

Source	<p>“A Vicious Circle’: Newcomers Struggling to Find Jobs in Canada despite Education, Experience   CBC News.” CBCnews, CBC/Radio Canada, 11 Sept. 2018, <a href="http://www.cbc.ca/news/canada/british-columbia/canada-immigrant-job-experience-1.4818095">www.cbc.ca/news/canada/british-columbia/canada-immigrant-job-experience-1.4818095</a>.</p>
Cues	Notes
<p>What is it about?</p> <p>What are the current issues?</p> <p>What are some of the challenges?</p>	<ul style="list-style-type: none"> <li>- The struggle for immigrants to find work, explained through quotes by immigrants and settlement services</li> <li>- In a hiring workshop at the local library, 50 newcomers learned how to change their resume for the Canadian job market</li> <li>- Many immigrants have been working in their fields for 10 years in their home country but have struggled to find work once coming to Canada</li> <li>- Event put on by settlement service S.U.C.C.E.S.S</li> <li>- Immigrants face a “Canadian work culture barrier”, and many of these immigrants wish that employers would be more willing to hire immigrant hires</li> <li>- With the unemployment rate for Canada relatively low, many individuals, both immigrant and native, feel like employers should consider hiring more newcomers</li> <li>- The two primary barriers that these newcomers face are not having Canadian credentials and facing a language barrier</li> </ul>
<p>Summary</p> <p>Many immigrants face significant challenges finding work in Canada, not because they aren’t qualified, but that their credentials aren’t recognized in Canada. Moreover, many of them face a lack of familiarity with the language. To tackle this issue, immigrants and settlement services are suggesting that employers look to hire more newcomers.</p>	

Source	Citizenship Canada. "Canadian Immigrant Integration Program." Canada.ca, 12 Feb. 2013, <a href="http://www.canada.ca/en/immigration-refugees-citizenship/corporate/partners-service-providers/immigrant-serving-organizations/best-practices/canadian-immigrant-integration-program.html">www.canada.ca/en/immigration-refugees-citizenship/corporate/partners-service-providers/immigrant-serving-organizations/best-practices/canadian-immigrant-integration-program.html</a>
Cues	Notes
<p>What is it?</p> <p>When did it start?</p> <p>What does it do?</p> <p>How does it help immigrants?</p> <p>What are some statistics?</p>	<ul style="list-style-type: none"> <li>- The CIIP (Canadian Immigration Integration Program) is a revolutionary program to aid immigrant integration and helps immigrants integrate into Canada</li> <li>- Launched in 2007, and made into a fully-fledged program in 2010</li> <li>- The program provides free pre-arrival orientation to immigrants to prepare them for economic success by providing information, planning, and online support</li> <li>- The program gives prospective immigrants: <ul style="list-style-type: none"> <li>- Access to key information and research resources</li> <li>- Advice to help them consider options and make decisions that are right for them and their families</li> <li>- Insights into challenges they might face</li> <li>- Direct connections with employers that can support them through their transition to Canada</li> </ul> </li> <li>- The program has helped 4800 people since 2007</li> <li>- 87% of those have gotten a job</li> <li>- Serves 189 countries</li> </ul>
<p>Summary</p> <p>The CIIP is a critical initiative that has helped many immigrants to integrate into Canada, starting before the immigrant reaches Canada. Their approach to provide pre-arrival services gives immigrants the knowledge they need to secure employment once they come to Canada in a reasonable time frame. They have only helped 4800 people over 12 years, and only 87% of those people have found a job.</p>	

