

WE Value Partnership

Settlement success. Together.

Partenariat WE Value

Succès en établissement. Ensemble.

Data Dissemination

March 21, 2023

Education and Employment

An overview of assessed education and employment history and goals

About this report

This report includes data as presented in one of four Data Sharing & Community Consultation event 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 **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.

Funded by:

Financé par :



Immigration, Refugees
and Citizenship Canada

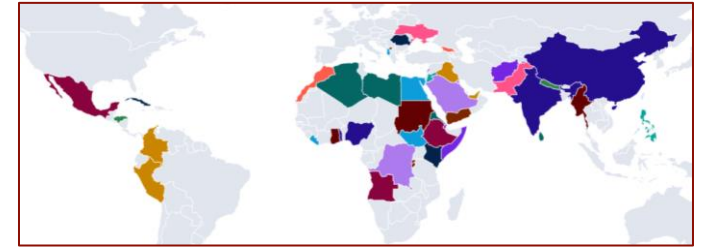
Immigration, Réfugiés
et Citoyenneté Canada



Client Demographics

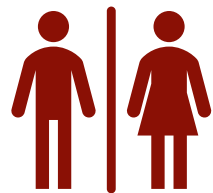
598 Client Assessments are represented through this report

- 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





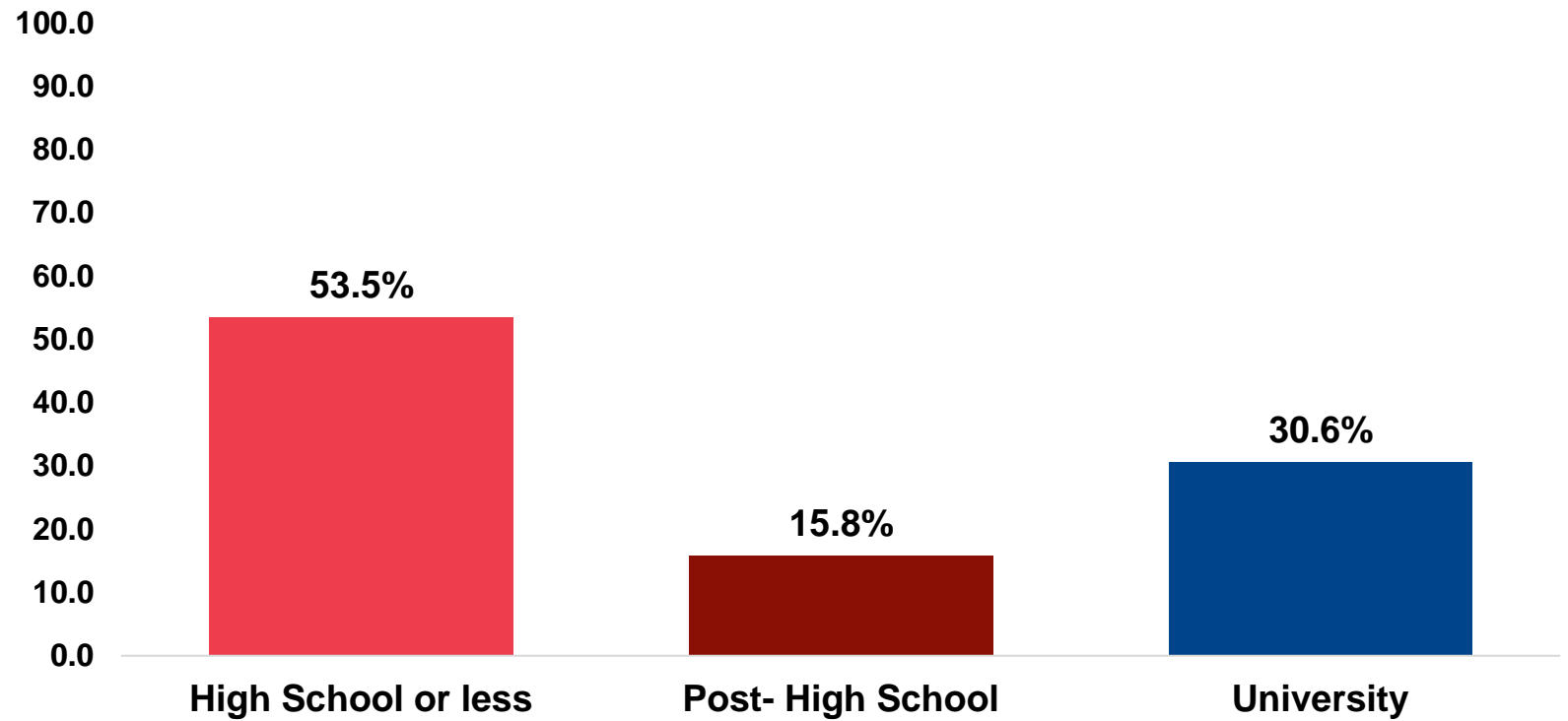
Education & Employment

Data Overview

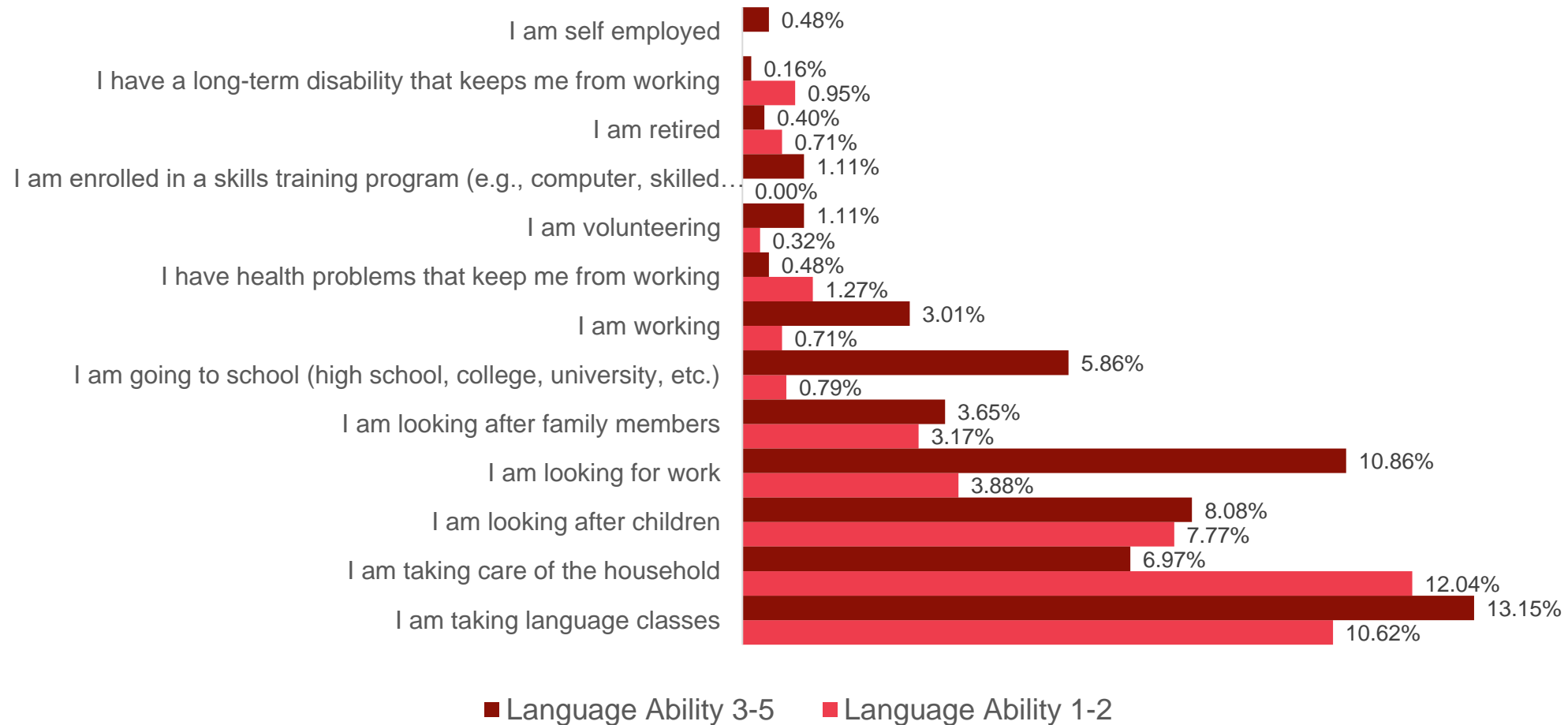


Education

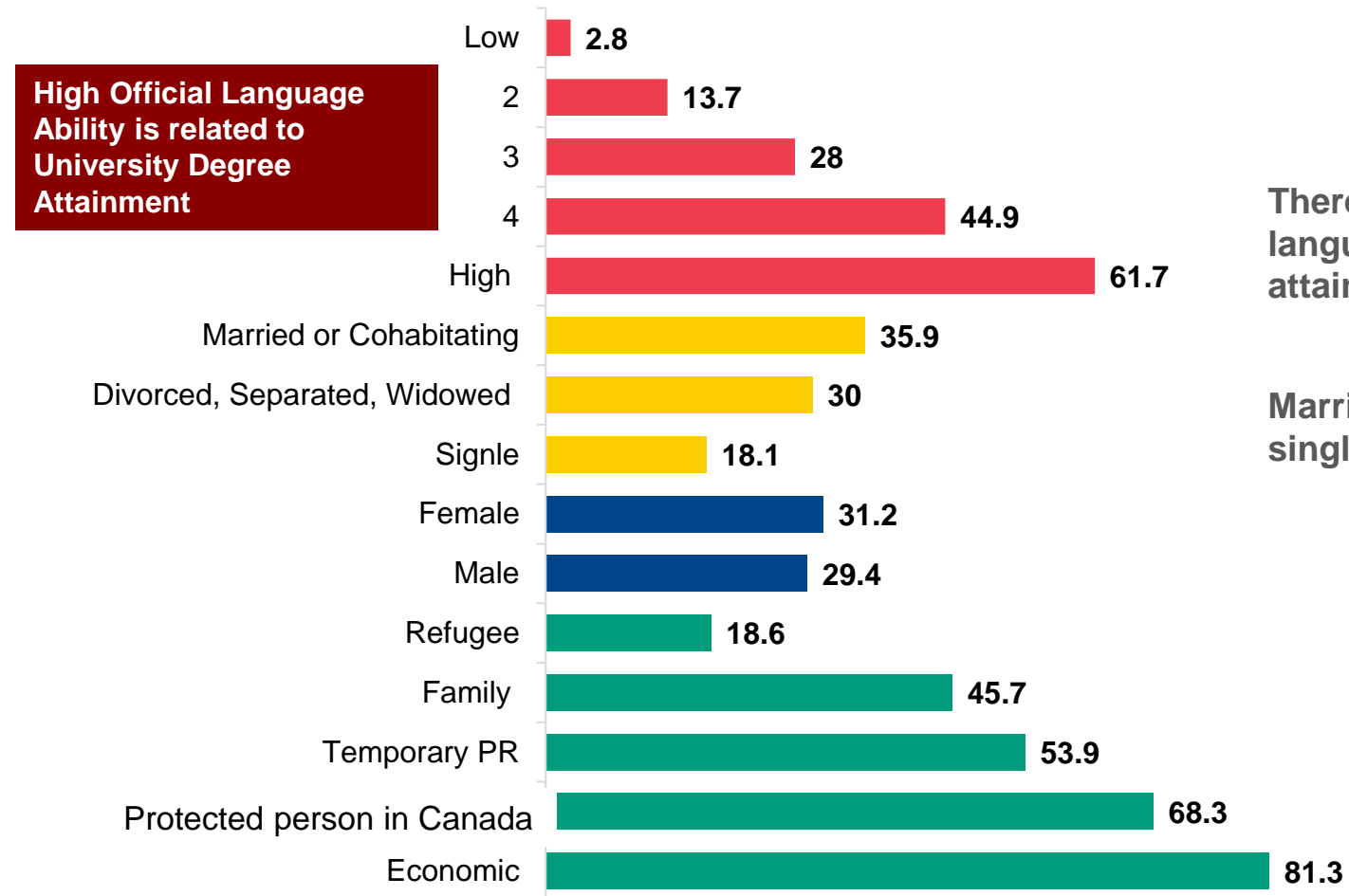
Highest Recorded Level of Education



Self identified daily activities at the time of the assessment



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



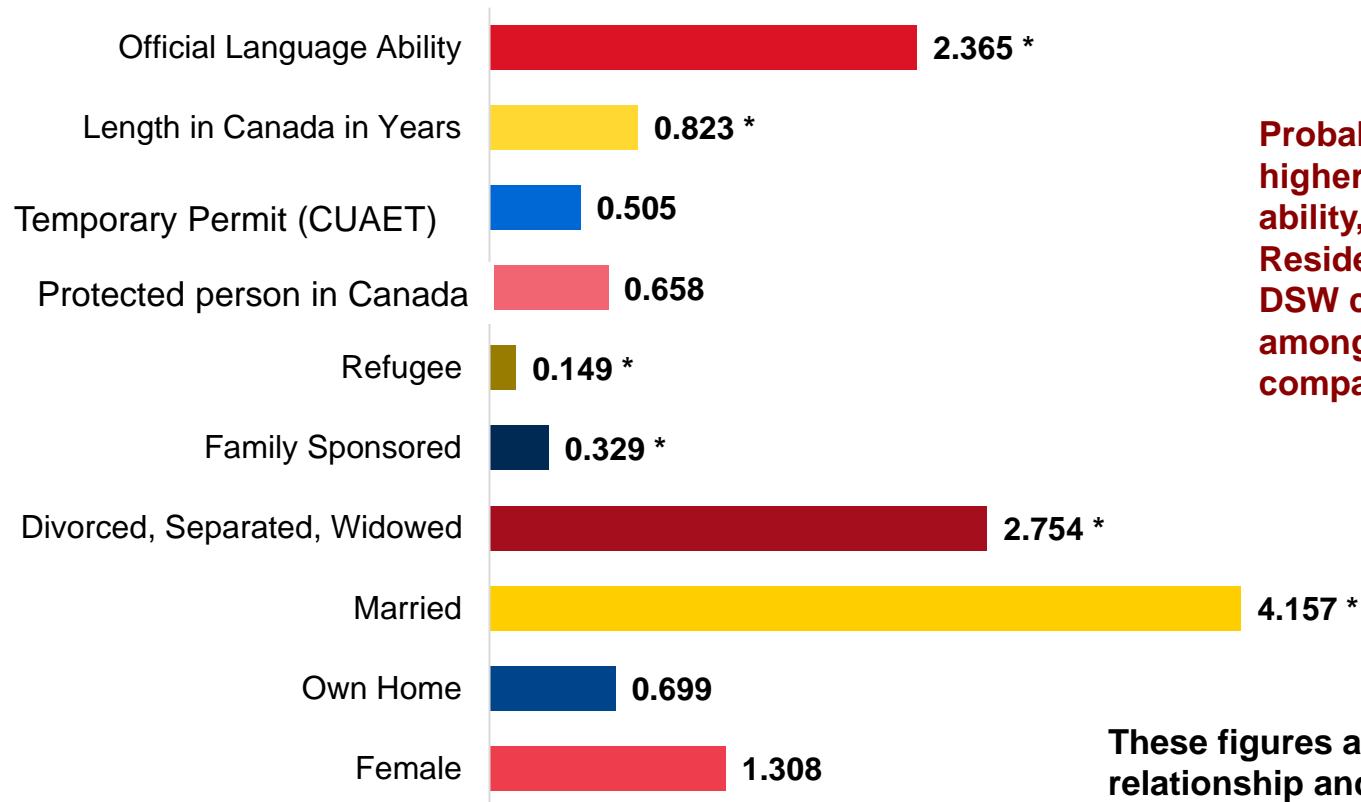
High Official Language Ability is related to University Degree Attainment

