



Settlement Overview for CIGan
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Purpose

- The importance of immigration in Canada
- Settlement Program
- Moving Forward
- International Students
- Express Entry



Immigration is important to maintaining Canada's competitiveness

- Canada accepts around 250,000 immigrants per year, one of the highest inflows of immigrants per capita among countries in the Organisation for Economic Co-operation and Development.
 - Immigrants have contributed to Canada's economy and society ever since the country came into being.
 - In 2011, about one of every five people in Canada was foreign-born, the highest proportion among the G8 countries (Statistics Canada, 2011).
 - Projections show that immigration will continue to be a major contributor to future demographic and labour force growth.
 - About 67% of Canada's demographic growth comes from immigration. This is expected to increase to more than 80% starting in 2031 (Statistics Canada, 2012).
 - Immigrants accounted for around 21% of the total Canadian labour force in 2011 (Statistics Canada, 2012). At some point in the 2020s, immigrants will account for the entire net increase in the labour force.
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Canada supports settlement and integration services for newcomers

- Ensuring immigrants fully participate in Canada's economy and society is key to Canada's ongoing prosperity and nation building, and its continued ability to attract skilled talent.
- While Canada has a rich history of welcoming immigrants and enjoys a vibrant multicultural society, newcomers to Canada face barriers that delay or limit integration.
- All orders of government, communities, educational institutions, service provider organizations and employers have important roles to play in helping newcomers overcome these barriers.
 - Settlement supports enable newcomers to be productive, active, and connected contributors to Canada's economy and society.



Canada's Settlement Program responds to key barriers faced by newcomers

- Settlement begins at the pre-arrival stage and focuses on early years of immigration, prior to citizenship.
- In 2013-14, more than 260,000 clients accessed services offered through the Settlement Program.
- The aim of the Settlement Program is to:
 - provide information to make informed decisions (e.g. living and working in Canada)
 - provide language training to achieve settlement and integration goals (e.g. Language Instruction for Newcomers to Canada, Cours de langue pour les immigrants au Canada)
 - find and retain employment (e.g. job search skills, occupation-specific supports networking)
 - build networks in communities
- Federal investments in the Settlement Program, which operates in all provinces and territories outside of Quebec, total nearly \$600M annually.



Canada's Settlement Program offers an array of comprehensive services

The Settlement Program is delivered through partnerships with over 700 third party organizations. Funding is allocated along six streams to address integration barriers.

Needs Assessments and Referrals

- Assess needs and refer newcomers to social, economic, cultural, educational and health services.

Information and Orientation

- Provide pre- and post-arrival information sessions about Canada to help newcomers make informed decisions.

Language and Skills Development

- Offer language and skills development – formal language training based on the Canadian Language Benchmarks and Niveaux de compétence linguistique canadiens.

Employment Related Services

- Help newcomers search, gain, and retain employment that corresponds with their skills and education through, e.g., skills development and training, work placements, employment network and counselling.

Community Connections

- Connect newcomers to public institutions and their communities, including cross cultural interactions.

Indirect Services

- Support community partnerships for local planning, coordination, and capacity development to ensure national consistency.



Key Stakeholders and Partners

Government Partners

- **Provinces and Territories** fund complementary settlement services (e.g. language skills training, employment counselling services, skills development information, apprenticeship training in a skilled trade).
 - They are also responsible for education and health services where they spend considerable resources on integration related activities.
- **Municipalities** provide additional support services (e.g., housing, public transport, creation of public spaces)

Non-governmental stakeholders

- **Service providers** deliver settlement services through contribution agreements with CIC (e.g. non-profit organizations, mainstream institutions, school boards, and post-secondary institutions).
- **Employers** play a critical role in fair access to jobs without discrimination
 - They provide support in qualification recognition and in settlement services, such as collaborative settlement partnerships (e.g. Bridge to Work Program, Toronto Region Immigrant Employment Council).
- **Immigrant Employment Councils (IECs)** engage thousands of employers and offer services to help them meet the challenges of a diverse workforce, while facilitating mentoring and work opportunities for internationally trained immigrants.

