

Racialized Canadians and Newcomers

Foundational &
Transferable Skills

The Diversity Institute undertakes research on diversity in the workplace to improve practices in organizations. We work with organizations to develop customized strategies, programming, and resources to promote new, interdisciplinary knowledge and practice about diversity with respect to gender, race/ethnicity, Indigenous Peoples, abilities, and sexual orientation. Using an ecological model of change, our action-oriented, evidence-based approach drives social innovation across sectors.



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Employment and Social Development Canada (ESDC) works to improve the standard of living and quality of life for all Canadians. We do this by promoting a labour force that is highly skilled. We also promote an efficient and inclusive labour market.

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Executive Summary

Canadian labour market data shows that newcomers and racialized people have higher rates of unemployment compared to Canadian-born and non-racialized people. 7.7% of immigrants are unemployed, compared to 6.4% of Canadian-born individuals and 9.9% of racialized people are unemployed, compared to 7.3% of non-racialized people. Newcomers and racialized people encounter various barriers, including but not limited to systemic and individual discrimination, devaluation and lack of recognition of credentials and work experience obtained outside Canada, lack of familiarity with Canadian work culture and limited social networks. Despite these high unemployment rates Statistics Canada identifies immigrants and racialized people as highly skilled workers. There is a knowledge gap in the skill levels possessed by these groups and the expectations of employers, makes it a challenge to solve this problem.

Research by the Diversity Institute and Future Skills Centre has identified several issues that confound the ability to define, assess, develop and utilize skills effectively. There are differences in definitions and understanding, assumptions that are often made, and proxies (for example, credentials) used to assess skills. Research has shown that job seekers and employers may have very different conceptualizations of skills. These skills frameworks are substantially shaping employment outcomes for immigrants and racialized people who are already in a disadvantageous position in society.

With the support of the Office of Literacy and Essential Skills (OLES) (now called Office of Skills for Success), located within Employment and Social Development Canada (ESDC), this report has examined the knowledge gaps about the foundational and transferable skills of Racialized Canadians and Newcomers, as well as the challenges they face vis-a-vis employment and labour market, through a comprehensive scoping of the literature and the skill development programs offered across the country. Recommendations are made and best practices identified to overcome these barriers and increase the skill levels of immigrants and racialized Canadians. Also, the impact of COVID-19 pandemic on the skill levels and employment barriers for this group is discussed.

Profile of Immigrant and Racialized Workers

Employment Rates

Data from the Canadian Labour Force Survey (2006-2012), within the Canadian Census Metropolitan Areas, highlights that immigrants are more likely to hold precarious or part-time work. Such work experiences are often compounded with intersectional experiences, such as, immigrant women in Canada often receiving lower wages, having less job security and encountering fewer opportunities to regain professional status than immigrant men. According to the Labour Force Survey in October 2021, immigrants represent 27% of the employed workers, while Canadian-born residents represent 73% of the labour force, and yet the former have a higher unemployment rate (7.7% vs. 6.4%). In addition, a 12-year trend analysis (2006-2017) by Statistics Canada indicates that the unemployment rate is highest for immigrants who have arrived most recently (i.e., landing in past five years) at 9.6%, followed by those who arrived between 5 to 10 years ago at 6.2%, while those who arrived more than 10 years ago have

the lowest unemployment rate of 5.6%. Immigrants from Asia, Latin America, and Africa have higher unemployment rates than native-born Canadians.

Education Levels

Canada's immigrant population is highly educated, more so than its Canadian-born population and yet this does not provide any advantage in terms of employment. As of October 30, 2021, the proportion of individuals who are unemployed are notably more educated among immigrants than Canadian-born individuals. Similar patterns are observed with recent unemployment, long-term unemployment, and lifelong unemployment among the immigrant population groups. Science, technology, engineering and math (STEM) degrees tend to be particularly common among immigrants; among university-educated immigrant men aged 25-34, 46% of them held a degree in a STEM field, compared to 32% among the Canadian-born population. Among women aged 25-34, a notable difference is observed among immigrant women pursuing a STEM education at almost twice the rate as non-immigrant women (23% vs 13%). However, employment outcomes do not reflect these high education rates for the immigrant population, with more than half of STEM-trained immigrants working in non-STEM jobs. A discrepancy was further observed in terms of education levels between immigrants and non-immigrants in full-time and managerial roles, where although the former was better educated, the latter were more likely to hold these positions.

Racialized people tend to experience higher unemployment rates than their non-racialized counterparts, at all education levels, with Black, Arab and West Asian populations experiencing the highest rates. In particular, Black youth continue to experience additional barriers to educational success, especially commonly cited is a lack of confidence and optimism about one's ability to obtain a degree or diploma. This negative outlook largely stems from social pressures placed on Black youth as they progress through the education system. Applying an intersectional lens among Black youth reveals that Black women are twice as likely to hold a postsecondary degree or diploma as Black men, and Black immigrants tend to experience higher rates of unemployment than Canadian-born Black individuals. Although data remains fragmented, the Toronto District School Board has collected data that suggests uneven outcomes for different segments of the population, with Black students being half as likely to graduate as others and half as likely to pursue post-secondary education. Immigrants have higher levels of education than the Canadian-born population, but data for representation is more aggregated. For example, some racialized segments of the population have higher levels of education compared to non-racialized Canadians and others. Such a notion does not hold true for all racialized groups though and thus there needs to be studies on racialized people (and immigrants) at a more granular level.

Skills

When it comes to skills for success, the 2011 data suggests that current cohorts of immigrants have significantly higher reading skills than previous cohorts, a finding that is believed to be attributed to the new, more stringent language requirements adopted by the government of Canada. Higher proportions of immigrants are arriving with better official language and literacy skills. The 2016 census shows that 52% of recent immigrants have at least a bachelor's degree (compared to the 24% of Canadian-born). However, compared to Canadian-born, immigrants demonstrated a lower level of reading skills, which resulted in difficulties integrating into the Canadian labour market. Similarly, literacy skills are much lower among immigrants in comparison to individuals who are Canadian-born individuals. Based on the Programme for the International Assessment of Adult Competencies (PIAAC) skill test results, the average numeracy score of immigrants was lower in comparison to Canadian-born (250.7 versus 273.8) and with a higher variance (61.8 versus 51.8). According to ICTC (2016), 40% of Canada's ICT workers are

immigrants, which is a much higher share of immigrants than in any other profession. However, examining skills such as problem solving, communication and collaboration reveals challenges for newcomers. Adaptability skill is core to many immigrants, as they transition to a new country and adapt to a foreign environment. However, adaptability is difficult to measure and the existing points-based system often acts as a barrier for skilled immigrants who are looking to be placed in jobs that align with their skills. Creativity and innovation skills are demonstrated in entrepreneurship and immigrants are more likely to start their own business and be entrepreneurs in comparison to their Canadian-born counterparts.

Barriers to Employment for Immigrant and Racialized People

The lack of access to skilled talent is a major concern for many employers today, who reported a mismatch between available skills of current graduates and the skills needed to compete in a dynamic and increasingly digital workplace. At the same time, there is evidence of under-employment, skills underutilization, and “brain waste” of newcomers and racialized people whose expertise is unrecognized. Labour market research has shown that the pervasiveness of low labour conditions and low-income, and the resulting poverty is most evident among recent racialized immigrants, including women. Further, barriers to the labour market faced by immigrants are well documented, including lack of access to networks, language and communication barriers, inherent biases by employers - all of which operate along racialized and gender lines. Immigrant women are particularly at risk of facing social barriers to employment due to gender roles that are related to the household, including childminding and lack of/low spousal support. The devaluation of international credentials and bias in the education and employment system, discrimination based on accent and language skills, and discrimination based on “fit” continue to be prevalent barriers that newcomers in Canada face. There is also unconscious bias that manifests in the form of not hiring or hiring in underpaying jobs for candidates with “foreign-sounding” names. Newcomer youth often end up working in precarious, low-skilled jobs and have difficulties accessing more meaningful labour market opportunities.

Another challenge that new immigrants face are the processes used to assess their skills and experiences through immigration programs. Often there is a disconnect between the skills which immigrants are selected for, and those which are valued by employers. The industry to which workers belong determines the demand for specific skills. Some studies emphasize soft skills, such as teamwork, communication skills, analytical/problem solving skills and innovation, while others put stronger emphasis on digital skills along the spectrum, from basic use of Microsoft Office applications to more advanced digital skills. Studies conducted with service providers indicated that immigrants who are internationally trained face systemic issues, including issues with their ability to communicate in one of Canada’s official languages and the ability to transfer their skills to the locally recognized equivalent. More than 85% of jobs are not advertised but are filled through informal social networks. Newcomers and racialized Canadians (who often are from lower socio-economic backgrounds) often face challenges in navigating these networks and processes.

Furthermore, the results produced by training, counselling and employment support programs are very uneven. Many programs aimed at training immigrants focus on general language development skills (in English or French) without targeting immigrants’ prior training and qualifications. This prevents them from acquiring job-specific vocabulary, and in turn limits their ability to successfully translate their skills to the Canadian labour market. Studies have also identified a misalignment in employer/employee perspective on the employment gap. In particular, employers view language and communication as the

primary barrier to labour force integration, while immigrants identify lack of Canadian experience and prejudice as the primary barrier.

Solutions for Moving Forward

An analysis conducted by the Future Skill Centre found that the key to Canada’s post-pandemic growth is dependent upon its ability to properly utilize the skills possessed by immigrant and racialized workers. In addition, this particular analysis also addressed the importance of empowering immigrant youth in order to minimize brain drain and to combat Canada’s aging labour force concerns. Bridging programs represent one of the most promising avenues for greater skills utilization as these programs can act as a “means of gaining Canadian experience, to enhance immigrant’s knowledge of the Canadian workforce and to avail opportunities to demonstrate their existing skills.” These opportunities aim towards enhancing existing networks, skills and competencies that are critical in creating equitable opportunities for immigrant and racialized youth. Bridging programs were found to contribute to gain important outcomes, both for individual learners and for the workforce.

There is substantial evidence that immigrants have a greater propensity towards choosing entrepreneurship as a path to prosperity, in effect creating job opportunities for themselves and others, and not just out of necessity but often out of choice. In Ontario, 34.7% of all start-ups are by first generation immigrants. Some are “necessity based” due to being excluded from traditional job markets. The Toronto Region Immigrant Employment Council (TRIEC) report claims that 33% of immigrants reported having entered self-employment, due to lack of suitable paid jobs, compared to 20% of Canadian-born workers. These patterns are also demonstrated with racialized and particularly Black entrepreneurs, where some are pushed into self-employment, but others pursue it as a choice. Recognizing that entrepreneurial skills are transferrable, there is a growing number of programs providing entrepreneurial training to support marginalized and racialized people. For instance, there are a few incubators for Black youth at Toronto Metropolitan University (TMU), such as DMZ, the Black Business and Professional Association, Lifelong Leadership Institute, and the Women Entrepreneurship Hub for Black women at Scadding Court Community Centre all provide entrepreneurial training.

Work-integrated learning has recently been used as an effective method in helping newcomers find work in Canada. WIL is an umbrella term that includes field placements, internships, apprenticeships, optional co-operative placements, a range of formal and informal arrangements, start-up incubators, articling and residencies required for programs like nursing, medicine, and law. WIL programs are often used to bridge the gap between education and employment by addressing the skills mismatch between the skills that graduates developed in postsecondary education institutions and the skills required by employers. However, WIL has some shortcomings such as these programs being less effective for equity-deserving groups, opportunities being concentrated in STEM and business fields and rarely being available for students in humanities and social sciences, among others.

Impact of COVID-19 and the Growth of Remote Work

The COVID-19 pandemic has severely worsened the current efforts to make employment for immigrants more equitable. Immigrant and racialized workers were more likely to be in the sectors most affected by the COVID-19 pandemic and were more likely to be in precarious or lower-paying jobs, to experience job loss and loss of hours. These factors resulted in a more severe impact on immigrant and racialized worker’s financial security when compared to the white population, even though both groups

experienced the same increase in job loss and loss of hours. Moreover, racialized, Indigenous, and immigrant workers were likely to have concerns about work-from-home arrangements during the pandemic and its impact on their careers and productivity. Prior to the COVID-19 pandemic, immigrant women faced many barriers and stay-at-home orders aggravated these constraints.

A recent study by the Diversity Institute, Future Skills Centre, and the Environics Institute found that access to technology was not just an issue in Canada's rural communities but was also a problem in large urban centres. For example, in Toronto, racialized families were more likely to report internet affordability as a concern. Similarly, 42% of racialized children were doing homework on smartphones. These findings were echoed in a recent report by TMU's Brookfield institute. A lack of access to adequate internet connectivity or devices was found to be most prevalent in neighbourhoods with high racialized and newcomer populations.

Trauma-informed career pathing offers a possible solution to helping newcomers and racialized people deal with mental health issues arising during the COVID-19 pandemic. The goal of trauma-informed career pathing is to understand that different individuals start at different points in the training process and need different levels of support during their pathway to employment and advancement.

Supporting Programs and Gaps

Immigrant services are offered across Canada and are usually funded by one federal government department or another, frequently, Immigration, Refugees and Citizenship Canada (IRCC). Within immigrant services, there are organizations that offer services that target specific cultural groups or immigrants and refugees from a specific geographic region or county. The mapping conducted in this study identified 868 programs from immigrant service providers across Canada. Culture-specific service providers, specifically, have been instrumental in providing services, including translation, employment, housing and language training, provided through the Language Instruction for Newcomers to Canada (LINC) framework, and entrepreneurial services to their specific cultural community. In some cases, organizations have applied an intersectional lens to help the people they serve to address gaps concerning access to services, particularly for women and language minorities. However, the mapping of culture-specific service providers indicates that the services offered are focused mainly on language acquisition (English or French) and less on skills needed to advance in a post-pandemic environment.

The mapping shows a total of 336 organizations and 868 programs that offer training in skills across Canada, including language training, ranging from basic English to IELTS preparation and communication for employment. Organizations that went beyond language training to offer entrepreneurial, digital skills training or professional (re)certification were those that are either community-based organizations or settlement service providers. From a culture-specific lens, 38 organizations – most of which are based in Ontario – offer 55 programs that go beyond the traditional language training offered to newcomers. Among the culture-specific organizations included in the mapping, the majority of the programs offered are geared at some type of leadership or entrepreneurship training, advanced English communication skills, which is mostly for employment related purposes, and digital literacy. Overall, program delivery is dominated by Ontario with 526 skill-building programs for immigrants delivered by various sectors through community-based organizations, post-secondary institutions, and, in some cases, professional associations. Ontario receives the highest proportion of immigrants (39%) across Canada, followed by British Columbia and Quebec, which explains the vast number of programs available to newcomers in the province.

Through the mapping, it was demonstrated that:

- There is a gap in culture-specific services for newcomers.
- A majority of services are located in urban areas, worsening the access to services that newcomers who settle in rural spaces face.
- Skills that are needed in a post-pandemic environment have limited availability.
- The language used in recruiting participants for programs offered by culture-specific organizations demonstrates an inclusive, “open to all” strategy.
- Smaller organizations are more likely to be culture specific (i.e., Canadian Colombian Professional Association, Armenian Professional Society of Canada).
- Language training is most likely to be offered by immigrant serving organizations; specific occupational skills (e.g., healthcare) are least likely to be provided.

Conclusions and Recommendations

Currently in Canada, there are challenges in the skills and employment ecosystem in terms of the supply (job seekers), demand (employers) and intermediaries (service providers). A systemic approach is needed, which is based on careful analysis of disaggregated data to understand where the barriers and challenges lie. There are areas where newcomers and racialized Canadians need support in developing their skills and capacities. Employers must also embrace more inclusive approaches when evaluating the skills of newcomers and racialized people. Despite holding equal or greater educational attainment levels as Canadian-born and non-racialized individuals, newcomers and racialized people continue to experience lower levels of employment. Service providers involving employers in the skills development processes are critical to ensuring that the skills being taught are relevant in the labour market. Evidence-based approaches can reduce these aforementioned gaps and help to build more accountable and cost-effective solutions, but the first step is to recognize the complex nature of the problem and the nuanced differences facing different populations, different sectors, different regions and sizes of organizations.

Below are recommendations to address employment barriers at the societal, organizational and individual levels.

Societal level: Policies and programs

- Develop a “whole of government” national skills and employment strategy for newcomers (and other equity deserving groups) that addresses employer needs and labour marketing trends; immigration policy especially the point systems, and promote collaboration and coordination rather than fragmentation.
- Ensure a demand side perspective and include Small Medium Enterprises which account for 90% of private sector employment.
- Support pre-arrival orientation and training for newcomers to shape expectations and build skills needed for success.
- Embed competency frameworks, building on the Skills for Success model, which allow us to define, assess, develop and utilize skills coordinated across the federal government agencies that support training programs (ESDC, ISED, IRCC, WAGE) as a minimum, and work with industry to standardize on professional and occupational skills frameworks.

- Continue to improve our collection of disaggregated data, linking to administrative data, to provide impact evaluation of government funded programs, and identification of best practices and value for money programs to help determine what works and for whom.
- Systematically address the barriers to employment in policies, employers, and regulators of professions and trades. Government can use both regulation and incentives, built into funding programs to promote inclusive practices as well as providing supports (for example, leveraging the 50–30 Challenge).
- Ensure an intersectional lens is applied to consider gender, race, disability and other dimensions of diversity when designing policies and programs and require clear and specific strategies from proponents.
- Tie funding to employment outcomes - Support innovative new approaches to language training, employer centered programming, work integrated learning, and targeted professional and occupational skills.
- Recognize entrepreneurship as a legitimate pathway for newcomers and strengthen the linkages in the entrepreneurship ecosystem for newcomers.
- Develop authentic relationships and collaborative program delivery with intermediaries led by immigrants with deep expertise in supporting diverse newcomer populations.
- Develop consistent and coherent evaluation frameworks that support innovation and the development of best practices that can be adapted, replicated and scaled.
- Improve wayfinding and “one stop shopping” for newcomers and across service providers. Reduce fragmentation and promote collaboration.
- Provincial governments and their regulatory bodies responsible for workplace hiring and practices should facilitate processes - actions by the Province of Ontario, for example, on regulated professions have promise.

Organizational level: Skills training, employment engagement, and services

- Develop and deliver programs during the pre-arrival period, including language training and bridging for regulated professions.
- Employers need to be put at the centre of employment programs. Training programs are often designed for newcomers who must link to real jobs. Organizations such as the Immigrant Employment Councils (IECs) treat employers as clients engaging with employers as partners in program design and delivery.
- Ensure bridging programs provide pathways to practice - many do not deliver on their promises because of the lack of access to the work experience required.
- Link language and occupational training to employers, so that newcomers build connections and opportunities more seamlessly.
- New employer-focused intermediaries emphasize training for high demand skills and placements along with technology enabled job matching platforms, such as Magnet, which have produced measurable results.
- Link language and occupational training to employers.
- Develop inclusive career counselling with appropriate wraparound supports.
- Provide incentives and supports to help employers, particularly small and medium sized enterprises, create more diverse and inclusive workplaces and to better harness the talent of newcomers (i.e., by learning to recognize and assess international credentials and experience).
- Develop an apprenticeship type model to integrate newcomers into the labour market with work integrated learning opportunities.

- Work with professional associations, trades and sectoral councils to streamline pathways in regulated professions and trades.

Individual Level

- Increased skills for newcomers but for all actors in the ecosystem on inclusion, anti-racism, privilege and unconscious bias training.
- Understanding of microaggressions and how to address them.
- Commitment to inclusive education, training and work environments.
- Prioritize language training, skills for success, professional skills, intercultural skills and job search skills for newcomers.
- Ensure policy makers and intermediary service providers have appropriate training on bias, cultural competencies and trauma informed approaches.
- Promote training for employers on how to recruit, retain and engage with diverse employees and to create inclusive workplaces.

A Path Forward for Research

The scope of this report is limited by the lack of publicly available data on racialized populations. As such, future Labour Force Surveys should include data on equity-deserving groups beyond immigration status and gender, and data on employment skills should also be collected. The top priority in terms of best practices should be the collection of consistent and better data on the impacts of training programs for racialized people and newcomers. These training programs should also look to the jurisdictions of other countries to tailor their programs for internationally educated professionals.

Introduction

Newcomers and racialized people are underemployed in the Canadian labour market, compared to Canadian-born and non-racialized people. Immigrants have an unemployment rate of 7.7% compared to a rate of 6.4% for Canadian-born individuals. Racialized people have an unemployment rate of 9.9% compared to 7.3% for non-racialized people.^{1,2,3} Numerous studies have provided strong evidence for the cause of unemployment and underemployment, which lie in the various barriers these equity-deserving groups face, including systemic and individual discrimination by employers, non-recognition and devaluation of credentials and work experience obtained outside of Canada, immigrants' lack of familiarity with Canadian work culture, and lack of social networks.^{4,5,6}

However, there are currently knowledge gaps, with little or no information on the foundational and transferable skill levels of immigrants and racialized Canadians. The Programme for the International Assessment of Adult Competencies (PIAAC), run by the Organization for Economic Co-operation and Development (OECD), which is the main source for statistically reliable data on population skill levels, includes immigrants only as a large group, without distinguishing between racialized and non-racialized, and does not include data on racialized people born in Canada.

Therefore, the skills gaps between immigrants and Canadian-born individuals, and the racialized people and non-racialized people are unclear. Additionally, there are gaps between the skill levels of immigrants and racialized people and the expectations of skill levels from the employers. This project focused on collecting information from various sources to fill in the gaps. In this report, we are providing an overview of the main themes that have been identified through our review of literature and mapping of programs, and generated recommendations to close such gaps.

Objectives and Research Questions

This project seeks to address knowledge gaps about the foundational and transferable skills of racialized and immigrant Canadians with the support of the Office of Literacy and Essential Skills (OLES) (now called Office of Skills for Success), located within Employment and Social Development Canada (ESDC).

Given Canada's declining birthrate and aging population, there is a growing need for young, skilled workers to address the labour shortage.⁷ The employment of highly skilled immigrant workers is one potential avenue to solve this problem.⁸ However, according to Statistics Canada, immigrants and racialized people have some of the highest unemployment rates, despite being skilled workers.⁹ This disparity between having skilled workers with high unemployment rates - also known as the skills gap¹⁰ - represents an underutilized labour force that OLES and the Diversity Institute seek to address. This literature review examined the knowledge gaps about the foundational and transferable skills of Racialized Canadians and Newcomers, as well as the challenges they face vis-a-vis employment and labour market. This research piece will inform policy and program development for the new Skills for Success program.

The goal of the literature review was to answer the following research questions:

- What do we know about the foundational and transferable skill levels and employment outcomes for immigrants (both racialized and non-racialized) and racialized Canadians, including both women and men within these categories? What are the knowledge gaps and how could these be addressed?
- What are the main barriers faced by immigrants and racialized Canadians to increasing their skill levels and further integrating into the labour market? What are the additional barriers faced by women in this sub-population?
- What are the recommendations and/or best practices to overcome these barriers and/or increase skill levels for immigrants and racialized Canadians?
- What is the impact of COVID-19 pandemic on the skill levels and/or employment barriers for immigrants (racialized and non-racialized) and racialized Canadians? What are some of the long-term implications of the COVID-19 pandemic on the future of immigrants and racialized Canadians, such as their skill development and employment outcomes?

Scope of Project

To answer the above questions, a comprehensive scoping review was conducted, where both academic and non-academic literature (industry reports, government reports, and media coverage) were reviewed. Major academic databases were searched for relevant literature which included more than 600 papers on the topic (See Appendix C).

We conducted thematic analysis of the academic and industry literatures to investigate the current status of skill levels and challenges currently faced by immigrants and racialized people. The purpose of this analysis was to identify knowledge gaps of skills for employment for the focal groups.

Finally, we included recommendations identified through the literature review. The recommendations are designed to be actionable with implication for policy and practice and encourage future research. Limitations identified in the available data opens the door for more comprehensive research in the future, which is urgently needed.

Defining Skills for Employment

This section examines the various definitions of skills as defined by different bodies and the challenges in the way these are perceived differently by stakeholders, especially job seekers and employers. Also included in this section is a discussion around skills and competency frameworks that are adopted by employers and how these are shaping employment outcomes for immigrants and racialized people.

The current literature on skills and competencies for employment uses a variety of categorization types, from the broadest dichotomy (e.g., hard vs soft skills), to role-related categories, (e.g., professional skills, managerial skills and entrepreneurial skills), and specific ability related categories, (e.g., literacy and digital skills). The OECD conducted a mapping study and identified five groups of skills, including work readiness and work habits; enterprise, innovation and creativity skills; learning, thinking and adaptability skills; interpersonal skills; and autonomy, personal mastery, self-direction.¹¹ The Government of Canada defines skills to be “developed capacities that an individual must have to be effective in a job, role, function, task, or duty.” Examples of skills under this definition include foundational skills, analytical skills, technical skills, resource management skills, and interpersonal skills.¹²

Research by the Diversity Institute and Future Skills Centre has identified several issues that confound the ability to define, assess, develop and utilize skills effectively. There are differences in definitions and understanding, assumptions that are often made, and proxies (for example, credentials) used to assess skills. Specifically, research has shown that job seekers and employers may have very different conceptualizations of skills. For example, one study found that 90% of university graduates believe they have good oral and written communications skills compared to only about one-third of employers feeling the same. The difference was likely a result of differences in definitions, such as the ability to write an essay versus an industry report or memo. Research has also shown that assumptions about what constitutes skills are often not aligned to reality. For example, a recent OECD study¹³ announced that digital skills were the skills most in demand by Ontario employers (based on a review of job advertisements) and this was used to drive increased demand for expanding access to engineering and computer science education. However, a deeper examination revealed that 75% of the employers were defining digital skills as use of simple applications such as Microsoft Office and Excel, which highlights the distinction between skills and tools. For example, much of the research on “digital skills” focuses on specific tools (java development) as opposed to skills (programming or coding). While some skills and competencies may take many years to master, learning to use specific tools may be a matter of weeks or even months.

Developing shared understanding of skills and how they can be assessed is critically important to eroding barriers to immigrants and racialized people in the workplace. More clearly defined skills and techniques for assessing them can help reduce the potential for bias. For instance, employers often use the nebulous concept of “fit” as a basis for hiring decisions which is often code for “just like us.”¹⁴ Additionally, more clearly defining and assessing skills ensures more consistency in training and

development programs where the competencies being developed by participants can be better understood. For example, in 2021, the Government of Canada launched a refresh of the Essential Skills Framework in the new Skills for Success model defining nine key skills needed by Canadians to participate in work, in education and training, and in modern society more broadly. The skills are Adaptability, Creativity and Innovation, Problem Solving, Communication, Collaboration, and Digital, and core literacy skills such as Reading, Writing, and Numeracy.

Other frameworks, such as the US-based Occupational Information Network (ONET) system provide a wider range of skills tied to occupational codes, and new frameworks in Canada are being developed by the Labour Market Information Council (LMIC) and Future Skills Centre. Additionally, professional organizations and trades provide a wide range of competency frameworks. Some disciplines provide competency frameworks used to certify programs or institutions rather than individuals. Universities across the country are moving towards developing new frameworks of skills and competencies. Some researchers use human skills to include critical thinking, creativity, communication, collaboration, and analytical skills.¹⁵ The World Economic Forum (WEF), on the other hand, breaks 21st Century skills into foundational literacies (how students apply core skills to everyday tasks - including literacy, numeracy, scientific literacy, ICT literacy, financial literacy, cultural, and civic literacy); competencies (how students approach complex challenges - including critical thinking/problem solving, creativity, communication, and collaboration); and character qualities (how students approach the changing environment – including curiosity, initiative, persistence/grit, adaptability, leadership and social and cultural awareness).¹⁶ While there are some common themes amongst these and other essential skills maps, there is little consistency in the categories and definitions, limited evidence that they can be objectively defined and tested, and challenges in translating them into frameworks that can be commonly used by employers and other stakeholders.

These skills frameworks are substantially shaping employment outcomes for immigrants and racialized people who are already in a disadvantageous position in the society. In order to come to Canada, immigrants are awarded points associated with educational attainment and language skills. However, there is considerable debate about the extent to which these criteria are aligned to employer demands. Additionally, there is evidence that regardless of skills, immigrants and racialized people face systemic discrimination, overt discrimination and bias in the assessment of their skills and credentials as well as in their job search processes.¹⁷

Profile of Immigrant and Racialized Workers

This section presents an insight into the profile of immigrant and racialized people in terms of their employment rates, educational level and skills. First, we identified the employment rates for different equity deserving groups and how intersectional experiences intensifies the effect. Second, we examined how education and employment rates interacted with each other for immigrants at different points in their career pathing trajectory and in different fields. Then we elaborated on the nuances found among various groups of racialized people, where certain groups are more disadvantaged than the rest. We also explored the challenges faced by immigrants despite being more educated than Canadian-born. Finally, we presented the skills for success framework by ESDC and provided examples of how immigrants and racialized people perform on these skills.

Employment Rates

Canada's immigrant and racialized populations often experience higher-than-average rates of unemployment and engage in precarious work due to a lack of employment skills or a lack of recognition for their current skills. The monthly Labour Force Surveys (LFS) conducted by the Government of Canada allow us to better understand the current labour representation of immigrant and racialized employees. The monthly release schedule of the surveys allows for analysis of trends in specific environmental situations, such as the COVID-19 pandemic. Starting in July 2021, the LFS began tracking racialized status, allowing for an analysis of labour trends through an intersectional lens. The data allows us to compare the experiences of immigrants, racialized people, and racialized immigrants, split across men and women (or aggregated), across Canada as well as the individual provinces. Specifically, insights can be derived about employment patterns as well as level of education, in order to assess a correlation between skills attainment and employment. Although the data only offers a limited view of unemployment among immigrant and racialized populations (as education only represents one pathway to skills attainment), it is a necessary starting point.