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



Predicting Probability of University Degree



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

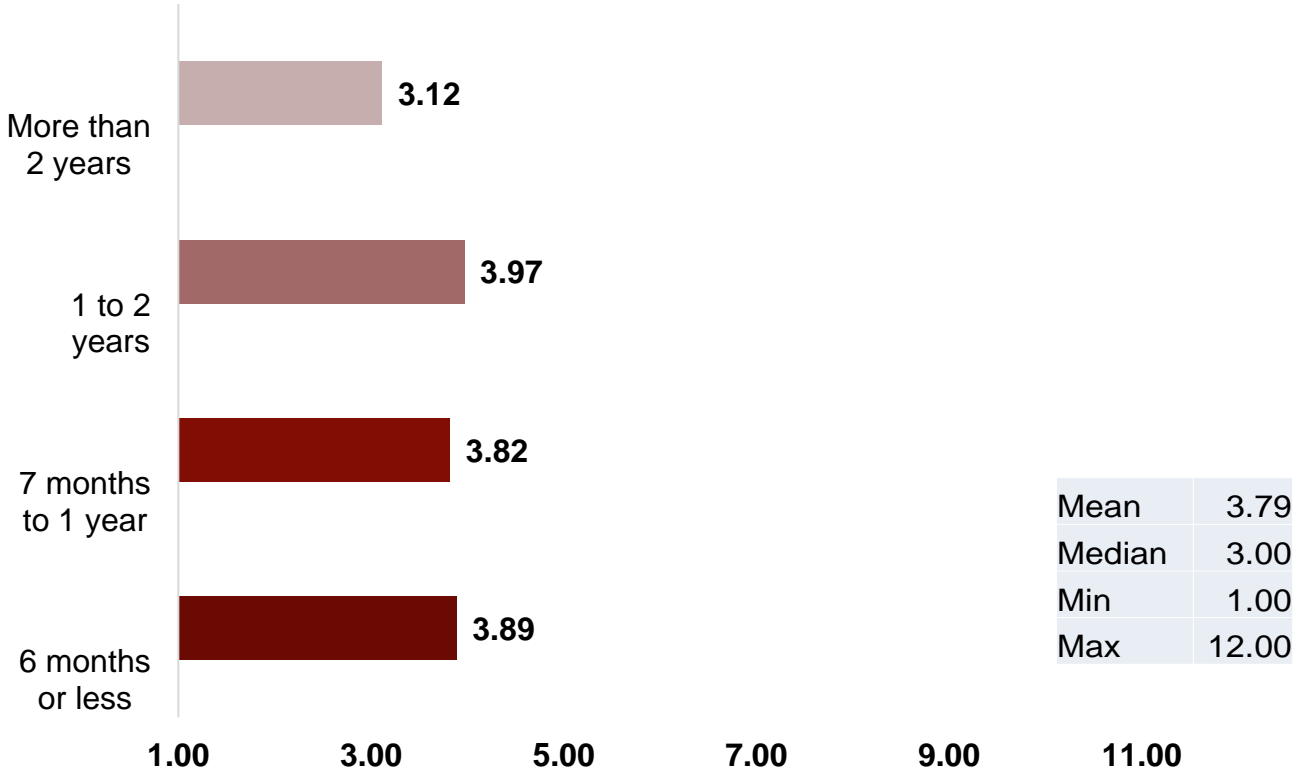




Education & Knowledge

Data Overview

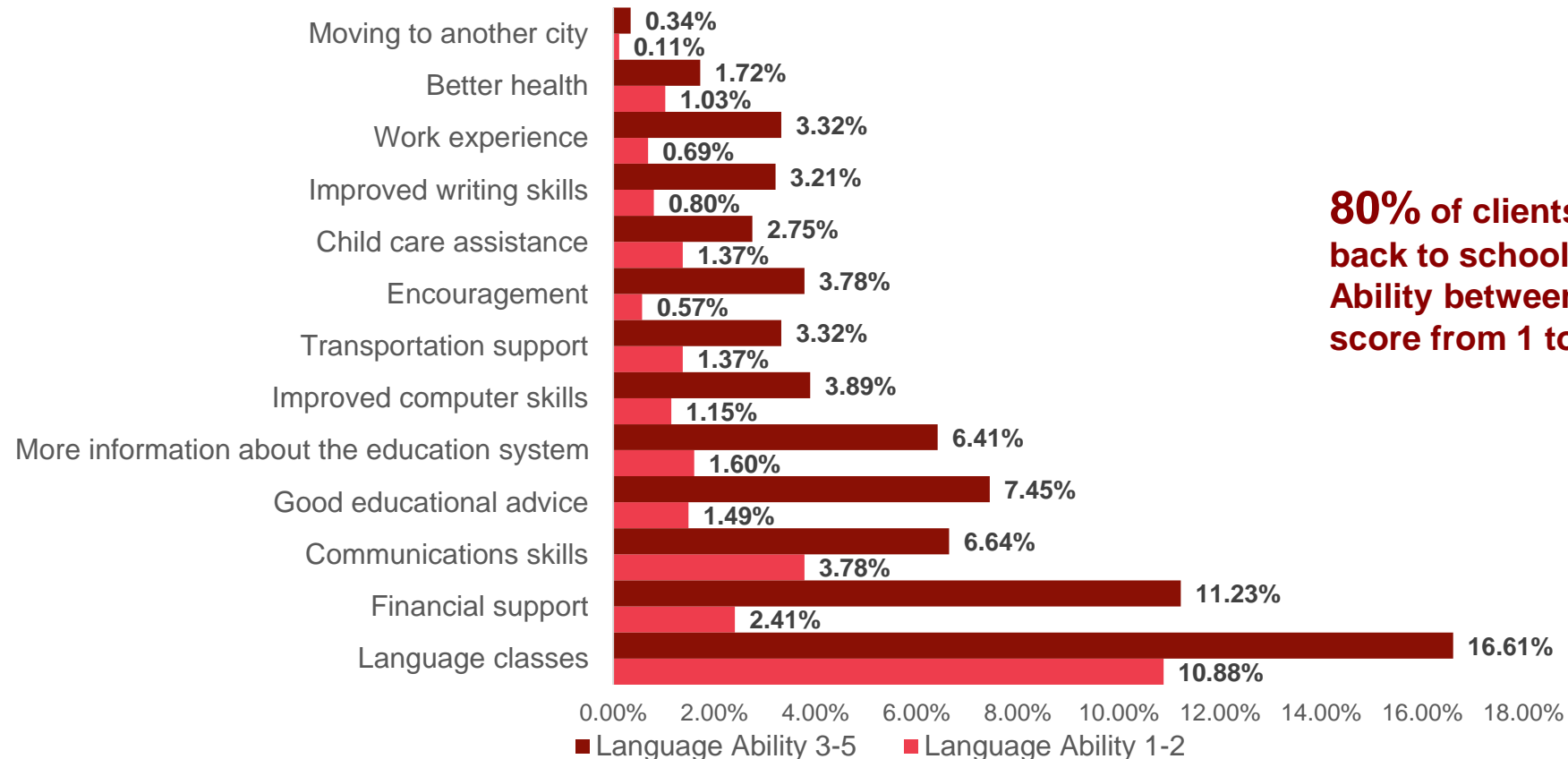
Settlement Plan Actions related to Education and Knowledge