Source	Citizenship Canada. "Six Selection Factors – Federal Skilled Worker Program (Express Entry)." Canada.ca, 29 Aug. 2018, <a href="http://www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/express-entry/eligibility/federal-skilled-workers/six-selection-factors-federal-skilled-workers.html">www.canada.ca/en/immigration-refugees-citizenship/services/immigrate-canada/express-entry/eligibility/federal-skilled-workers/six-selection-factors-federal-skilled-workers.html</a> .
Cues	Notes
<p>What is it?</p> <p>How many points must immigrants have?</p> <p>How can they get a higher score?</p> <p>How is language proficiency assessed?</p> <p>How is education assessed?</p> <p>How is work experience assessed?</p>	<ul style="list-style-type: none"> <li>- Canada's current point system for immigration</li> <li>- You must score 67 points to qualify for immigration</li> <li>- You can get a higher score through more education, improving your language skills, or getting more work experience</li> <li>- Language skills are worth 28 points and measure language proficiency</li> <li>- Have to get an approved test to demonstrate your fluency like IELTS for English or TCF for French</li> <li>- You must score a language benchmark of at least 7 in 1 official language</li> <li>- Education is worth 25 points</li> <li>- You get more points for being more highly educated</li> <li>- Work experience is worth 15 points</li> <li>- You get points for the years you've been doing full-time paid work, or an equal amount of part-time work</li> <li>- You get points if you working while you were in Canada or abroad, while you were studying, or while you were self-employed</li> </ul>
<p>Summary</p> <p>The modern point system for immigration provides an objective assessment of an immigrant's ability to integrate into Canada, with heavy preference towards those who can speak either of the official languages well and are highly educated. The system is more rigorous than it used to be in 1967 with the introduction of standardized testing for language proficiency and the increase in the score cutoff.</p>	

Source	<p>“Immigrants in Canada 2000-2018   Statistic.” Statista,  <a href="http://www.statista.com/statistics/443063/number-of-immigrants-in-canada/">www.statista.com/statistics/443063/number-of-immigrants-in-canada/</a>.</p>
Cues	Notes
<p>What is it?</p> <p>What are some general trends in the immigration numbers?</p> <p>How do regular Canadians feel about newcomers?</p> <p>Where do most immigrants come from?</p>	<ul style="list-style-type: none"> <li>- A graphic showing the immigration trends to Canada since 2000</li> <li>- There was a total of 303,257 immigrants coming to Canada in 2018, which is less than the number of immigrants who came in 2016 (323,190), but substantially more than the number of immigrants who came in 2003 (199, 170)</li> <li>- Less than half of the population feels as if there are too many immigrants in the country</li> <li>- Even split between the genders of immigrants, with 150,405 male and 152, 852 female immigrants coming to Canada in 2018</li> <li>- Most foreign-born immigrants came from India, China and the Philippines</li> <li>- The United States was the fifth most common origin country for foreign-born residents in Canada</li> </ul>
<p>Summary</p> <p>This graphic shows the number of immigrants coming into Canada per year. From the graphic, it's clear to see that over 230,000 immigrants have come into Canada per year since 2007. Moreover, more than half of Canada's population doesn't feel as if there are too many immigrants.</p>	

Source	“Immigration Policy in Canada.” The Canadian Encyclopedia, <a href="http://www.thecanadianencyclopedia.ca/en/article/immigration-policy">www.thecanadianencyclopedia.ca/en/article/immigration-policy</a> .
Cues	Notes
<p>How does it relate to employment?</p> <p>Why was immigration being considered at the time?</p> <p>How would immigrants stimulate the economy?</p> <p>What was the result of their work?</p>	<ul style="list-style-type: none"> <li>- Efforts to begin creating a formal population policy began in 1985, when the government, companies, and labour organizations realized that immigrants are necessary to sustain the population and economy</li> <li>- Without more immigration, Canada would experience a decline in population, resulting in too few working-age Canadians being saddled with the cost of social and health programs for the increased number of elderly citizens.</li> <li>- Immigrants can change the balance to increase the number of working-age Canadians with the right skills and education for a modern economy</li> <li>- Policy makers created a program in the 1980s to encourage business people and entrepreneurs to immigrate to Canada, bringing their financial capital to create additional employment opportunities</li> <li>- From 1983 to 1996, approximately 400,000 Chinese from Hong Kong were admitted to Canada</li> <li>- The Hong Kong immigrants brought billions of dollars worth of investments to Canada</li> </ul>
<p>Summary</p> <p>Immigration policy, as it relates to securing employment, has reached far back to 1985, when the role immigrants played in stimulating the economy became clearer. At the time, a program was then created to encourage business people and entrepreneurs to come to Canada to create new opportunities for themselves and Canadian working-age citizens. Since then, immigrants have brought a substantial number of jobs and capital to Canada, one notable example being the Hong Kong immigrants, who brought billions of dollars worth of investments to Canada.</p>	