Employment rates of racialized people and newcomers are comparatively lower than those of their non-racialized, Canadian-born peers. This disparity reveals systemic barriers, including bias in employers' hiring processes. For example, research has found that those job applicants with foreign-sounding names are less likely to receive interviews and be hired than applicants with English names.¹⁸ In addition, research conducted by the Diversity Institute has found that being a woman, a racialized person, or a newcomer reduces one's chances of being hired^{19,20} or rising through the ranks of an organization. Members of the Black community believe that education, access to resources, networks, and relevant work opportunities strongly influence employability. However, access to these resources is often limited for members of racialized communities. Similarly, racialized people tend to be grossly underrepresented on organization boards, particularly in the private sector. This points to the existence of a strong glass ceiling effect preventing career advancement for racialized workers in Canada.²¹

Data from the Canadian LFS (2006-2012), within Canadian Census Metropolitan Areas (CMAs), supports the claim that immigrants are more likely to hold precarious or part-time work, although the extent to which this happens is influenced by various factors within the specific CMA. The data shows that for every dollar increase in a CMA's median earnings, the likelihood that a recent immigrant will be holding a temporary job increases by 18%. This is especially the case for immigrant women who have been in Canada for less than five years, as they are almost three times more likely to be employed in involuntary part-time work than their Canadian-born counterparts. This effect only marginally improves after immigrant women's first 5 years in Canada, while data on recent women immigrants suggest that they are 2.5 times as likely to be employed in temporary work in contrast to Canadian-born women.²² These findings demonstrate the role that intersectionality plays in shaping the challenges for immigrant women. According to Shields et al. (2010) immigrant women in Canada receive lower wages and less job security than immigrant men.²³ A 2003 study by Salaff and Greve on Chinese immigrants who arrived under the skilled worker class showed that immigrant women also have fewer opportunities to regain their professional status than men.²⁴

On the other hand, some studies suggest that with increases in the representation of immigrants in a CMA's population, the likelihood of recent and established immigrants holding a temporary job slightly declines.²⁵ The decline in temporary work in this circumstance could be the result of growing social capital as more immigrants chose to live in CMAs like Montreal, Toronto, and Vancouver. Larger cities have established immigrant communities, and thus have developed social programs that can support newcomers to obtain permanent employment.²⁶

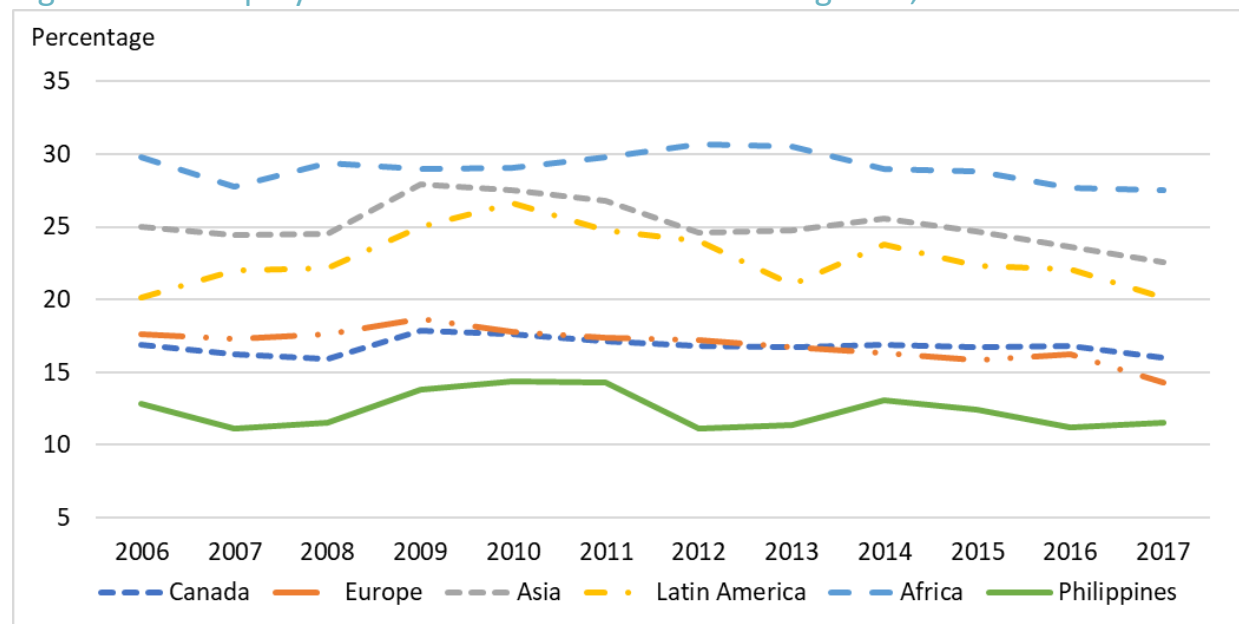
However, even with some promising research, most studies tend to show that newcomers fare worse when competing in the Canadian labour market than their Canadian-born counterparts. A TD Economics report (2012) claims that newcomers' labour market outcomes compared to the Canadian-born population have actually worsened in recent years, with differentials being even worse for immigrants with internationally-obtained post-secondary degrees. Immigrants who arrived in Canada between 2000 and 2004 earned 61 cents on the dollar relative to their Canadian-born counterparts, with many unable to close this gap in their lifetime. Compare this situation to that of a male immigrant who arrived in the 1970s, who would have earned 85 cents for every dollar earned by a Canadian-born person within the first five years of landing and could close this gap to 98 cents within 25 years.²⁷

According to the LFS in October 2021, immigrants represented a smaller proportion of the labour force (27%) than Canadian-born residents (73%).²⁸ In turn, immigrants saw a higher unemployment rate compared to Canadian-born individuals (7.7% vs. 6.4%).²⁹ Regarding gender representation, women made up 47.4% of all employed immigrants and 47.3% of all employed Canadian-born individuals.³⁰

A 12-year trend analysis (2006-2017) by Statistics Canada identified that the unemployment rate is highest for immigrants who have arrived most recently (i.e., landing in past five years) at 9.6%, followed by those who arrived between 5 to 10 years ago at 6.2%, and those who arrived more than 10 years ago have the lowest unemployment rate of 5.6%.³¹ Immigrants from Asia, Latin America, and Africa have higher unemployment rates than native-born Canadians (Fig. 1). The only exception to this trend is for immigrants from the Philippines and those from Europe. Indeed, it is worth highlighting that immigrants from Europe (4.6%) fare better than native-born Canadians (5.0%) with regard to unemployment. Chinese, Indians, and Filipinos make up 50% of all immigrants from Asia and collectively report a higher unemployment rate (6.2%) than Canadian-born (5.0%).³² Immigrants from Latin America also have a higher unemployment rate at 6.4%. Finally, immigrants from Africa experience the highest unemployment rates of all at 11.2%.³³ These statistics are partially explained by the fact that many

immigrants from Africa and the Middle East arrive in Canada as refugees, thereby making their overall integration into the Canadian labour force even harder.³⁴

Figure 1. Unemployment rates across racialized immigrants, 2006-2017



The 2016 census counted 7.7 million people as racialized individuals in Canada, including immigrants, who constitute 22.3% of the national population.³⁵ Consistent with the employment of immigrants, the census data show that racialized people have a higher labour market participation rate (66.5%) than non-racialized people (64.8%), suggesting that they are more likely to be working or seeking work.³⁶ However, racialized people also report greater unemployment (9.2%) than non-racialized people (7.3%).^{37,38} Racialized women experience the poorest labour market outcomes. They report a far greater unemployment rate (9.6%) than racialized men (8.8%) and non-racialized women (6.4%), suggesting that they may be doubly disadvantaged.^{39,40}

The LFS for October, 2021 shows that among people who are not racialized or Indigenous, the employment rate in October 2021 was 70.9%. While Latin American (75.5%) and Filipino Canadians (80.2%) have a slightly higher employment rate, Black Canadians have an employment rate that is much lower (69.0%).⁴¹

Education Levels and Employment

The charts below (Figures 2-5) highlight the education levels of immigrants and non-immigrants in various stages of unemployment as well as employment. The data is based on the latest (2022) LFS data.⁴² The purpose of the comparison is to allow us to illustrate the role that education plays in the employability of immigrants.

Figure 2. Individual is currently employed

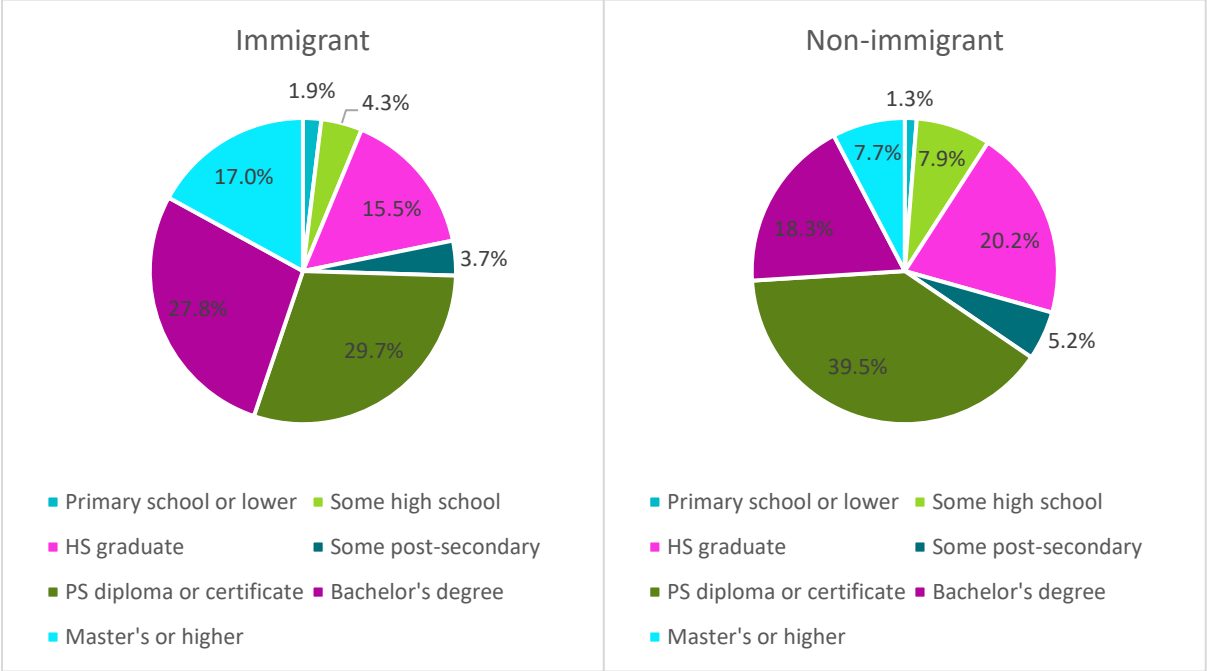


Figure 3. Individual has been out of a job for less than 12 months

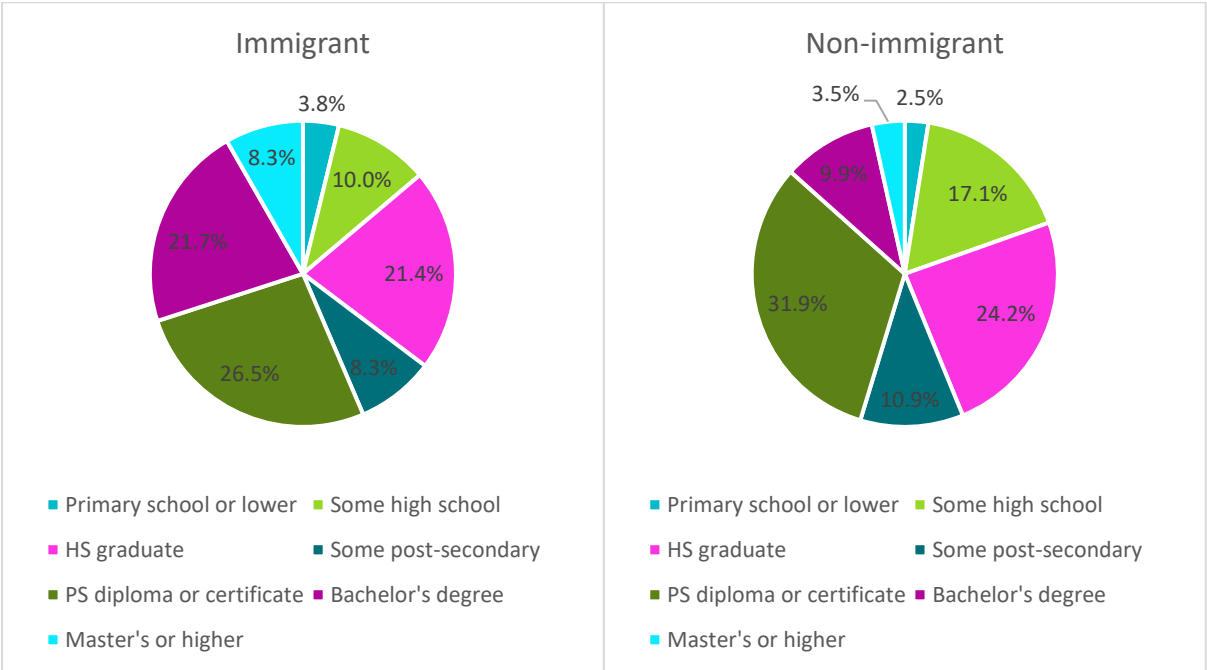


Fig. 4: Individual has been out of a job for more than 12 months

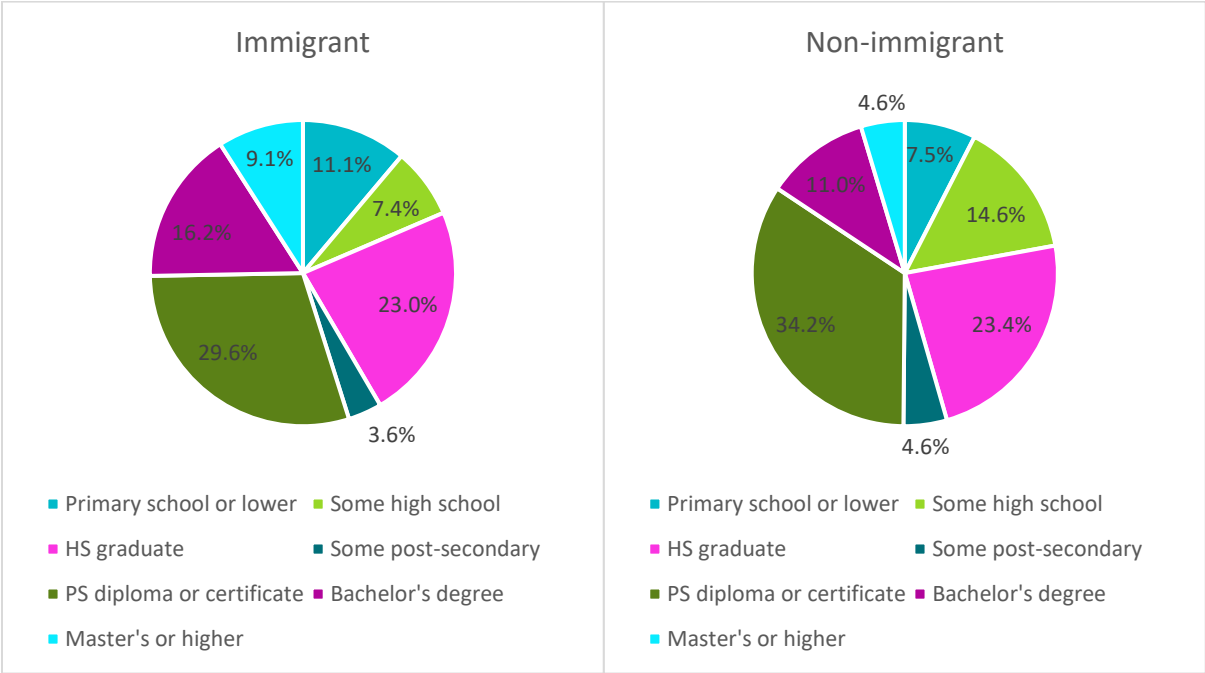
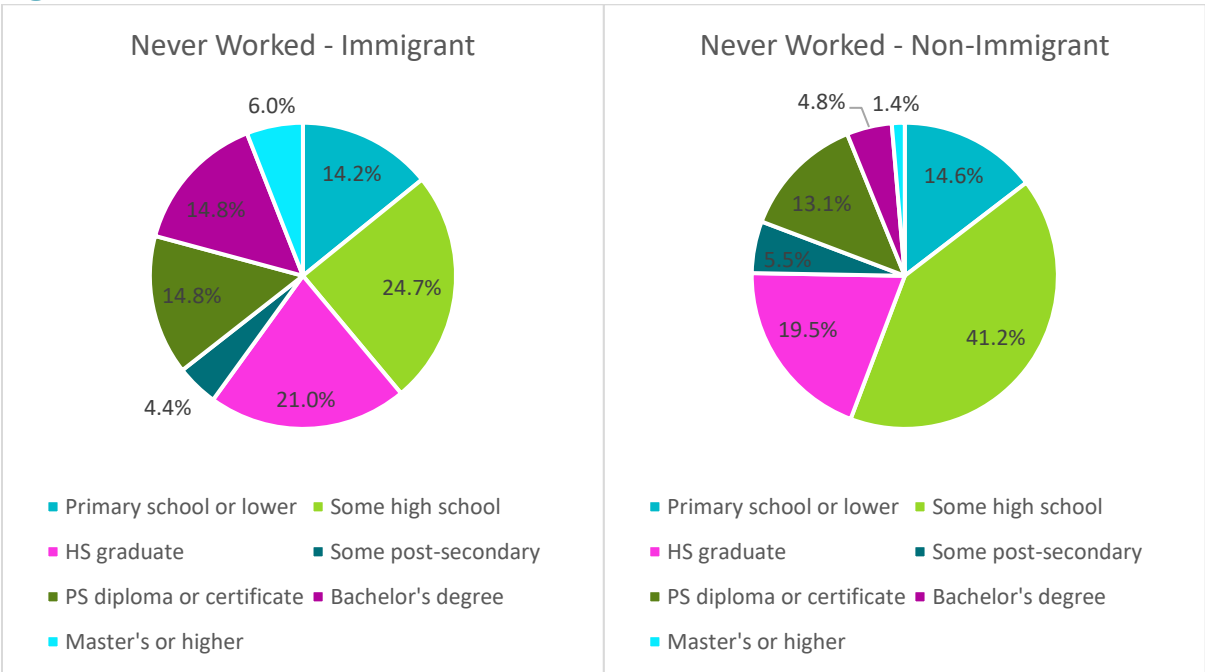


Figure 5. Individual has never worked



Implications

Although formal education is just one type of workplace training, it provides an important baseline. Based on the data parsed from the Government of Canada's LFSs,⁴³ it is evident that Canada's immigrant population is highly educated, more so than the Canadian-born population. However, the education

level does not provide the immigrant population any advantages in terms of employment. As of October 30, 2021, the proportion of individuals who are unemployed are notably more educated among immigrants than Canadian-born individuals. Similar patterns are observed with recent unemployment, long-term unemployment, and lifelong unemployment. Conversely, when it comes to those who are employed, immigrants are again notably more educated (proportionally) than their Canadian-born counterparts. Although only very limited conclusions can be drawn from descriptive data such as this, it does raise questions about the value of education in employability for immigrants. When controlling for industry and occupation of immigrants, they are generally more educated than their non-immigrant counterparts, this would indicate that immigrants must be more skilled than non-immigrant candidates in order to differentiate themselves and secure employment. However, the greater proportion of unemployed university graduates (both undergraduate and postgraduate) among immigrants lends credence to the notion that immigrants are also more likely to be laid off despite being more skilled than their Canadian-born peers.

Science, technology, engineering and math (STEM) degrees tend to be particularly common among immigrants. Among university-educated immigrant men aged 25-34, 46% of them held a degree in a STEM field. In contrast, among the Canadian-born population of men in the same age group, just 32% held degrees in STEM disciplines. Among women aged 25-34, the difference is even more pronounced with immigrant women pursuing a STEM education at almost twice the rate of non-immigrant women (23% vs 13%). Furthermore, there are notable differences within specific STEM disciplines. For example, 28% of immigrant women holding a STEM degree obtained that degree in engineering, while the same holds true for just 17% of non-immigrant women. Similarly, just 10% of non-immigrant women hold degrees in mathematics and computer science. This is in sharp contrast to the immigrant population, where 26% of women hold degrees in these fields.⁴⁴

As discussed above, newcomers tend to disproportionately pursue STEM degrees compared to the rest of the population (newcomers are twice as likely to hold a STEM degree). However, employment outcomes do not reflect these high education rates. Among STEM-trained newcomers aged 25 to 64 (who arrived in Canada as adults), over one-half worked in non-STEM jobs. Within this subset, only 20% of the jobs required a university degree of any kind, and most worked in low-skill, and low-paying jobs. In Canada, only about 20% of these immigrants with non-STEM jobs worked in occupations that require a university education. Furthermore, STEM-educated newcomers also earned 17% less than their Canadian-born peers.⁴⁵ This is in stark contrast to the United States where newcomers working in STEM earn only 4% less than their native-born counterparts. Similarly, newcomers in the United States see higher rates of high-quality employment. Although around half of STEM-educated newcomers in the United States also work in non-STEM fields (the same rate as in Canada), 48% of these newcomers work in jobs that require a university degree (compared to just 20% in Canada, as discussed earlier).⁴⁶ Given these facts, it may be beneficial to look at how the United States is handling its integration of STEM-trained newcomers into the economy in order to glean some potential best practices.

STEM-educated Canadian-born men tend to experience slightly better employment outcomes than women. However, that trend reverses among newcomers, with women slightly outperforming men. However, these stats only reflect general employment. When it comes to employment specifically within STEM, around 50% of all STEM-trained men end up working in STEM, while that number is only around 40% for women. This data highlights the well-known discrepancies that exist in STEM between men and women.⁴⁷

Race and Education

According to a recent Statistics Canada report, the attainment of postsecondary education is markedly lower among Black youth. 51% of Black men held a postsecondary certificate or diploma in 2016 versus 62% among non-Black men. A similar discrepancy was seen among women, with 55% of Black women holding a postsecondary certificate or diploma versus 67% of non-Black women. The gap persists among university graduates as well, with 17% of Black men holding a bachelor's degree or higher, compared to 26% of non-Black men. Among women, 34% of degree holders were Black, compared to 41% of non-Black graduates. Similar gaps were also observed in the educational attainment of the parents of these youth. In fact, the gap between those with a postsecondary education and those without has not shrunk for youth today compared to their parents' generation.⁴⁸ This implies that systemic barriers have not gone away with time. Furthermore, the report found that Black youth were not inclined to pursue higher education, even if their parents held a postsecondary degree or diploma. This is in stark contrast to non-Black students who saw a significant increase in postsecondary degree attainment, when their parents also held degrees. These findings imply that even when presented with favourable conditions for educational success, Black youth are still met with barriers. One commonly cited barrier is a lack of confidence and optimism about one's ability to obtain a degree or diploma. This largely stems from social pressures placed on Black youth as they progress through the education system.⁴⁹

Looking at the education data through an intersectional lens suggested gender-based education gap among Black youth being higher than among non-Black youth, with Black women being twice as likely to hold a postsecondary degree or diploma as Black men. This contrasts with non-Black individuals, where the women are 1.6 times as likely as men to hold a postsecondary degree or diploma. Furthermore, demographic data shows that immigrants are more likely to be educated than non-immigrants in Canada. Among non-Black youth, 44% of postsecondary degree or diploma holders were born outside of Canada while 29% were born in Canada. However, this observation does not hold true in the Black community where postsecondary attainment is virtually identical for Canadian-born and immigrant youth.⁵⁰ This likely indicates the presence of systemic issues that broadly disadvantages all Black youth on the basis of race.

Racialized people tend to experience higher unemployment rates than their non-racialized counterparts (see Table 1 & 2). This holds true at all education levels. The tentative conclusion here, as with the data on immigrants, is that systemic barriers are likely causing racialized job seekers to face more barriers in finding and holding employment than their non-racialized counterparts. Among the racialized groups profiled in the 2016 Census data, Black, Arab, and West Asian tended to have the highest unemployment rates across all education levels.⁵¹

Interestingly, unemployment rates appear to be, on average, notably higher for racialized non-immigrants with no education, a high school diploma, or a college diploma. However, the trend reverses for those holding a university degree. Similarly, racialized immigrants also experience higher rates of unemployment. This is consistent with research on accreditation barriers for immigrants in Canada. Many immigrants do not have their international credentials recognized in Canada, making it difficult to find work. The accreditation process is often ineffective in getting immigrants re-trained and re-certified for the Canadian workforce. However, why unemployment is higher among racialized non-immigrants than racialized immigrants in less educated segments of the population cannot be gleaned from this data alone. One possibility may be that immigrants are more willing to take on precarious work due to

an immediate need for income or a desire to build experience. Non-immigrants may feel they could take the chance of being unemployed for longer.

Despite having a higher rate of university degree attainment, Black immigrants tend to experience higher rates of unemployment than Canadian-born Black individuals. However, even this statistic can be further broken down by gender. We see higher rates of university completion among Canadian-born Black women than immigrant Black women. Interestingly, the wage gap experienced by immigrant Black women (around \$1,300) was found to be lower than that experienced by non-immigrant Black women, (between \$3,500 to \$7,000) despite their higher level of education on average.⁵² Hence, the data may not portray a clear picture of the interplay between education, employment, and even earnings among Black Canadians. Further research on this topic is therefore necessary.

Table 1. Unemployment rates by education level of selected (non-immigrant) racialized groups

Race/Ethnicity (non-immigrant)	No diploma or degree	High School Diploma	College Diploma	University Degree
South Asian	20.3%	17.7%	9.0%	7.2%
Chinese	15.0%	15.3%	6.8%	5.5%
Black	28.6%	18.3%	10.0%	7.2%
Filipino	15.9%	12.0%	6.5%	5.0%
Latin American	23.6%	12.6%	8.0%	6.3%
Arab	24.2%	17.3%	12.1%	7.4%
Southeast Asian	15.0%	14.1%	8.4%	6.9%
West Asian	23.1%	16.9%	9.7%	10.3%
Korean	14.2%	13.5%	7.6%	5.5%
Japanese	11.2%	10.7%	4.0%	4.6%
Other race	19.9%	14.0%	8.5%	5.5%
Mixed Race	20.1%	16.5%	9.7%	6.7%
Non-racialized	14.2%	9.1%	5.7%	4.0%

(2016 Census data)

Table 2. Unemployment rates by education level of selected (immigrant) racialized groups

Race/Ethnicity (immigrant)	No diploma or degree	High School Diploma	College Diploma	University Degree
South Asian	10.6%	9.4%	7.4%	8.3%
Chinese	8.6%	8.7%	6.7%	6.5%
Black	16.3%	13.2%	8.7%	10.0%
Filipino	8.2%	6.0%	4.3%	4.1%
Latin American	10.9%	8.9%	7.3%	8.2%
Arab	17.2%	16.8%	12.2%	11.8%
Southeast Asian	9.1%	7.9%	6.7%	5.7%
West Asian	13.1%	11.2%	8.6%	11.0%
Korean	11.6%	10.5%	7.3%	7.2%
Japanese	12.1%	4.2%	3.7%	5.5%

Other race	9.0%	8.2%	6.1%	7.8%
Mixed Race	9.9%	9.0%	7.2%	7.0%
Non-racialized	7.5%	6.9%	5.5%	5.7%

(2016 Census data)

Education Levels and Employment among Immigrants

Consistent with the data in Tables 1 and 2, immigrants tend to be more educated than non-immigrants. The difference becomes even more pronounced when we control for specific employment levels. Among full-time workers, as of October 2021⁵³ (see Figure 6), 29% of immigrants hold a bachelor's degree. This is in contrast to 19.4% of non-immigrants. Similarly, 18% of immigrants hold a postgraduate degree while the proportion of non-immigrants with a postgraduate degree is just 8.1%. On the other hand, 41.7% of non-immigrants working full-time hold a college diploma, compared to 30.1% of immigrants. The data for persons employed in management roles specifically shows a similar trend (see Figure 7). Among immigrant managers, 29.6% hold a bachelor's degree, compared to 23.3% of non-immigrant managers. The difference is notably larger for managers with a postgraduate degree, with 20.8% of immigrant managers holding postgraduate degrees, compared to 11.9% of non-immigrant managers. Meanwhile, 36.5% of non-immigrant managers hold a college diploma, as opposed to 26.4% of immigrant managers. As with full-time employment in general, immigrant managers also tend to be better educated than their non-immigrant counterparts. Finally, we see the same trends reflected in the education levels of workers in professional, scientific, and technical industries (see Figure 8). In this segment, 40.7% of immigrants hold undergraduate degrees compared to 32.6% of non-immigrant workers. Furthermore, our analysis identified more than twice as many immigrants with postgraduate degrees (32.4%) compared to non-immigrants (15.5%). As with the previous breakdowns, we looked at 35.8% of non-immigrants working in a professional, scientific, or technical field while only holding a college diploma. This is in contrast to 19.2% of immigrant workers in the same situation.

However, it remains unclear from this data alone why there is a discrepancy in terms of education levels between immigrants and non-immigrants in full-time and managerial roles. What is known from the literature is that immigrants in Canada often face significant challenges in getting their international credentials recognized. Unrecognized credentials frequently result in immigrants being overqualified for jobs and may provide some useful insights into if and why there remains higher rates of undergraduate and postgraduate degrees among immigrants in the full-time workforce. Similarly, immigrants also lack domestic work experience, which often proves to be an impediment to finding employment. In order to compensate for the lack of domestic work experience, it is possible that immigrants may pursue higher education instead. Education may be used strategically to bolster one's resume in lieu of relevant local work experience. This could be another reason why we see higher rates of education among immigrants versus non-immigrants, especially in managerial and professional roles. There is a function of Canada's human capital-based points system for economic immigrants, which may allow immigrants with higher levels of education to gain more immigration application points apart from their age, work experience, Canadian work experience and official language proficiency. Consequently, those with lower education will get less points and are unlikely to be granted a permanent residency.