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



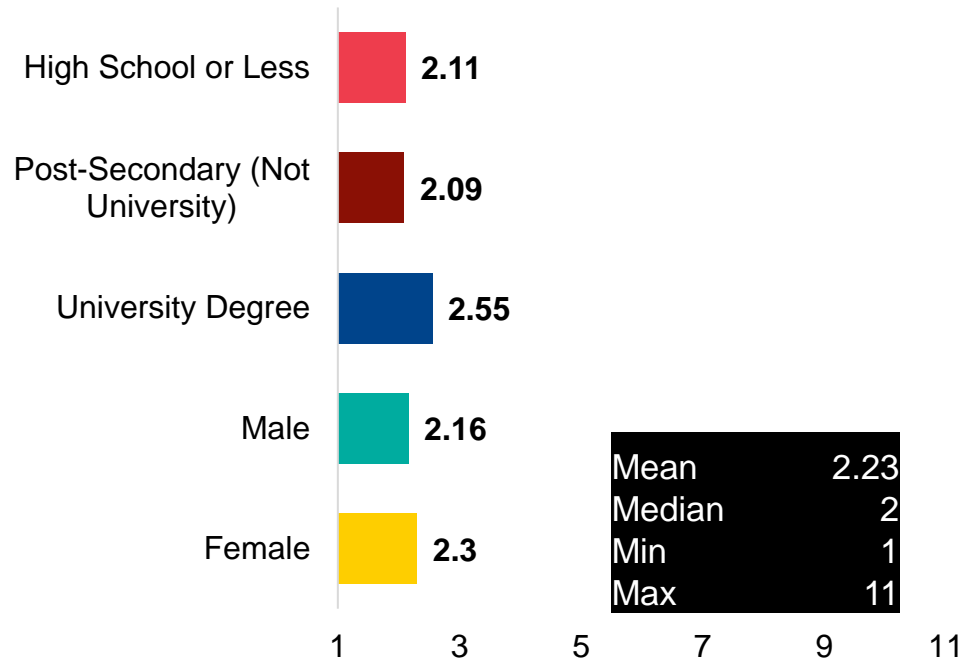
What would help you the most to go back to school?



80% of clients with desire go back to school had Language Ability between 3 and 5 on score from 1 to 5

