

2015 NEEDS ASSESSMENT FOR LABOUR MARKET INTEGRATION & PLANNING

PROJECT FUNDED BY

Ontario
Trillium
Foundation



Fondation
Trillium
de l'Ontario

An agency of the Government of Ontario.
Un organisme du gouvernement de l'Ontario.

EMPLOYMENT
ONTARIO



OBJECTIVE

IDENTIFY



GAPS & PRIORITY NEEDS

- EMPLOYMENT & INCOME •
- EDUCATION & SKILLS •
- COMMUNITY PARTICIPATION •
- HOUSING •
- HEALTH •

ASSESS



COMMUNITY EXPERIENCES
IN ACCESSING SOCIAL SERVICES



UNDERSTAND

BARRIERS AND ENABLING
FACTORS FOR INCLUSION,
ENGAGEMENT AND
INTEGRATION

METHODS

211
**AFRICAN
CANADIANS**
WHO **18**
ARE OVER
QUANTITATIVE

&

3
**FOCUS
GROUPS**
COMMUNITY
LEADERS
WOMEN
YOUTH
QUALITATIVE

&

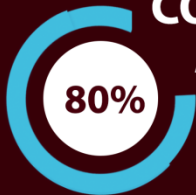
13
**SERVICE
PROVIDERS**
EMPLOYMENT
HEALTHCARE
HOUSING
MIXED

DEMOGRAPHIC HIGHLIGHTS

38  36
MEDIAN AGE

YOUNG

**CORE WORKING
AGE BRACKET
(25-54 YEARS)**



**STRENGTHENS
LONDON'S
WORKFORCE**

HEALTHY

RECENT IMMIGRANTS
ARE YOUNGER
AND HEALTHIER THAN
LONG TERM IMMIGRANTS



**DIVERSE
IN CULTURE
AND BELIEFS**

**OFFERS
IMPORTANT
SOCIAL, CULTURAL
& ECONOMIC ASSETS
TO LONDON**

EDUCATION & SKILLS

70%

HAVE POST
SECONDARY EDUCATION

HAVE HIGHEST
EDUCATION
FROM OUTSIDE OF



50%



RECENT IMMIGRANTS

ARE MORE LIKELY TO HAVE
A DEGREE OR DIPLOMA



WERE AS
LIKELY AS

TO HAVE
POST

**SECONDARY
EDUCATION**

THIS EDUCATED
POPULATION
CAN CONTRIBUTE
TO A SUSTAINABLE
LABOUR FORCE

FOR



LONDON



ACFOLA
FACTLE



EDUCATION AND SKILLS

90% **REQUIRED**

MENTORING



**CAREER SPECIFIC
TRAINING**



PARTICIPANTS' REMARKS

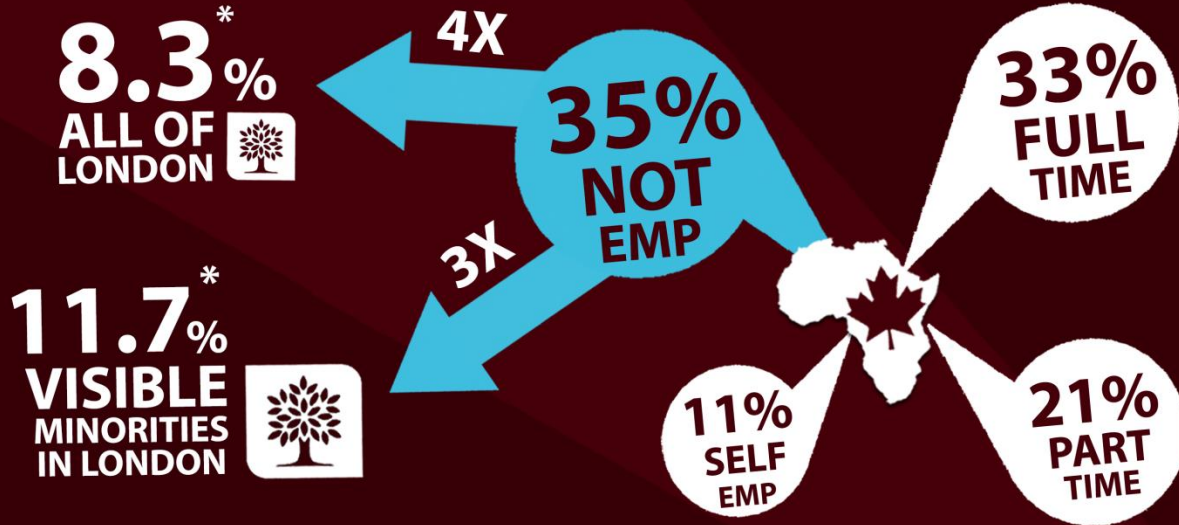
*Canadian
education
system is
sound*

*we need more
teachers of different
cultures at schools
to understand our children*

*foreign
credentials
are not
respected*

*employers didn't recognize my