Figure 6. Educational levels among full-time workers

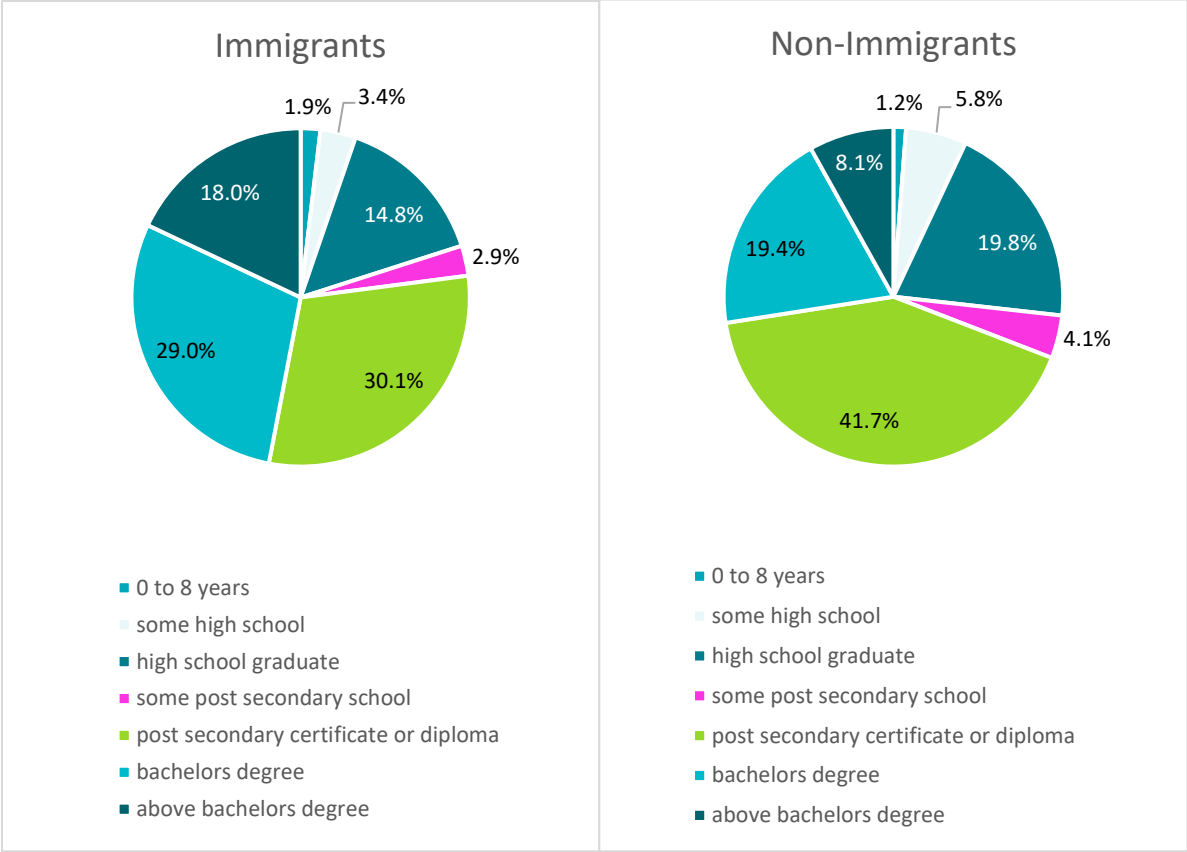


Figure 7. Educational levels among managers

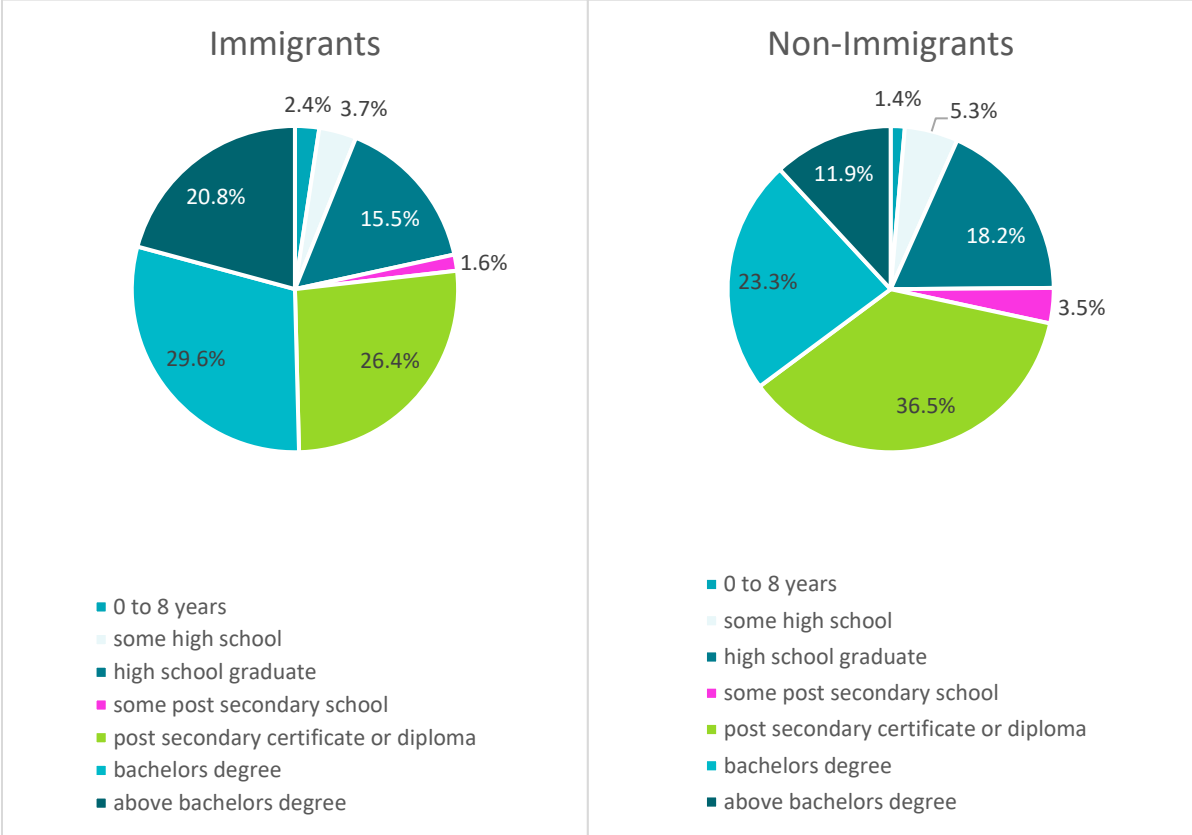
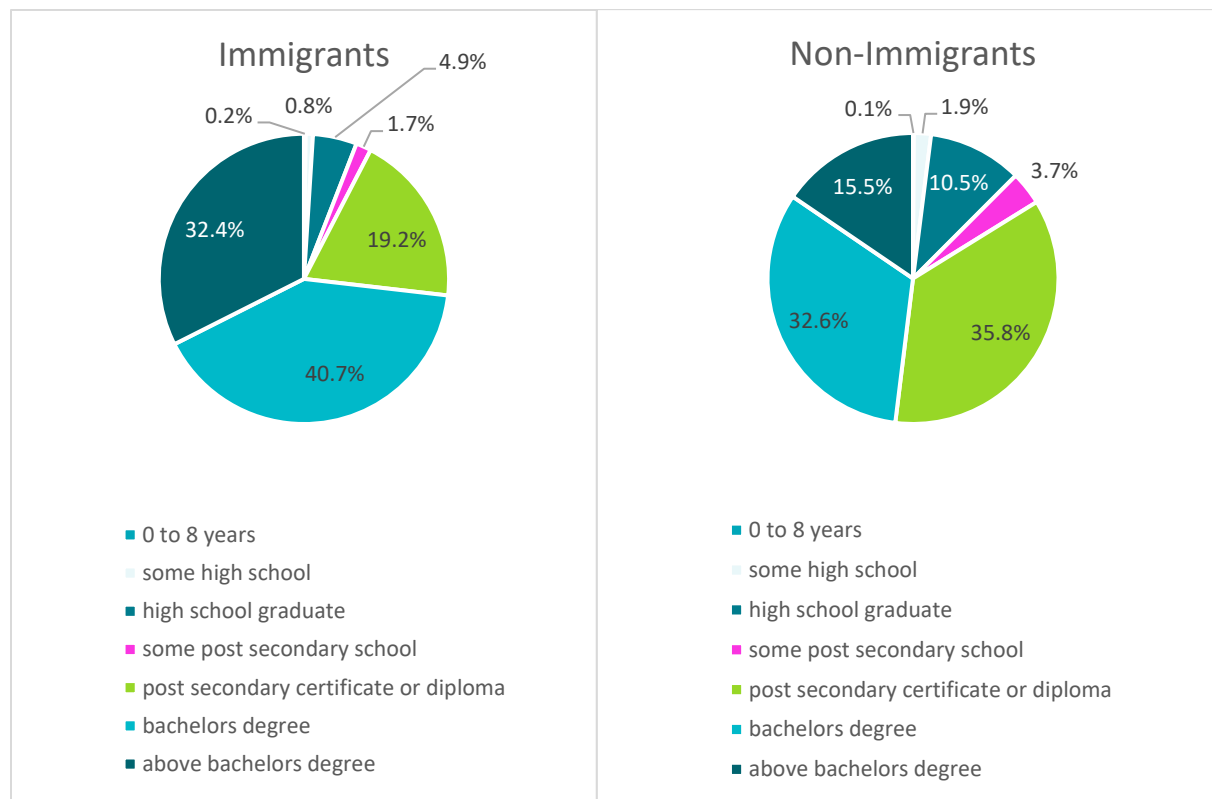


Figure 8. Education levels among workers in professional, scientific, and technical industries



Education and Skills

An emerging area of research is to explore ways to assess levels of education and skills among different segments of the population. Data are fragmented but, for example, the Toronto District School Board shows uneven outcomes for different segments of the population with Black students being half as likely to graduate as others and half as likely to pursue post secondary education. The York Centre for Education and Community in partnership with the Toronto District School board found that Black students are much more likely to be “streamed” out of Academic programs and therefore less likely to have a direct path to post-secondary education. Black students are three times more likely to enter Essential programs (compared to 9% for White and 3% for other racialized students), 39% enter applied programs (compared to 18% among other racialized and 16% among White), and are least likely to enter an academic program at 53% (compared to 80% other racialized students and 81% of White students).⁵⁴

In general, immigrants have higher levels of education than Canadian-born people. Some racialized segments of the population have higher levels of education compared to non-racialized Canadians and others. This does not hold true for all racialized groups though, hence the need to study racialized people (and immigrants) on a more granular level. The Black community, for example, tends to see lower levels of postsecondary education attainment compared to other racialized communities. Black and Latin American youth have the lowest rates of postsecondary degree or diploma attainment. They lag behind other racialized groups considerably. The gap only widens at the graduate level. Only 17% of

Black, 15% of Latin American, and 23% of Filipino (23%) youth obtain graduate degrees, compared to more than 30% of youth from all other racialized groups.⁵⁵

According to a 2018 study by the Higher Education Quality Council of Ontario (HEQCO), one in four students graduating from Ontario universities and colleges lacked adequate literacy, numeracy, and critical-thinking skills. Just one in three graduates possessed "superior" levels of these skills. The study also found that there was little difference in critical-thinking ability between incoming and graduating students, indicating that universities and colleges are not effectively developing these skills. Transferrable, non-disciplinary skills are hugely important as many students will not be working within their fields of study.⁵⁶

In terms of language skills, Canada has structured standards for assessing competencies in English and French. Overall, the average literacy score is 25 points higher among Canadian-born individuals. However, research has found that education helps bridge the literacy gap between newcomers and Canadian-born individuals.⁵⁷ While university-educated foreign-born Canadians have slightly lower literacy scores than their Canadian-born counterparts, their average literacy score is closer to the average of the general Canadian-born population.

The data on priorities show that most newcomers are looking to improve their language skills, followed by a need for skills training, upgrading, information and employment, or different employment. About 5% are looking to pursue post-secondary studies.⁵⁸ There is also evidence to suggest that Quebec's investments in French as a second language produce better results than language training in the rest of Canada. A recent report from Ontario's auditor general suggested that 50% of the programs that intended to provide language training to newcomers missed the employment target.⁵⁹ Increased attention is being placed on language training effectiveness and innovative approaches.

Box 1: Language learning for newcomers⁶⁰

The language learning for newcomers project is a \$500,000, 2-year investment into providing post-admission support for English as an Additional Language (EAL) diploma to students who are pursuing skilled jobs in British Columbia and across Canada. Through language supports that are specific to the participants' discipline, current knowledge of English, and practical experience, the project aims to create innovative content and language integrated curricula, develop language assessment tools, and build relationships with industry sponsors to provide authentic job application and interviewing experiences.

Skills for Success Framework

As noted above, ESDC has recently updated its Essential Skills framework launching the new Skills for Success framework. These skills include some that are relatively easy to define and measure, and others that are more challenging to assess, such as:⁶¹

- Adaptability
- Collaboration
- Communication
- Creativity and innovation

- Digital
- Numeracy
- Problem solving
- Reading
- Writing

Reading and writing: Most of the current immigrant workforce is able to meet the minimum reading requirement for being employed in Canada. Regardless of their prior literacy levels immigrant and racialized people continue to face difficulties integrating into the labour market.

- 2011 data suggests that contemporary cohorts of immigrants had significantly higher reading skills than previous cohorts, a finding that is believed to be attributed to the new, more stringent language requirements. Higher proportions of immigrants are arriving with better official language and literacy skills. The 2016 census shows that 52% of recent immigrants have at least a bachelor's degree (compared to the 24% of Canadian-born).⁶²
- However, compared to Canadian-born, immigrants demonstrated a lower level of reading skills, which resulted in difficulties integrating into the Canadian labour market.⁶³

Writing is “the ability to share information using written words, symbols, and images.”⁶⁴ The changing labour market and advances in technology require writing skills that are suitable for different situations and digital platforms.

In order to strengthen their writing abilities many immigrant workers utilize the workplace as an opportunity to practice English. However, the Adult Literacy and Life Skills survey has found that many immigrant workers are not provided with these types of opportunities in the workplace. This highlights the need for workplaces to become more conducive to learning.

- Literacy use at work is much lower among immigrants in comparison to Canadian-born individuals. The 2003 Statistics Canada survey Adult Literacy and Life Skills Survey revealed that about half of the immigrants reported rarely using English writing skills at work.⁶⁵
- Seventy five percent of immigrants, who did not complete the Adult Literacy and Life -main skills tasks, reported that they speak English on a regular basis at work and believed to possess sufficient reading skills in English to complete their tasks. However, only fewer than 10% reported being satisfied with their writing skills.

Numeracy: Is “the ability to find, understand, use, and report mathematical information presented through words, numbers, symbols, and graphics.”⁶⁶ The modern economy requires numeracy skills for a wide variety of daily contexts, and for jobs that may require measuring materials or counting inventory.

On top of some immigrant groups having low numeracy rates, the current efforts to employ those who do have the requisite skills also falls short. Despite the high demand for numeracy skills 50% of immigrant workers who have degrees in STEM, still face difficulty integrating into the labour market. These findings suggest that even though the workers with the required skills exist, there is a gap in matching qualified candidates with the right jobs/job opportunities.

- Numeracy is a building block for those who pursue careers in STEM. In Canada, immigrants account for approximately 50% of all STEM- degree holders at the bachelor's level and above.⁶⁷ However due to immigrants' experiences of difficulty integrating into the Canadian labour

market, they experience high rates of unemployment in relation to their Canadian-born counterparts.

- Based on the PIAAC skill test results, the average numeracy score of immigrants was lower in comparison to Canadian-born (250.7 versus 273.8) with a higher variance (61.8 versus 51.8).⁶⁸ This may provide an explanation as to why immigrants face problems integrating economically and socially into their host country.

Digital literacy: Is “the ability to use digital technology and tools to find, manage, apply, create and share information and content.” Digital technology has changed how workers find, share, solve problems, and communicate with others. Most jobs use digital skills and require workers to have some level of proficiency in digital literacy to apply other skills such as reading, writing, or numeracy.

The current immigrant workforce needs to have digital literacy skills to succeed in the workplace as the nation rapidly transitions to digital space. However, while the ICT sector is one of the best-performing sectors with regards to newcomer employment outcomes, career trajectory within the ICT sector still would require more development in order to meet the growing immigrant needs and to meet the future challenges of our new social realities after the COVID-19 pandemic.

- While employers are claiming that there is a digital skills gap in Canada, there is a greater need to look into newcomer employment/skills that match via an occupational lens as experiences across occupations are quite different. Therefore, while some immigrants face higher rates of unemployment and are underrepresented in the ICT sector, they are more likely to partake in digital skills training, such as software-related skills.⁶⁹
- Industry Canada noted in 2010 that Canada lags in adult education, including training and retraining members of the workforce. The 2014-2015 data shows that this continues to be an ongoing issue.⁷⁰
- According to ICTC, in 2016 40% of Canada’s ICT workers were immigrants, which is a much higher share of immigrants than in any other profession. Many of these immigrants are permanent residents, while only 4% are temporary international workers. This may suggest that much of Canada’s supply shortage of skills digital workers is dealt with via attracting immigration rather than educating its graduates.⁷¹

Problem solving: Is “the ability to identify, analyze, propose solutions, and make decisions.”⁷² It enables workers to address issues, monitor success, and learn from the experience. The ability to solve problems effectively improves the way one carries out activities, achieves goals and meets deadlines at work and in daily life.

As mentioned above, problem solving skills are a highly desirable skill in the workforce as it enables workers to optimize results. The issue is that only a very small proportion of the immigrant population has high-level problem-solving skills, although it highly varies from province to province.

- Despite Canada’s diverse population, a much smaller proportion of the immigrant population has high-level problem-solving skills - especially in technology-rich environments - than the Canadian-born population.⁷³
- In British Columbia and Quebec, recent immigrants outperform established immigrants.⁷⁴

Communication and collaboration: Communication is “the ability to receive, understand, consider, and share information and ideas through speaking, listening, and interacting with others.”⁷⁵ In all jobs, communication skills are essential for developing good working relationships with co-workers and

clients, including those from diverse backgrounds and cultures. It is also an important skill for effectively working in a team-setting where you may be required to gather and share information while problem solving.

Collaboration is “the ability to contribute and support others to achieve a common goal.”⁷⁶ Modern workplaces are more diverse and require you to work with others from different backgrounds and cultures to complete tasks and solve problems. Collaboration skills help workers perform better in a team setting by understanding how to support and value others, manage difficult interactions, and contribute to the team’s work.

The current immigrant workforce needs communication skills to be able to fulfill the work requirements, but the issue is there is a gap in the literature for immigrants who work in entry-level positions. Most of the available research is focused on accredited professions.

- There is a gap in the research on the English language use for communication challenges faced among new Canadian immigrants who work within minimum wage workplaces; most of the existing studies and research were conducted in professional and academic workplaces.
- Newcomers who work in entry-level positions often are required to draw on Basic Interpersonal Communication Skills (BICS)-type language communication skills which require more interpersonal and conversational skills – i.e., taking food orders, negotiating break times with fellow employees, or having conversations with customers.⁷⁷
- To better understand newcomers’ communication challenges, it is necessary to examine language ability in language use situations (i.e., what needs to be acquired in what situations) with more disaggregated data to allow us to better understand the experience of different populations within immigrant communities.⁷⁸

Developing communication skills is vital to the integration of immigrant workers into cultural, social, and work environments. However, there are insufficient supports and resources devoted to developing communication skills, which leave immigrants to struggle through foreign Canadian social cues in all parts of the employment process (interviews, employee evaluations, work socials, and client meetings).

- Employers are often searching for employees who can demonstrate that they will be able to seamlessly integrate into their current work environment and culture as well as represent the goals and values of the organization.⁷⁹ One way this is examined during the interview process is through behavioural-based questions which newcomers may find perplexing and may not fully understand due to cultural differences and differing social norms, provided they arrived with the required education and credentials.
- Understanding Canadian work culture can be a challenge for newcomers, therefore it is important for employment services and programs to mentor immigrants with workplace social norms, attitudes, and behaviours of Canadian workplace culture. Life experiences from volunteering or community-based activities are found to be beneficial in addressing this barrier as they become familiar with and pick up on social cues or nuances from repeated interactions. Despite volunteering being important and beneficial for newcomers, it has not been found to lead to employment opportunities.^{80,81} In general, looking for an occupation can be very time consuming and demoralizing.⁸²

Adaptability: Is “the ability to achieve or adjust goals and behaviours when expected or unexpected change occurs.”⁸³ Adaptability is shown in planning, staying focused, persisting, and overcoming

setbacks. Strong adaptability skills help workers manage stress and stay positive when faced with unexpected change in the workplace.⁸⁴

Adaptability is at the core for many immigrants when transitioning to a new country and adapting to a foreign environment. However, adaptability is difficult to measure and the existing points-based system often acts as a barrier for skilled immigrants looking to be placed in jobs that align with their skills.

- The Federal Skilled Worker Program has six selection factors, in which one of them is adaptability. The adaptability criteria look at (a) language proficiency (b) previous study in Canada (c) previous work in Canada (d) relatives in Canada and (e) arranged employment in Canada.⁸⁵
- Provided this is based on a points-system, it poses a challenge for skilled newcomers looking to be placed in occupations that match with their skills, education, and competencies.⁸⁶, as employer decisions also play an important role.⁸⁷

Creativity and innovation: Is “the ability to imagine, develop, express, encourage, and apply ideas in ways that are novel, unexpected, or challenge existing methods or norms.”⁸⁸ Employers are seeking people who can apply their creativity and innovation skills in an increasingly diverse workplace setting, and come up with new “outside of the box” approaches to address challenges. While empirical studies and qualitative studies examining this skills gap exist in current literature, quantitative studies are missing.

Creativity and innovation skills are often demonstrated in entrepreneurship.

- Immigrants are more likely to start their own business and be entrepreneurs compared to their Canadian-born counterparts.⁸⁹
- The Business Development Bank of Canada (BDC) notes that the entrepreneurial rate of newcomers in Canada is more than double than the rate of individuals born in Canada.
- In 2018, the number of newcomer entrepreneurs grew to 251,600 which is a 22% increase since 2006.⁹⁰
- While immigrant entrepreneurs report satisfaction in terms of autonomy, flexibility, and motivation, they also report facing financial insecurity, stress, and lack of benefits compared to people in employment.

In addition to attracting skilled creative immigrants to contribute to Canada’s labour market, there is also a growing need for immigrants to receive creative skills training. It is argued that creativity is not innate but can be taught and learned through experience.⁹¹

Professional Skills

Regulated professions often have requirements that go beyond skills demonstration. Due to Canadian occupational regulatory systems being originally designed to respond to Canadian-educated applicants, newcomers face unnecessary barriers.⁹² Immigrants and racialized people born and educated outside of Canada practice within regulated professions (i.e., engineers, doctors, lawyers, and teachers etc.), have the professional skills and meet the job requirements. However, many qualified immigrants are unable to find employment in their field as they encounter barriers within the credential recognition process.

- About 44% of internationally trained engineers living in Ontario are not working as engineers; and 50% of internationally trained female engineers in Canada are unemployed.⁹³
- In nursing and other healthcare support occupations, immigrants make up 28% of these occupations in Canada, whereas they only make up 24% of the total employed population.⁹⁴ Among the 28% immigrants working in nursing and other healthcare support occupations, 22% were immigrants who arrived being 18 years and older. That can be compared to 16% of the employed population. Yet, they face barriers during the credential recognition process due to language barriers. For example, nurses must write and pass an English proficiency exam to become a registered nurse in Canada.⁹⁵

Other barriers which devalue credentials and previous work experience of immigrants include discrimination, and the lengthy and expensive international credentials' accreditation process. In some cases, this results in immigrants and racialized individuals requiring further education, which leaves them in a more precarious position.⁹⁶

Technical Skills

While there is a massive demand for workers in the skilled trades, barriers exist for both newcomers and racialized peoples. Next to challenging regulatory requirements, the structure of training programs often present barriers to people with lower levels of literacy or living with cognitive differences. Whereas immigrants are used to technical skills being most important, Canada emphasizes soft skills. Many countries during the hiring process place a 90% emphasis on technical skills and only 10% on soft skills, whereas in Canada, it's 50/50.⁹⁷

- While immigrant-training programs do provide basic language training, the learned skills do not meet employer's high-level language skills expectation.⁹⁸ Additionally, while immigrants and racialized individuals may have the credentials, there is no clearly defined pathway for skills assessment, recognition, and upgrading. That means that even the most highly trained professionals may be unable to fully utilize their skills and recognize their labour market potential. Thus, gaps in existing assessment tools and absence of services which are focused on career-oriented skill enhancement exacerbate the existing problem.
- Racialized immigrants who have been in Canada for less than five years are vastly overrepresented in the low-wage industries such as hospitality, warehousing and manufacturing. If they remain concentrated in these sectors, they are at risk of displacement due to automation.⁹⁹
- Racialized people, particularly Black people, are not well represented within the skilled trades sector. Many members of the Black community are not fully aware of the opportunities in certain trades, such as construction. Further, Black youth, men and women, are often not aware of the educational requirements to get into these skilled trades.¹⁰⁰ Similarly, racialized people are also underrepresented in the ICT sector.¹⁰¹ This gap is also seen in aerospace, where women and racialized groups are underrepresented.¹⁰²

Management Skills

Good management skills are vital for any organization to succeed and meet its objectives and goals. Management and leadership skills can be used interchangeably as they both involve planning, decision-making, problem-solving, communication, time management, and delegation. If management skills refer

to a combination of soft skills, they are difficult to measure as those skills vary by cultural standards.¹⁰³ Thus, having been trained outside of Canada, immigrants and racialized people in Canada might have a different skill set than what is expected by Canadian employers.

- Racialized people, particularly Black people are underrepresented in leadership roles. Racialized people represented 28.4% of the population across the eight cities studied by the Diversity Institute, but they occupied only 10.4% of board positions in the sectors analysed. Universities and colleges have the highest level of representation of racialized people in board roles (14.6%), while the corporate sector has the lowest level of representation (4.5%). Among 1639 corporate board members analysed, only 13 of them were Black (0.8%).¹⁰⁴
- While a comparable share of Black and non-racialized men were likely to work in trades (27.5% versus 27.4%) or in natural sciences (12.0% versus 11.9%), Black people were 40% less likely to work in management occupations. Likewise, Black women were underrepresented in management occupations compared to their non-racialized counterparts (4.3% versus 6.9%).¹⁰⁵

Leaders are more likely to accept ideas from people who look like them. Current leaders are overwhelmingly white and male, which leads to the perpetuation of a white male worldview in business.¹⁰⁶

Other reasons for underrepresentation of Black and racialized Canadians can be explained through factors such as the nature of the corporate culture, lack of social networks, discrimination, pressures to refrain from self-identification and an immense need for guidance, support, and mentorship.¹⁰⁷

Barriers to Employment for Immigrants and Racialized People

This section presents the barriers faced by immigrants and racialized people in acquiring employment opportunities at different levels. It will be outlined in what ways certain groups are more vulnerable and how they face compounded barriers. We discuss the policies and processes adopted by the Canadian Government to assess skills and experiences of immigrants. Next, we highlight the barriers experienced by racialized people in education and the growing digital divide. Immigrants and racialized people face other challenges, such as devaluation of credentials, lack of access to relevant training programs, social capital and networks, uneven quality of programs and the presence of bias and discrimination in the workplace. Finally, as solutions to move forward, bridging programs, work integrated learning (WIL), and supporting entrepreneurship as additional options are presented.

Access to skilled talent is a major concern of many employers today, who have reported a mismatch between available skills of current graduates and the skills needed to compete in a dynamic and increasingly digital workplace. At the same time, there is evidence of under-employment, skills underutilization, and “brain waste” of newcomers and racialized people whose expertise is unrecognized.¹⁰⁸ Labour market research has shown that the pervasiveness of low labour conditions, low-income, and the resulting poverty is most evident among recent newcomers, specifically racialized immigrants and women.^{109,110,111,112} Research by the Law Commission of Ontario¹¹³ and Statistics Canada¹¹⁴ among others, indicates that the aforementioned demographics are most likely to experience employment in positions that do not match their skills, pay below their skill level, and tend to be precarious work.^{115,116,117,118,119}

The barriers in the labour market that are faced by immigrants are well documented, these barriers are often exacerbated for immigrants with intersectional identities. These include lack of access to networks, language and communication barriers and inherent biases among employers.^{120,121,122} Immigrant women are particularly at risk of facing social barriers to employment due to gender roles that are related to the household, including childminding and a lack of or low spousal support.¹²³

Research has shown that immigrants are facing multiple barriers in the labour market. For example, the devaluation of international credentials and bias in the education and employment system, discrimination based on accent and language skills, and discrimination based on “fit”.¹²⁴ There is also unconscious bias that manifests in the form of not hiring or underpaying job candidates with “foreign-sounding” names.¹²⁵ Newcomer youth are particularly vulnerable when entering the job market of a new country. They often end up working in precarious, low-skilled jobs and have difficulties accessing more meaningful labour market opportunities.¹²⁶

A significant proportion of racialized Canadians are also immigrants or the children of immigrants. For example, 56.4% of the Black population in Canada are first-generation immigrants who were born outside the country.¹²⁷ Racialized Canadians consistently experience higher unemployment rates than non-racialized Canadians. Racialized people identifying as Arab, Black, and West Asian typically experience higher unemployment rates than other racialized Canadians.¹²⁸

Racialized immigrants face compounded barriers, such as discrimination. About 13% of racialized Canadians have experienced discrimination at their current jobs at least once.¹²⁹ Research has identified several types of discrimination in Canadian workplaces:

- Creating a chilly or hostile climate in the workplace
- Limited access or participation in work-related social interactions
- Introducing bias into decision-making on performance appraisals, promotions, developmental activities, job assignments, and compensation
- Enabling and engaging in sexism¹³⁰

Policies

One challenge that new immigrants face is the processes used to assess their skills and experiences. Canada uses The Federal Express Entry system, a Comprehensive Ranking System (or the points-based system) for selecting economic immigrants, whereby points are awarded to prospective immigrants based on selection factors such as, for example, skilled work experience, English/French language ability, and education. Immigration, Refugees and Citizenship Canada manages skilled worker immigration under the Canada Express Entry system. Express Entry is used to manage applications for permanent residence under an number of federal economic immigration programs.¹³¹ Provinces and territories can also recruit candidates from the Express Entry system through their Provincial Nominee Programs¹³² (PNP) and the Atlantic Immigration Program¹³³ to meet local labour market needs. Each province and territory have their own requirements and target groups; they may be seeking specific skills, education and work experience needed in that region. The PNPs target students, business people, skilled and semi-skilled workers.¹³⁴ Policies for economic immigrants are seen as complex, inconsistent and unpredictable. Greater stability and transparency is needed to equip newcomers with the right knowledge to settle in Canada.¹³⁵ Employers also complain that the focus on highly educated and skilled newcomers and restrictions on trades and workers with lower skills do not align with their needs. There often is a disconnect between the skills that immigrants are selected for, and those which are valued by employers.¹³⁶ The industry to which workers belong determines the demand for specific skills. Some studies emphasize soft skills, such as for example, teamwork, communication skills, analytical/problem solving skills and innovation,^{137,138} while others emphasize digital skills¹³⁹ ranging from basic use of Microsoft Office applications to more advanced digital skills. Drolet et al. identify the following key initiatives needed on this issue:¹⁴⁰

- Developing clear retraining paths for skilled immigrants to obtain Canadian-equivalent qualifications
- Offering experience through internships and other training mechanisms
- Providing occupation-specific language training
- Developing retraining programs for immigrants in non-regulated professions
- Ensuring opportunities are accessible to women with children, who often arrive as family class immigrants or refugees

Barriers to Education K-12 and Post secondary

In Canada, education remains one of the strongest predictors of social mobility and employment. The outcomes for immigrants and racialized youth in education are uneven. For example, Black students and those of Portuguese heritage are half as likely to graduate from high school or attend university compared to others. At the same time, the highest performing students in the Toronto District School Board are most often immigrants and racialized individuals. The experience of immigrants and racialized students is well documented. The Black Experience Project, for example, showed that half of Black students felt they did not belong at school. At the same time, schools provide a very effective acculturation mechanism for newcomer students who often become a bridge for their entire family.

A study on access to post-secondary education highlights the systemic issues that limit Black students from obtaining the necessary foundation to enter post-secondary.¹⁴¹ The Study Buddy Program that was launched in 2020 by the Diversity Institute as a response to improve access to education during the height of the COVID-19 pandemic highlights the need for programs of this nature. The Study Buddy program provided access to one-on-one tutoring, thereby removing economic cost and time barriers for racialized and immigrant families. Approximately two-thirds (64%) of the families identified as racialized and 14% as newcomers. More importantly, families provided positive feedback on the relevance of the program, with 94% indicating that, overall, the program was helpful and 80% said that it played an active role in reducing family stress.

Access to employment training and education are essential to overcoming the socio-economic inequities that immigrant, racialized and Black youth face. The Diversity Institute's previous study of social, societal and organizational barriers for young workers – titled *Labour Market Implications for Racialized Youth* – found that young, racialized workers are much more likely to come from a low income, non-university level educated household. As a result, racialized youth are more likely to have low income and achieve lower levels of education than non-racialized youth.¹⁴² Breaking the cycle of poverty and creating equitable employment and education opportunities requires further research on program access.

The issues that immigrant and racialized students face in primary and secondary schools continue into the post-secondary system. The lack of disaggregated data poses a challenge in tracking outcomes, but several studies show that there are significant structural barriers to admissions, which are compounded by socio-economic factors and the lack of social capital needed to navigate. Students' experiences of systemic discrimination persist and low retention rates are problematic. As mentioned in the policy section above, the Express Entry processing system poses systemic barriers to immigrants and racialized people seeking to immigrate and work in Canada because the current system does not adequately measure international skills and expertise. For international students seeking to continue their studies and earn permanent residency in Canada, the Express Entry system can put them in the precarious situation of losing their ability to immigrate if they do not meet the often difficult to balance requirements and loosely defined immigration standards.¹⁴³ These barriers to entry, retention and growth faced by immigrant and racialized workers are a growing problem that jeopardizes Canada's future prospects of becoming a hub for innovation and economic prosperity.