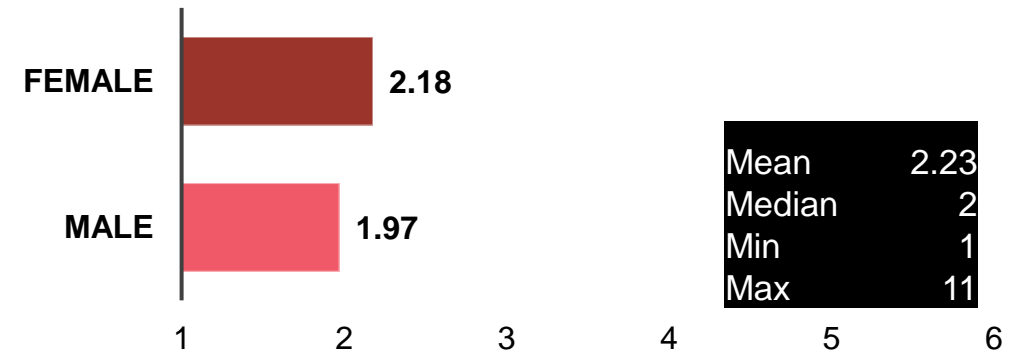


Settlement Plan Actions – Education



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

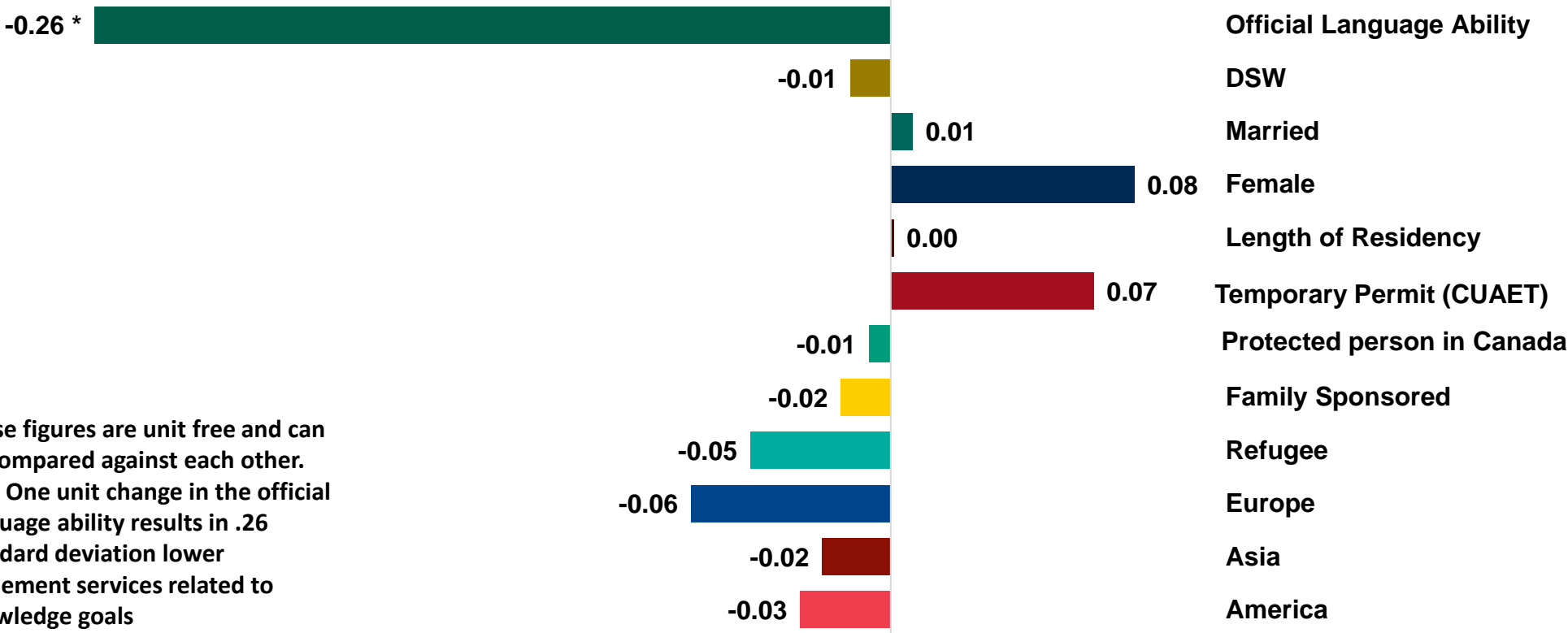
Settlement Plan Actions – Knowledge



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



Predictors of Knowledge Needs



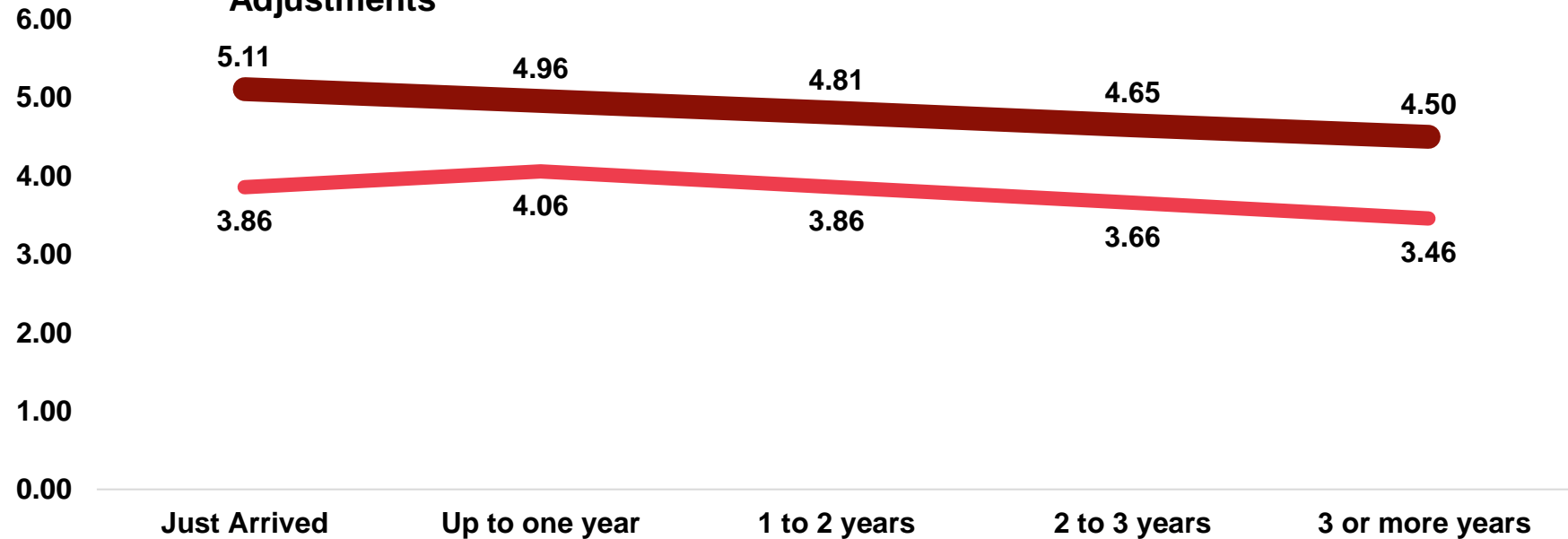
These figures are unit free and can be compared against each other. E.g., One unit change in the official language ability results in .26 standard deviation lower settlement services related to knowledge goals