Broader Partnerships

- **Local Immigration Partnerships (LIPs)** increase engagement of local stakeholders in newcomers' integration process, support community-level research and planning, and improve coordination of services.
- **National Settlement Council** is CIC's forum for engagement of settlement and integration stakeholders
 - Members include umbrella organizations representing service providers, language sector representatives, P/T governments), and the Canadian Council for Refugees (CCR).
- The **International Qualifications Network (IQN)** is an online community of practice for provincial/territorial governments, regulatory bodies, service provider organizations, employers and others to exchange promising practices and successes notably in foreign qualification recognition.



Innovative approaches to settlement are being implemented

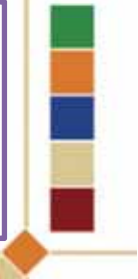
Services are increasingly available pre-arrival

- In recent years, Canada has funded pre-arrival services in over 40 countries to ensure newcomers get reliable information about life in Canada, prepare for their trip, start the settlement process, and prepare to work as early as possible. Information and connections to supports for those intending to enter a regulated occupation are provided as necessary.
- Services are being expanded to reach more newcomers earlier, including up to 25% of economic immigrants in-person and via online services, and up to 75% of refugees in-person.

Newcomers are learning about alternative careers

- Canada is piloting multi-stakeholder, sector-specific alternative career events.
- These sessions provide newcomers with information on professions related to the one they practiced in their home country; identify transferable skills; and help create links with employers.
- Alternative careers can be pursued while working towards licensure/certification, or as part of the pursuit of a new career.

Social innovation tools are being piloted

- Ways to engage early innovators in the private and non-profit sectors to learn about new models for improved economic and social outcomes, and to leverage existing knowledge and expertise, are being pursued.
 - The testing of innovative approaches with expansion potential is being undertaken.
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International Students

- Canada's immigration policy supports the transition of international students at post-secondary institutions to permanent residency through the Canadian Experience Class and the Provincial Nominee Program.
- International students who are eligible for permanent residence comprise an expanding group of highly qualified potential immigrants.
- While international graduates are better prepared for life and work in Canada, some evidence suggests that they too experience difficulties that are perhaps less well-understood, including students with dependents, some of whom also have adaptation challenges.
- With ever-increasing numbers of international students choosing Canada as a study destination, Canada's post-secondary institutions have become increasingly important players when it comes to supporting international students.



Express Entry

- Canada understands that the immigration system needs to be fast, flexible and responsive to labour market needs. In light of this, in January 2015, a new model called **Express Entry**, was put in place.
- **Express Entry is a required pre-application stage** for four existing economic immigration programs:
 - the Federal Skilled Worker Program;
 - the Canadian Experience Class;
 - the Federal Skilled Trades Program; and
 - a portion of the Provincial Nominee Program.
- Express Entry does not change or replace the requirement of these immigration programs.
- Individuals who express interest and meet the criteria for one of the four federal programs will be admitted to the Express Entry pool and be ranked against other candidates.
- CIC only issues an **Invitation to Apply for permanent residence to the highest-ranking candidates**, such as those with job offers or Provincial nominations or with attributes shown to lead to success in Canada's economy.



Express Entry: Changes how Canada selects skilled immigrants

- CIC selects candidates that are most likely to succeed in Canada, rather than the first in line.
 - All candidates in the Express Entry pool are assigned a score according to their *skills, education and experience*
 - *The Comprehensive Ranking System* is a scoring mechanism tied to best predictors of economic success
 - The CRS allows CIC to rank and sort submissions within in the Express Entry pool to identify the candidates most likely to achieve high employment earnings based on their profile (age, education, language skills, Canadian work experience) and/or a job offer or provincial/territorial nomination
 - Candidates in the pool are ranked against others in the pool according to their score
 - Candidate profiles can remain in the pool for up to 1 year
- Express Entry candidates with a valid job offer or P/T nomination will quickly be *invited to apply (ITA)* for permanent residence.
- Later in 2015, the new Job Bank will connect Canadian employers with a pool of skilled foreign national candidates if they can't find Canadians or permanent residents to do the job
- Express Entry candidates will benefit from processing times of six months or less*.



Improving the Settlement Program will remain a priority

- Canada is transforming its immigration system to one that is fast, flexible, and responsive to labour market needs.
- That said, all newcomers will continue to arrive with some need for information, skills, opportunities, and connections.
- Identifying new and effective ways to facilitate the settlement and integration process for newcomers will remain of utmost importance.



Questions or Comments?

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