Analysis conducted by the Future Skill Centre found that the key to Canada's post-pandemic growth is dependent upon its ability to properly utilize the skills possessed by immigrant, racialized workers and racialized youth. This report by the Future Skills Centre also addressed the importance of empowering immigrant youth in order to minimize brain drain and combat Canada's aging labour force concerns.¹⁴⁴

One study found that the lack of culturally appropriate curriculum, inclusive environments and role models affect students at all learning levels. Some high performing immigrant and/or racialized students lack the means and opportunity to capitalize on their pre-existing skills because current integration for students fails to consider the true spectrum of immigrant skills.¹⁴⁵ Bridging programs represent one of the most promising avenues for greater skills utilization as they can act as a “means of gaining Canadian experience, to enhance their knowledge of the Canadian workforce, and to avail opportunities to demonstrate their existing skills.”¹⁴⁶ These opportunities for enhancing existing networks, skill and competencies are one essential part of creating equitable opportunities for immigrant and racialized youth. While some recognition of prior learning, WIL programs and other bridging services are being implemented across Canada many universities fail to fully support these programs and utilize them to their fullest leaving the students who rely on these supports behind.¹⁴⁷

Barriers also extended to infrastructure. In one study, racialized families discussed their reliance on public Wi-Fi, due to unreliable or limited internet access in the home. Compared to their non-racialized counterparts, racialized families were almost twice as likely (21% compared to 41%) to rely on public Wi-Fi. Additionally, racialized families were more likely to report having no computer at home (36%) compared to their non-racialized counterparts (19%).¹⁴⁸

Devaluation of Credentials

Within Canada, highly skilled workers are the most desired for immigration, yet the current evaluation standards for immigration fail to recognize work experience obtained outside of Canada and international credentials are devalued in Canada, resulting in immigrant skills being underutilized.¹⁴⁹ In 2006, the cost to Canada of this lost talent was greater than \$11 billion.¹⁵⁰ Despite employers calling for more STEM skills, almost half of internationally educated engineers are unemployed.

Studies conducted with service providers indicated that immigrants who are internationally trained face systemic issues, including issues with their ability to communicate in one of Canada’s official languages and the ability to transfer their skills to the locally recognized equivalent.¹⁵¹ The credentialing process can be costly and takes time.¹⁵² Further, discrimination is also cited as a barrier to the credential assessment process, as there is an unexplained amount of scrutiny applied to the recognition of credentials from some countries versus others.¹⁵³ Additional issues included unnecessary testing, limited space available for trainees in regulated professions, and lack of transparency with the evaluation process.¹⁵⁴

Even though they may complete the necessary upgrading of their credentials they still face barriers. At a time when there is a major shortage of healthcare workers, internationally educated physicians and nurses face barriers in obtaining employment. The Internationally Trained Medical Doctors (ITMD) program, for example, cites examples of well qualified internationally educated physicians passing their Canadian qualifying exams but being unable to practice owing to the absence of residency positions. As a result, many doctors who immigrate to Canada, upgrade their credentials south of the border in order to practice in Canada.

The devaluation of international credentials leads to not only employment issues, but also wage gaps between immigrant and non-immigrant professionals. A recent study comparing employment outcomes of immigrant professionals in Australia and Canada found that Australia outperforms Canada with

respect to immigrant earnings compared to Canadian-born/ Australian-born professionals — over 50% of newcomer engineers to Canada earned less than 50% of the median income of their Canadian-born peers.¹⁵⁵ In Canada, immigrants who arrived between 2001-2008 are now doing better, but still lag significantly behind the median for non-immigrant earnings. In addition, the more recent cohort of immigrants that arrived between 2009-2016 is doing much worse. Whereas in Australia there is no difference between newcomers who have arrived between 2001-2008 and those who arrived in the 2009-2016 period.¹⁵⁶

Accessibility of relevant training programs

HEQCO conducted a study of seven bridging programs for internationally educated health professionals (IEHPs) in Ontario and Alberta.¹⁵⁷ Bridging programs were found to contribute to important outcomes, both for individual learners and for the workforce. The HEQCO study found that bridging programs contribute to increasing the ethnic and cultural diversity of health care professions; and can potentially lead to systemic changes within postsecondary institutions, improving their responsiveness to the needs of immigrant professionals. Based on HEQCO study outcomes,¹⁵⁸ bridging programs should lead to successful certification, increased knowledge of the Canadian environment, and successful employment in participants' field, and overall satisfaction of participants of having met their needs. However, research shows^{159,160,161} Internationally Trained Individuals (ITI) face barriers in accessing these programs including the high financial cost to skills upgrading and length of the credential recognition process.

Access to Social Capital and Networks

More than 85% of jobs are not advertised but are filled through informal social networks.¹⁶² Newcomers and racialized Canadians, who often are from lower socio-economic backgrounds, often face challenges in navigating these networks and processes. Coaching, mentoring, sponsorship and support in navigating programs are critical to gaining employment and advancing, but newcomers and racialized people often do not have the advantage of these supports. Dominant groups tend to associate with those who they know, and this creates barriers for others.

Many diverse groups also struggle to access the resources and educational systems needed to empower them to advocate for themselves. Due to language barriers and cultural differences many immigrants, newcomers, and refugee workers are ill equipped to handle discrimination in the workplace or at school.¹⁶³ According to the current literature, when immigrant workers are provided with the appropriate support, they can build confidence, increase innovation and contribute more effectively to Canadian society.^{164,165} Social capital is critical, the Workforce Innovation and Inclusion project (WIIP) hosted by the Diversity Institute in Collaboration with over 100 settlement agencies across 5 provinces, demonstrates how network access for immigrants can have a significant impact on their employment potential and skills development. The WIIP hosted several programs in fields such as entrepreneurship, and digital technology. The early findings from this initiative found that 81.7% of participants learned a new skill relevant to their field, and 79% found that programs like WIIP had an impact on their business development.¹⁶⁶

Uneven Quality of Programs

The results that training, counselling and employment support programs produce are very uneven. Many programs aimed at training immigrants, focus on general language development skills (in English or French) without targeting immigrants' prior training and qualifications. This prevents them from acquiring job-specific vocabulary, and in turn limits their ability to successfully translate their skills to the Canadian labour market.

Some of the gaps that have been identified include challenges in:

- Securing clinical placements: Immigrant-focused programs were often competing with regular, full-time programs for placement sites, challenged by employer bias against IEHPs.
- High costs of specialized training were a challenge to many IEHPs due to precarious financial situations.
- Curriculum development: Programs have uneven quality and relevance to employers.
- Program length, time of classes, and type of credentials given to graduates varied among the bridging programs studied, showing a lack of consensus on the most effective methods.
- Lack of connections to employers: The programs that are most successful are employer centered however many of the programs targeting newcomers and racialized people are not connected to employers.
- Need for cultural relevance and trauma informed approaches suited to clients.
- Funding programs that incentivize enrolments over outcomes such as employment.

Support for Entrepreneurship as an Option

There is substantial evidence that immigrants have a greater propensity towards choosing entrepreneurship as a path to prosperity, in effect creating their own job as well as jobs for others and not just out of necessity but often out of choice.^{167,168,169} In 2014, immigrants in the US made up about 20% of the total entrepreneurs, despite being 13% of the population; they owned about 3 million businesses, which generated over \$65 billion in annual income.¹⁷⁰ A similar trend can be noted in many other nations, including Australia, Germany, Sweden, the Netherlands, Slovakia, Spain, United Kingdom and Canada.¹⁷¹ In Ontario, 34.7% of all start-ups are owned by first generation immigrants.¹⁷² Some are “necessity based” due to being excluded from traditional job markets.¹⁷³ A TRIEC report claims that 33% of immigrants reported having entered self-employment, due to lack of suitable paid jobs, compared to 20% of Canadian-born workers.¹⁷⁴

Discrimination and labor market barriers tend to influence immigrants' decision to start their own business.¹⁷⁵ More recent literature, however, has noted that many newcomers choose entrepreneurship, seeing it as a desirable and flexible career path.¹⁷⁶ Highly skilled immigrants in particular use their education and experience, as well as transnational ties to start firms in professional services, creativity and technology, often voluntarily leaving jobs due to new venture opportunities.¹⁷⁷ In addition, immigrants may also be more likely to pursue ventures based on radical innovations and place a high emphasis on research and development.¹⁷⁸ Studies have suggested that the proportion of immigrant entrepreneurs is three times greater than their representation in the general population and that entrepreneurial values motivate almost two-thirds of immigrants who enter self-employment and remain self-employed even if offered a job with comparable income.¹⁷⁹

Yet the entrepreneurial road is not less challenging for immigrants. Research has shown that immigrants face additional barriers and lack the supports and tools in developing entrepreneurial ventures, and this

is despite having better-than-average credentials, having stronger entrepreneurial intent and aptitude and more global knowledge and social capital.¹⁸⁰ Research has shown that immigrant entrepreneurs face several critical challenges that include:

- A lack of knowledge of Canadian business practices, regulations, culture and norms
- A lack of awareness and access to programs
- Language barriers
- Bias in competitions, screening processes and access to funding
- A lack of access to mentoring and networks

Despite the various organizations providing entrepreneurship support, studies show that immigrant entrepreneurs often are not aware of these services.¹⁸¹ In a 2013 report by Public Interest, 78% of immigrant entrepreneurs reported that they needed help starting their business, but less than 10% of these same people accessed formal support such as settlement services, business organizations and municipal entrepreneurship programs.¹⁸²

These patterns are also demonstrated with racialized and particularly Black entrepreneurs – some are pushed into self-employment, but others pursue it as a choice. Nevertheless, Black people, compared to non-racialized Canadians, are less likely to be self-employed. Employed Black Canadians (9.1%) were less likely to be self-employed than non-racialized Canadians (13.6%) overall in January 2021; at the same time, the self-employment rate among Black men (12.0%) was nearly twice as high as the rate for Black women (6.1%).¹⁸³

Recognizing that entrepreneurial skills are transferable, there are a growing number of programs providing entrepreneurial training to support marginalized and racialized people. For instance, incubators for Black youth at TMU's DMZ, Black Business and Professional Association, Lifelong Leadership Institute, and the Women Entrepreneurship Hub for Black women at Scadding Court Community Centre. However, while such support programs are designed to be sought out, many racialized people operate in an environment of inadequate information and have low levels of trust in institutions. These factors make it less likely that they will have the know-how to navigate and ultimately access employment support services.¹⁸⁴ For instance, a previous qualitative study of 28 Asian new-generation immigrants in British Columbia uncovered that very few racialized immigrants were aware of support programs available to them. Possibly because they had not accessed formal supports, many university-educated immigrants were unable to find jobs that matched their career aspirations.¹⁸⁵

The COVID-19 pandemic has also had significant impacts for women-led, racialized, and immigrant businesses. For the most part, the needs of women entrepreneurs will centre around rebuilding capital. However, immigrant-led and diverse businesses will need to focus on learning or building digital skills and identifying ways to adapt to the changing commercial climate resulting from the COVID-19 pandemic.¹⁸⁶ Additionally, Indigenous-led businesses have also encountered additional barriers, including limited access to the market and declining customer base as a result of the pandemic. The digital divide widens as a result of COVID-19; however, Indigenous women have demonstrated a positive attitude by engaging with digital marketing platforms to expand their reach.¹⁸⁷

In general, the government programs that are focused on training tend to prioritize large companies even though small and medium-sized enterprises (SMEs) create most of these positions.

Bias and Discrimination in the Workplace

Studies have identified a misalignment in employer/employee perspective on the employment gap. In that, employers view language and communication as the primary barrier to labour force integration, while immigrants identify lack of Canadian experience and prejudice as the primary barrier.¹⁸⁸

Immigrant workers are often disadvantaged when looking for work - often their skills and qualifications are undermined by prejudice, discrimination and xenophobic attitudes held by prospective employers.¹⁸⁹ For example, studies have shown that job seekers with “foreign-sounding” last names are 30% less likely to get called back for an interview than those with Anglo-Saxon names. There are even more barriers in SMEs.¹⁹⁰ There is mounting evidence that homophilous hiring practices that prevent immigrants with foreign-sounding names from finding work.¹⁹¹ From a student perspective, discriminatory behaviour can be seen in schools where the model minority stereotype causes Chinese immigrants to become social outcasts and bullied.¹⁹² International credential devaluation, language skills, perceived fit, and incorrect skill assessments are just a few of the many existing and potential forms of discrimination immigrant workers and students face.¹⁹³

One study of 300 employers and over 300 newcomers in Ontario, found that 95% of employers saw language and communication skills as the most significant barrier newcomers face, followed by education qualifications and recognition (89%), and sector-specific technical skills (79%).¹⁹⁴ In contrast, lack of Canadian work experience was the most often cited barrier among newcomers (64%), followed by credential recognition (43%) and lack of industry networks (37%). Interestingly, despite employer perceptions of language barriers as a major issue, less than 30% of newcomers noted barriers based on language and communication skills. 27% of newcomers noted racism or prejudice as a barrier, and 24% noted lack of sector-specific technical skills as a barrier.¹⁹⁵

The misalignment in employers’ perceptions of barriers for immigrants and those of the immigrants themselves is detailed in the table below (see Table 3). This discrepancy could suggest that issues with communication between employers and service providers hinders the effectiveness of future programming, if the actual employment barriers for newcomers are not fully understood. For example, with language training, the discrepancy between employer and newcomer perception suggests that language training and the testing used are not sufficient to prepare newcomers to meet employers’ expectations.¹⁹⁶ Many available language courses teach basic English/French and do not provide the level and specificity of language instruction needed for specific employment sectors and occupations, while language assessment tools that are used can vary by program, affecting consistency of results.^{197,198}

Employer bias is an important factor to consider when looking at these findings.¹⁹⁹ 64% of newcomers in the study reported that obtaining Canadian work experience was their most significant barrier to employment; yet many of them also felt that their lack of experience in Canada was used as an excuse by employers to refuse hiring them. Newcomers in the study felt that the real issue for employers was the newcomer’s over-qualification for the job, or unconscious bias affecting hiring managers.²⁰⁰ Aside from employer bias, there are other challenges on the hiring side, such as lack of employer awareness of international credential equivalencies in Canada, inflexible credential assessment processes and limited capacity among regulatory authorities, particularly given varied standards across provinces and territories.

Table 3. Perceptions of employment barriers and solutions

Barrier identified	Newcomer Perspective	Employer Perspective
Identifying employment opportunities and availability of candidates	72% reported challenges finding employment opportunities in their field	47% had no difficulty finding suitable candidates
Language and communication skills	27% reported language and communication skills as a barrier for them seeking employment	95% reported language and communication skills as a barrier for newcomers seeking employment
Lack of Canadian work experience	64% reported that their most significant barrier to finding employment was their lack of Canadian work experience.	70% identified a lack of Canadian work experience as a barrier for newcomers (but only for certain positions)
Educational qualifications	43% identified this as a barrier (as many were highly educated, they likely interpreted this as over-qualification or credential recognition rather than adequacy of qualifications)	89% saw educational qualifications as a barrier
Interview process	43% of newcomers reported that the interview process represented a challenge to finding employment	NA
Access/provision of work-integrated learning opportunities	Only 13% of newcomers have used internships, co-op placements, or work placement programs. Among the minority of newcomers who <i>had</i> used these programs, 77% reported that they were useful in helping them find employment opportunities.	17% of employers use funded internships, co-op placements, or work placement programs

Data source: ALLIES. (2015).

Work Integrated Learning as a Solution Moving Forward

WIL has recently been used as an effective method in helping newcomers find work in Canada. WIL is an umbrella term that includes field placements, internships, apprenticeships, optional co-operative placements, a range of formal and informal arrangements, start-up incubators, articling and residencies required for programs like nursing, medicine, and law.^{201,202} WIL programs are often used to bridge the gap between education and employment by addressing the skills mismatch between the skills that graduates developed in postsecondary education institutions and the skills required by employers.²⁰³

Research has confirmed a positive correlation between WIL and employment outcomes in Canada.^{204,205,206} For example, one study conducted by Statistics Canada found that 69% of university graduates who had access to a WIL opportunity found full-time employment within three months of

graduation. Comparatively, only 48% of graduates who didn't have access to a WIL opportunity found full-time employment within three months of graduation.²⁰⁷ WIL is particularly vital for new graduates as it provides job-related work experience, which coupled with educational credentials is often required for landing entry-level jobs.²⁰⁸

Recognizing the importance of WIL, the Government of Canada launched the Student Work Placement Program (SWPP) in 2017, which aimed to provide undergraduate university students with access to WIL. Through SWPP, the Government of Canada committed to offering 11,500 students with paid work placements by 2021.²⁰⁹ Additionally, the program also aimed to help students from equity-deserving groups by adding incentives for participating employers. For example, if an employer hired a student from an equity-deserving group (i.e., a STEM employer hiring a woman or Black student), they received additional subsidies.

Barriers to WIL Access

Despite the promise of WIL, not all WIL participants have positive experiences or experience equal access to WIL opportunities. Recent Statistics Canada data shows that co-op programs are less effective for members of equity-deserving groups, particularly women, racialized people, and immigrants.²¹⁰ Studies have found that members of equity-deserving groups (especially women and members of the 2SLGBTQ+ community) may even face discrimination or harassment during co-op programs.²¹¹ Newcomers and international students were found to frequently encounter language and cultural barriers, a lack of confidence, and underdeveloped workplace competencies.^{212,213}

Research also shows that WIL opportunities are usually concentrated in STEM and business fields. WIL opportunities are rarely available to students in the humanities and social sciences.²¹⁴ This can be problematic as women, Indigenous Peoples, persons with disabilities, members of the 2SLGBTQ+ community, and some racialized groups tend to be overrepresented in the humanities and social sciences fields.^{215,216,217} For example, as part of the aforementioned SWPP program, the Government only provided wage subsidies to employers offering work placement opportunities for postsecondary students in STEM and business programs.

A forthcoming study by the Diversity Institute has found that women are less likely to participate in WIL programs than men (62% versus 68%, respectively). In terms of race and ethnicity, South Asian students, followed by East and Southeast Asian students, were found to be more likely to participate in WIL programs. Finally, recent immigrants were found to be more likely than non-immigrants to participate in WIL programs. These findings are consistent with data on the prevalence of women in non-STEM disciplines and certain racialized and immigrant groups' overrepresentation in STEM and business fields. However, participation rates in WIL programs say nothing about success in finding work after the conclusion of the program. This study did not look at employment rates following participation in a WIL program.

Impact of COVID-19 and the Growth of Remote Work

This section highlights the impact of the COVID-19 pandemic on racialized Canadians and immigrants with regard to job loss, work-from-home arrangements, and access to digital technology. The difference in impact of the COVID-19 pandemic on women is detailed to emphasize the difference of intersectional experiences. In the end, trauma-informed career pathing is suggested as a way to support advancement and build resilience among individuals.

The COVID-19 pandemic has severely worsened the current efforts to make employment for immigrants more equitable. Immigrant and racialized workers were more likely to be in the sectors most affected by the COVID-19 pandemic and were more likely to be in precarious or lower-paying jobs, experience job loss and loss of hours. This resulted in a more severe impact on the financial security of immigrant and racialized workers compared to the White population, even though both groups experienced the same increase in job loss and loss of hours.²¹⁸

While numerous studies highlight that Black Canadians, specifically women, are more likely to hold post-secondary qualifications than their non-racialized Canadian counterparts,^{219,220} barriers still persist including overall underemployment and unemployment. The pandemic exacerbated this issue, and during the quarter ending January 2021, Statistics Canada reported that the unemployment rate of Black Canadians (13.1%) was approximately 70% higher than their non-racialized Canadian (7.7%) counterparts.²²¹ Further, racialized, Indigenous, and immigrant workers were more likely to have concerns about work-from-home arrangements during the pandemic and its impact on their careers and productivity.²²²

Studies on the Black experience often present homogenous data, neglecting cultural and spatial identity and present the Black experience as a monolith. However, doing so negates the intersectionality that accounts for the unique experiences of various groups within the Black community, like Black women and Black immigrants and limits opportunities for specific recommendations for eliminating barriers.

In terms of leadership, Statistics Canada reports that Black men were 40% less likely to be in management positions in the trades and natural sciences, although Black and non-racialized men equally work in this field.²²³ As it relates to Boards, a leadership study by the Diversity Institute indicated that racialized people had the worst representation in leadership roles. In Toronto, where more than 50% of the population is racialized, this demographic is often passed over for leadership roles due to numerous factors, including limited networks and discrimination.²²⁴

Immigrants are also differentially hit by the pandemic. Although both immigrants and non-immigrants faced a similar rise in unemployment,²²⁵ immigrants, who are overrepresented in low-paid, precarious jobs,²²⁶ indicated higher levels of economic concern than their Canadian-born counterparts.²²⁷ Immigrant women faced many barriers before the COVID-19 pandemic and stay-at-home orders have worsened gender and racial gaps.^{228,229}

Newcomers and Canadian-born individuals indicated significantly different experiences with respect to the negative impacts of the COVID-19 pandemic on their lives. Approximately 34% of newcomers versus 24% of Canadian-born individuals reported major or moderate impacts arising from the pandemic. Similar differences are observed between Canadian-born women and newcomer women; 31% of newcomer women reported major or moderate impacts versus 24% of Canadian-born women. More specifically, Canadian-born individuals were less likely than newcomers to anticipate losing their jobs or seeing their businesses go under during the pandemic. About 67% of Canadian-born individuals believed that they might lose their jobs or self-employment income during the pandemic, whereas 75% of newcomers felt this way. The results were similar among women specifically.²³⁰

Since the COVID-19 pandemic, internet usage and use of online services has only continued to rise.²³¹ Despite growing dependence on technology to complete essential tasks like applying for jobs, safely securing groceries and other necessities in a socially distant world, the gaps in access to these technologies continues to disadvantage some of the groups that can benefit from it the most. The digital divide refers to the disparities in access to technological resources due to factors such as race, ability, or socio-economic status. As mentioned earlier, many immigrant workers lack the means to secure technological devices and have encountered even more difficulties closing the digital gap during to the COVID-19 pandemic.²³² A recent study by the Diversity Institute, Future Skills Centre, and the Environics Institute found that access to technology was not just an issue in Canada's rural communities but was also a problem in large urban centres. For example, in Toronto, racialized families were more likely to report internet affordability as a concern. Similarly, 42% of racialized children were doing homework on smartphones.²³³ Other research confirmed that lack of access to adequate internet connections or devices was found to be most prevalent in neighbourhoods with large racialized and newcomer populations.²³⁴

Accessing services and finding stable costs for internet connectivity and digital devices also remain as an additional challenge for many immigrants. Immediate financial costs can include, upskilling, access to a computer, virtual services and childcare. Long-term costs may include time lost in a language-learning class that is not beneficial for the specific skills the immigrant possesses and are often not considered by settlement agencies. This, however, often leads to an underutilization of immigrants' existing skills and resources.²³⁵

Furthermore, from a socioeconomic standpoint immigrant workers and racialized workers also lack the digital resources to effectively transition over to the virtual realm to look for safe work.^{236, 237} For example, a recent study by the Diversity Institute, Future Skills Centre and Environics showed that access to technology was not just an issue in rural communities but was also a matter of affordability in large urban centres. For example, it showed that in Toronto, racialized families were more likely to report affordability as a problem and 42% of racialized children were doing homework on smartphones.

Other research shows uneven impacts on mental health with some surprising results. For example, Chinese Canadians reported the most significant decline in mental health with the lowest reported rates of well being. In contrast, despite being more affected by the COVID-19 pandemic, those who identified as Black reported the highest rates of wellbeing, perhaps a testament to their resilience. Trauma-informed career pathing offers a possible solution to helping newcomers and racialized people deal with mental health issues arising during the COVID-19 pandemic. The goal of trauma-informed career pathing is to understand that different individuals start at different points in the training process and need different levels of support during their pathway to employment and advancement.²³⁸ Each step - user entry (the decision to pursue employment or careers), building self-efficacy, navigating the career and

employment system, overcoming social and economic barriers (which are often overlooked), accessing teaching and content, securing employment, and sustaining support and advancement—may all be experienced differently by people suffering from the effects of trauma and services need to be tailored accordingly.”²³⁹

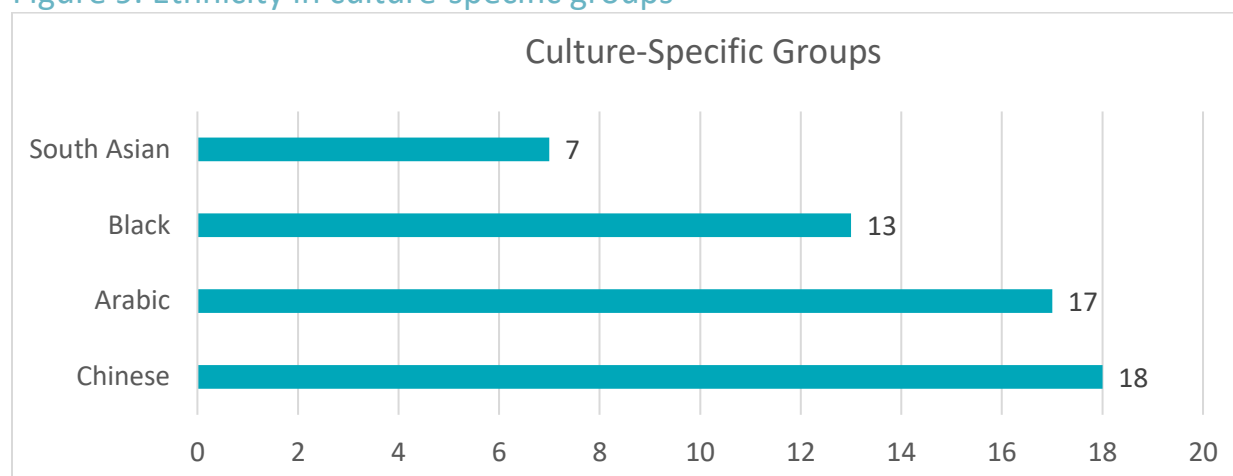
Programs

In this section we present the different skills training programs offered across the country, some of these are culturally specific targeting various ethnic groups. Next, we discuss the various types of programs offered in different provinces and a breakdown of skills emphasized by these programs, along with the gaps identified in these programs through the mapping process. Finally, we discuss the different types of training offered such as language, occupational/professional, digital, entrepreneurship and identify effective training programs for newcomers.

Immigrant services are offered across Canada and are usually funded by one federal government department or another, often, Immigration, Refugees and Citizenship Canada.²⁴⁰ Within immigrant services, there are organizations that offer services that target specific cultural groups or immigrants and refugees from a specific geographic region or county. In 2015 and 2016, during the early phases of Syrian refugee resettlement, for example, several organizations dedicated their services to directly assist over 25,000 Syrian refugees in collaboration with the federal government and communities across Canada. A similar trend is currently being observed in light of the Afghanistan refugee crisis.

The mapping identified 868 programs from immigrant service providers across Canada. Culture-specific service providers, specifically, have been instrumental in providing services to the specific cultural communities that they serve. These services include: Translation, employment, housing,²⁴¹ language training, provided through Language instruction for Newcomers to Canada (LINC)²⁴² framework and entrepreneurial services.. In some cases, culture-specific organizations have applied an intersectional lens to address gaps in access to services, particularly for women and language minorities. Some examples of programs applying an intersectional lens include the African Women's Alliance of Waterloo and the Canadian Arab Women Association. However, the mapping of culture-specific service providers indicate that the services offered are focused mainly on language acquisition (English or French) and less so on skills needed to advance in a post-pandemic environment. From the mapping the largest number of culture-specific organizations identified were those that catered to Chinese (18), followed by Arabic, including Afghan and Syrian (17), Black, including those identified as Afro-Canadian (13), and South Asian, including Indian and Filipino (7) (see Figure 9). From the mapping, 697 (76%) programs targeted newcomers in general and did not target their services to a specific cultural group.

Figure 9. Ethnicity in culture-specific groups



Provincial Outlook

The mapping shows a total of 336 organizations and 868 programs across Canada that offer training in skills, including language training, which ranges from basic English to IELTS preparation and communication for employment. The mapping revealed that organizations that went beyond language training to offer entrepreneurial, digital skills training or professional (re)certification were those that are either community-based or settlement service providers.

From a culture-specific lens, 38 organizations – most of which are based in Ontario – offer 55 programs that go beyond the traditional language training offered to newcomers. Among culture-specific organizations included in the mapping, the majority of the programs offered are geared to some type of leadership or entrepreneurship training, advanced English communication skills, typically for employment related purposes, and digital literacy.

Overall, program delivery is dominated by Ontario with 526 skill-building programs for immigrants delivered in various sectors through a mix of community-based organizations, post-secondary institutions, and, in some cases, professional associations. Ontario is the province that receives the highest proportion of immigrants (39%),²⁴³ followed by British Columbia and Quebec, which explains the vast number of programs available to newcomers in the province. Ontario also delivers almost five times the number of programs available in British Columbia (111) and Alberta (107) (see Table 4). Prince Edward Island and New Brunswick offered the fewest skill-building programs, with organizations offering nine programs in each province. Table four summarizes the number of programs offered by organizations, identified through the mapping, by province.

Programs are offered by many organizations in all the provinces. However, the difference in numbers of organizations identified across provinces are surprising. While we found more than 500 programs in Ontario, we only found 9 in New Brunswick and 9 in PEI. The differences could be associated with the population of immigrants or racialized people in each province.

Table 4. Number of organizations offering skill building programs in Canada

Province	AB	BC	MB	NB	NL	NS	ON	PEI	QC	SK
No. of Organizations	107	111	35	9	10	51	526	9	31	33

(Statistics Canada 2016)

Of note, the mapping helped the identify where programs are concentrated. Organizations are primarily concentrated in urban areas. For example, in Saskatchewan, 28 programs were identified that provided training to newcomers; of the 28 programs, 46% (13) are located in Saskatoon, while 36% (10) are located in Regina. The other programs are distributed across smaller centres in Prince Albert (10%) Humboldt (<1%) and Moose Jaw (<1%). A similar trend is seen across Canada where programs that provide skills training are concentrated in urban centres. More importantly, programs that are offered in rural spaces focus heavily on language skills. In Prince Albert, the Prince Albert Multicultural Council offers “English for Employment” and the “Career Enhancement Program,” both of which place emphasis on soft skills, such as oral communication and general communication skills. Conversely, in Saskatoon and Regina, program offerings are more oriented towards Occupational Skills, including IT, engineering, and workplace communication skills.

An closer analysis of the culture-specific organizations that provide skills development programming was done. From this analysis, the team has identified that culture-specific organizations have a strong presence in Ontario and are almost nonexistent in other parts of Canada. For example, 76% of the programs for culture-specific groups were identified in Ontario, there were no such programs identified in Newfoundland and Labrador or Prince Edward Island.

Mapping Methodology

The mapping began with an extensive overview of existing lists that were available from the WIIP and the Future Skills Centre. Other databases, including those within the Diversity Institute’s network of partners, along with umbrella organizations, were examined. This approach provided access to smaller organizations that are not often captured, as they are overshadowed by larger, traditional settlement service providers. The manual search of programs, using a systematic approach, could not guarantee an exhaustive list of every program across the country. Some projects, especially those started after March 2022 are not included. The mapping was done in conjunction with a literature review that provided context and key concepts that were later used in an internet search.

The tabulated parameters of the mapping include the name of the organization, the city and province, the skills taught, the name of the programs offered, target demographics and whether the organization receives federal funding. The mapping identifies the activities provided through the programming offered, and whether these programs provide support to specific cultural groups. For the skills taught, the organizations’ programming provides the parameters, which can be broken down into three broad categories: Language training, Digital Literacy, and Entrepreneurship Training. On a smaller scale, there were specific programs for certain occupations (such as those in healthcare, for example).

Programs and Funding

Research suggests that there are challenges with delivering services to the migrant community, including issues with communication about successful service delivery and integration practices. The COVID-19 pandemic has also presented opportunities for immigrant-serving organizations to pivot to an online platform to deliver services, enabling them to connect with the communities they serve in spite of regulations in place for social distancing. However, there are prevailing issues of access to technology and the digital divide,²⁴⁴ which are not experienced by newcomers in the same way as for individuals born in Canada. Further, research has also demonstrated that immigrants who would most benefit from training, and now in a digital environment, are least likely to be in possession of the technology needed to access the services.²⁴⁵

A mapping of organizations that offer services to newcomers was undertaken to identify the type of services they offer, which were broken down into four major categories: Occupational/Professional Skills, which includes career-specific training/upskilling; Language Training; Digital Skills Training; and Entrepreneurship Training (see Table 5). In total, the research team mapped 868 programs and 336 organizations that offer programs that range from language training to advanced digital skills, such as training focused on cybersecurity and big data.