Source	Kucerak, Ian. "On Point: Fifty Years Ago, Canada Changed Its Immigration Rules and in Doing so Changed the Face of This Country." Edmonton Journal, 29 June 2017, edmontonjournal.com/news/insight/on-point-fifty-years-ago-canada-changed-its-immigration-rules-and-in-doing-so-changed-the-face-of-this-country.
Cues	Notes
<p>What is it?</p> <p>How did the introduction of the point system affect immigrant demographics?</p> <p>How many immigrants were visible minorities before the point system was introduced?</p> <p>How did the demographics change?</p> <p>Who was the ideal immigrant?</p> <p>Why did Canada see so much growth in diversity?</p>	<ul style="list-style-type: none"> <li>- One woman's story of immigrating to Canada that reflects the experience of immigrating to Canada and how it has changed</li> <li>- The introduction of the point system in 1967 represented a remarkable shift, inviting thousands of new skilled immigrants to the country, from countries like India, Pakistan, Hong Kong, Jamaica, Trinidad, Ghana, and Nigeria</li> <li>- The point system set the stage for the country to truly adopt its multicultural identity</li> <li>- Before 1970, only 9% of immigrants were visible minorities, 23% came from the UK, 59% came from other parts of Europe, and 6% came from Asia</li> <li>- From 1970 to 1979, immigration from Asia skyrocketed, with 27% of new arrivals coming from East India or South Asia, only 13% of new arrivals came from the UK, and 48% of newcomers were members of visible minorities</li> <li>- The new rules were recruiting nurses, teachers, doctors, professors, engineers</li> <li>- The real changes to Canada's demographics started to appear in the 1980s, but the point system came at a time where Canada's economy was doing fairly well and immigration from European countries was starting to</li> </ul>

<p>How did Canada respond to the growing numbers of diverse immigrants?</p> <p>How did regular Canadians respond to the immigrants?</p> <p>How have things changed from then to now?</p>	<p>decline</p> <ul style="list-style-type: none"> <li>- The booming economy required skilled workers to sustain it, and the immigrants who came to Canada were meant to fulfill that need</li> <li>- The changes to immigration policy and the demographics of the immigrants coming in anticipated the passage of the Multiculturalism act in 1971</li> <li>- Many Canadians were very accepting to the new immigrants, helping them adjust to Canada's harsh weather</li> <li>- Not every business was comfortable with a person of colour to be in customer service roles, but most businesses were</li> <li>- There used to be no government assistance to help immigrants integrate into Canada, and so immigrants would create and seek out friends to help settle</li> <li>- The point system has clearly changed to be much more complex, ensuring that immigrants must have extremely strong language skills and need to be young</li> </ul>
<p>Summary</p> <p>The introduction of the point system in 1967 laid the groundwork for Canada to become the multicultural country we know today. The point system helped break barriers of racism and Canada saw an influx of immigrants from East India and South Asia coming to the country, strongly contributing to the passage of the Multiculturalism Act in 1971. Immigrants did face challenges securing work because of racist employers, but the increase in immigrants of visible minorities helped them create networks and communities to support one another. The current point system has become especially rigorous, and clearly filters out the immigrants who are not young or do not have extremely strong language skills.</p>	

Source	Sproule, Kerianne. "Skilled Immigrants Wasting Their Talents in Canada." Calgary Herald, 19 Sept. 2016, <a href="http://calgaryherald.com/news/national/skilled-immigrants-wasting-their-talents-in-canada">calgaryherald.com/news/national/skilled-immigrants-wasting-their-talents-in-canada</a> .
Cues	Notes
<p>What is it?</p> <p>Why is it hard for immigrant doctors to become accredited in Canada?</p> <p>What do immigrant doctors end up doing?</p> <p>What are the challenges immigrant doctors face adjusting to Canada?</p> <p>Would Canada benefit from using the full</p>	<ul style="list-style-type: none"> <li>- A news article explaining the challenges immigrants face being overqualified for the work they're doing or not getting the work they're looking for at all</li> <li>- Canada has a rigorous process to become a medical professional, and many immigrant doctors do not complete all of it, even though they have the talent, skills, and experience from their home country</li> <li>- Canada has not been able to make full use of its immigrants because many of them haven't reached the same level of pay as their Canadian-born counterparts</li> <li>- Economic immigrants make up the bulk of Canada's immigrants (170,000 in 2015)</li> <li>- Huge mismatch between the skills of immigrants and the jobs they end up doing, as only a quarter of immigrants who had been accredited in their home country are working in regulated professions</li> <li>- Many immigrant doctors wind up as healthcare workers lower than a doctor, like nurses, sonographers, and care aides, not utilizing their full skillset</li> <li>- In many cases, these immigrants come from countries like India, China, and the Philippines, where the education system is very different and a lower level of English skills</li> <li>- If Canadian employers and regulatory bodies did a better job of recognizing immigrants' skills, they would earn an</li> </ul>



