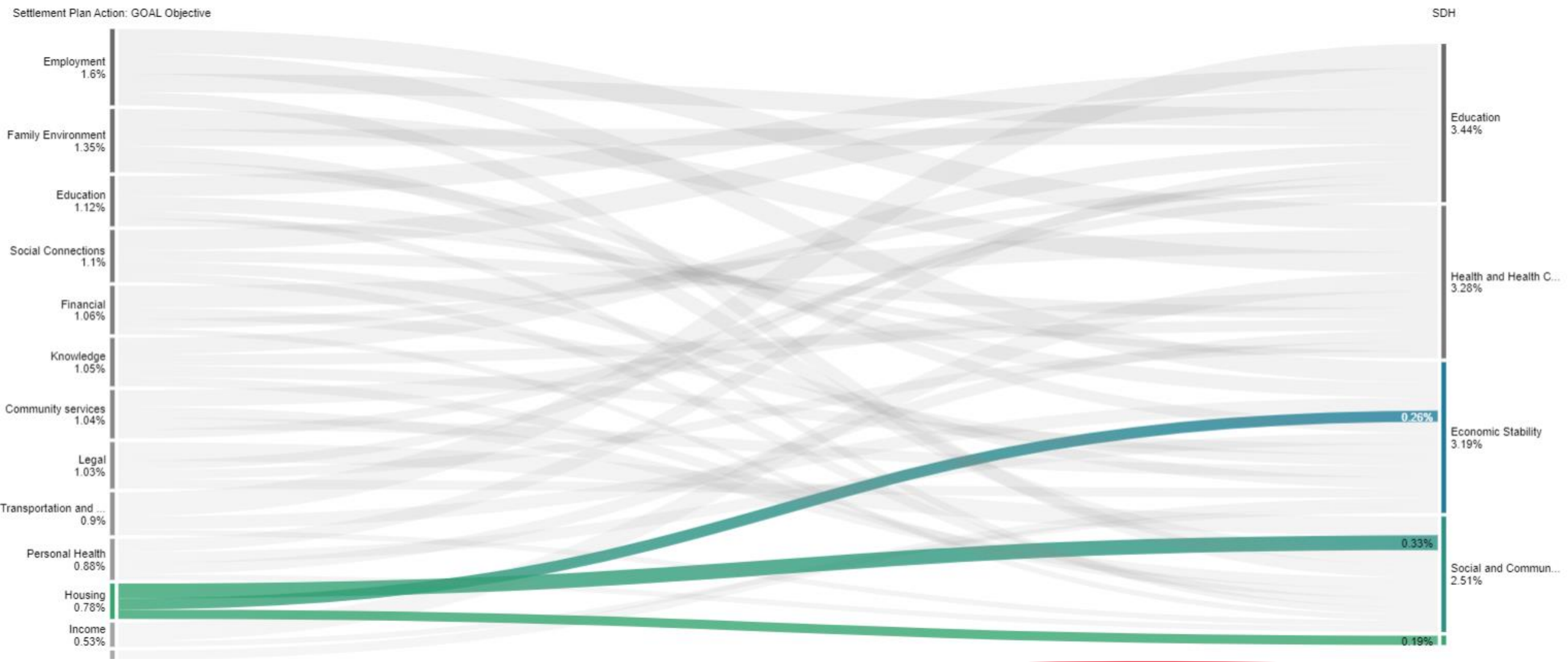
Sankey chart to visualize the impact of access to community services related goal Objectives on SDH using Std Deviation of Indicators as flow width