Table 5. Programs delivered through immigrant-serving organizations across Canada

Program Categories	AB	BC	MB	NB	NL	NS	ON	PEI	QC	SK
Language Training	51	49	21	-	3	18	338	3	20	14
Occupational/Professional Skills	26	28	3	3	1	11	122	1	5	8
Entrepreneurial Training	12	26	4	2	1	2	69	-	2	4
Digital Skills	16	13	3	-	-	3	57	1	4	3
Multiple Skills	47	61	14	-	1	8	108	2	9	24

The mapping revealed that various sectors are involved in providing services to newcomers, including not-for-profit organizations and post-secondary institutions. While many organizations have an immigrant focus, just over 11% (42) of the organizations mapped are culture-specific, such as the Rwandan Canadian Healing Centre or the Jamaican Canadian Association. Approximately 62% (568) of the programs mapped are funded by the federal government. Of the 568 federally funded programs identified, 208 (37%) offered language training. About 19% offered entrepreneurship training and business skills and about 10% offered digital skills with 3% focused on specific occupational skills such as professional licensing prep classes.

The organizations that offer culture-specific services are concentrated in urban areas, with more than one third (36%) located in the Greater Toronto Area. Among the 55 country- or culture-specific organizations, such as those that serve Chinese, Somali, or Afghan communities, 82% (45) of them focus primarily on the LINC framework. Generally, culture-specific organizations are not large enough to offer a full range of programs. While research indicates that language acquisition is an integral part of the

integration process,^{246, 247} skilled immigrants need additional training in high demand skills, such digital skills or support for transitioning their international credentials, particularly in regulated professions. While some larger organizations offer programs targeting professional skills, digital skills and entrepreneurship, the results are uneven. Research has shown that the more educated the newcomer, the less satisfied they are with settlement services. There is also evidence that many agencies are ill-equipped to support highly specialized and skilled newcomers and often direct them to the programs that they have available, even if they do not meet their needs. Fragmentation and lack of coordination among providers hampers matching newcomers to programs tailored to their specific requirements.

Language Training

Language training has been well-documented as a key component in the integration process.²⁴⁸ Studies have indicated that immigrants who have limited ability to communicate in the official language of their new country are perceived as an outgroup, identified as less intelligent and are unable to retain employment.^{249, 250, 251, 252} For example, of the 40 programs mapped in Québec, 20 (50%) emphasize learning French and Québec culture. In Ontario the LINC program, which has standardized testing, is delivered through a variety of organizations including boards of education across the province. Many federally funded immigrant-serving organizations in Canada also offer language skills training or classes for the newcomers they serve in a variety of formats. For example, the Al-Qazzaz Foundation for Education and Development has over 350 volunteers serving over 60 families with in-home ESL sessions. The organization also offers group sessions across the Greater Toronto Area to support writing skills development for those with higher level English skills.

However, despite the widespread availability of language training services, the effectiveness of such services has been called into question. Research has found that both English and French training in Canada produces inadequate results.²⁵³ In one particularly damning report, the Auditor General of Ontario noted the lack of progress in language skills produced by the programs in the province and suggested that newcomers would learn English more quickly outside of the classroom.²⁵⁴ Going as far back as 2004, the Government of Canada identified via focus groups that LINC programs were not doing an adequate job of measuring whether client needs are being met. Teachers and administrators often have limited training on new techniques or tools and as a result the teaching of newcomer students is ineffective, as retention is low and practical language skills are not developed.²⁵⁵ There is little use of technology and adaptive learning techniques to customize training to learner needs. There are few incentives to innovate, to accelerate learning or to work with employers on workplace programs. The lack of wraparound supports, such as childcare or access to transportation, reduces access to LINC classes.²⁵⁶ The opportunity cost of spending 4-6 hours a day on language training are prohibitive for many. Quebec provides generous subsidies so newcomers can earn while they learn, but most provinces do not. More recent research has also identified the structure of language learning classes as problematic. LINC curriculum often promotes inequality between Canadians and newcomers by fostering an assimilative orientation reinforcing systemic barriers.²⁵⁷

Occupational/Professional Training

Research indicates that one of the barriers to settlement for internationally trained migrant professionals, such as healthcare providers, is the length of time it takes to get their credentials recognized.^{258, 259} This is also true about the relicensing process, particularly as it relates to gaps in

practice or training. Most (78%) of the organizations that offer language classes also provide additional training that is often related to job searches or mentoring and coaching. Organizations such as ACCES Employment, offer language training in addition to job-specific training programs such as the Engineering Connections Program to train newcomer engineers on Canadian engineering codes and standards. Skills for Success provides language and job search classes but also offers bridging programs for trades. Costi provides language training and settlement services but also specialized provides career-oriented programs. The Immigrant Education Society in Alberta provide upskilling opportunities for internationally trained accountants, such as training in Sage 50 and QuickBooks. In Atlantic Canada, the Immigrant Services Association of Nova Scotia (ISANS) offers skills training for engineers through the Engineers Bridging Program. The program provides a pathway to engineering licensure and training on Canadian engineering workplace culture. Similarly, the Communications for Healthcare Professionals offered by ISANS offers training for healthcare specific communication skills and terminologies. The Murphy Centre Inc. in Newfoundland and Labrador offers the Skills, Explore, Achieve, Revive program that provides training for construction workers. Some sectors facing skills shortages are developing strategies to broaden their talent pool and include newcomers. For example, Food Processing Skills Canada offers the Futureproofing the Food and Beverage Processing Workforce program, which focuses on training related to food and beverage processing with an evaluation to test their competency framework

There are many programs offered by professional associations and post secondary institutions targeting internationally educated professionals, particularly in regulated professions - healthcare, engineering, and trades, but these are often expensive and lengthy with uneven results. For example, many participants complete their “bridging” programs, pass their examinations but are unable to get the work placements, internships or apprenticeships needed to obtain their certifications.

Another challenge for occupational training programs is uneven engagement with employers. Some organizations have employers at the centre of their programs. These organizations have engaged employers in the design and implementation of programs. Many of these organizations have also gotten employers to commit to offering internships and recruitment of newcomers. Nonetheless, many programs do not have strong ties to employers.^{260, 261} According to a recent report, 40% of Canadian employers believe that it is the responsibility of internationally-trained individuals to integrate themselves into the workforce. 15% believe that it is the responsibility of the government. Employers cite a lack of tools for effectively measuring and vetting international education and training as reasons for not hiring more newcomers.²⁶² Moreover, the majority of private sector employment in Canada is with SMEs which often lack the resources and capacity to engage with agencies supporting newcomers.

Digital Skills Training

Digital skills training covers a range of skills from basic digital literacy, to use of common applications and tools, to advanced training in coding and computer programming. One of the challenges with digital skills is the lack of clear definitions of competencies and frameworks. Increasingly, industry and training organizations are collaborating to develop more standardized and recognized microcredentials and these are being embedded in programs targeting racialized and newcomer communities.

We analysed 32 programs offering digital skills training and found a range of subjects, including basic computer literacy, use of Microsoft office and excel, digital marketing, cybersecurity, and coding. For

example, Careers Education Empowerment offers the Cybersecurity Program for Black Youth. The program offers training in cybersecurity essentials, IT essentials and cybersecurity entrepreneurship.

Mainstream organizations also offer programming targeting newcomers and racialized communities. For example the Information and Communications Technology Council offers a six-month paid work placement to newcomers, which includes business skills development training. Similarly, nPower Canada provides free, no-cost tech training employment programs and IT certifications to job-seekers in British Columbia, Alberta, Ontario, Québec, Manitoba, and Nova Scotia. The Diversity Institute partners with Technation to offer the Advanced Digital and Professional Training (ADaPT) program and generic microcredentials as well as industry certifications for Pega, Salesforce and other in demand tools to racialized people as well as newcomers. The Rogers Cybersecurity Catalyst offers certifications targeting newcomers and Black job seekers. All of these programs have strong competency frameworks, connections to employers, formal evaluations and employment rates in the 80-90% range. However, many of the basic digital literacy programs targeting newcomers were disrupted by the COVID-19 Pandemic and shifted to online formats where access to computers became more of an issue for newcomers.²⁶³ Additionally, there is little consistency among the programs that are not tied to industry standards.

Entrepreneurship Training

Newcomers generally and certain ethnic groups are over-represented among entrepreneurs in Canada driving economic development, export and innovation. Some are “pushed” into entrepreneurship because they are excluded from other economic opportunities but increasingly, many are “pulled” to entrepreneurship because of the opportunity to work for themselves and to grow a business. In recent years the number of entrepreneurship programs targeting newcomers and racialized people has grown significantly, with large government programs such as the Black Entrepreneurship Strategy as well as targeted procurement.

There are now entrepreneurship training programs offered by culture-specific organizations addressing topics such as leadership, financial literacy, pitching and developing a business plan. A large percentage of the mapped organizations use an intersectional lens to offer training to the communities they serve. The ARGANA: Association of Moroccan-Canadian Women, for example, offers the Become your own boss... It's possible program that focuses on Francophone immigrant women. The Black Business and Professional Association has collaborated with the Women Entrepreneurship Knowledge Hub (WEKH) to offer workshops for Black women who are pursuing entrepreneurship. Workshops include managing data, accessing capital, networking, and navigating the Canadian market.²⁶⁴ The BBPA Boss Women Entrepreneurship Training is one example and the recent Rise Up pitch competition attracted more than 1700 Black women, many of them newcomers. The Refugee Career Jump Start Project in Alberta, BC and Ontario, offer the Entrepreneurship 360 program that focuses mainly on Financial Literacy. The de Sedulous Woman in Alberta also offers an entrepreneurship training program for Black newcomer women entrepreneurs and focuses on taxation, financial literacy, marketing and promotion. Scadding Court Community Centre with the Diversity Institute offers the Newcomer Entrepreneurship Hub, which provides training as well as access to low cost retail space and market testing; another program, the Women’s Entrepreneurship Hub, also provides similar training to women, with many of them being newcomers.

The Canadian Arab Women’s Association in Kitchener, Ontario offers programs and events to encourage innovative small businesses. There are also groups that focus on delivering entrepreneurship programs to youth. The Iranian Canadian Teens Club, which has provincial funding, offers the Leadership and Skill Development for Youth program. The program engages Iranian youth, who are members of the organization and provides leadership and financial literacy workshops, building the capacity of immigrant youth to engage in entrepreneurial pursuits.

Some of the challenges with entrepreneurship training programs for newcomers are a result of fragmentation in the ecosystem, which does not connect programs to stages of development, access to funding, access to mentors, coaches and culturally appropriate supports and assessment of long term outcomes. While there are anecdotal success stories, and evidence that entrepreneurship training is an effective form of experiential learning regardless of one’s career trajectory, only a few programs have longitudinal evaluations.

Effective Training Programs for Newcomers

The analysis of programs was not comprehensive but does suggest some overall patterns and issues that need to be addressed.

- There are limited culture-specific services for newcomers beyond language training.
- Most services are located in urban areas, widening the gaps in access to services for newcomers.
- Training for skills that are needed in a post-pandemic environment are limited.
- Larger organizations and professional associations may offer programming needed by highly skilled newcomers but may lack the expertise needed to effectively engage with and support newcomers and racialized people.
- Except for the language training programs, most of the programs analyzed had limited evidence of competency frameworks or skills assessments.
- There was limited evidence of employer engagement in the programs reviewed. While SMEs account for 90% of private sector employment in Canada, they were almost absent for the programs reviewed.
- The provision of wrap around supports was uneven -some programs did offer supports including transportation, childcare, mental health and social worker support, access to loans, WIL or subsidies but these are uneven
- Few programs have comprehensive evaluations or are transparent about outcomes.

Conclusions and Recommendations

Currently in Canada, there are challenges in the skills and employment ecosystem in terms of the supply (job seekers), demand (employers) and intermediaries (service providers). A systematic approach is needed, which must be based on careful analysis of disaggregated data to understand where the barriers and friction occur. There are areas where newcomers and racialized Canadians need support in developing their skills and capacities. Employers must also embrace more inclusive approaches when evaluating the skills of newcomers and racialized people. Despite holding equal or greater educational attainment levels as Canadian-born and non-racialized individuals, newcomers and racialized people continue to experience lower levels of employment. Service providers that involve employers in the skills development process are critical to ensure that the skills being taught and that they are relevant to what is in demand in the labour market. Evidence-based approaches can reduce friction and help build more accountable and cost-effective solutions, but the first step is to recognize the complex nature of the problem and the nuanced differences facing different populations, different sectors, different regions and sizes of organizations.

Below are some recommendations identified in the literature review to address employment barriers at the societal, organizational and individual levels.

Societal level: Policies and programs

Government has a major role to play in promoting the enabling conditions for newcomer success.

- Develop a “whole of government” national skills and employment strategy for newcomers (and other equity deserving groups) that addresses employer needs, labour market trends, immigration policy especially the point systems, and promotes collaboration and coordination rather than fragmentation.
- Ensure a demand side perspective and include SMEs, which account for 90% of private sector employment.
- Support pre-arrival orientation and training for newcomers to shape expectations and build skills needed for success.
- Building on the Skills for Success model, embed competency frameworks across federal government agencies which support training programs (ESDC, ISED, IRCC, WAGE), which allow them to define, assess, develop and utilize skills as a minimum and work with industry to standardize professional and occupational competency frameworks.
- Continue to improve the collection and analysis of disaggregated data, linking to administrative data. Doing so will enable better impact evaluation of government-funded programs, and the identification of best practices and value for money programs to help determine what works and for whom.
- Systematically address the barriers to employment in policies, employers, and regulators of professions and trades. Governments can use both regulation and incentives, built into funding programs to promote inclusive practices as well as providing supports (for example, leveraging the 50 - 30 Challenge).
- Ensure an intersectional lens is applied to consider gender, race, disability and other dimensions of diversity in designing policies and programs and require clear and specific strategies from proponents.
- Tie funding to employment outcomes - support innovative new approaches to language training, employer centered programming, WIL, and targeted professional and occupational skills.
- Recognize entrepreneurship as a legitimate pathway for newcomers and strengthen the linkages in the entrepreneurship ecosystem for newcomers.

- Develop authentic relationships and collaborative program delivery with intermediaries led by immigrants with deep expertise in supporting diverse newcomer populations.
- Develop consistent and coherent evaluation frameworks that support innovation and the development of best practices that can be adapted, replicated and scaled.
- Improve wayfinding and “one stop shopping” for newcomers, across service providers.
- Reduce fragmentation and promote collaboration.
- Provincial governments and their regulatory bodies, which are responsible for workplace hiring and practices, should facilitate the overall employment processes – for example, actions by the Province of Ontario on regulated professions have promise.

Organizational level: Skills training, employment engagement, and services

The ecosystem consists of many organizations - intermediaries which provide services and training, employers, and educational institutions all of whom have roles to play in developing delivery strategies. Some of these include:

- Develop and deliver programs during the pre-arrival period including language and bridging for regulated professions.
- Employers need to be put at the centre of employment programs. Training programs are often designed for newcomers who must link to real jobs. Organizations such as the Immigrant Employment Councils (IECs) treat employers as clients engaging with them as partners in program design and delivery.
- Ensure that bridging programs provide pathways to practice - many do not deliver on their promises because of the lack of access to work experience required.
- Link language and occupational training to employers, so that newcomers build connections and opportunities more seamlessly.
- New employer-focused intermediaries emphasize training for high demand skills and placements along with technology enabled job matching platforms, such as Magnet, which have produced measurable results.
- Link language and occupational training to employers.
- Develop inclusive career counselling with appropriate wrap around supports.
- Provide incentives and supports to help employers, particularly SMEs, create more diverse and inclusive workplaces and enable these employers to better harness the talent of newcomers (i.e., by learning to recognize and assess international credentials and experience).
- Develop an apprenticeship type model to integrate newcomers into the labour market with WIL opportunities.
- Work with professional associations, trades and sectoral councils to streamline pathways in regulated professions and trades.

Individual Level

We need to recognize the importance of appropriate knowledge, skills and behaviours not just for newcomers but for all actors in the ecosystem. Some of these include:

- Increased knowledge skills for inclusion, anti racism, about privilege and providing unconscious bias training.
- Understanding of microaggressions and how to address them.
- Commitment to inclusive education, training and work environments.

- Prioritize language training, skills for success, professional skills, intercultural skills and job search skills for newcomers
- Ensure policy makers and intermediary service providers have appropriate training on bias, cultural competencies, and trauma informed approaches
- Promote training for employers on how to recruit, retain and engage with diverse employees and to create inclusive workplaces.

A Path Forward for Research

Future research on the foundational and transferable skills of racialized Canadians and newcomers needs to have better and more consistent data on the impacts of training programs, especially language training programs, which are critical to the integration process.

Additionally, programs should compare Canada to other countries' jurisdictions so that best practices can be tailored for internationally educated professionals, especially those in health care. For example, researchers found that Australia had superior outcomes for skilled migrants compared to Canada. They found that in Australia, less than 5% of internationally educated nurses arriving in Australia between 2009-2016 earn less than 50% of the field's median income.²⁶⁵ In contrast, in Canada, over 50% of internationally educated nurses earned less than half of the median income of their intended profession.²⁶⁶ Further, Australia has been using a series of best practices, such as improving foreign credential recognition, deregulation, using an outcome-based approach, to successfully transition the international educated nurses into skill commensurate employment, with them representing 29% of registered nurses in Australia versus only 9% of the nursing workforce in Canada.^{267, 268} More comparative studies could help identify best practices that could be implemented in the Canadian context.

One of the primary shortcomings of this report stems from the lack of publicly available data on racialized populations. At present, the monthly LFS data compiled by Statistics Canada can only be delineated based on immigration status and gender. Data on racialized status is not collected (or at least provided) as part of this data set. It would be of tremendous value if data on additional equity-deserving groups was collected in future LFSs. The government of Canada currently collects such data every 5 years as part of the Census of Population but having a timelier dataset available, as well as one that can be cross-referenced with employment parameters beyond just employment/unemployment, would allow for more granular inferences to be drawn. Similarly, including such data within the LFS would also allow for the application of an intersectional lens, such as gender as well as race, and immigration status, to the analysis. On a smaller scale, ESDC may administer similar surveys to a smaller sample of the population. Whereas the LFS collects data on tens of thousands of labour force participants, ESDC may be able to collect information on 1,000 program participants instead - a smaller sample size can still provide valuable insights. One way to do this would be to leverage ESDC's program partners to collect data from participants in their programs.

Further data collection on employment skills would also benefit future research in this area. Currently, only data on education level is collected by Statistics Canada as part of the Labour Force Survey and Census of Population. This data may be further broken down into fields of study, which would allow for comparisons across different industries where equity-deserving groups frequently experience challenges, in STEM occupations, for example. Similarly, data on international versus domestic education (i.e., did the individual obtain their education in Canada or abroad) and accreditation status

(i.e., did a newcomer obtain accreditation for their international degree or training in Canada?) would also allow for more meaningful analysis and conclusions. Finally, there may also be value in collecting data on whether an individual has accessed any skills development programs outside of the traditional education system, such as community-based programs, like those discussed in this report.

Skills-based data can be further bolstered by including measures of actual skills in surveys. For example, the National Occupational Classification (NOC) and the Federal Government's Skills and Competencies Taxonomy could both be integrated into the Labour Force Survey, or used to create a separate survey altogether. Educational background only tells us a small part of the story when it comes to training and skills development.

Research Topic 1: Longitudinal research on educational and skills attainment of newcomers

Background: Current data sets typically look at only the education rates among newcomers. Little research exists on the employment outcomes of newcomers following education or training. Furthermore, even less research exists on the long-term career outcomes for newcomers.

Knowledge Gaps: Need to identify the presence of barriers in the education and skills development systems as newcomers navigate the Canadian labor landscape

Research Questions:

- To what degree do newcomers develop their skills when they arrive in Canada?
- How long does it take for newcomers to re-educate/re-skill in Canada?
- How many times do immigrants re-skill in Canada compared to the rest of the population?

Suggested Research Methods: Adopt a quantitative research design, surveying participants at specific points in time (i.e., within one year of arriving in Canada, within 5 years of living in Canada, etc.). This would help us understand how newcomers approach training as well as how many programs they engage in over a specific period of time. Alternatively, studies of participants' experiences before and after completing training programs can also provide valuable insights into the effectiveness of training programs and help us understand participant attitudes towards programs at different stages of the training process and the long-term impact on career.

Research Topic 2: Explore the systemic challenges faced by disadvantaged groups

Background: Very few qualitative studies on the training experiences of newcomers in Canada have been conducted. Most of the research thus far focuses on measuring education and employment rates. However, to truly understand the breadth of the barriers faced by newcomers, one must actually speak to newcomers about these issues. Furthermore, research on the intersectional experiences of newcomers is lacking. That is to say, those newcomers who are also women, racialized people, members of the 2SLGBTQ+ community, or persons with disabilities face compounded barriers that are often overlooked in quantitative research. Qualitative studies have the potential to unravel many of these issues.

Knowledge Gaps: Lack of understanding of the specific challenges that members of different disadvantaged groups face, and the social factors - like, family, community, education system, etc. - that either enforce or tear down those barriers.

Research Questions:

- What challenges do newcomers face with skills development and employment in Canada?
- How do newcomers experience the training and education landscape in Canada?
- Do newcomers feel adequately supported by existing programs? What areas can be improved upon?
- What role does intersectionality play in the challenges faced by newcomers?

Suggested Research Methods: Adopt a qualitative research design. Conduct interviews with members of different disadvantaged groups (Black, racialized people, newcomers) to explore the barriers they faced vis-a-vis transferring education and skills, accessing gainful employment, and progressing in their career among others.

Conclusion

There are challenges in the skills and employment ecosystem in terms of the supply (job seekers), demand (employers) and intermediaries (service providers) in the Canadian labour force. Hence, there is a greater need for a more robust systematic approach that is based on careful analysis of disaggregated data to further understand where the barriers and friction occur, as there are untapped areas where newcomers and racialized Canadians continue to need support in developing their skills and capacities.

There are ways in which governments can better align policies and reduce fragmentation while strengthening our understanding of what works for whom and incentivizing more effective and collaborative programming among stakeholders.

The needs of employers, particularly SMEs, should be central to training programs. At the same time employers must be encouraged to expand their talent pools and embrace more inclusive approaches to recruiting, selective and promoting newcomers.

Service providers must involve employers in the skills development process to ensure that the skills being taught are relevant to what is in demand in the labour market. More focus on employment outcomes, on wrap around supports and innovative approaches is key.

The problem is undoubtedly complex but evidence-based approaches can reduce friction in the skills and employment ecosystem and help build more accountable and cost-effective solutions.

Appendix A – Methodology

Databases and Websites Searched

- Canadian Business & Current Affairs Database (CBCA)
- Emerald Journals
- EbscoHost
- Sage Journals
- Taylor & Francis Online
- Google Scholar

Eligibility Criteria

Inclusion Criteria	Exclusion Criteria
<ul style="list-style-type: none"> • Women • Racialized people or visible minority (VM) • Immigrants/newcomers • Indigenous Peoples • People with disabilities • 2SLGBTQ+ • Intersectional groups • Employment • Skills development • Adult learning • Service has a wraparound component • Time period: 2000 – present • Language: English • Methods: Qualitative, quantitative, Mixed methods, secondary research • Geographic scope: Canada 	<ul style="list-style-type: none"> • Non-employment/skills development related wraparound services • Services for children • Language: Not English • Geographic scope: Not Canada

Search Terms

Search terms included “barriers,” “immigrant employment,” “employment,” “employment services,” “unemployment,” “newcomers,” “immigrants,” “immigration streams,” “credentials,” “intersection,” “racialized,” “discrimination,” “integration,” “recognition credentials,” “Nova Scotia,” “Ontario,” “Canada,” “economic migration,” “economy,” “economic activities,” “settlement services,” “intersection,” “covid,” “education,” “bridge training,” and “bridge training programs”. This search did not exclude results related to non-underrepresented groups in order to capture as wide a range of sources as possible.

Year Range for Sources

A search of recent literature (2000–present) was prioritized in order to ensure that the latest developments in the field are incorporated into the review. However, seminal works from earlier years were also included.

Source Types

- Books
- Newspapers
- Reports
- Scholarly journals
- Trade journals
- Wire feeds

Appendix B – Best Practices

1. The Women's Entrepreneurship Hub (WE-Hub) is an integrated pathway to entrepreneurship for self-identifying women. Since 2018, the Diversity Institute, in partnership with Scadding Court Community Centre, has run the WE-Hub. A total of 230 participants have accessed the program, with about one quarter of the participants being newcomers. Nearly half (48%) of program participants self-reported as belonging to a vulnerable community, including 2SLGBTQ+, racialized people, persons with a disability, and Indigenous Peoples. The program has multiple objectives that pertain to increasing entrepreneurial skills, facilitating access to financing resources, providing concrete business testing opportunities and building social capital through networking opportunities and mentorship support. To ensure accessibility, WE-Hub provides wraparound support, such as counseling referrals, settlement services, literacy support, transit fees and childcare. Survey results show that 85% of participants increased their knowledge and skill sets. A key feature of the program is the diversity of its instructors, the majority of whom identified as women (79%) and racialized (63%).²⁶⁹ Intentional recruitment of racialized and women instructors was positively correlated with satisfaction rates, with many participants remarking that being provided with the opportunity to learn from instructors with similar life experiences instilled them with a sense of confidence about what they can accomplish.
2. NPower runs a successful training and job placement program to provide participants with free digital and professional skills training that are highly sought after by industry. Around 88% of program participants are from racialized groups, 43% are newcomers, and 10% self-identify as a person with a disability. The curriculum is practical and

relevant, with over 100% of employer supervisors reporting that NPower graduates consistently meet or exceed expectations.²⁷⁰ Key to NPower's success are its important partnerships with employers. For example, in 2020, NPower partnered with Google to upskill 1700 low-income, diverse young adults for careers in information technology. Participants that successfully complete the program obtain certifications recognized by Google.

3. Launched in 2019, the Facilitating Access to Skilled Talent (FAST) program takes a dual-client approach to skills development in order to prepare immigrants for the labour market while connecting Canadian employers with skilled talent. FAST provides occupation-specific competency assessment and gap training to equip incoming and landed immigrants with industry standard cultural and technical skills. The pilot evaluation showed impressive results: two-thirds of clients found employment in their field within the first month of arriving in Canada, and the program received a 90 percent satisfaction rate from participants.²⁷¹ While FAST is led by the Immigration Employment Council of British Columbia, program offerings span beyond the borders of British Columbia due to partnerships with other immigrant-serving organizations such as Immigrant Services Association of Nova Scotia (ISANS), ACCES Employment Ontario, Success Skills Centre Manitoba, and TRIEC.
4. Developed by the Immigrant Employment Council of British Columbia (IECBC) in collaboration with Canadian employers, the Applied Skills Curriculum to Employer Newcomer Development (ASCEND) program is a demand-focused employment-readiness program that provides essential soft-skills training through interactive online modules as well as virtual and in-person workshops. The program was developed in collaboration with employers, HR experts, Service Delivery Partners, and skilled immigrants as a way to address challenges in hiring, onboarding and retaining newcomers in the workplace. Since it first launched, ASCEND has already been delivered to 155 skilled newcomers across 17 cohorts in the provinces of British Columbia and Ontario and expected to soon expand to Alberta and Saskatchewan with promising outcomes.²⁷²
5. ACCES Employment has several programs to support jobseekers from diverse backgrounds, (with 78% of 2021 clients being immigrants) who are facing barriers integrating into the Canadian job market. Its Ontario Bridge Training Programs (OBTP) connects internationally trained professionals with employment in their field including engineering, financial services, human resources, information technology, leadership, sales and marketing and supply chain. OBTP projects deliver targeted and short-term training to help participants meet requirements for licensure and/or registration in regulated professions, and employer needs in non-regulated, high-skill occupations. In 2021, 81% of clients secured employment that reflected their skills and experience.²⁷³
6. In partnership between the Diversity Institute and Scadding Court Community Centre, the Newcomer Entrepreneurship Hub (NEH) is a training initiative that provides a

pathway to entrepreneurship for newcomers who want to start a business. In addition to practical entrepreneurship training, the program provides participants opportunities to test their products or services as well as mentorship support. NEH participants have spanned diverse groups, representing over 30 countries of origin. An average rating by all cohorts and participants shows 75% of participants found NEH training increased their skills and knowledge.²⁷⁴ One of the elements important to its success is attributed to it being designed as a holistic development and support program. Wraparound support services such as childminding and translation are provided to maximize participation and access. In addition to covering the basics of launching a start-up, training also includes soft skills that are fundamental to Canadian business culture.