* = 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

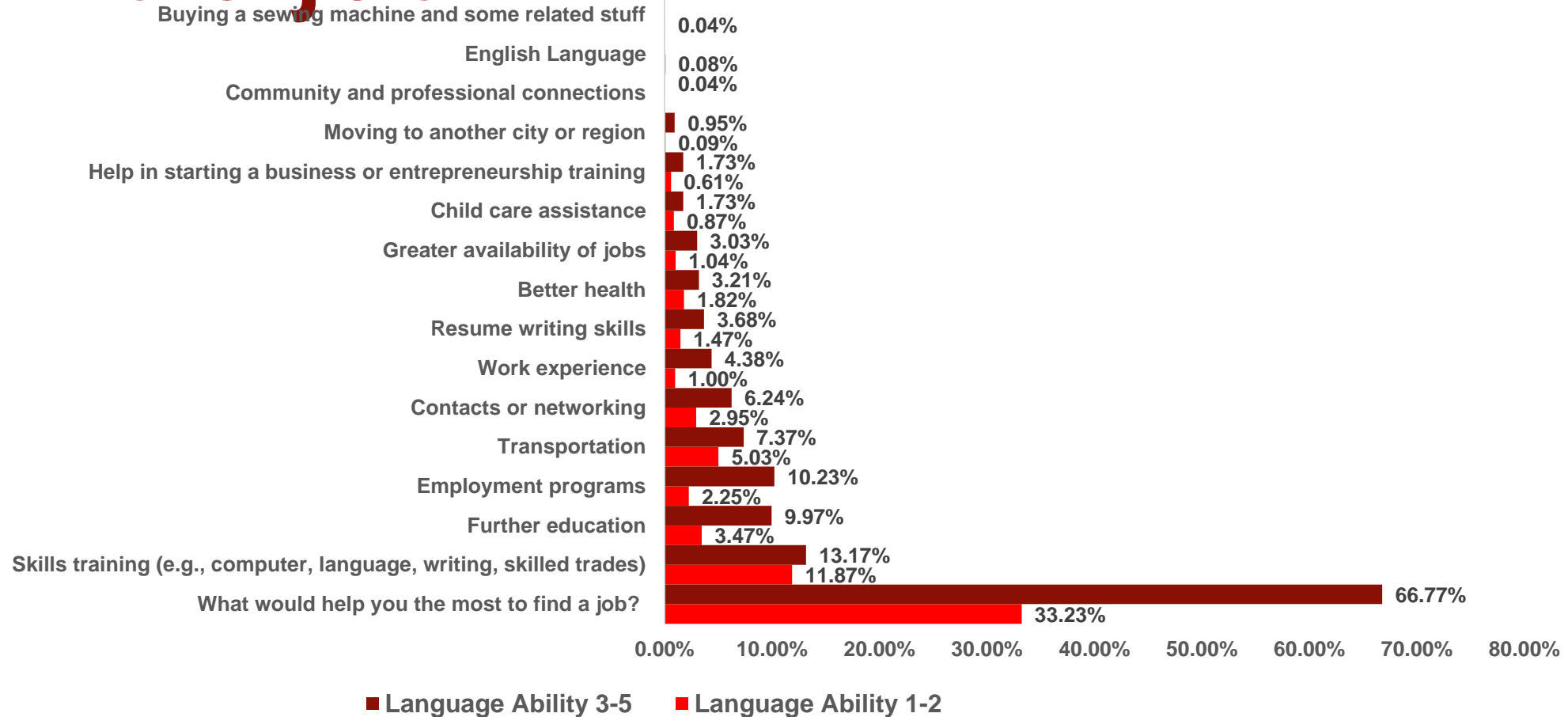




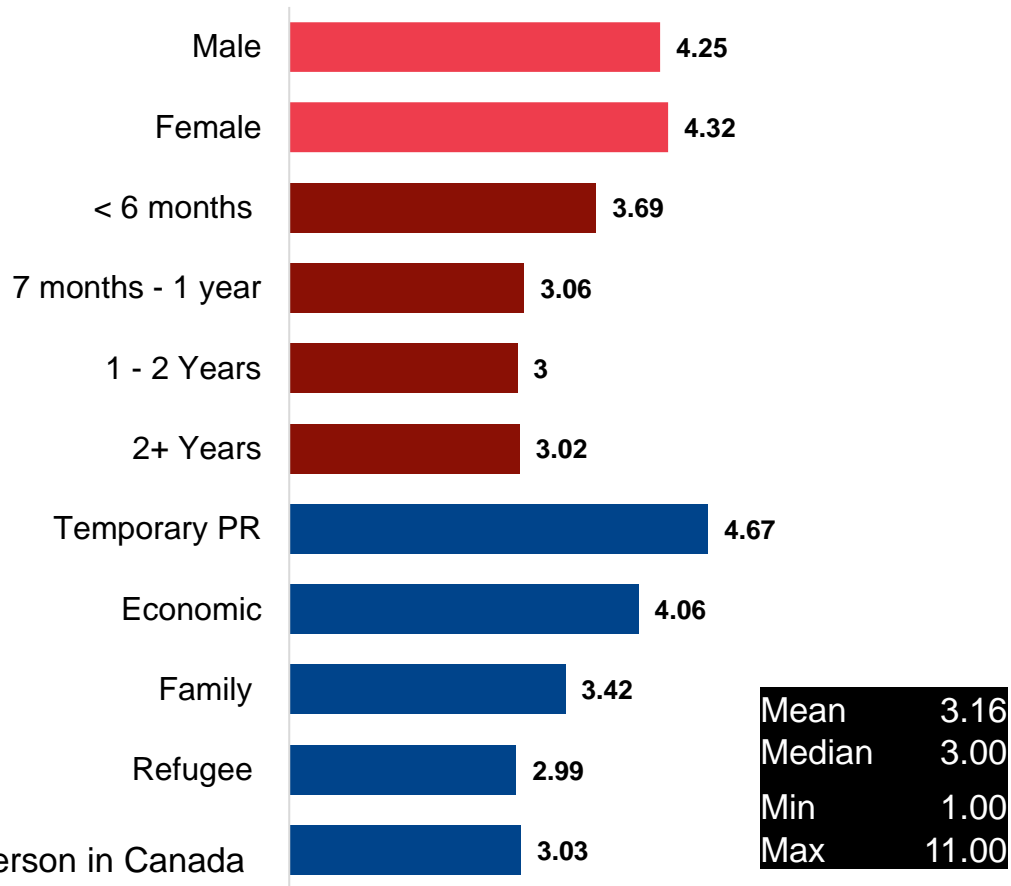
Employment

Data Overview

What would help you the most to find a job?