foreign degree, I had to enroll
into college again to attain
an equivalent degree*

UNEMPLOYMENT RATE



*during time of study

EMPLOYMENT

50%

WORK AT JOBS UNRELATED
TO THEIR FIELD



OF THIS
HAVE

39%

DIPLOMA/UNIVERSITY
CERTIFICATE

UNIVERSITY DEGREE

42%



EMPLOYMENT BARRIERS

LACK OF CANADIAN
WORK EXPERIENCE

NON-RECOGNITION OF
FOREIGN CREDENTIALS

LIMITED LANGUAGE
/ACCENT

LIMITED JOB
OPPORTUNITIES

EMPLOYMENT

50%

EMPLOYED
AFRICAN CANADIANS



ARE DISSATISFIED
WITH THEIR JOBS



REASONS FOR
DISSATISFACTION

MISMATCH OF JOB
AGAINST QUALIFICATIONS
UNDERPAYMENT
JOB INSECURITY
LIMITED SOCIAL
BENEFITS

EMPLOYMENT



COMMUNITY LEADER

even taking bridging or upgrading skills, training does not make employment easier



YOUTH

getting a job is very hard; you can send countless resumes without any success

SELECT FOCUS GROUP RESPONSES



COMMUNITY LEADER

the picture painted before we came here was not the same upon arrival



WOMEN

if you have the training you are over qualified, if you do not have, you are underqualified

INCOME

35%

EARN

\$15,000 OR LESS

- YOUTH
- RECENT IMMIGRANTS
- WOMEN
- FOREIGN CREDENTIAL HOLDERS

**AVERAGE
ANNUAL INCOME
\$26,000**

VS

\$39,360



**FOR
LONDON**

EMPLOYMENT

**OVER REPRESENTED
IN HEALTHCARE
SERVICES**



**OVER REPRESENTED
IN TRANSPORTATION
SECTOR, DRIVING CABS**

ACCESSING EMPLOYMENT SERVICES

56%

USED
EMPLOYMENT SERVICES
& COMMUNITY CENTERS



STRENGTHEN

- COMMUNITY AWARENESS CAMPAIGNS FOR SERVICE PROVIDERS
- STRATEGIES FOR INTEGRATION AND INCLUSION



HOUSING

73% DO NOT OWN HOMES

 21.3%
SUBSIDIZED HOUSING

 42.7%
RENT

 8.5%
OTHER

 27.5%
OWN HOMES



67%*
 FOR ALL OF LONDON

*DURING TIME OF STUDY

HOUSING AND INCOME



HIGHER SPENDING
ON HOUSING AFFECT PRIORITY
SPENDING IN FOOD, CLOTHING, ETC.

