



B M R C
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Social Resilience Approach to Migration and Settlement

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CANADIAN MIGRATION CONTEXT

- Diverse migration flows
- Complex institutional landscapes
- Emphasize how **migrants** overcome challenges



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New Webinar – Low Risk, Big Return: Using Paid Internships to Recruit Skilled Immigrant Talent

April 16, 2014

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Internships are a cost-effective way for businesses to test out potential candidates, including skilled immigrants, for fit and expertise. This webinar will showcase how companies have accessed internationally-trained interns through the Career Edge Organization as well as a unique and innovative partnership between Career Edge, RBC Royal Bank and business clients of the bank. Join us for this free webinar and learn how paid internships can be a powerful recruitment strategy, a way to diversify your workforce and benefit the overall bottom-line of your company!



Speakers

- Mark Appleton, Director, Business Credit Process Transformation, RBC
- Naguib Gouda, President, Career Edge Organization
- Maryam Rezaie, Technical Director, C&T Steel Reinforcing Co.

Moderator

- Peter Paul, Project Leader, ALLIES, Maytree

Watch the webinar

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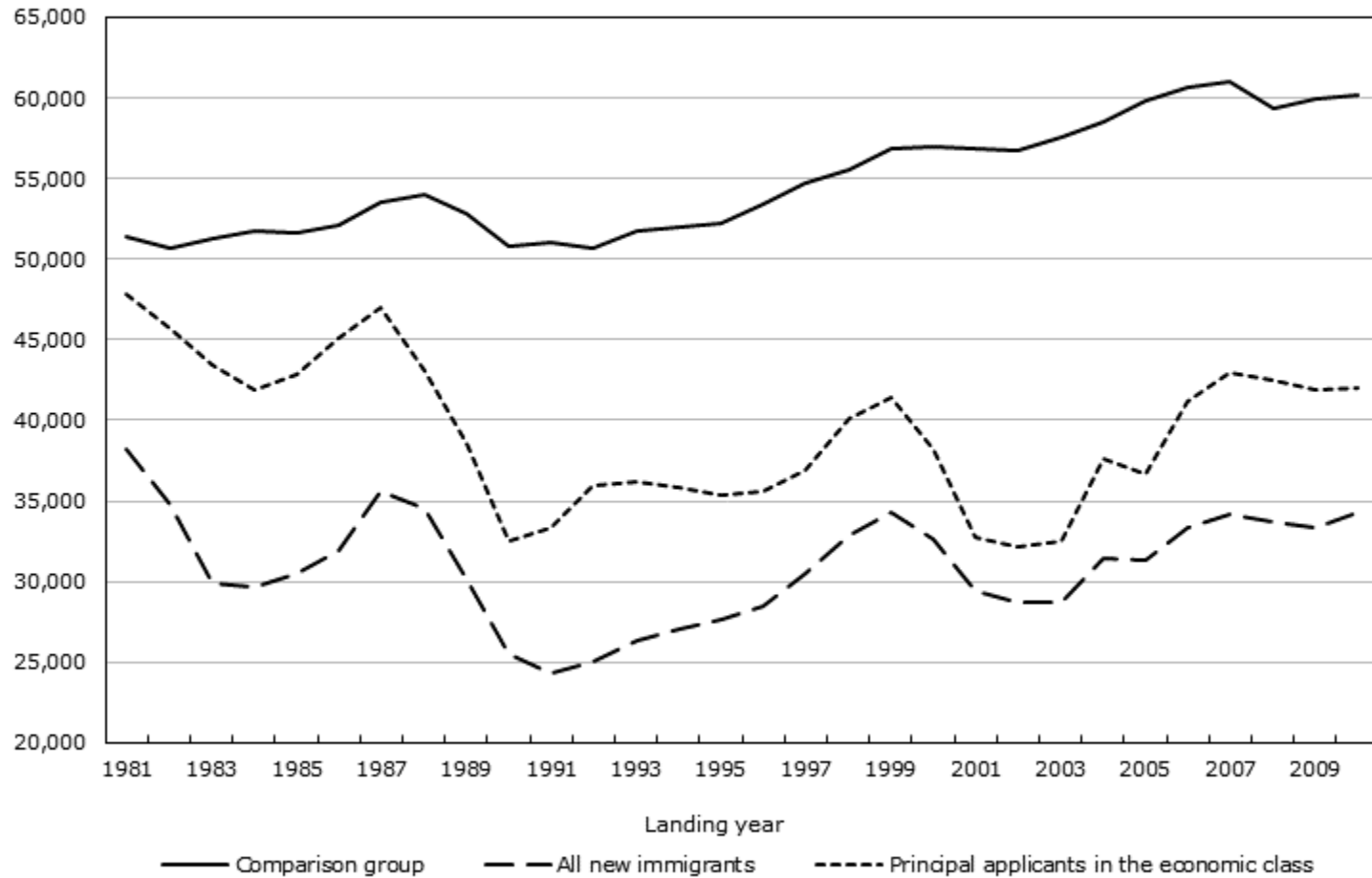
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WHAT DO WE KNOW ABOUT SETTLEMENT?

- The barriers and challenges facing permanent residents still confound us (Hou and Picot 2016)
 - Principal applicants in economic class do better than other classes of immigrants, particularly if they have Canadian experience before landing BUT
 - Entry earnings remained constant as earnings of Canadians rose since 1980s
 - Wage and salary disparity is bigger than in 1980s

Chart 1
Entry earnings of new immigrant men, 1981-to-2010 landing years

Annual earnings
 (2011 constant dollars)



Source: Statistics Canada, Longitudinal Immigration Database.