7. The Saskatchewan Intercultural Association's Learning Interculturalism Through Employment (LITE) program teaches employment skills and intercultural awareness to Indigenous and Newcomer youth in Saskatoon. Through the program, participants also receive paid work experience. The Saskatchewan Intercultural Association has built partnerships with various organizations to provide work placements, including SheNative, Pharmasave, Home Inn & Suites, Saskatoon Food Bank and Learning Centre, CHEP, YMCA, Cree Way Gas, Relay, and others. In 2020, LITE served 30 participants including newcomers (permanent residents and refugees) from countries as diverse as Armenia, Brazil, Pakistan, India, Iran, Nigeria, Bangladesh, etc. As of March 2021, 23 participants became employed or returned to school following completion of the LITE program.²⁷⁵

8. The Black Business and Professional Association's (BBPA) Boss Women Entrepreneurship Training provides future skills and entrepreneurship training through a boot camp style program for Black women entrepreneurs. Since 2020, the BBPA in partnership with the Diversity Institute, has run the Boss Women program with 3 cohorts of women, with a total of 873 participants who have accessed and 425 who completed the program. The majority of Boss Women participants were born outside of Canada (48.6%), are single (56%), and reported having children (56%). The program has had a high rate of satisfaction among participants: 83% of participants reported acquiring new skills to address challenge(s) of operating a business; 91% reported that the training was relevant to their business development; and 90% were satisfied with the overall program.²⁷⁶

Appendix C – Regional Mapping of Programs Based on Skills other than Language

Skills	Atlantic Canada	Central Canada	The Prairies	Western Canada
Digital Literacy	A.D.A.M	Argana - Association of Moroccan-Canadian Women	Action for Healthy Communities of Edmonton	DiverseCity Community Resources Society
	Greater Fredericton Community Economic Development Agency Inc (operating as Planet Hatch)	Black Business and Professional Association	Calgary Catholic Immigration Society (CCIS)	Immigrant Services Society
		Canadian Centre for Victims of Torture (CCVT)	Calgary Immigrant Women's Association	Kelowna Community Resources (KCR)
		Careers Education Empowerment	Changing Together: A Centre for Immigrant Women (CTCIW)	S.U.C.C.E.S.S
		Ethiopian Association in the Greater Toronto Area	de Sedlous Woman	South Okanagan Immigrant and Community Services

Skills	Atlantic Canada	Central Canada	The Prairies	Western Canada
		Heritage Skills Development Centre (HSDC)	EDGE Skills Centre Inc.	TECHNATION CANADA (formerly Information Technology Association of Canada (ITAC))
		HMC Connections	G(irls)20	Umoja Operation Compassion Society [of British Columbia]
		Humber College Institute of Technology & Advanced Learning	Immigrant Centre Manitoba Inc.	Immigrant Employment Council of BC
		Impact Hub Ottawa	Indo Canadian Women's Association (ICWA)	
		Indigenous Friends Association	TECHNATION CANADA (formerly Information Technology Association of Canada (ITAC))	
		Jamaican Canadian Association	The Immigrant Education Society	
		Jean Augustine Centre for Woman and Girls	The Prince Albert Multicultural Council	
		Neighbourhood Link Support Services	University of Alberta	
		NPower Canada		
		Ogaden Somali Community Association		
		Peel Multicultural Council		
		Refugee Career Jump Start Project		
		Rwandan Canadian Healing Centre		

Skills	Atlantic Canada	Central Canada	The Prairies	Western Canada
		TECHNATION CANADA (formerly Information Technology Association of Canada (ITAC))		
		The Career Foundation		
		Centre d'Encadrement pour les Jeunes Femmes Immigrantes (CEJFI)		
		Comité d'adaptation de la main d'œuvre pour les personnes immigrantes (CAMO-PI)		
		Alpha Bellechasse		
		Strategie Carriere		
Occupational Skills	Canadian Alliance for Skills and Training in Life Sciences (CASTL) (formerly: Prince Edward Island BioAlliance)	ACCES Employment	Alberta International Medical Graduate Association (AIMGA) [Graduate School]	Back in Motion
	Food Processing Skills Canada	Black Mentorship Inc	Bredin Centre for Learning	DiverseCity Community Resources Society
	Greater Fredericton Community Economic Development Agency Inc (operating as Planet Hatch)	Catholic Centre for Immigrants	Calgary Catholic Immigration Society (CCIS)	Energy Safety Canada
	Immigrant Employment Council of BC (IEC-BC)	Catholic Community Services of York Region (CCSYR)	Calgary Immigrant Women's Association (CIWA)	Immigrant Employment Council of BC (IEC-BC)

Skills	Atlantic Canada	Central Canada	The Prairies	Western Canada
	Murphy Centre Inc.	Centre for Immigrant and Community Services (CICS)	EDGE Skills Centre Inc.	Immigrant Services Society
	Pier Labs	COSTI Immigrant Services	Edmonton Region Immigrant Employment Council (ERIEC)	Inter-Cultural Association of Greater Victoria
	University of New Brunswick (Pond Deshpande Centre) Noulab	CPAC	Energy Safety Canada	Kelowna Community Resources (KCR)
		CultureLink Settlement Services	Enhanced English Skills for Employment	MOSAIC - Multilingual Orientation Service Association for Immigrant Communities [MOSAIC BC]
		Food Processing Skills Canada	Foresight Cleantech Accelerator Centre	Pacific Immigrant Resources Society
		Heritage Skills Development Centre (HSDC)	Global Gathering Place Inc.	Progressive Intercultural Community Services Society (PICS)
		Immigrant Culture and Art Association	Higher Education Strategy Associates	S.U.C.C.E.S.S
		Immigrant Services-Guelph-Wellington	Immigrant Services Calgary Society	South Okanagan Immigrant and Community Services
		Job Skills	Making Changes Employment Association of Alberta	Umoja Operation Compassion Society [of British Columbia]
		Learning Enrichment Foundation	Newcomers Employment Development	

Skills	Atlantic Canada	Central Canada	The Prairies	Western Canada
			Services (N.E.E.D.S.) Inc.	
		Malton Neighbourhood Services	Regina Immigrant Women Centre	
		Mennonite New Life Centre of Toronto	Regina Open Door Society	
		National Capital Region YMCA-YWCA - Newcomer Information Centre (NIC)	Saskatchewan Intercultural Association	
		New Circles Community Services	Saskatchewan Polytechnic	
		Parkdale Intercultural Association	Solomon College	
		Progress Career Planning Institute	TECHNATION CANADA (formerly Information Technology Association of Canada (ITAC))	
		The Career Foundation	The Immigrant Education Society	
		The Michener Institute of Education at UHN	The Social Research and Demonstration Corporation	
		Toronto Region Immigrant Employment Council (TRIEC)	University of Alberta	
		Urban Rez Solutions Social Enterprise	University of Ontario Institute of Technology Faculty of Health Sciences	
		Venture for Canada		

Skills	Atlantic Canada	Central Canada	The Prairies	Western Canada
		Welland Heritage Council and Multicultural Centre		
		Wesley Urban Ministries		
		Weston Frontlines Centre		
		Women's College Hospital		
		Working Skills Centre (WSC)		
		Centre d'Encadrement pour les Jeunes Femmes Immigrantes (CEJFI)		
		Youth Employment Services Montreal (YES)		
		Le Pignon Bleu		
		Le Piolet		
		Recyclage Vanier		
		Communauté allemande de Québec		
		Communauté allemande de Québec		
		Union des Tunisiens de Québec		
Entrepreneurship	3+ Economic Development Corporation	Carrefour jeunesse-emploi de la Capitale Nationale (CJECN)	Action for Healthy Communities of Edmonton	DiverseCity Community Resources Society
		Carrefour Jeunesse Emploi D'abitibi-Est	de Sedlous Woman	Immigrant Services Society
		ACCES Employment	G(irls)20	North Shore Multicultural Society

Skills	Atlantic Canada	Central Canada	The Prairies	Western Canada
		Access Community Capital Fund	Startup Edmonton	Progressive Intercultural Community Services Society (PICS)
		Afro Canadian Caribbean Association of Hamilton	Supporting Employment and Economic Development (SEED) Winnipeg Inc.	S.U.C.C.E.S.S
		Agincourt Community Services Association	The Immigrant Education Society	The YMCA of Greater Vancouver
		Argana - Association of Moroccan-Canadian Women		
		Association Canadienne-Française de L'Ontario Conseil Régional Des Milles-Illes (ACFOMI)		
		Association of Black Entrepreneurs & Professionals of Ottawa-Gatineau		
		Bangladeshi-Canadian Community Services (BCS)		
		Black Business and Professional Association		
		Canadian Arab Women Association		
		Careers Education Empowerment		
		Catholic Crosscultural Services		
		Centre for Immigrant and Community Services (CICS)		

Skills	Atlantic Canada	Central Canada	The Prairies	Western Canada
		Conseil des Organismes Francophones de la Région de Durham		
		COSTI Immigrant Services		
		CultureLink Settlement Services		
		Heritage Skills Development Centre (HSDC)		
		Indus Community Services		
		Job Skills		
		La Passerelle - Intégration et Développement Économique (I.D.É)		
		Learning Enrichment Foundation		
		New Canadians' Centre of Excellence Inc.		
		Niagara Folk Arts Multicultural Centre		
		North York Community House		
		Peel Multicultural Council		
		Philippine Centre Canada		
		Refugee Career Jump Start Project		
		Scadding Court Community Centre		
		Scale Without Borders		
		Skills for Change		
		Somali Centre for Family Services		

Skills	Atlantic Canada	Central Canada	The Prairies	Western Canada
		Welland Heritage Council and Multicultural Centre		
		West Neighbourhood House		
		Working Women Community Centre (WWCC)		
		Worldskills Employment Centre		
		YMCAs of Cambridge and Kitchener & Waterloo		
		YWCA Toronto		

Appendix D – Programs Scan

Canada-wide programs

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Foresight Cleantech Accelerator Centre	Skills for a Clean Economy	No specific focus	Occupational/Professional Skills: Green/Clean Economy Tech	Canada-wide		Yes	
The Social Research and Demonstration Corporation	A Pay-for-Performance Model for Skills Training	No specific focus	Occupational/Professional Skills: Manufacturing	Canada-wide	Multiple	Yes	

Alberta

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Action for Healthy Communities of Edmonton	Computer Class	No specific focus	Language Training: Digital Literacy skills, internet and email skills	Alberta	Edmonton	No	https://a4hc.ca/
Action for Healthy Communities of Edmonton	English Language Learning Class	No specific focus	Language Training	Alberta	Edmonton	No	https://a4hc.ca/
Action for Healthy Communities of Edmonton	Entrepreneurship Supports Program	No specific focus	Entrepreneurship Training: business development skills, knowledge of Canadian legislation, business operations	Alberta	Edmonton	No	https://a4hc.ca/
Action for Healthy Communities of Edmonton	Literacy Class For Newcomers	No specific focus	Language Training: Digital Literacy skills, general English language skills	Alberta	Edmonton	No	https://a4hc.ca/
Agape Language Centre	ESL Program	No specific focus	Language Training	Alberta	Calgary	Yes	https://agapelanguagecentre.com/
Agape Language Centre	LINC Program	No specific focus	Language Training	Alberta	Calgary	Yes	https://agapelanguagecentre.com/
Alberta International Medical Graduate Association (AIMGA) [Graduate School]	Alberta Clinical and Surgical Assistant Program (ACSAP)	No specific focus	Occupational/Professional Skills: Patient care services, clinical and/or surgical coverage roles	Alberta	Calgary	Yes	https://aimga.ca/
Alberta International Medical Graduate Association (AIMGA) [Graduate School]	Career Transition Program	No specific focus	Occupational/Professional Skills: understanding of Canadian healthcare system, relevant skill set Language Training: Job preparation, workplace communication strategies	Alberta	Calgary	Yes	https://aimga.ca/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Alberta International Medical Graduate Association (AIMGA) [Graduate School]	CaRMS Preparation Program	No specific focus	Occupational/Professional Skills: medical skills, understanding of Canadian healthcare system	Alberta	Calgary	Yes	https://aimga.ca/
Alberta International Medical Graduate Association (AIMGA) [Graduate School]	IELTS Preparation Program	No specific focus	Language Training: IELTS preparation to meet the language proficiency requirements for the licensure process	Alberta	Calgary	Yes	https://aimga.ca/
ASSIST Community Services Centre	LINC Classes	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies	Alberta	Edmonton	Yes	http://assistcsc.org/en/about-us-en.html
Bredin Centre for Learning	International Pharmacy Bridging	No specific focus	Occupational/Professional Skills: pharmaceutical skills	Alberta	Edmonton	No	https://bredin.ca/
Calgary Bridge Foundation for Youth	Mentorship Program	No specific focus	Language Training: Job preparation, workplace communication strategies, personal development	Alberta	Calgary	Yes	http://www.cbfy.ca/
Calgary Bridge Foundation for Youth	Transitioning Into Post-Secondary (TIPS)	No specific focus	Language Training: career planning, networking	Alberta	Calgary	Yes	http://www.cbfy.ca/
Calgary Catholic Immigration Society (CCIS)	4th Class Power Engineering Training Program	No specific focus	Occupational/Professional Skills: training in boilers, steam and gas turbines, generators, gas, diesel and internal combustion engines etc.	Alberta	Calgary	No	https://www.ccisab.ca/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Calgary Catholic Immigration Society (CCIS)	Career Bridge Workshop	No specific focus	Language Training: Job preparation, workplace communication strategies	Alberta	Calgary	No	https://www.ccisab.ca/
Calgary Catholic Immigration Society (CCIS)	Computer Training	No specific focus	Language Training: Digital Literacy skills, keyboarding skills	Alberta	Calgary	No	https://www.ccisab.ca/
Calgary Catholic Immigration Society (CCIS)	Employment Communication Workshop	No specific focus	Language Training presentation skills, ethics training, professional accreditation, networking and mentoring	Alberta	Calgary	No	https://www.ccisab.ca/
Calgary Catholic Immigration Society (CCIS)	Foundational Construction Trades (FCT) Training	No specific focus	Occupational/Professional Skills: construction skills	Alberta	Calgary	No	https://www.ccisab.ca/
Calgary Catholic Immigration Society (CCIS)	Industrial Mechanic (Millwright)	No specific focus	Occupational/Professional Skills: millwright or machining trades	Alberta	Calgary	No	https://www.ccisab.ca/
Calgary Catholic Immigration Society (CCIS)	Information & Technology Bridging Program	No specific focus	Occupational/Professional Skills: IT occupational skills training	Alberta	Calgary	No	https://www.ccisab.ca/
Calgary Catholic Immigration Society (CCIS)	Language Instruction for Newcomers to Canada (LINC)	No specific focus	Language Training	Alberta	Calgary	No	https://www.ccisab.ca/
Calgary Catholic Immigration Society (CCIS)	Mentorship for Integration	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies	Alberta	Calgary	No	https://www.ccisab.ca/
Calgary Immigrant Women's Association (CIWA)	Bridge to Success for Professional Immigrant Women	No specific focus	Language Training: personal development, workplace culture, workplace communication strategies	Alberta	Calgary	No	https://www.ciwa-online.com/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Calgary Immigrant Women's Association (CIWA)	Career Services for Foreign Trained Professionals	No specific focus	Language Training insights into the Canadian workplace, job search skills etc. Occupational/Professional Skills: Digital Literacy (such as MS Office Suite, Optimal Resume, Survey Monkey, Prezi), accounting skills (for applicable participants)	Alberta	Calgary	No	https://www.ciwa-online.com/
Calgary Immigrant Women's Association (CIWA)	Child Development Worker Training	No specific focus	Occupational/Professional Skills: occupational language training, Child Development Worker Certification	Alberta	Calgary	No	https://www.ciwa-online.com/
Calgary Immigrant Women's Association (CIWA)	Childcare Training for Low Literacy Immigrant Women	No specific focus	Language Training Canadian workplace preparation, job search skills Occupational/Professional Skills: skills required of a Child Development Assistant	Alberta	Calgary	No	https://www.ciwa-online.com/
Calgary Immigrant Women's Association (CIWA)	Childcare Training Pathway	No specific focus	Language Training: Job preparation, workplace communication strategies Occupational/Professional Skills: skills required of a Child Development Assistant, First Aid and CPR Certification	Alberta	Calgary	No	https://www.ciwa-online.com/
Calgary Immigrant Women's Association (CIWA)	Fast Track Employment Training for Immigrant Women	No specific focus	Language Training: Job preparation, workplace communication strategies	Alberta	Calgary	No	https://www.ciwa-online.com/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
			Occupational/Professional Skills: skills required of a security professional, skills to deliver quality service at front desks				
Calgary Immigrant Women's Association (CIWA)	Food Service Training	No specific focus	Language Training Canadian workplace preparation Occupational/Professional Skills: food service vocabulary, proserve training, customer service skills	Alberta	Calgary	No	https://www.ciwa-online.com/
Calgary Immigrant Women's Association (CIWA)	HIPPY - Home Instruction for Parents of Preschool Youngsters	No specific focus	Language Training: English language enhancement	Alberta	Calgary	No	https://www.ciwa-online.com/
Calgary Immigrant Women's Association (CIWA)	Labour Market Bridging for Volunteers: Interpretation and Translation	No specific focus	Digital Literacy: training in Microsoft office, Publisher and Powerpoint Language Training: Job preparation, workplace communication strategies Occupational/Professional Skills: interpreter preparation and training	Alberta	Calgary	No	https://www.ciwa-online.com/
Calgary Immigrant Women's Association (CIWA)	Language Instruction for Newcomers to Canada	No specific focus	Language Training	Alberta	Calgary	No	https://www.ciwa-online.com/
Calgary Immigrant Women's Association (CIWA)	Line Cook Training	No specific focus	Language Training: Job preparation, workplace communication strategies;	Alberta	Calgary	No	https://www.ciwa-online.com/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
			Occupational/Professional Skills: preparation and assembly of dishes as per restaurant specifications				
Calgary Immigrant Women's Association (CIWA)	Links to Young Adult Employment	No specific focus	Language Training: Job preparation, workplace communication strategies, Canadian culture; Digital Literacy	Alberta	Calgary	No	https://www.ciwa-online.com/
Calgary Immigrant Women's Association (CIWA)	Modular Employment	No specific focus	Language Training: Job preparation, workplace communication strategies; Occupational/Professional Skills: housekeeping, room attendant, kitchen help	Alberta	Calgary	No	https://www.ciwa-online.com/
Calgary Region Immigrant Employment Council (CRIEC)	Mentor Match Program	No specific focus	Language Training: Canadian workplace culture, job preparation	Alberta	Calgary	Yes	https://www.criec.ca/
Central Alberta Refugee Effort (C.A.R.E.)	English as a Second Language (ESL)	No specific focus	Language Training	Alberta	Red Deer	Yes	http://immigrant-centre.ca/
Central Alberta Refugee Effort (C.A.R.E.)	Language Instruction for Newcomers – LINC	No specific focus	Language Training	Alberta	Red Deer	Yes	http://immigrant-centre.ca/
Centre for Newcomers	Life Skills For Immigrant Women	No specific focus	Language Training: general communication skills, life skills	Alberta	Calgary	No	https://www.centrefornewcomers.ca/
Centre for Newcomers	Multicultural Peer Mentorship For Professionals	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies, insights into	Alberta	Calgary	No	https://www.centrefornewcomers.ca/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
			the Canadian labor market				
Changing Together: A Centre for Immigrant Women (CTCIW)	Digital Literacy Classes	No specific focus	Digital Literacy Language Training: Employability skills	Alberta	Edmonton	No	http://www.changingtogether.com/
Changing Together: A Centre for Immigrant Women (CTCIW)	English as a Second Language (ESL) program	No specific focus	Language Training, general communication skills	Alberta	Edmonton	No	http://www.changingtogether.com/
Changing Together: A Centre for Immigrant Women (CTCIW)	Pre-employment Training Program	No specific focus	Language Training: interview skills	Alberta	Edmonton	No	http://www.changingtogether.com/
Edmonton Mennonite Centre for Newcomers (EMCN)	Part time Community English Classes	No specific focus	Language Training: general communication skills, life skills	Alberta	Edmonton	Yes	https://www.emcn.ab.ca/
Edmonton Region Immigrant Employment Council (ERIEC)	Career Mentorship	No specific focus	Language Training; Occupational/Professional Skills	Alberta	Edmonton	Yes	http://eriec.ca/
Edson and District Community Learning Society	English as a Second Language (ESL) program	No specific focus	Language Training: general communication skills	Alberta	Edson	No	http://www.edsonlearning.ca/
Equilibrium International Education Institute (EEI)	Equilibrium English 1 on 1	No specific focus	Language Training: general communication skills	Alberta	Calgary	Yes	http://www.equilibrium.ab.ca/
Equilibrium International Education Institute (EEI)	LINC Program	No specific focus	Language Training, general communication skills	Alberta	Calgary	Yes	http://www.equilibrium.ab.ca/
Flexibility Learning Systems	Language Instruction for Newcomers to Canada (LINC)	No specific focus	Language Training, general communication skills, life skills	Alberta	Lethbridge	Yes	http://flexibilitylearning.ca/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Immigrant Services Calgary Society	Advanced Literacy and Language Training in the Workplace	No specific focus	Occupational/Professional Skills: occupation specific communication skills	Alberta	Calgary	Yes	https://www.immigrantservicescalgary.ca/
Immigrant Services Calgary Society	Employment Project for Individuals With Low English Skills	No specific focus	Language Training: Job preparation, workplace communication strategies	Alberta	Calgary	Yes	https://www.immigrantservicescalgary.ca/
Indo Canadian Women's Association (ICWA)	Digital Literacy Program	No specific focus	Language Training; Digital Literacy: internet and email skills	Alberta	Edmonton	No	http://www.icwaedmonton.org/
Indo Canadian Women's Association (ICWA)	Language Proficiency Classes	No specific focus	Language Training: general communication skills	Alberta	Edmonton	No	http://www.icwaedmonton.org/
Indo-Canadian Women's Association	Digital Literacy Program	Not specified	Digital Literacy	Alberta	Edmonton	Status of Women in Canada; Service Canada	https://icwaedmonton.org/
Indo-Canadian Women's Association	Language Proficiency Classes	Not specified	Language Training: Conversational Language Skills	Alberta	Edmonton	Status of Women in Canada; Service Canada	https://icwaedmonton.org/
Making Changes Employment Association of Alberta	Employment and Life Skills	No specific focus	Language Training: Job preparation, workplace communication strategies	Alberta	Calgary	Yes	https://www.makingchangesassociation.ca/
Making Changes Employment Association of Alberta	Women in Technology	No specific focus	Language Training: Job preparation, workplace communication strategies Occupational/Professional Skills: Web Development Training	Alberta	Calgary	Yes	https://www.makingchangesassociation.ca/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Maple Leaf Academy	Intermediate to Advanced ESL	No specific focus	Language Training, general communication skills	Alberta	Calgary	Yes	http://www.mapleleafacademy.com/
Maple Leaf Academy	LINC Program	No specific focus	Language Training, general communication skills	Alberta	Calgary	Yes	http://www.mapleleafacademy.com/
Maple Leaf Academy	Making Anything Possible with Perseverance and Drive (MAPPeD)	No specific focus	Language Training: English language enhancement, life skills Language Training employability training	Alberta	Calgary	Yes	http://www.mapleleafacademy.com/
SAAMIS Immigration Services Association	Language Instructions for Newcomers to Canada (LINC)	No specific focus	Language Training, general communication skills, life skills	Alberta	Medicine Hat	Yes	http://www.saamisimmigration.ca/
Society of Brooks Community Adult Learning Council (BCALC)	Language Instruction for Newcomers to Canada (LINC)	No specific focus	Language Training, general communication skills	Alberta	Brooks	Yes	http://brooksllearning.ca/
Solomon College	Connections To Employment Program	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies	Alberta	Edmonton	No	https://solomoncollege.ca/
Solomon College	English As A Second Language (ESL) Program	No specific focus	Language Training, general communication skills	Alberta	Edmonton	No	https://solomoncollege.ca/
Solomon College	Food Service Supervisor Preparation Program	No specific focus	Language Training: Job preparation, workplace communication strategies Occupational/Professional Skills: skills for the food service industry	Alberta	Edmonton	No	https://solomoncollege.ca/
Solomon College	Hospitality Diploma	No specific focus	Language Training: Job preparation, workplace communication	Alberta	Edmonton	No	https://solomoncollege.ca/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
			strategies Occupational/Professional Skills: skills for the hospitality industry				
Solomon College	Key Workplace Language Training Training (KWEST)	No specific focus	Language Training: Job preparation, workplace communication strategies Occupational/Professional Skills: skills for the warehouse industry	Alberta	Edmonton	No	https://solomoncollege.ca/
Solomon College	Language Instruction For Newcomers To Canada (LINC) Program	No specific focus	Language Training, general communication skills	Alberta	Edmonton	No	https://solomoncollege.ca/
Taber and District Adult Learning Council	ESL Drop In	No specific focus	Language Training, general communication skills	Alberta	Taber	No	http://taberadultlearning.com/
The Immigrant Education Society	Advanced Accounting	No specific focus	Occupational/Professional Skills: Accounting skills (payroll, taxation principles, personal income taxes and business/corporate taxes, pensions and other employee benefits)	Alberta	Calgary	Yes	https://www.immigrant-education.ca/
The Immigrant Education Society	Advanced Computers	No specific focus	Occupational/Professional Skills: advanced excel skills such as mail merges, financial functions, lookups, pivot tables	Alberta	Calgary	Yes	https://www.immigrant-education.ca/
The Immigrant Education Society	Basic Accounting	No specific focus	Occupational/Professional Skills: Basic accounting skills (balance sheet, income and cash flow statements, double-entry bookkeeping,	Alberta	Calgary	Yes	https://www.immigrant-education.ca/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
			journalizing skills and posting to ledgers)				
The Immigrant Education Society	Clerical Training	No specific focus	Language Training skills, workplace communication strategies, insights into the Canadian workplace	Alberta	Calgary	Yes	https://www.immigrant-education.ca/
The Immigrant Education Society	Computer Access for Literacy Learners (CALL)	No specific focus	Language Training; Digital Literacy skills: internet and email skills	Alberta	Calgary	Yes	https://www.immigrant-education.ca/
The Immigrant Education Society	Digital Literacy for Employment	No specific focus	Digital Literacy: keyboarding skills Language Training: Canadian workplace culture, job preparation, workplace communication strategies	Alberta	Calgary	Yes	https://www.immigrant-education.ca/
The Immigrant Education Society	Employment Skills Training (EST)	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies,	Alberta	Calgary	Yes	https://www.immigrant-education.ca/
The Immigrant Education Society	English for Employment: Job Search (EEJS)	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies, interview skills, resume/ cover letter writing skills	Alberta	Calgary	Yes	https://www.immigrant-education.ca/
The Immigrant Education Society	Entrepreneurship Development Training (EDT)	No specific focus	Entrepreneurship Training: knowledge of Canadian legislation, business development skills, business registration, business management etc	Alberta	Calgary	Yes	https://www.immigrant-education.ca/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
The Immigrant Education Society	ESL	No specific focus	Language Training	Alberta	Calgary	Yes	https://www.immigrant-education.ca/
The Immigrant Education Society	Foundations in Agricultural-based industries for Refugees and Migrants (FARM)	No specific focus	Occupational skills: equipment handling, health and safety procedures, and production processes	Alberta	Calgary	Yes	https://www.immigrant-education.ca/
The Immigrant Education Society	Language Instruction for Newcomers to Canada (LINC)	No specific focus	Language Training	Alberta	Calgary	Yes	https://www.immigrant-education.ca/
The Immigrant Education Society	Literacy & Basic English	No specific focus	Language Training	Alberta	Calgary	Yes	https://www.immigrant-education.ca/
The Immigrant Education Society	Occupation Specific Training (OST)	No specific focus	Occupational/Professional Skills: Occupation specific communication skills, Childcare Level 1 Certificate Training, Warehouse/Logistics Job Training, Security Guard Training	Alberta	Calgary	Yes	https://www.immigrant-education.ca/
The Immigrant Education Society	QuickBooks	No specific focus	Occupational/Professional Skills: Accounting skills (general ledger, accounts payable, accounts receivable, payroll and inventory)	Alberta	Calgary	Yes	https://www.immigrant-education.ca/
The Immigrant Education Society	Sage 50	No specific focus	Occupational/Professional Skills: Accounting skills (general ledger, accounts payable, accounts receivable, payroll and inventory)	Alberta	Calgary	Yes	https://www.immigrant-education.ca/
The Immigrant Education Society	Workplace Online Retention Class (WORC)	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies, interview skills, resume/ cover	Alberta	Calgary	Yes	https://www.immigrant-education.ca/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
			letter writing skills, conflict resolution				
YMCA Calgary	YMCA Language Instruction for Newcomers to Canada (LINC)	No specific focus	Language Training, general communication skills	Alberta	Calgary	No	https://www.ymcacalgary.org/
Energy Safety Canada	Skills Match - The Energy Fit	No specific focus	Occupational/Professional Skills: Skills within the oil and gas industry	Alberta, British Columbia, Saskatchewan		No	https://fsc-ccf.ca/projects/skills-match-the-energy-fit/