Sankey chart to visualize the impact of family environment related goal Objectives on SDH using Std Deviation of Indicators as flow width
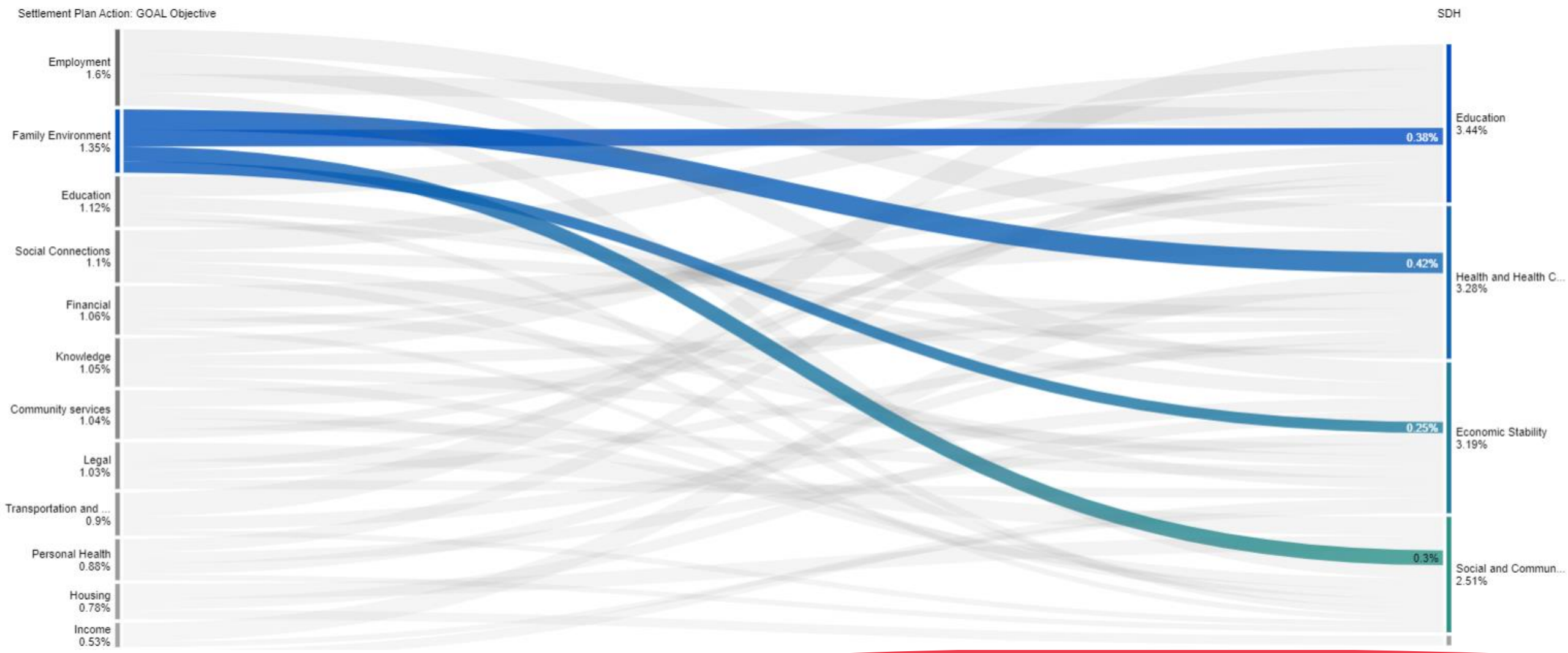
Thank you

Thank you

The WE Value Partnership team would like to thank all of our partners, settlement staff, and clients who made it possible for us to collect the data provided in this report.The importance of data cannot be overstated, especially when it comes to local planning and understanding the needs and assets of newcomers who are choosing to make this region their home. Local real-time, standardized, academically viable data is crucial to helping us identify areas where we can improve our services and support for newcomers.

We'd like to thank the Windsor Essex Local Immigration Partnership for their commitment to promoting the well-being and integration of newcomers in the Windsor-Essex region and for allowing us to stand beside them in this effort.

We would also like to express our gratitude towards our funder, Immigration Refugees and Citizenship Canada, for their generous support through the Service Delivery Improvement Funds. Without their contribution, this event would not have been possible.

To learn more about the WE Value Partnership and to view previous reports and presentations, visit

wevalue.ca

WE Value Partnership
Settlement success. Together.

University of Windsor

WE
partenariat local d'immigration
windsor essex
local immigration partnership