Chart 2
Entry earnings of new immigrant women, 1981-to-2010 landing years

Annual earnings
(2011 constant dollars)



Source: Statistics Canada, Longitudinal Immigration Database.

IMMIGRATION CLASS MATTERS

Table 1: Average annual income in tax year 2011 at 1, 3, 5, 10, 15, and 20 years since landing (YSL), selected economic immigrant principal applicants (2011 \$)

Principal Applicants	YSL=1	YSL=3	YSL=5	YSL=10	YSL=15	YSL=20	Canadian Average
SW PA	26,000	38,000	43,000	52,000	51,000	50,000	41,396
PN PA	42,000	52,000	55,000	49,000	29,000		41,396
CEC PA	67,000						41,396
LCP PA	23,000	26,000	31,000	39,000	30,000	33,000	41,396

Source: IMDB 2011
Dempsey, 2014

Table 3: Average annual income in tax year 2011 at 1, 3, 5, 10, 15, and 20 years since landing (YSL), selected non-economic immigrant categories (2011 \$)

Selected non-economic immigrant categories	YSL=1	YSL=3	YSL=5	YSL=10	YSL=15	YSL=20	Canadian Average
PSR	11,000	16,400	19,500	19,400	23,000	32,000	41,396
GAR	3,400	9,500	13,300	17,200	29,000	25,000	41,396
FC - PGP	7,400	9,500	11,600	10,700	11,700	19,000	41,396
FC - SP	16,600	21,000	23,000	26,000	29,000	33,000	41,396

Source: IMDB 2011
Dempsey, 2014

Settlement is...

- Dynamic
 - Impacts of immigrant characteristics, even of immigration class, change over time (Bonikawska et al. 2015, Erlick and Lightman 2014, Hiebert, Wyly, and Mendez 2008)
- Contextual
 - When:
 - What year immigrants arrive (Picot)
 - Where:
 - Source region – Discrimination (Oreopoulos and Dechief 2012)
 - Destination – Provincial, municipal policies & services (Picot and Lu 2017 , Zuberi et al 2018)
 - Immigrant characteristics interact with context (Hiebert 1999)
- Multidimensional
 - Involves belonging, trust, participation (Reitz et al. 2009, Banting & Kymlicka 2006, 2012, White, Bilodeau and Nevitte 2015)
- Multiscalar
 - Community, household and individual strategies (Erlick and Lightman 2014, Shakya et al. 2015)

RESILIENCE

The capacity to **prepare** for disruptions, **recover** from shocks and stresses, and **adapt** and **grow** from a disruptive experience.


#RebuildBETTER

Rockefeller Foundation



Resilience: the ability to resist, absorb, recover from or successfully adapt to adversity or a change in conditions.

-Department of Homeland Security, Risk Lexicon 2008



To develop our individual and collective capacity to cope and create. To balance flexibility and continuity.

McConnell Foundation

Resilience

A concept of adaptive or integrated positive functioning of [a system] over the passage of time in the aftermath of adversity.

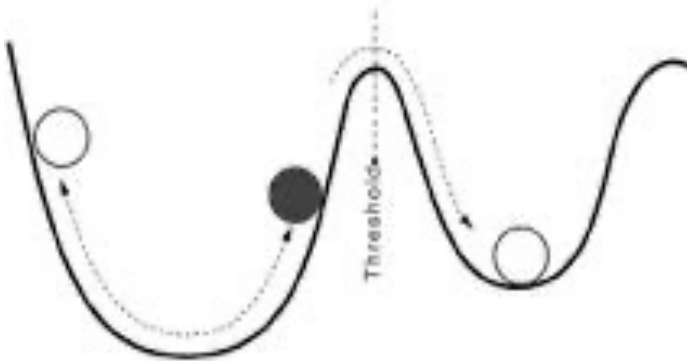


Source: Global Resilience Collaborative

Theories of Resilience



Engineering resilience concept



Ecological resilience concept

RESILIENCE



Resilience is like
a Rubber Band at its potential—
stretched, yet flexible and able to
spring back.



Social Resilience



- Transformative capacities
- Institutional power relations & social inequality
- Barriers embedded within structures that require intervention
- Hall and Lamont (2013)

Resilience and Canadian Immigration

Resilience

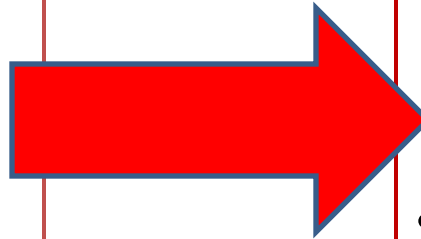


Implications

- Multiple pathways to integration and inclusion
- Immigrant characteristics, even immigration class, are only a few of the factors that affect settlement
- All types of institutions, especially provincial & municipal, influence settlement
- Institutional interactions matter

RESEARCH PLANS

- Examine & measure migrant resilience
- Investigate how social institutions affect resilience
- Pilot institutional interventions to enhance resilience



- CITY NETWORKS
 - York Region
 - City of Toronto
 - Ottawa
 - Gatineau
 - Montreal
 - Kitchener-Waterloo
 - *Sherbrooke*
 - Windsor
- Academic, government, NGO, migrant communities, and employers

Examining and Measuring Migrant Resilience

- Assumptions about migrant resilience:
 - emerges over time.
 - is relational.
 - multiscalar (institutional, household, and individual).
 - multidimensional:
 - Economic self-sufficiency
 - Civic engagement
 - Identification with the society
- **Migrant settlement narratives**
- **Policy discourses about resilience**
- **What programs and services do service providers think work**

QUESTIONS/ COMMENTS



THANK YOU

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