Settlement Plan Actions related to Employment



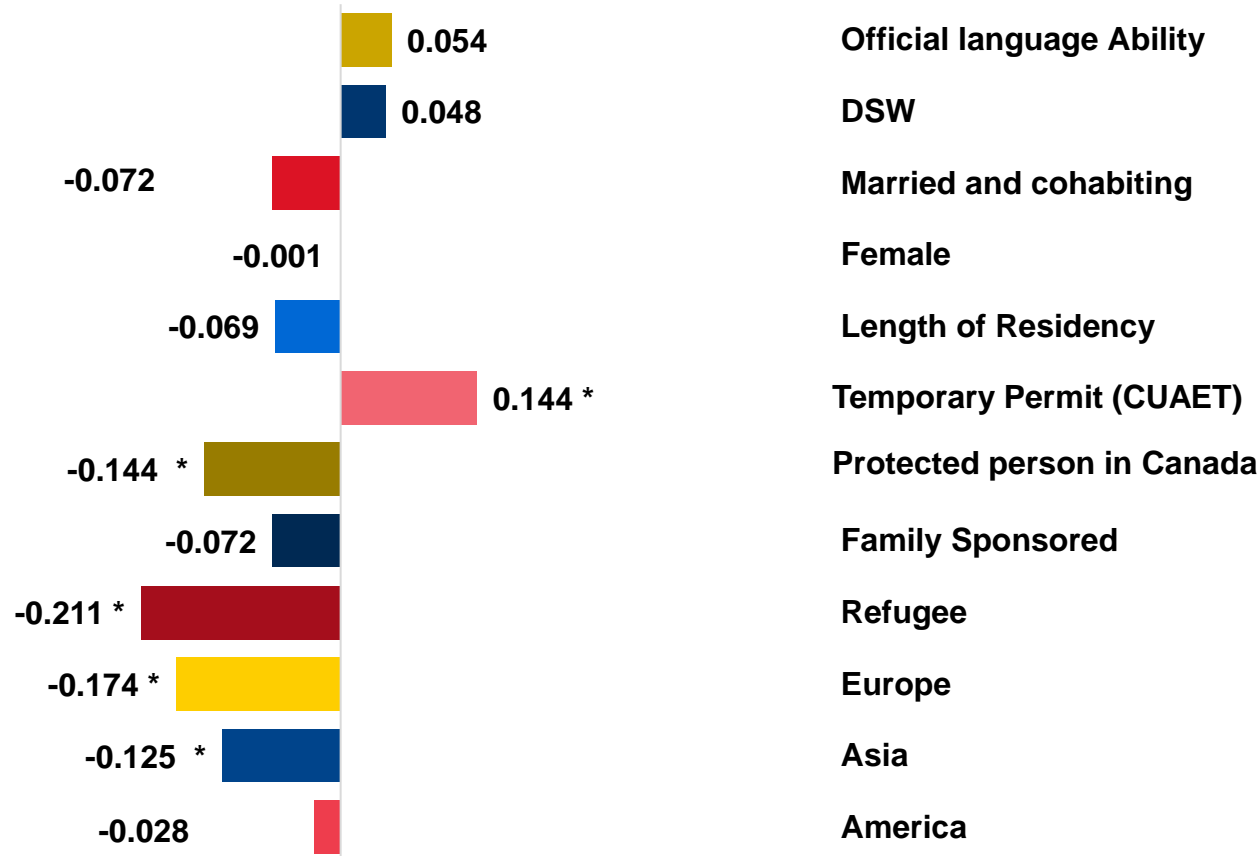
The average number of settlement plan action goals related to employment is lower among males than females but not by much