British Columbia

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Archway Community Services	Access2English	No specific focus	Language Training, general communication skills	British Columbia	Abbotsford	Yes	https://archway.ca/
Archway Community Services	Career Paths for Skilled Immigrants	No specific focus	Language Training	British Columbia	Abbotsford	Yes	https://archway.ca/
Archway Community Services	Employment Mentors	No specific focus	Language Training: Job preparation, workplace communication strategies, insights into the Canadian Labour market	British Columbia	Abbotsford	Yes	https://archway.ca/
Archway Community Services	Language Instruction for Newcomers to Canada (LINC)	No specific focus	Language Training	British Columbia	Abbotsford	Yes	https://archway.ca/
Back in Motion	Mentorship	No specific focus	Language Training: insights into the Canadian labour market	British Columbia	Surrey	Yes	http://careerpaths.ca/
Back in Motion	Skills Upgrading - Career Paths for Skilled Immigrants	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies	British Columbia	Surrey	Yes	http://careerpaths.ca/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
			Occupational/Professional Skills: occupation specific training				
Cariboo Chilcotin Partners for Literacy Society	English as a Second Language Programs	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies	British Columbia	Williams Lake	No	https://www.caribooliteracy.com/
Cariboo Chilcotin Partners for Literacy Society	Language Instruction for Newcomers to Canada (LINC)	No specific focus	Language Training	British Columbia	Williams Lake	No	https://www.caribooliteracy.com/
Central Vancouver Island Multicultural Society	Language Instruction for Newcomers to Canada (LINC)	No specific focus	Language Training	British Columbia	Nanaimo	Yes	https://www.cvims.org/
Chilliwack Community Services	English Language Classes	No specific focus	Language Training Language Training: Canadian workplace culture, job preparation, workplace communication strategies	British Columbia	Chilliwack	Yes	http://www.comserv.bc.ca/
Collège Éducacentre College	Language Instruction for Newcomers to Canada (LINC)	No specific focus	Language Training	British Columbia	Vancouver	Yes	https://educacentre.com/
Collingwood Neighbourhood House	LINC (Language Instruction for Newcomers to Canada)	No specific focus	Language Training	British Columbia	Vancouver	Yes	https://www.cnh.bc.ca/
Columbia Basin Alliance for Literacy	LINC (Language Instruction for Newcomers to Canada)	No specific focus	Language Training	British Columbia	Invermere	Yes	https://www.cbal.org/
Cowichan Valley Intercultural and Immigrant Aid	English Language	No specific focus	Language Training: Canadian workplace culture, job	British Columbia	Duncan	Yes	http://cis-iwc.org/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Society [Cowichan Intercultural Society]	Mentoring (ELM) Program		preparation, workplace communication strategies				
Cowichan Valley Intercultural and Immigrant Aid Society [Cowichan Intercultural Society]	LINC (Language Instruction for Newcomers to Canada)	No specific focus	Language Training	British Columbia	Duncan	Yes	http://cis-iwc.org/
Dawson Creek Literacy Society	LINC (Language Instruction for Newcomers to Canada)	No specific focus	Language Training	British Columbia	Dawson Creek	Yes	https://dawsoncreekliteracy.ca/
DiverseCity Community Resources Society	Advanced Microsoft Excel	No specific focus	Language Training; Digital Literacy: advanced computer skills for workplace e.g. excel formulas	British Columbia	Surrey	Yes	https://www.dcrs.ca/our-services/employment-supports/
DiverseCity Community Resources Society	Advanced Microsoft Word and PowerPoint	No specific focus	Language Training; Digital Literacy: advanced computer skills for workplace e.g. excel formulas	British Columbia	Surrey	Yes	https://www.dcrs.ca/our-services/employment-supports/
DiverseCity Community Resources Society	Digital Literacy Skills	No specific focus	Language Training; Digital Literacy: email writing skills, internet skills	British Columbia	Surrey	Yes	https://www.dcrs.ca/our-services/employment-supports/
DiverseCity Community Resources Society	Call Centre Basics	No specific focus	Occupational/ Professional skills: Customer service training	British Columbia	Surrey	Yes	https://www.dcrs.ca/our-services/employment-supports/
DiverseCity Community Resources Society	Customer Service and Cashier Basics	No specific focus	Occupational/ Professional skills: Customer service training, cashiers in the retail industry	British Columbia	Surrey	Yes	https://www.dcrs.ca/our-services/employment-supports/
DiverseCity Community	English as a Second	No specific focus	Language Training	British Columbia	Surrey	Yes	https://www.dcrs.ca/our-services/employment-supports/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Resources Society	Language Programs						
DiverseCity Community Resources Society	Essential Computer Skills for the Workplace	No specific focus	Digital Literacy: advanced computer skills for workplace	British Columbia	Surrey	Yes	https://www.dcrs.ca/our-services/employment-supports/
DiverseCity Community Resources Society	Financial Customer Service Basics	No specific focus	Occupational/Professional Skills: financial customer service skills, Canadian banking, investment, financial products, tools and terminologies	British Columbia	Surrey	Yes	https://www.dcrs.ca/our-services/employment-supports/
DiverseCity Community Resources Society	H.E.A.L. for Work Program for Women	No specific focus	Language Training; Occupational/Professional Skills	British Columbia	Surrey	Yes	https://www.dcrs.ca/our-services/employment-supports/
DiverseCity Community Resources Society	Immigrant Entrepreneur Program	No specific focus	Entrepreneurship: business skills, competitor analysis, business plan writing, registering business, financial loan options	British Columbia	Surrey	Yes	https://www.dcrs.ca/our-services/employment-supports/
DiverseCity Community Resources Society	Introduction to Sage 50 Accounting Modules	No specific focus	Occupational/Professional Skills: processing receivables, payables, general ledgers, banking, budgets and etc.	British Columbia	Surrey	Yes	https://www.dcrs.ca/our-services/employment-supports/
DiverseCity Community Resources Society	LINC (Language Instruction for Newcomers to Canada)	No specific focus	Language Training	British Columbia	Surrey	Yes	https://www.dcrs.ca/our-services/employment-supports/
DiverseCity Community Resources Society	LINC Assistance and Readiness Class (LARC)	No specific focus	Language Training	British Columbia	Surrey	Yes	https://www.dcrs.ca/our-services/employment-supports/
DiverseCity Community Resources Society	Microsoft Excel Essentials	No specific focus	Language Training: advanced computer skills for workplace e.g. excel formulas	British Columbia	Surrey	Yes	https://www.dcrs.ca/our-services/employment-supports/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
DiverseCity Community Resources Society	Read-y for Life Reading and Writing Skills Program	No specific focus	Language Training Writing in English	British Columbia	Surrey	Yes	https://www.dcrs.ca/our-services/employment-supports/
DiverseCity Community Resources Society	S.A.H.A.R.A. Employment Program for Men	No specific focus	Language Training; Occupational/Professional Skills	British Columbia	Surrey	Yes	https://www.dcrs.ca/our-services/employment-supports/
DiverseCity Community Resources Society	Supervisory Skills Training	No specific focus	Language Training; Entrepreneurship Training	British Columbia	Surrey	Yes	https://www.dcrs.ca/our-services/employment-supports/
DiverseCity Community Resources Society	Traffic Control Training	No specific focus	Occupational/Professional Skills: traffic control regulations, standards, equipment and personal protective equipment (PPE)	British Columbia	Surrey	Yes	https://www.dcrs.ca/our-services/employment-supports/
DiverseCity Community Resources Society	Youth Employment Programs	No specific focus	Language Training; Occupational/Professional Skills	British Columbia	Surrey	Yes	https://www.dcrs.ca/our-services/employment-supports/
Immigrant and Multicultural Services society of Prince George (IMSS)	Employment Program	No specific focus	Language Training: Job preparation, workplace communication strategies	British Columbia	Prince George	Yes	https://www.imss.ca/
Immigrant and Multicultural Services society of Prince George (IMSS)	Language Instruction For Newcomers To Canada (Linc)	No specific focus	Language Training	British Columbia	Prince George	Yes	https://www.imss.ca/
*Immigrant Employment Council of BC (IEC-BC)	ASCEND (Applied Skills Curriculum to Empower Newcomer Development)	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies	British Columbia	Vancouver	Yes	https://iecbc.ca/our-work/programs/
Immigrant Employment Council of BC (IEC-BC)	MentorConnect	No specific focus	Language Training: Job preparation, workplace communication	British Columbia	Vancouver	Yes	https://iecbc.ca/our-work/programs/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
			strategies, insights into the Canadian Labour market				
Immigrant Services Society	Advanced Literacy & Language Training in the Workplace	No specific focus	Language Training critical thinking skills, communication skills Occupational/Professional Skills: oral and written communication in the Digital Literacy Workplace, Digital Literacy Skills	British Columbia	Vancouver	Yes	https://issbc.org/
Immigrant Services Society	Career Paths for Skilled Immigrants	No specific focus	Language Training: Job preparation, workplace communication strategies; Occupational/Professional Skills: construction and engineering; Digital Literacy	British Columbia	Vancouver	Yes	https://issbc.org/
Immigrant Services Society	Ignite	No specific focus	Language Training; Entrepreneurship Training: product or service testing and development, insights into market trends and regulatory requirements	British Columbia	Vancouver	Yes	https://issbc.org/
Immigrant Services Society	Language Instruction For Newcomers To Canada (Linc)	No specific focus	Language Training	British Columbia	Vancouver	Yes	https://issbc.org/
Immigrant Services Society	Spark	No specific focus	Language Training; Entrepreneurship Training: entrepreneur-specific language training, business interest and ideation skills, business operations skills	British Columbia	Vancouver	Yes	https://issbc.org/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Immigrant Services Society	TechWomen	No specific focus	Language Training: Job preparation, workplace communication strategies Digital Literacy	British Columbia	Vancouver	Yes	https://issbc.org/
Immigrant Services Society	Youth in Tech	No specific focus	Language Training critical thinking skills Occupational skills: web development, digital marketing/design, or information and communications technology	British Columbia	Vancouver	Yes	https://issbc.org/
Inter-Cultural Association of Greater Victoria	Career Paths for Skilled Immigrants	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies Occupational/Profession al Skills: Construction and Engineering, Information Technology, Accounting, Bookkeeping and Office Administration etc.	British Columbia	Victoria	No	https://www.icavictoria.org/
Inter-Cultural Association of Greater Victoria	Language Instruction For Newcomers To Canada (Linc)	No specific focus	Language Training	British Columbia	Victoria	No	https://www.icavictoria.org/
Inter-Cultural Association of Greater Victoria	Work with a Mentor	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies	British Columbia	Victoria	No	https://www.icavictoria.org/
Kamloops Cariboo Regional	Language Instruction For	No specific focus	Language Training	British Columbia	Kamloops	No	http://immigrantservices.ca/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Immigrants Society	Newcomers To Canada (Linc)						
Kelowna Community Resources (KCR)	Career Paths for Skilled Immigrants	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies	British Columbia	Kelowna	Yes	https://kcr.ca/
Kelowna Community Resources (KCR)	Options 55+	No specific focus	Digital Literacy Language Training: Canadian workplace culture, job preparation, workplace communication strategies	British Columbia	Kelowna	Yes	https://kcr.ca/
Kelowna Community Resources (KCR)	Skills Training for Employment Program (STEPs)	No specific focus	Language Training: Job preparation, workplace communication strategies; Occupational/Professional Skills: Office administration skills, building service worker skills	British Columbia	Kelowna	Yes	https://kcr.ca/
Literacy Alberni Society	Adult Basic Education Fundamental English class	No specific focus	Language Training	British Columbia	Port Alberni	Yes	https://literacyalberni.ca/
Literacy Alberni Society	Beginner and Intermediate English Language classes	No specific focus	Language Training	British Columbia	Port Alberni	Yes	https://literacyalberni.ca/
Literacy Alberni Society	Introductory English Language Class	No specific focus	Language Training	British Columbia	Port Alberni	Yes	https://literacyalberni.ca/
Mission Community Services Society	Language Instruction For Newcomers To Canada (Linc)	No specific focus	Language Training	British Columbia	Mission	Yes	https://www.missioncommunityservices.com/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
MOSAIC - Multilingual Orientation Service Association for Immigrant Communities [MOSAIC BC]	Career Paths for Skilled Immigrants	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies Occupational/Professional Skills: Skills for regulated & unregulated professions, e.g. accounting, bookkeeping and office administration etc.	British Columbia	Vancouver	No	https://www.mosaicbc.org/
MOSAIC - Multilingual Orientation Service Association for Immigrant Communities [MOSAIC BC]	Fast Track to Manufacturing (F2M)	No specific focus	Language Training: Job preparation, workplace communication strategies Occupational/Professional Skills: Health and Safety, Reading Work Orders Schematics and Drawings, Production Reports and Quality Assurance	British Columbia	Vancouver	No	https://www.mosaicbc.org/
MOSAIC - Multilingual Orientation Service Association for Immigrant Communities [MOSAIC BC]	Immigrant Women's Employment Readiness Connections	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies Occupational/Professional Skills: Accounting, Finance, Administration, Human Resources, Marketing, Business and Project Management sectors	British Columbia	Vancouver	No	https://www.mosaicbc.org/
MOSAIC - Multilingual Orientation	Language Instruction for	No specific focus	Language Training	British Columbia	Vancouver	No	https://www.mosaicbc.org/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Service Association for Immigrant Communities [MOSAIC BC]	Newcomers to Canada (LINC)						
MOSAIC - Multilingual Orientation Service Association for Immigrant Communities [MOSAIC BC]	MOSAIC engage English classes	No specific focus	Language Training	British Columbia	Vancouver	No	https://www.mosaicbc.org/
MOSAIC - Multilingual Orientation Service Association for Immigrant Communities [MOSAIC BC]	Refugee Roofers Training and Employment Program	No specific focus	Language Training: Job readiness and maintenance workshops Occupational/Professional Skills: Fall Protection Certification, WHMIS 2015 Certification, Ladder Safety, Scaffold Safety, Construction Safety Training System	British Columbia	Vancouver	No	https://www.mosaicbc.org/
MOSAIC - Multilingual Orientation Service Association for Immigrant Communities [MOSAIC BC]	Refugee Training and Employment Program	No specific focus	Language Training business/workplace English language training, Canadian workplace communication and workplace culture skills, job readiness training, intercultural competencies Occupational/Professional Skills: Manufacturing production level-1 training	British Columbia	Vancouver	No	https://www.mosaicbc.org/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
MOSAIC - Multilingual Orientation Service Association for Immigrant Communities [MOSAIC BC]	Workplace Connections Mentoring	No specific focus	Language Training: Job preparation, workplace communication strategies, insights into the Canadian labour market	British Columbia	Vancouver	No	https://www.mosaicbc.org /
Mothers Matter Centre	Early Language Learning (ELL) for Newcomers	No specific focus	Language Training: writing speaking, listening skills	British Columbia	Vancouver	Yes	https://www.mothersmattercentre.ca/
Multicultural and Immigrant Services Association of North Vancouver Island [Immigrant Welcome Centre]	Language Instruction for Newcomers to Canada (LINC)	No specific focus	Language Training	British Columbia	Courtenay	Yes	https://immigrantwelcome .ca/
North Shore Multicultural Society	Self Employment For Newcomers Program	No specific focus	Entrepreneurship Training: Developing a business plan, knowledge about business development practices in Canada	British Columbia	Vancouver	Yes	https://nsms.ca/
North Shore Multicultural Society	Workplace Culture And Language Training (Beginner)	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies, networking, team work, conflict resolution, interviewing skills	British Columbia	Vancouver	Yes	https://nsms.ca/
Options Community Services	Career Mentorship	No specific focus	Language Training: Job preparation, workplace communication strategies, insights into the Canadian labour market, Canadian workplace culture	British Columbia	Surrey	Yes	https://www.options.bc.ca /

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Options Community Services	Job Connections	No specific focus	Language Training: Job preparation, workplace communication strategies	British Columbia	Surrey	Yes	https://www.options.bc.ca/
Pacific Immigrant Resources Society	Building Bridges	No specific focus	Language Training insights into the Canadian labour market, business/workplace communication skills, networking	British Columbia	Vancouver	Yes	http://pirs.bc.ca/
Pacific Immigrant Resources Society	Childcare Training	No specific focus	Occupational/Professional Skills: skills to work as a childcare service worker (e.g. health, safety, nutrition, music and movement, and trauma-informed childcare.)	British Columbia	Vancouver	Yes	http://pirs.bc.ca/
Pacific Immigrant Resources Society	Community English Classes	No specific focus	Language Training Writing, speaking, listening skills	British Columbia	Vancouver	Yes	http://pirs.bc.ca/
Pacific Immigrant Resources Society	Leadership Education and Development (LEAD)	No specific focus	Language Training self-confidence	British Columbia	Vancouver	Yes	http://pirs.bc.ca/
Pacific Immigrant Resources Society	Online English Classes	No specific focus	Language Training Writing, speaking, listening skills	British Columbia	Vancouver	Yes	http://pirs.bc.ca/
Progressive Intercultural Community Services Society (PICS)	Career Paths for Skilled Immigrants	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies Occupational/Professional Skills: Construction and Engineering, Information Technology, Accounting,	British Columbia	Surrey	No	https://pics.bc.ca/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
			Bookkeeping and Office Administration etc.				
Progressive Intercultural Community Services Society (PICS)	Immigrant Public Works Technician Training Project	No specific focus	Occupational/Professional Skills: public works, repairing roads, sewage etc	British Columbia	Surrey	No	https://pics.bc.ca/
Progressive Intercultural Community Services Society (PICS)	Intercultural Logistics and Transportation Operations Project (ILTOP 55+)	No specific focus	Language Training: insights into the Canadian labour market, Occupational/Professional Skills	British Columbia	Surrey	No	https://pics.bc.ca/
Progressive Intercultural Community Services Society (PICS)	Social Innovative Youth Employment Program (S.I.Y.E.P.)	No specific focus	Language Training: leadership, time management, effective job search tools and techniques, financial literacy, and problem solving skills	British Columbia	Surrey	No	https://pics.bc.ca/
Progressive Intercultural Community Services Society (PICS)	Trade Builders Program	No specific focus	Language Training: Job preparation, workplace communication strategies Occupational/Professional Skills: Skills for Building Trades	British Columbia	Surrey	No	https://pics.bc.ca/
Progressive Intercultural Community Services Society (PICS)	Workplace Integration For Multi-Barriered Individual (WIMBI)	No specific focus	Language Training insights into the Canadian labour market	British Columbia	Surrey	No	https://pics.bc.ca/
Progressive Intercultural Community Services Society (PICS)	Youth Tech & Business Program	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies Occupational/Professional Skills:	British Columbia	Surrey	No	https://pics.bc.ca/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
			Occupational/Professional Skills training Entrepreneurship Training: Entrepreneurial mindset training				
Richmond Multicultural Community Services	English Conversation Class	No specific focus	Language Training: writing speaking, listening skills, general communication skills	British Columbia	Richmond	Yes	http://www.rmcs.bc.ca/
S.U.C.C.E.S.S	Chance to Choose: A Youth Employment Program	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies	British Columbia	Vancouver	Yes	https://successbc.ca/
S.U.C.C.E.S.S	Digital Literacy Upgrading for Job Seekers Age 55+	No specific focus	Language Training Digital Literacy, job search skills	British Columbia	Vancouver	Yes	https://successbc.ca/
S.U.C.C.E.S.S	Language Instruction for Newcomers to Canada (LINC)	No specific focus	Language Training	British Columbia	Vancouver	Yes	https://successbc.ca/
S.U.C.C.E.S.S	Self-Employment Training for Young Entrepreneurs	No specific focus	Language Training Entrepreneurship Training: e-commerce, exporting/importing, financial management, investment, business start-up, business plans	British Columbia	Vancouver	Yes	https://successbc.ca/
S.U.C.C.E.S.S	Youth Employment Connect – Training for Jobs	No specific focus	Language Training: Job preparation, workplace communication strategies Occupational/Professional Skills: marketing and sales, information and communication technology skills	British Columbia	Vancouver	Yes	https://successbc.ca/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
S.U.C.C.E.S.S	Youth Leadership Millennium	No specific focus	Language Training leadership skills, communication, conflict resolution	British Columbia	Vancouver	Yes	https://successbc.ca/
Shuswap Immigrant Services Society	English as a Second Language Program	No specific focus	Language Training	British Columbia	Salmon Arm	Yes	https://sissociety.ca/
South Okanagan Immigrant and Community Services	Career Paths for Skilled Immigrants	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies Occupational/Professional Skills: Carpenter, Health Care aide, Bookkeeper, Cook, Digital Literacy Network Technician etc.	British Columbia	Penticton	No	http://www.soics.ca/
South Okanagan Immigrant and Community Services	Language Instruction for Newcomers to Canada (LINC)	No specific focus	Language Training	British Columbia	Penticton	No	http://www.soics.ca/
The YMCA of Greater Vancouver	Self Employment for Newcomers	No specific focus	Entrepreneurship Training: Skills to start a small business	British Columbia	Vancouver	No	https://www.gv.ymca.ca/
Umoja Operation Compassion Society [of British Columbia]	Adult Literacy and Life Skills	No specific focus	Language Training: writing speaking, listening skills, general communication skills, numeracy skills	British Columbia	Surrey	Yes	https://umojaoperation.ca/
Umoja Operation Compassion Society [of British Columbia]	Youth Program	No specific focus	Language Training Occupational/Professional Skills: skills in Media and Technology; Digital Literacy	British Columbia	Surrey	Yes	https://umojaoperation.ca/
Vernon & District Immigrant &	Language Instruction for	No specific focus	Language Training: writing speaking,	British Columbia	Vernon	Yes	https://www.vdicss.org/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Community Services Society	Newcomers to Canada (LINC)		listening, general communication skills				
Victoria Immigrant and Refugee Centre Society	Pathways 2 Professions & Entrepreneurship (P2PE)	No specific focus	Language Training: understanding the Canadian workplace	British Columbia	Victoria	Yes	http://www.vircs.bc.ca/
Energy Safety Canada	Skills Match - The Energy Fit	No specific focus	Occupational/Professional Skills: Skills within the oil and gas industry	Alberta, British Columbia, Saskatchewan		No	https://fsc-ccf.ca/projects/skills-match-the-energy-fit/

Manitoba

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Eastman Immigrant Services	English For Work	No specific focus	Language Training: writing speaking, listening	Manitoba	Steinbach	Yes	https://www.eastmanimmigrantservices.com/
EDGE Skills Centre Inc.	EDGE Career	No specific focus	Digital Literacy; Language Training; Occupational/Professional Skills	Manitoba	Winnipeg	No	http://edgeinc.ca/
EDGE Skills Centre Inc.	EDGE Employment Essentials	No specific focus	Digital Literacy; Language Training	Manitoba	Winnipeg	No	http://edgeinc.ca/
EDGE Skills Centre Inc.	EDGE ESL	No specific focus	Language Training: Reading, writing, speaking, listening	Manitoba	Winnipeg	No	http://edgeinc.ca/
English Online Inc.	Career e-Mentors	No specific focus	Language Training	Manitoba	Winnipeg	Yes	http://myenglishonline.ca/
English Online Inc.	LINC Home Study	No specific focus	Language Training: writing speaking, listening	Manitoba	Winnipeg	Yes	http://myenglishonline.ca/
English Online Inc.	Realize Professional Development Program	No specific focus	Language Training	Manitoba	Winnipeg	Yes	http://myenglishonline.ca/
Enhanced English Skills for Employment	EESE Courses	No specific focus	Language Training; Occupational/Professional Skills	Manitoba	Winnipeg	Yes	https://www.eese.ca/
Enhanced English Skills for Employment	Returning Reading	No specific focus	Language Training	Manitoba	Winnipeg	Yes	https://www.eese.ca/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Enhanced English Skills for Employment	Returning Writing	No specific focus	Language Training	Manitoba	Winnipeg	Yes	https://www.eese.ca/
Immigrant and Refugee Community Organization of Manitoba Inc.	Newcomer Literacy Initiative	No specific focus	Language Training: writing speaking, listening	Manitoba	Winnipeg	Yes	https://www.ircom.ca/
Immigrant Centre Manitoba Inc.	Access English Centre (AEC)	No specific focus	Language Training: writing speaking, listening	Manitoba	Winnipeg	Yes	https://www.icmanitoba.com/
Immigrant Centre Manitoba Inc.	Computer Training	No specific focus	Digital Literacy: computer skills, typing skills	Manitoba	Winnipeg	Yes	https://www.icmanitoba.com/
Immigrant Centre Manitoba Inc.	One-on-One EAL Tutoring	No specific focus	Language Training: writing speaking, listening	Manitoba	Winnipeg	Yes	https://www.icmanitoba.com/
Manitoba Interfaith Immigration Council Inc.	Life Skills Training Program	No specific focus	Language Training: life skills	Manitoba	Winnipeg	Yes	https://miic.ca/
MFL Occupational Health Centre	Cross Cultural Community Development Program	No specific focus	Language Training: Workplace health and safety	Manitoba	Winnipeg	Yes	http://mflohc.mb.ca/
Mosaic Newcomer Family Resource Network	English Classes with Childcare	No specific focus	Language Training: writing speaking, listening	Manitoba	Winnipeg	Yes	http://www.mosaicnet.ca/
Neepawa and Area Immigrant Settlement Services	English as a Additional Language	No specific focus	Language Training: writing speaking, listening	Manitoba	Winnipeg	Yes	http://www.neepawasettlement.com/
Newcomers Employment Development Services (N.E.E.D.S.) Inc.	Employment Program	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies Occupational/Professional Skills: Sector-specific language skills	Manitoba	Winnipeg	Yes	http://www.needsinc.ca/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Portage Learning and Literacy Centre	Language Instruction for Newcomers to Canada (LINC)	No specific focus	Language Training: writing speaking, listening	Manitoba	Portage la Prairie	Yes	http://pllc.ca/
Regional Connections	Adult Literacy Program	No specific focus	Language Training	Manitoba	Winkler	Yes	https://regionalconnections.ca/
Regional Connections	English for Work	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies	Manitoba	Winkler	Yes	https://regionalconnections.ca/
Regional Connections	LINC (Language Instruction for Newcomers to Canada)	No specific focus	Language Training: writing speaking, listening	Manitoba	Winkler	Yes	https://regionalconnections.ca/
Supporting Employment and Economic Development (SEED) Winnipeg Inc.	Immigrant and Newcomer Women Exploring Business	No specific focus	Entrepreneurship Training: Self-employment skills, business development, marketing, sales forecasting, etc.	Manitoba	Winnipeg	Yes	http://seedwinnipeg.ca/
Supporting Employment and Economic Development (SEED) Winnipeg Inc.	Newcomer Business & Enterprise Support & Training	No specific focus	Entrepreneurship Training: Business or enterprise launch, self-employment	Manitoba	Winnipeg	Yes	http://seedwinnipeg.ca/
UFCW Training Centre local 832	English as a Second Language	No specific focus	Language Training: writing speaking, listening	Manitoba	Winnipeg	No	http://ufcw832.com/training_centre
Université de Saint-Boniface	French for Immigrants	No specific focus	Language Training: writing speaking and listening in French language	Manitoba	Winnipeg	Yes	https://ustboniface.ca/
Westman Immigrant Services	English as a Second Language (ESL)	No specific focus	Language Training: writing speaking, listening	Manitoba	Brandon	Yes	http://www.westmanimmigrantsservices.ca/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
YMCA-YWCA of Winnipeg	English as a Second Language (ESL)	No specific focus	Language Training: writing, speaking, listening	Manitoba	Winnipeg	No	http://www.ywinnipeg.ca/

New Brunswick

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Canadian Alliance for Skills and Training in Life Sciences (CASTL) (formerly: Prince Edward Island BioAlliance)	A New Model and Pilot Project for Workplace Integrated Learning	No specific focus	Occupational/Professional Skills: Up-Skilling	New Brunswick, Nova Scotia, Prince Edward Island		Yes	
Food Processing Skills Canada	Future Proofing the Food and Beverage Processing Workforce	No specific focus	Occupational/Professional Skills: food and beverage processing	New Brunswick, Nova Scotia, Prince Edward Island, Newfoundland and Labrador		Yes	

Newfoundland and Labrador

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Food Processing Skills Canada	Futureproofing the Food and Beverage Processing Workforce	No specific focus	Occupational/Professional Skills: food and beverage processing	New Brunswick, Nova Scotia, Prince Edward Island, Newfoundland and Labrador		Yes	

Nova Scotia

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Cape Breton Island Centre for Immigration	English Classes	No specific focus	Language Training: writing, speaking and listening skills	Nova Scotia	Sydney	No	http://cbici.ca/
Immigrant Services	Bridge to Work	No specific focus	Language Training: Canadian workplace	Nova Scotia	Halifax	Yes	https://www.isans.ca/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Association of Nova Scotia (ISANS)			culture, job preparation, workplace communication strategies, interview skills, insights into Canadian workplace				
Immigrant Services Association of Nova Scotia (ISANS)	Bridge-to-Work Language Classes	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies, insights into the Canadian workplace	Nova Scotia	Halifax	Yes	https://www.isans.ca/
Immigrant Services Association of Nova Scotia (ISANS)	Clear Speaking	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies	Nova Scotia	Halifax	Yes	https://www.isans.ca/
Immigrant Services Association of Nova Scotia (ISANS)	Communication for Healthcare Professionals	No specific focus	Occupational/Professional Skills: healthcare specific communication skills, terminologies	Nova Scotia	Halifax	Yes	https://www.isans.ca/
Immigrant Services Association of Nova Scotia (ISANS)	Computer Skills Training	No specific focus	Language Training: Digital Literacy skills.	Nova Scotia	Halifax	Yes	https://www.isans.ca/
Immigrant Services Association of Nova Scotia (ISANS)	EAL Volunteer Tutor Program	No specific focus	Language Training: writing speaking, listening, general communication skills	Nova Scotia	Halifax	Yes	https://www.isans.ca/
Immigrant Services Association of	Email Writing	No specific focus	Language Training email etiquette, appropriate language and format	Nova Scotia	Halifax	Yes	https://www.isans.ca/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Nova Scotia (ISANS)							
Immigrant Services Association of Nova Scotia (ISANS)	Engineers Bridging Program	No specific focus	Occupational/Professional Skills: Pathway to Engineering Licensure, understanding of Canadian engineering workplace culture	Nova Scotia	Halifax	Yes	https://www.isans.ca/
Immigrant Services Association of Nova Scotia (ISANS)	English Classes for the Community (CLB 1-4)	No specific focus	Language Training: writing speaking, listening, general communication skills	Nova Scotia	Halifax	Yes	https://www.isans.ca/
Immigrant Services Association of Nova Scotia (ISANS)	English in the Workplace	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies	Nova Scotia	Halifax	Yes	https://www.isans.ca/
Immigrant Services Association of Nova Scotia (ISANS)	Facilitating Access to Skilled Talent (FAST) Program	No specific focus	Language Training employability skills, insights into the Canadian workplace culture Occupational/Professional Skills: Occupation-specific insights (trades, biotechnology and life sciences, Digital Literacy And data services etc)	Nova Scotia	Halifax	Yes	https://www.isans.ca/
Immigrant Services Association of Nova Scotia (ISANS)	Financial Services Bridging Program	No specific focus	Occupational/Professional Skills: Taxation system, Bookkeeping essentials, A/R & A/P, QuickBooks	Nova Scotia	Halifax	Yes	https://www.isans.ca/
Immigrant Services Association of	Immigrant Youth	No specific focus	Language Training job search techniques and interview skills,	Nova Scotia	Halifax	Yes	https://www.isans.ca/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Nova Scotia (ISANS)	Employability Program		insights into Canadian workplace culture				
Immigrant Services Association of Nova Scotia (ISANS)	International Medical Graduates (IMG) Bridging Program	No specific focus	Language Training professional communication skills Occupational/Professional Skills: knowledge of the Canadian healthcare system, medical skills	Nova Scotia	Halifax	Yes	https://www.isans.ca/
Immigrant Services Association of Nova Scotia (ISANS)	International Pharmacy Graduates (IPGs) Bridging Program	No specific focus	Language Training interpersonal and communication skills Occupational/Professional Skills: pharmacology, pharmacy knowledge and skills	Nova Scotia	Halifax	Yes	https://www.isans.ca/
Immigrant Services Association of Nova Scotia (ISANS)	Internationally Educated Architects Work-based Assessment (Pilot) Program	No specific focus	Language Training Canadian workplace culture, networking Occupational/Professional Skills: architectural skills	Nova Scotia	Halifax	Yes	https://www.isans.ca/
Immigrant Services Association of Nova Scotia (ISANS)	Internationally Educated Dental Professionals (IEDP) Bridging Program	No specific focus	Occupational/Professional Skills: dental skills	Nova Scotia	Halifax	Yes	https://www.isans.ca/
Immigrant Services Association of Nova Scotia (ISANS)	Internationally Educated Nurses Orientation Program	No specific focus	Occupational/Professional Skills: Concepts of Therapeutic Communication, Medical Terminology, Professional Documentation, Review of Medical/Surgical Nursing	Nova Scotia	Halifax	Yes	https://www.isans.ca/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Immigrant Services Association of Nova Scotia (ISANS)	Job Search Strategies Workshop	No specific focus	Language Training interview skills, skills	Nova Scotia	Halifax	Yes	https://www.isans.ca/
Immigrant Services Association of Nova Scotia (ISANS)	Language Class for Young Adults	No specific focus	Language Training: writing speaking, listening, general communication skills, numeracy skills	Nova Scotia	Halifax	Yes	https://www.isans.ca/
Immigrant Services Association of Nova Scotia (ISANS)	Language Learning Strategies	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies, insights into the Canadian workplace	Nova Scotia	Halifax	Yes	https://www.isans.ca/
Immigrant Services Association of Nova Scotia (ISANS)	LINC Home Study	No specific focus	Language Training: writing speaking, listening, general communication skills, numeracy skills	Nova Scotia	Halifax	Yes	https://www.isans.ca/
Immigrant Services Association of Nova Scotia (ISANS)	Listening and Speaking at Work Online	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies, listening and speaking at workplace.	Nova Scotia	Halifax	Yes	https://www.isans.ca/
Immigrant Services Association of Nova Scotia (ISANS)	Literacy Classes	No specific focus	Language Training: writing speaking, listening, general communication skills, numeracy skills	Nova Scotia	Halifax	Yes	https://www.isans.ca/
Immigrant Services Association of	Orientation and Communication Skills for Engineers	No specific focus	Occupational/Professional Skills: business/workplace communication skills	Nova Scotia	Halifax	Yes	https://www.isans.ca/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Nova Scotia (ISANS)							
Immigrant Services Association of Nova Scotia (ISANS)	Outreach Classes	No specific focus	Language Training: writing speaking, listening, general communication skills, numeracy skills	Nova Scotia	Halifax	Yes	https://www.isans.ca/
Immigrant Services Association of Nova Scotia (ISANS)	Professional Mentorship Program	No specific focus	Language Training	Nova Scotia	Halifax	Yes	https://www.isans.ca/
Immigrant Services Association of Nova Scotia (ISANS)	Professional Practice Program	No specific focus	Language Training networking, insights into the Canadian work culture	Nova Scotia	Halifax	Yes	https://www.isans.ca/
Immigrant Services Association of Nova Scotia (ISANS)	Pronunciation and Communication for Work	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies, insights into the Canadian workplace	Nova Scotia	Halifax	Yes	https://www.isans.ca/
Immigrant Services Association of Nova Scotia (ISANS)	Language Training Professional Communication	No specific focus	Language Training communication strategies for small talk, presentations, constructive feedback, and meetings.	Nova Scotia	Halifax	Yes	https://www.isans.ca/
Immigrant Services Association of Nova Scotia (ISANS)	Language Training Working with Others	No specific focus	Language Training communication strategies for networking, negotiating, working with others and conflict management.	Nova Scotia	Halifax	Yes	https://www.isans.ca/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Immigrant Services Association of Nova Scotia (ISANS)	Special Needs Support Classes	No specific focus	Language Training: writing speaking, listening, general communication skills, numeracy skills	Nova Scotia	Halifax	Yes	https://www.isans.ca/
Immigrant Services Association of Nova Scotia (ISANS)	Trades Practical Assessment Program	No specific focus	Language Training: Job search, interview skills and Canadian workplace culture training; Occupational/Professional Skills: Trade-specific skills, apprenticeship	Nova Scotia	Halifax	Yes	https://www.isans.ca/
Immigrant Services Association of Nova Scotia (ISANS)	Working in Canada (Online – Self-directed Study)	No specific focus	Language Training Canadian work place culture, employer expectations	Nova Scotia	Halifax	Yes	https://www.isans.ca/
Immigrant Services Association of Nova Scotia (ISANS)	Workplace Integration in Canada (Online – Self-directed Study)	No specific focus	Language Training insights into the Canadian workplace	Nova Scotia	Halifax	Yes	https://www.isans.ca/
Immigrant Services Association of Nova Scotia (ISANS)	Workplace Writing 1	No specific focus	Language Training: business communication, reading workplace documents, websites, forms and charts.	Nova Scotia	Halifax	Yes	https://www.isans.ca/
Immigrant Services Association of Nova Scotia (ISANS)	Workplace Writing 2	No specific focus	Language Training: business communication, reading strategies for workplace documents.	Nova Scotia	Halifax	Yes	https://www.isans.ca/
Immigrant Services Association of Nova Scotia (ISANS)	Workplace Writing 3	No specific focus	Language Training: business communication	Nova Scotia	Halifax	Yes	https://www.isans.ca/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Pier Labs	AspireAtlantic	No specific focus	Occupational/Professional Skills: Real estate (production/manufacturing, construction)	Prince Edward Island, Nova Scotia	Charlottetown, Halifax	Yes	https://fsc-ccf.ca/projects/aspire-atlantic/
Canadian Alliance for Skills and Training in Life Sciences (CASTL) (formerly: Prince Edward Island BioAlliance)	A New Model and Pilot Project for Workplace Integrated Learning	No specific focus	Occupational/Professional Skills: Up-Skilling	New Brunswick, Nova Scotia, Prince Edward Island		Yes	
Food Processing Skills Canada	Future Proofing the Food and Beverage Processing Workforce	No specific focus	Occupational/Professional Skills: food and beverage processing	New Brunswick, Nova Scotia, Prince Edward Island, Newfoundland and Labrador		Yes	