<p>skillsets of its immigrants?</p> <p>How does this affect immigrants?</p> <p>What is Canada's response to this issue?</p> <p>Are there caveats to giving some immigrants their PR more quickly?</p>	<p>additional 10 to 12.7 billion annually and would pay more tax</p> <ul style="list-style-type: none"> <li>- There is a huge emotional toll on these immigrants as well once they take survival jobs in cleaning, fast-food restaurants, and retail</li> <li>- Immigrants with a job offer backed by a labour market impact assessment receive bonus points to help them get a PR more quickly as it proves that they were selected because no Canadians were available for work</li> <li>- Cooks, food service supervisors, and retail store supervisors were among the top 10 invited occupations to get a PR more quickly</li> <li>- Critics are concerned that the immigrants employers hire are not necessarily the ones who will boost the economy</li> <li>- Many employers fall into a trap comparing an immigrant's language proficiency with other Canadians rather than thinking of the value that the immigrant could provide their business</li> <li>- Although some doctors come into the country with hopes of going into the most advanced labs in their fields, many have to settle for opening their own practice because they would be forced to compete with young Canadian doctors</li> </ul>
<p>Summary</p> <p>Immigrant doctors face significant challenges in securing work because their education, work experience, and other credentials aren't recognized once they arrive in Canada. This forces them to take up survival jobs or healthcare jobs that were lower than their jobs in their home country. Immigrants in these positions never get to use their full skillset, even when Canada needs doctors. Many immigrant doctors in these positions move back to their home country after a few years with no significant advancement in their position.</p>	

Source	Valentine, Connel. "5 Reasons Skilled Immigrants Complain They Don't Get Jobs in Canada." Canadian Immigrant, 11 May 2018, canadianimmigrant.ca/careers-and-education/careers/5-reasons-skilled-immigrants-complain-they-dont-get-jobs-in-canada.
Cues	Notes
<p>What is it?</p> <p>What are the challenges immigrants face with job interviews?</p> <p>What is the immigrant experience with using technology to search for a job?</p> <p>Does the immigrant's experience with services in their home country affect how they perceive services in Canada?</p> <p>How do immigrants get a similar job to what they had in their home country?</p>	<ul style="list-style-type: none"> <li>- Many immigrants face challenges adopting their approach to job hunting to the Canadian style of job hunting as there may be a difference in cultures</li> <li>- Many immigrants also face language barriers in job interviews, but employers will not explicitly make this known to the immigrant</li> <li>- After countless weeks with no response from job postings, some immigrants begin sending the same resume to many, many different job postings in the hopes that one will respond</li> <li>- Some immigrants have negative perceptions of free services from their home country and so don't reach out to free services in Canada, but reaching out to free organizations can help these immigrants secure employment</li> <li>- Some immigrants are unfamiliar with the Canadian style of resumes (1 page, quick description of experience)</li> <li>- Many newcomers are surprised at the suggestion to take a job that they were promoted from</li> <li>- On average, it takes 6 - 12 years for a Canadian newcomer to earn back the quality of life they left behind</li> </ul>
<p>Summary</p> <p>Many immigrants are unfamiliar with the job market in Canada and face challenges adapting to the expectations of Canadian employers, particularly with resumes. Moreover, many Canadian newcomers face having to work for 6 to 12 years, on average, to earn back the quality of life they left behind, encouraging many of them to go back to their home country.</p>	