WOMEN
ARE LESS LIKELY TO
OWN THEIR OWN HOME

EMPLOYMENT AND INCOME
ARE BARRIERS TO
HOME OWNERSHIP

A FOCUS GROUP PARTICIPANT
*affordable housing is a priority
if we want to tackle other issues like
unemployment or low income*

SENSE OF BELONGING & ACCESS TO SERVICES



SENSE OF BELONGING

- TO THE NEIGHBOURHOOD OR MAINSTREAM SOCIETY IS LOW
- ONE IN TWO OF RESPONDENTS FELT THEY WERE 'SOMEWHAT' OR 'NOT AT ALL' WELCOMED OR ACCEPTED BY THEIR NEIGHBOURHOODS / COMMUNITY



LOW ACCESS TO SERVICES

- ABOUT SEVEN IN 10 (67%) OF SERVICE PROVIDERS REPORTED THAT AFRICAN CANADIANS ACCOUNTED FOR ONLY LESS THAN 10% OF THE TOTAL CLIENTS THEY SERVED PER MONTH



MAJORITY OF RESPONDENTS

RATED HEALTHCARE AS “VERY GOOD”



KEY BARRIERS

TO HEALTHCARE ACCESS

- CULTURAL DIFFERENCES (STIGMA & BELIEFS)
- LACK OF FAMILY DOCTOR
- LANGUAGE ISSUES *

*** FOCUS GROUP PARTICIPANT**
*it is not really a language barrier,
but some of the health providers
speak fast, and it is hard to follow
what they say*

CONCLUSION



COMMUNITY

HAS HIGH POTENTIAL TO CONTRIBUTE TO LONDON'S ECONOMIC, SOCIAL AND CULTURAL NEEDS



IDENTIFIED PRIORITY NEEDS

- **EMPLOYMENT OPPORTUNITIES**
- **CAREER-APPROPRIATE SKILLS/MENTORING**
- **LANGUAGE TRAINING**
- **RECOGNITION OF FOREIGN CREDENTIALS/QUALIFICATIONS**
- **DEVELOPMENT OF INCOME GENERATING ACTIVITIES**
- **PROVISION OF EMPLOYMENT SERVICES**
- **ADEQUATE AND AFFORDABLE HOUSING**

CONCLUSION



IDENTIFIED PRIORITY GROUPS

- **WOMEN**
- **YOUTH**
- **RECENT IMMIGRANTS**
- **FOREIGN CREDENTIAL HOLDERS**



IDENTIFIED BARRIERS

- **LACK OF CANADIAN WORK EXPERIENCE**
- **LIMITED NETWORK/WORK CONTACT**
- **LACK OF SKILLS TRAINING OPPORTUNITIES**
- **LIMITED LANGUAGE SKILLS**

RECOMMENDATION



ADAPT TO CHANGING
ECONOMIC REALITIES & MARKET REQUIREMENTS



DEVELOP STRATEGIES
TO LOWER UNEMPLOYMENT, ESPECIALLY FOR
YOUTH, WOMEN & RECENT IMMIGRANTS



PROMOTE PRE-EMPLOYMENT SKILLS
INCLUDING SOFT SKILLS TO ENHANCE EMPLOYABILITY



PROMOTE JOB-READY SKILLS
TO MEET LOCAL EMPLOYERS' & JOB-SEEKERS' DEMANDS



DEVELOP AWARENESS STRATEGIES
TO PROMOTE EMPLOYMENT SERVICES' ACCESS IN THE COMUNITY

RECOMMENDATION



DEVELOP STRATEGIES TO PROMOTE COLLABORATIVE VENTURES FOR SELF-EMPLOYMENT

- **COLLABORATIVE BUSINESS VENTURES THROUGH CO-OPERATIVES ARE KNOWN TO HAVE SIGNIFICANTLY HIGHER SURVIVAL RATES THAN OTHER FORMS OF BUSINESSES**
- **POOLING HUMAN AND FINANCIAL RESOURCES FOR BUSINESSES IMPROVES BUSINESS VIABILITY AND LOWER RISKS FOR INDIVIDUAL OWNERS**



THANK YOU FOR LISTENING

PROJECT FUNDED BY

Ontario
Trillium
Foundation



Fondation
Trillium
de l'Ontario

An agency of the Government of Ontario.
Un organisme du gouvernement de l'Ontario.

**EMPLOYMENT
ONTARIO**

SOUTH WESTERN ONTARIO



LONDON

