

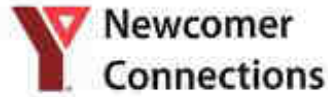
Skills Launch Immigrant Youth Employability Program

2017 Atlantic Summer Institute on Healthy and Safe Communities
August, 2017



New Brunswick Multicultural Council

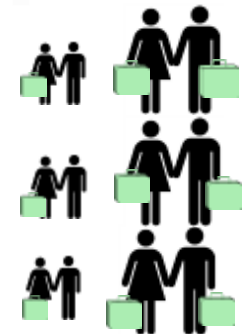
- NBMC is the bilingual, provincial umbrella organization for ethno-cultural, multicultural and immigrant-serving agencies.
- Founded in 1983, NBMC has been the provincial voice on diversity, multiculturalism, immigration and settlement for the past 34 years.



Context in New Brunswick

- ❑ 20% of Canadians were born outside the country
- ❑ 100% of population growth in NB is due to Immigration
- ❑ NB has a negative natural increase in population since 2014
- ❑ Family size is shrinking: total fertility rate in NB is 1.54, lower than the replacement rate (2.1)
- ❑ Interprovincial emigration is high in the Province
- ❑ Baby boomers are retiring, this is provoking a workforce shortage

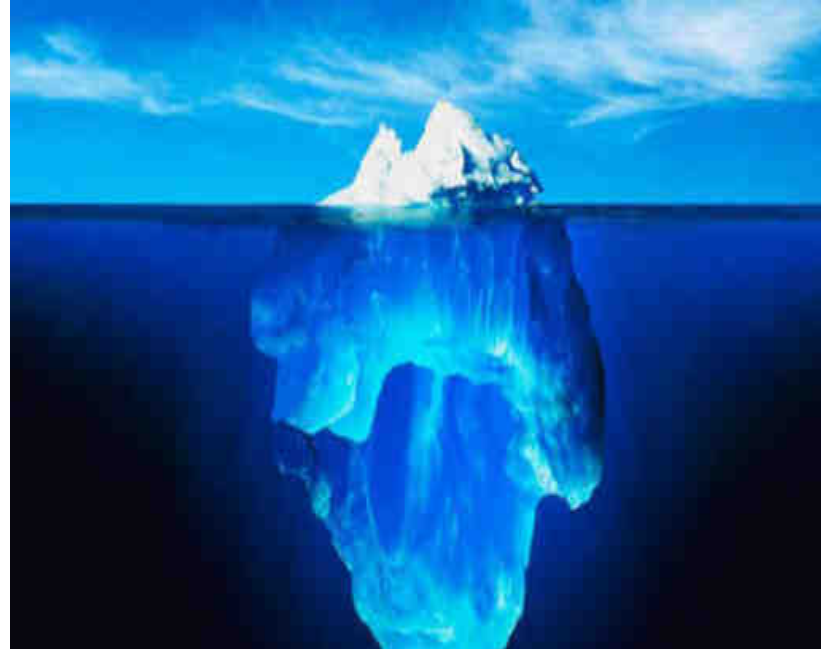
➔ Immigration is the answer to population challenges in the Province!



The Cultural Iceberg

Visible:

- Dress Code
- Language
- Religion



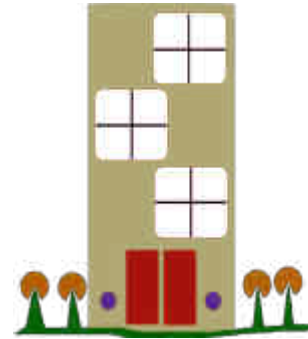
Invisible:

- Communication style
- Sense of hierarchy
- Individualism versus collectivism
- Risk tolerance
- Time management
- Mental Health

Mental Health is an Iceberg:

- Often considered negative
- The hidden and unspoken...
- Not seeking help...

Newcomers settlement steps



Mental Health challenge

Employment as a contribution to Mental Health

- The challenge of finding **work** is the critical post-migration mental health stressor for newcomers
- Employment allows people to afford basic necessities, such as appropriate housing, food and clothing — all of which are essential for good health. It also provides a sense of **identity and purpose**, social contacts and opportunities for personal growth
- Environmental scan in 2016 in NB shows:
 - Approximately 320 immigrant youth are between the ages of 18-30 and have not obtained a valid Canadian high school diploma
 - 54% of which are female
 - 19% require child care assistance while attending the program

Context in Economy

Policy Challenge

Immigrant and Aboriginal youth will be demographically significant in 2017-18, and they are also from traditionally marginalized groups which are exposed to barriers that inhibit their active participation in various facets of society.