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

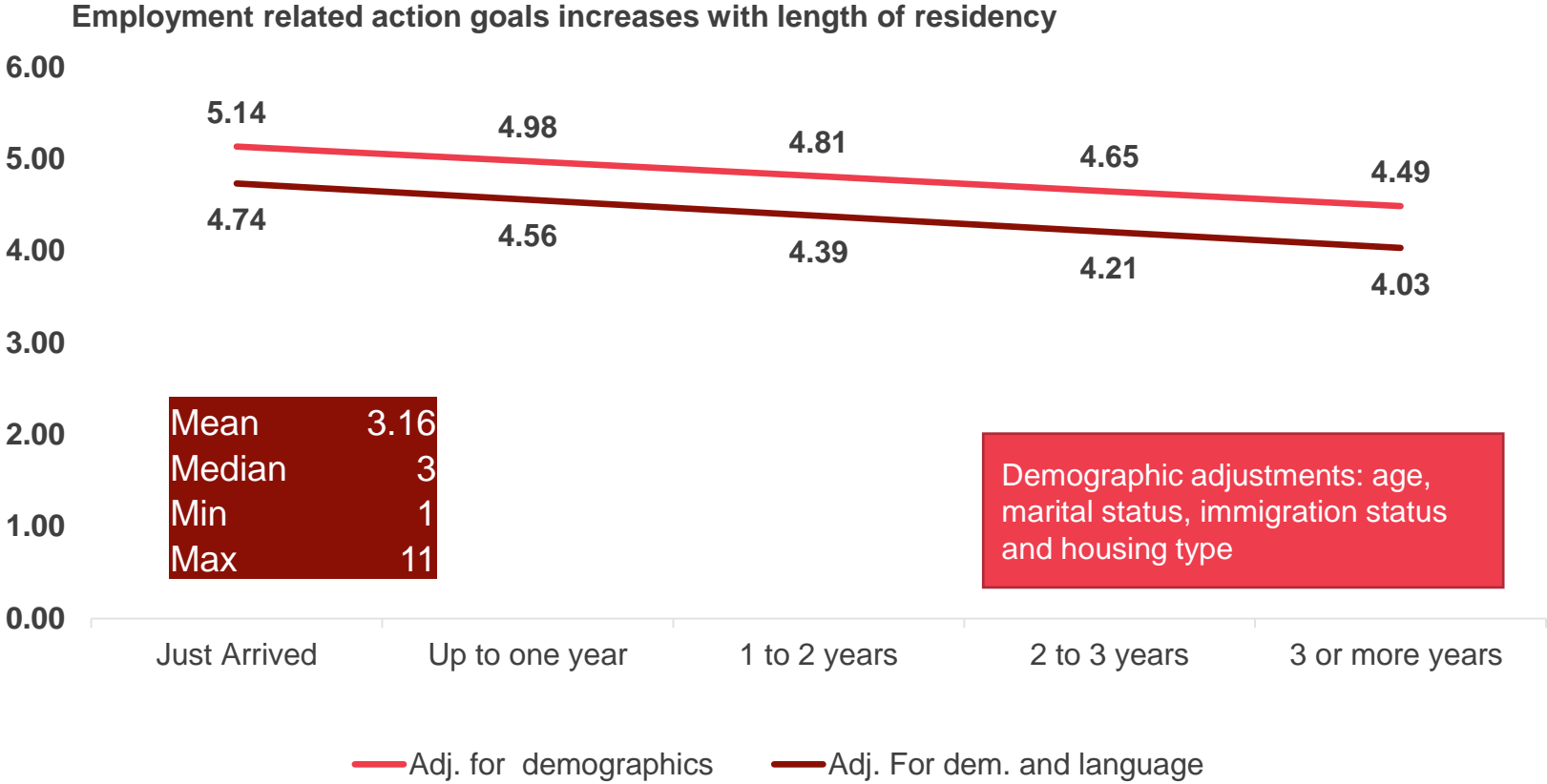


These figures are unit free and can be compared against each other. E.g., Refugees are .211 standard deviation less likely to seek or receive settlement services related to employment goals than Economic immigrants

* = Statistically significant



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



Immediate Settlement Objectives and Services Recommended

Education and Employment



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 recommended 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%



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



partenariat local d'immigration
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