Research demonstrates that immigration will be a primary resource pool of human capital for the labour market

An improved investment in education is required to prepare youth for active participation in the new economy

Removal of barriers in the labour market, embracing multiculturalism/diversity and employment equity programs - must be prioritized

The federal government must see what role they can play, within a partnership framework that includes provincial, territorial, municipal, and community levels, to address these barriers and assist in tapping into the potential of these youths.



SKILLS LAUNCH
NEW BRUNSWICK

EMPLOYABILITY PROGRAM
FOR IMMIGRANT YOUTH
THE PROGRAMME HELP YOU TO TAKE THE
NEXT STEPS TOGETHER WITH US.

**LEARN.
EXPLORE.
SUCCEED.**

LEARN. EXPLORE. SUCCEED.



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Project Partners



Program Objectives

- To assist 81 immigrant youth between 18 and 30 years old, to overcome multiple barriers to employment, and to help them develop a broad range of skills and knowledge in order to participate in the current and future labour market;
- To promote education and skills as being key to labour market participation
- To develop the skills and knowledge necessary to make a successful transition to the labour market or return to school
- To increase immigrant youth confidence in their skills and abilities
- To help immigrant youth explore their career options, gain local work experience and understand the Canadian work environment
- To empower individuals Immigrant and refugee youth who have been unable to receive a high school diploma in Canada or whose high school completion is not recognised

Project Components

Phases & Timelines – 1st Intake



- Wellness Activities embedded in the weekly schedule and after program hours
- Evaluation and Reflection every week and every phase
- Weekly 1:1 check-in (mental health, motivation and coaching)



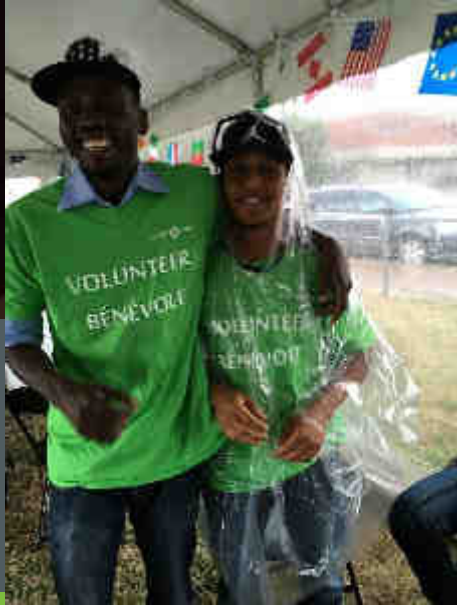
Wellness
WLB





Vision Board





Volunteering

Image Caption Box

New Brunswick
Community College



Testimonials

*“We have one individual in our cohort who suffers from mental health challenges. This program is giving him training to set him up for a successful work experience, **a network of peers to help support him**, and some financial independence”*

*“ We are not only learning about the Canadian workplace, we are doing team building exercises, having guest speakers come in and talk about their own experience as Canadians, we are discussing issues like **Work-Life Balance**, stress and the **differences between Mental health and Mental illness**. This generates discussion and I can see the class growing closer together and helping each other out more as the days go on”*

*“This Project has a clear link to the mental health of the participants. From my observations, the hope for a brighter future and **a possible inspiring career gives them peace of mind and a huge sense of belonging”***

*“From the wellness workshop and activities they realized how an **improved mental health through exercises can help them be better people for themselves and their immediate loved ones.**”*

*“I look forward to seeing everyone on Friday and meeting the Saint John group! My Moncton participants are very **excited that Fredericton is coming back and they cant wait to make friendships with Saint John”***

“two of the girls who were always so shy, became so chatty and free to even speak next to the guys and participate in all the group activities and wellness class”

Businesses founded by Immigrants



Abby David

Project Manager | Gestionnaire de projet

New Brunswick Multicultural Council |

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Brunswick

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THANK YOU

QUESTIONS?