Ontario

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
ACCES Employment	Engineering Connections: Project Management	No specific focus	Occupational/Professional Skills	Ontario	Toronto	Ministry of Labour, Training and Skills Development	https://acesemployment.ca/
ACCES Employment	Business Connections en Français	No specific focus	Language Training: Job search, interviewing, business/workplace communication skills Occupational/Professional Skills: core business skills	Ontario	Toronto	Yes	https://acesemployment.ca
ACCES Employment	Career Pathways for Newcomer Women	No specific focus	Language Training; Occupational/Professional Skills: Creative problem-solving skills, analytical thinking skills, business/workplace	Ontario	Toronto	Yes	https://acesemployment.ca

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
			communication skills, teamwork,				
ACCES Employment	Connector Program	No specific focus	Language Training; Occupational/Professional Training: job search skills	Ontario	Toronto	Yes	https://acesemployment.ca
ACCES Employment	Construction Trades Program	No specific focus	Language Training/Occupational/Professional Skills: Canadian workplace culture, job search skills, language training for construction, opportunity for technical trainings (e.g. Forklift, Health & Safety)	Ontario	Toronto	Yes	https://acesemployment.ca
ACCES Employment	Cybersecurity Connections	No specific focus	Language Training: business/ workplace communication skills, workplace culture; Occupational/Professional Skills: Academic and technical training	Ontario	Toronto	Yes	https://acesemployment.ca
ACCES Employment	Destination Employment - Hospitality Skills Catalyst	No specific focus	Language Training: Jobs search skills; Occupational/Professional Skills: Skills training in food safety, service excellence, etc.	Ontario	Toronto	Yes	https://acesemployment.ca
ACCES Employment	Electrical Engineering Connections	No specific focus	Language Training: business/workplace communication skills, workplace culture; Occupational/Professional Skills: Academic and technical training (Ontario Electrical Code and Standards, Industrial Automation	Ontario	Toronto	Yes	https://acesemployment.ca

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
			in Ontario Energy Systems, etc.)				
ACCES Employment	Empowering Women	No specific focus	Language Training: business/ workplace communication skills	Ontario	Toronto	Yes	https://accesemployment.ca
ACCES Employment	Engineering Connections	No specific focus	Occupational/Professional Skills: Academic and technical training (Health & Safety Codes and Standards, Engineering Codes and Standards etc.) Language Training networking and interviewing skills	Ontario	Toronto	Yes	https://accesemployment.ca
ACCES Employment	Financial Services Connections	No specific focus	Language Training: Job preparation, workplace communication strategies	Ontario	Toronto	Yes	https://accesemployment.ca
ACCES Employment	Healthcare Connections	No specific focus	Language Training Business/workplace communications skills,	Ontario	Toronto	Yes	https://accesemployment.ca
ACCES Employment	Human Resources Connections	No specific focus	Language Training resume-writing skills, , creative thinking and problem-solving skills, business/ workplace communication skills Occupational/Professional Skills: Academic and technical training (e. g. Employment Law & Diversity Management, Industrial Relations, Health & Safety, Payroll and Pensions)	Ontario	Toronto	Yes	https://accesemployment.ca

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
ACCES Employment	Information Technology Connections	No specific focus	Language Training: Job preparation, workplace communication strategies; Occupational/Professional Skills: Academic and technical training, design-thinking skills	Ontario	Toronto	Yes	https://accesemployment.ca
ACCES Employment	Job Search Workshops (Newcomers)	No specific focus	Language Training: English language/communication skills Language Training: Canadian workplace culture, job preparation, workplace communication strategies	Ontario	Toronto	Yes	https://accesemployment.ca
ACCES Employment	Language for Workplace Connections	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies, business writing skills, presentation skills, Business/workplace communication skills	Ontario	Toronto	Yes	https://accesemployment.ca
ACCES Employment	Leadership Connections	No specific focus	Language Training Leadership skills, , business/workplace communication skills	Ontario	Toronto	Yes	https://accesemployment.ca
ACCES Employment	Sales and Marketing Connections	No specific focus	Language Training: resume-writing skills; Entrepreneurship Training: creative thinking and problem-solving skills, business/workplace	Ontario	Toronto	Yes	https://accesemployment.ca

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
			communication skills Occupational/Professional Skills: Academic and technical training (e.g. sales and marketing, digital media, digital marketing), project management skills				
ACCES Employment	Speed Mentoring	No specific focus	Language Training; Occupational/professional Skills	Ontario	Toronto	Yes	https://acesemployment.ca
ACCES Employment	Speed Mentoring en Français	No specific focus	Language Training	Ontario	Toronto	Yes	https://acesemployment.ca
ACCES Employment	Start Customer Care	No specific focus	Language Training business/workplace communication skills, Occupational/Professional Skills: Customer care skills, job shadowing Digital Literacy: Applied Digital Literacy	Ontario	Toronto	Yes	https://acesemployment.ca
ACCES Employment	Supply Chain Connections	No specific focus	Language Training: Job preparation, workplace communication strategies; Occupational/Professional Skills: Academic and technical training (e.g. PMP exam), project management skills	Ontario	Toronto	Yes	https://acesemployment.ca
ACCES Employment	Women in Technology	No specific focus	Language Training: Job preparation, workplace communication strategies;	Ontario	Toronto	Yes	https://acesemployment.ca

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
			Occupational/Professional Skills: Academic and technical training, access to online learning courses				
Access Alliance Multicultural Health and Community Services	Newcomer Education Program	No specific focus	Language Training: self-efficacy, self-esteem Language Training Canadian Systems	Ontario	Toronto	Yes	http://accessalliance.ca/
Access Community Capital Fund	Women's Business Accelerator	No specific focus	Entrepreneurship Training Business planning, idea generation skills, pitching skills Language Training	Ontario	Toronto	No	https://accessccf.com/
Adult Language and Learning	Career Link	No specific focus	Language Training: Job preparation, workplace communication strategies; Digital Literacy: personal branding skills, use of social media skills	Ontario	Chatham	Yes	www.adultlanguageandlearning.ca
Adult Language and Learning	English As A Second Language	No specific focus	Language Training: English language writing skills, reading skills, general communication skills	Ontario	Chatham	Yes	www.adultlanguageandlearning.ca
Adult Language and Learning	Immigrant Youth Services	No specific focus	Language Training; Occupational/Professional Skills: learning about diversity	Ontario	Chatham	Yes	www.adultlanguageandlearning.ca
Adult Language and Learning	Job Search Workshops	No specific focus	Language Training: Job preparation, workplace communication strategies skills, interview skills, personal branding skills, use of social media skills,	Ontario	Chatham	Yes	www.adultlanguageandlearning.ca

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
			business/ workplace communication skills				
Adult Language and Learning	Language Instruction for Newcomers to Canada - (LINC)	No specific focus	Language Training: English language writing skills, reading skills, general communication skills	Ontario	Chatham	Yes	www.adultlanguageandlearning.ca
Adult Language and Learning	Literacy Basic and Language Training (LBS)	No specific focus	Language Training: English language writing skills, reading skills, general communication skills Language Training: Canadian workplace culture, job preparation, workplace communication strategies	Ontario	Chatham	Yes	www.adultlanguageandlearning.ca
Agincourt Community Services Association	Economic and Skills Opportunities for Stronger Women	No specific focus	Language Training Employability skills Entrepreneurship Training Skills to start a small business, operations, budgeting, marketing etc (including home-based) Occupational/Professional Skills: Technical/vocational skills (Cake decoration, baking, food handling, hospitality, etc.)	Ontario	Toronto	No	https://www.agincourtcommunityservices.com/
Agincourt Community Services Association	Online Language Training Program	No specific focus	Language Training: Reading skills, writing skills, speaking skills, listening skills	Ontario	Toronto	No	https://www.agincourtcommunityservices.com/
Agincourt Community	Start a Home Business	No specific focus	Entrepreneurship Training Skills to start	Ontario	Toronto	No	https://www.agincourtcommunityservices.com/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Services Association			a small business, operations, budgeting, marketing etc (including home-based)				
Association Canadienne-Française de L'Ontario Conseil Régional Des Milles-Illes (ACFOMI)	Collective Entrepreneurship	No specific focus	Entrepreneurship Training: skills for creating a social enterprise, co-op skills	Ontario	Kingston	Yes	www.acfomi.org
Big Brothers Big Sisters of Peel	Conversation Club	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies	Ontario	Brampton	No	https://peel.bigbrothersbigsisters.ca/what-we-do/our-programs/
Bob Rumball Canadian Centre of Excellence for the Deaf	Employment Services for Deaf Immigrants	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies, skills,	Ontario	North York	No	https://www2.bobrumball.org/adult-education/
Bob Rumball Canadian Centre of Excellence for the Deaf	Language Instruction for Newcomers (LINC)	No specific focus	Language Training: Reading skills, listening skills, general communication skills, writing skills, speaking skills, numeracy skills Other skills: American sign language	Ontario	North York	No	https://www2.bobrumball.org/adult-education/
Bradford Immigrant and Community Services	Language Instruction for Newcomers to Canada - (LINC)	No specific focus	Language Training: Reading skills, writing skills, speaking skills, listening skills in the English language,	Ontario	Bradford	No	http://www.bradfordimmigrant.ca/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
			general communication skills				
Brampton Multicultural Community Centre (BMC)	Job Search Workshop	No specific focus	Language Training: Canadian work culture	Ontario	Brampton	Yes	www.bmccentre.org
Caledon Community Services	Language Instruction for Newcomers to Canada (LINC)	No specific focus	Language Training: English language skills, reading skills, writing skills, speaking skills, listening skills, general communication skills	Ontario	Caledon East	Yes	https://ccs4u.org/
Canadian Centre For Language And Cultural Studies (CCLCS)	Language Instruction for Newcomers to Canada (LINC) program	No specific focus	Language Training: Reading skills, writing skills, speaking skills, listening skills, general communication skills,	Ontario	Toronto	No	https://cclcs.ca/
Canadian Centre for Victims of Torture (CCVT)	Computer Training and Workplace Readiness	No specific focus	Digital Literacy: computer skills	Ontario	Toronto	Yes	www.ccvt.org
Canadian Centre for Victims of Torture (CCVT)	Specialized Language and Skills Training program	No specific focus	Language Training: writing speaking, listening	Ontario	Toronto	Yes	www.ccvt.org
Canadian Hearing Services	Language Instruction for Newcomers to Canada (LINC)	No specific focus	Language Training: Reading skills, listening skills, general communication skills, writing skills, speaking skills	Ontario	Toronto	Yes	https://www.chs.ca/services/language-instruction-newcomers-canada-linc
Canadian Hearing Services	Literacy and Basic Skills	No specific focus	Language Training: Reading skills, writing skills, job search skills, problem solving skills, computer skills Additional skills:	Ontario	Toronto	Yes	https://www.chs.ca/services/language-instruction-newcomers-canada-linc

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
			American sign language				
Canadian Ukrainian Immigrant Aid Society (CUIAS)	LINC	No specific focus	Language Training: writing speaking, listening skills, grammar and pronunciation, general communication skills	Ontario	Toronto	Yes	http://cuias.org/wp/
CAPE - Council for Access to the Profession of Engineering	Advanced Training and Workshops	No specific focus	Language Training professional communication skills Occupational/Professional Skills: Engineering skills (e.g. Renewable Energy Applications)	Ontario	Toronto	No	http://www.capeinfo.ca/
CAPE - Council for Access to the Profession of Engineering	Collaborative Multi-Profession Mentoring	No specific focus	Language Training; Occupational/Professional Skills: Personal and professional growth, network building, experiential learning, knowledge exchange, career development and skills exchange	Ontario	Toronto	No	http://www.capeinfo.ca/
CARE Centre for Internationally Educated Nurses	Effective Communication Strategies for Nurses (ECSN)	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies, intercultural communication skills, interprofessional skills Occupational/Professional Skills: Occupation-specific language skills	Ontario	Toronto	Yes	www.care4nurses.org

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
CARE Centre for Internationally Educated Nurses	IENCAP/OSCE Preparation	No specific focus	Language Training Professionalism, ethics Occupational/Professional Skills: Occupation-specific language skills, therapeutic communication, client engagement	Ontario	Toronto	Yes	www.care4nurses.org
CARE Centre for Internationally Educated Nurses	Language & Communication for Nurses (LCN)	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies Occupational/Professional Skills: Occupation-specific language and communication skills (explaining illnesses and procedures, assessing a client, reporting to colleagues, intraprofessional communication)	Ontario	Toronto	Yes	www.care4nurses.org
CARE Centre for Internationally Educated Nurses	Supports, Training, and Access to Regulated-employment Services (STARS) Program	No specific focus	Language Training: Job preparation, workplace communication strategies; Occupational/Professional Skills: Nursing specific learnings, occupation-specific language training, nursing skills through job shadowing, healthcare	Ontario	Toronto	Yes	www.care4nurses.org

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Catholic Centre for Immigrants	Career Transitions for Health Professionals	No specific focus	Occupational/Professional Skills: Skills relevant for the healthcare sector	Ontario	Ottawa	Yes	http://cciottawa.ca/
Catholic Centre for Immigrants	Youth Program	No specific focus	Language Training: Job preparation, workplace communication strategies Language Training: English and French language practice	Ontario	Ottawa	Yes	http://cciottawa.ca/
Catholic Community Services of York Region (CCSYR)	Healthcare Study Groups	No specific focus	Occupational/Professional Skills: Occupational insights necessary for licensing exams (Medical graduates, dentists, pharmacy graduates, nursing)	Ontario	Richmond Hill	No	www.ccsyr.org
Catholic Community Services of York Region (CCSYR)	Professional Networking Café (PNC)	No specific focus	Language Training: Job preparation, workplace communication strategies Canadian workplace culture	Ontario	Richmond Hill	No	www.ccsyr.org
Catholic Community Services of York Region (CCSYR)	Study Groups for Professional Designations:	No specific focus	Occupational/Professional Skills: Academic training (e.g. project management, lean six sigma, supply chain)	Ontario	Richmond Hill	No	www.ccsyr.org
Catholic Crosscultural Services	Employment Access Program (EAP) Peel Region	No specific focus	Language Training Canadian workplace culture, skills,	Ontario	Scarborough	Yes	https://www.cathcrosscultural.org/
Catholic Crosscultural Services	Employment Access Program (EAP) Toronto Region - Enhanced Language	No specific focus	Language Training Canadian workplace culture Occupational/Professional Skills: Sector-specific language training	Ontario	Scarborough	Yes	https://www.cathcrosscultural.org/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
	Training (ELT) for Healthcare Professionals						
Catholic Crosscultural Services	Language Instruction for Newcomers to Canada (LINC)	No specific focus	Language Training: Reading skills, speaking skills, writing skills, listening skills, general communication skills	Ontario	Scarborough	Yes	https://www.cathcrosscultural.org/
Catholic Crosscultural Services	Language Training for Newcomers	No specific focus	Language Training: Language proficiency Occupational/Professional Skills: Vocational/technical skills (food handling and supply childminding)	Ontario	Scarborough	Yes	https://www.cathcrosscultural.org/
Catholic Crosscultural Services	Small Business Support	No specific focus	Entrepreneurship Training: Entrepreneurship basics, networking skills, self employment skills	Ontario	Scarborough	Yes	https://www.cathcrosscultural.org/
Centre des services communautaires Vanier (CSCV)	Experica 2.0	No specific focus	Language Training: Job preparation, workplace communication strategies	Ontario	Ottawa	Yes	www.cscvanier.com
Centre for Immigrant and Community Services (CICS)	Food Handler Certificate Program for Immigrant Women	No specific focus	Occupational/Professional Skills: Food preparation, handling and preservation	Ontario	Toronto	Yes	www.cicscanada.com
Centre for Immigrant and Community Services (CICS)	Immigrant Women Resource Centre	No specific focus	Occupational/Professional Skills: Nail technician training, beauty consultant training, cashier training program, first aid and CPR training, home child-care provider training	Ontario	Toronto	Yes	www.cicscanada.com

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Centre for Immigrant and Community Services (CICS)	L.I.F.T. (Launch Into Future Training)	No specific focus	Language Training: Intercultural communication skills, leadership skills, team-building skills, cultural sensitivity, conflict resolution etc.	Ontario	Toronto	Yes	www.cicscanada.com
Centre for Immigrant and Community Services (CICS)	Language Instruction for Newcomers to Canada (LINC)	No specific focus	Language Training: General communication skills, reading, speaking, writing, listening	Ontario	Toronto	Yes	www.cicscanada.com
Centre for Immigrant and Community Services (CICS)	S.E.E.D. (Self-Employment and Entrepreneurship Development) Enterprise	No specific focus	Entrepreneurship Training Business planning and business development skills	Ontario	Toronto	Yes	www.cicscanada.com
Centre for Immigrant and Community Services (CICS)	SOAR (Skills, Opportunities, Action plan, Resources) Office Administration Employment Training	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies Digital Literacy Occupational/Professional Skills: Customer service	Ontario	Toronto	Yes	www.cicscanada.com
Centre for Immigrant and Community Services (CICS)	Women Empowerment Through Volunteering	No specific focus	Language Training: Stress management, general communication skills	Ontario	Toronto	Yes	www.cicscanada.com
Centre for Skills Development	English as a Second Language (ESL)	No specific focus	Language Training: English language skills, reading skills, writing skills, speaking skills, listening skills, general communication skills	Ontario	Burlington	Yes	http://www.centreforskills.ca/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Centre for Skills Development	Enhanced Language Training (ELT)	No specific focus	Language Training Employability skills, Canadian workplace culture, business/workplace communication skills, leadership skills, skills, interviewing skills	Ontario	Burlington	Yes	http://www.centreforskills.ca/
Centre for Skills Development	Home Renovation Program for Newcomers	No specific focus	Occupational/Professional Skills: Residential construction and renovation skills, construction safety training, sector-specific language skills	Ontario	Burlington	Yes	http://www.centreforskills.ca/
Centre for Skills Development	Language Instruction for Newcomers to Canada (LINC)	No specific focus	Language Training: English language skills, reading skills, writing skills, speaking skills, listening skills, general communication skills	Ontario	Burlington	Yes	http://www.centreforskills.ca/
Centre for Skills Development	Workplace English Classes	No specific focus	Language Training Employability skills, Canadian workplace culture, business/workplace communication skills, leadership skills, skills, interviewing skills	Ontario	Burlington	Yes	http://www.centreforskills.ca/
Chinese Association of Mississauga	English as a Second Language	No specific focus	Language Training Grammar, writing, listening, speaking and pronunciation skills, general communication skills	Ontario	Mississauga	Yes	www.chineseassociationmississauga.org

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Chinese Association of Mississauga	Language Instruction for Newcomers to Canada (LINC)	No specific focus	Language Training: Reading skills, speaking skills, writing skills, listening skills, general communication skills	Ontario	Mississauga	Yes	www.chineseassociationmississauga.org
Circle of Friends for Newcomers Hamilton	LINC	No specific focus	Language Training	Ontario	Hamilton	Yes	http://www.circleoffriends.ca/
Confederation Court Community House	L.I.N.C. Language Instruction for Newcomers	No specific focus	Language Training: writing speaking, listening skills	Ontario	Ottawa	No	http://www.confederationcourt.com/
COSTI Immigrant Services	Employment Strategies for Individuals with International Experience	No specific focus	Language Training: Job preparation, workplace communication strategies, Canadian workplace culture	Ontario	Toronto	Yes	costi.org
COSTI Immigrant Services	Enhanced Language Training for Internationally Experienced Professionals (ELT)	No specific focus	Language Training: Job preparation, workplace communication strategies; Occupational/Professional Skills: Sector-specific language skills	Ontario	Toronto	Yes	costi.org
COSTI Immigrant Services	Immigrant Women's Life Skills Workshops	No specific focus	Language Training Business/workplace communications skills Language Training: Stress management, self-esteem and confidence building, general communication skills, financial literacy	Ontario	Toronto	Yes	costi.org
COSTI Immigrant Services	Language Instruction for Newcomers to Canada (LINC)	No specific focus	Language Training: writing speaking, listening skills, grammar and	Ontario	Toronto	Yes	costi.org

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
			pronunciation, general communication skills				
COSTI Immigrant Services	Language Training at the Workplace (LTW)	No specific focus	Language Training: English language skills Occupational/Professional Skills: Job-specific language training based on the needs of the employers	Ontario	Toronto	Yes	costi.org
COSTI Immigrant Services	Newcomers Connecting to Trades Apprenticeship Resources (NeCTAR)	No specific focus	Occupational/Professional Skills: Trade-specific skills (e.g. Hairstylist, automotive service technician etc)	Ontario	Toronto	Yes	costi.org
COSTI Immigrant Services	Online Services	No specific focus	Language Training: Job preparation, workplace communication strategies; Occupational/Professional Skills: Sector-specific language skills (Office Administration, Information Technology, Accounting, Plumbing, Carpentry Hairstyling etc.)	Ontario	Toronto	Yes	costi.org
COSTI Immigrant Services	Pathways to Success - Life Skills, Career and Small Business Program for Women	No specific focus	Language Training: Stress management, self-esteem and confidence building, financial literacy, general communication skills Entrepreneurship Training	Ontario	Toronto	Yes	costi.org

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
			Entrepreneurial self-assessment, business planning skills				
COSTI Immigrant Services	TRIEC Mentoring Partnership	No specific focus	Language Training: Job preparation, workplace communication strategies	Ontario	Toronto	Yes	costi.org
COSTI Immigrant Services	Women's Employment and Life Skills (WELS)	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies, skills, Language Training: Self-esteem, financial literacy, conflict resolution	Ontario	Toronto	Yes	costi.org
CPAC	CPAC Bridging Program for Internationally Trained Accounting Professionals	No specific focus	Language Training; Occupational/Professional Skills: Canadian Taxation, Accounting in Canada, job search skills	Ontario	Scarborough	No	https://www.cpac-canada.ca/
CPAC	CPAC Enhanced Mentorship Program	No specific focus	Language Training: Business/workplace communication skills, interview skills,	Ontario	Scarborough	No	https://www.cpac-canada.ca/
CPAC	CPAC–TD Leadership Development Program	No specific focus	Language Training leadership skills, skills to manage workplace conflict, leadership styles, motivating and influencing your team members	Ontario	Scarborough	No	https://www.cpac-canada.ca/
CPAC	Gateway for Professional Nurses	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication	Ontario	Scarborough	No	https://www.cpac-canada.ca/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
			strategies Occupational/Professional Skills: Technical and academic training (e.g. introduction to nursing practice in Ontario, CNO exam preparation), occupation-specific language training, job shadowing				
CPAC	Job Matching	No specific focus	Language Training: interview skills, skills	Ontario	Scarborough	No	https://www.cpac-canada.ca/
CPAC	Job Search Workshop	No specific focus	Language Training: interview skills, skills	Ontario	Scarborough	No	https://www.cpac-canada.ca/
CPAC	Pre-Apprenticeship Electrician Training	No specific focus	Occupational/Professional Skills: Electrician: Construction and Maintenance, 309A, Fundamentals in Refrigeration and Air Conditioning Mechanic	Ontario	Scarborough	No	https://www.cpac-canada.ca/
Cross Cultural Learner Centre	Job Search Workshop	No specific focus	Language Training: interview skills	Ontario	London	Yes	https://lcccl.org/
CultureLink Settlement Services	Career Mentoring	No specific focus	Language Training: business/workplace communication skills, self-marketing skills	Ontario	Toronto	Yes	https://www.culturelink.ca/
CultureLink Settlement Services	Cybersecurity Training	No specific focus	Occupational/Professional Skills: Technical training; Language Training: Employability skills, career development; Digital Literacy: cybersecurity, artificial intelligence	Ontario	Toronto	Yes	https://www.culturelink.ca/
CultureLink Settlement Services	Interview Squad	No specific focus	Language Training; Occupational/Professional Skills	Ontario	Toronto	Yes	https://www.culturelink.ca/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
	Newcomers Program						
CultureLink Settlement Services	NEAT (Newcomers Explore and Appreciate Toronto)	No specific focus	Occupational/Professional Skills; Language Training	Ontario	Toronto	Yes	https://www.culturelink.ca/
CultureLink Settlement Services	Newcomers Speak Up for Success	No specific focus	Language Training	Ontario	Toronto	Yes	https://www.culturelink.ca/
CultureLink Settlement Services	Youth in Arts	No specific focus	Occupational/Professional Skills; Language Training	Ontario	Toronto	Yes	https://www.culturelink.ca/
Dixie Bloor Neighbourhood Centre	Enhanced Language Training with Bridge -To-Work Placement	No specific focus	Language Training; Occupational/Professional Skills	Ontario	Mississauga	Yes	www.dixiebloor.ca
Dixie Bloor Neighbourhood Centre	Job Search Workshops	No specific focus	Language Training	Ontario	Mississauga	Yes	www.dixiebloor.ca
Dixie Bloor Neighbourhood Centre	LINC English Classes	No specific focus	Language Training: writing speaking, listening skills, grammar and pronunciation, general communication skills	Ontario	Mississauga	Yes	www.dixiebloor.ca
Dixie Bloor Neighbourhood Centre	TRIEC Mentoring Partnership	No specific focus	Language Training	Ontario	Mississauga	Yes	www.dixiebloor.ca
Durham Region Unemployed Help Centre - Oshawa - Pickering	Job Search Workshops (JSW)	No specific focus	Language Training	Ontario	Oshawa	Yes	http://www.unemployedhelp.on.ca/
Durham Region Unemployed Help Centre - Oshawa - Pickering	TRIEC Mentoring Partnership	No specific focus	Language Training	Ontario	Oshawa	Yes	http://www.unemployedhelp.on.ca/
English Language Training for the	English as a Second	No specific focus	Language Training: reading skills, writing	Ontario	Ottawa	Yes	www.eltoc.ca

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Ottawa Community (ELTOC)	Language (ESL) - Home Tutoring		skills, speaking skills, listening skills				
Focus For Ethnic Women	Focus on Technology (FoTech)	No specific focus	Language Training; Digital Literacy	Ontario	Waterloo	Yes	www.few.on.ca
Food Processing Skills Canada	Virtual Immersive Learning and Career Labs - The New Normal for Food and Beverage Manufacturers	No specific focus	Occupational/Professional Skills: food and beverage processing	Ontario		Yes	
Fort Erie Multicultural Centre	Language Instruction for Newcomers to Canada (LINC)	No specific focus	Language Training: writing listening, speaking skills	Ontario	Fort Erie	No	www.firststepsincanada.com
Graybridge Malkam	Language Instruction for Newcomers to Canada (LINC)	No specific focus	Language Training	Ontario	Ottawa	No	https://graybridgemalkam.com/
Halton Multicultural Council (HMC Connections)	Career Accelerator for Internationally Trained Health Professionals	No specific focus	Language Training	Ontario	Oakville	Yes	http://hmconnections.com/
Halton Multicultural Council (HMC Connections)	Individual Mentoring	No specific focus	Language Training: English language skills	Ontario	Oakville	Yes	http://hmconnections.com/
Halton Multicultural Council (HMC Connections)	Job Coaching for Refugees and Newcomers with Language Barriers	No specific focus	Language Training	Ontario	Oakville	Yes	http://hmconnections.com/
Halton Multicultural Council (HMC Connections)	Job Search Workshops (JSW) program	No specific focus	Language Training Canadian workplace culture	Ontario	Oakville	Yes	http://hmconnections.com/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Halton Multicultural Council (HMC Connections)	Language Instruction for Newcomers to Canada (LINC)	No specific focus	Language Training: Reading skills, listening skills, general communication skills, writing skills, speaking skills	Ontario	Oakville	Yes	http://hmconnections.com/
Halton Multicultural Council (HMC Connections)	Professional Group Mentoring	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies	Ontario	Oakville	Yes	http://hmconnections.com/
Halton Multicultural Council (HMC Connections)	Skills based mentoring	No specific focus	Language Training: Digital Literacy skills	Ontario	Oakville	Yes	http://hmconnections.com/
Heritage Skills Development Centre (HSDC)	Business-Entrepreneurship Training Program	No specific focus	Entrepreneurship Training Self-employment skills (business planning, basic accounting, budgeting, business plan development, marketing plan development, etc.) Language Training	Ontario	Scarborough	No	www.hsdconline.org
Heritage Skills Development Centre (HSDC)	Digital Literacy Training Program – Basic & Advanced	No specific focus	Language Training Resume-writing skills, presentation skills, Digital Literacy applications in small businesses Digital Literacy (e.g. MS word, email writing etc.)	Ontario	Scarborough	No	www.hsdconline.org
Heritage Skills Development Centre (HSDC)	Customer Service & Sales Training Program	No specific focus	Occupational/Professional Skills: Customer service management, sales skills (identifying & meeting	Ontario	Scarborough	No	www.hsdconline.org

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
			customer needs, satisfaction and complaints etc.) Language Training: Canadian workplace culture, job preparation, workplace communication strategies				
Heritage Skills Development Centre (HSDC)	Enhance Youth Outreach Worker Program (EYOW)	Black (African/Caribbean)	Language Training Personal development (anger management, conflict resolutions, etc.),	Ontario	Scarborough	No	www.hsdconline.org
Heritage Skills Development Centre (HSDC)	French As A Second Language	No specific focus	Language Training: writing speaking and listening in the French language	Ontario	Scarborough	No	www.hsdconline.org
Heritage Skills Development Centre (HSDC)	Sewing & Fashion Design Training Program	No specific focus	Occupational/Professional Skills: Fashion design skills (e.g. marker making, sample cutting, free hand cutting, cutting dresses using patterns, etc.) Entrepreneurship Training: Starting own business	Ontario	Scarborough	No	www.hsdconline.org
Heritage Skills Development Centre (HSDC)	Web Development Training	No specific focus	Occupational/Professional Skills; Digital Literacy: Computer software skills (e.g. JavaScript fundamentals, JQuery, MySQL Database Management etc.)	Ontario	Scarborough	No	www.hsdconline.org
Heritage Skills Development Centre (HSDC)	Youth Mentorship Program	Black (African/Caribbean)	Language Training Soft skills support	Ontario	Scarborough	No	www.hsdconline.org

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
HMC Connections	Active Language Learning	No specific focus	Language Training: writing speaking, listening skills, grammar and pronunciation, general communication skills	Ontario	Oakville	Yes	http://hmconnections.com/
HMC Connections	Career Accelerator for Foreign-Trained Health Professionals	No specific focus	Language Training: Job preparation, workplace communication strategies Occupational/Professional Skills: Sector-specific knowledge, healthcare	Ontario	Oakville	Yes	http://hmconnections.com/
HMC Connections	Individual Mentoring	No specific focus	Language Training: English language skills	Ontario	Oakville	Yes	http://hmconnections.com/
HMC Connections	Job Coaching for Refugees and Newcomers with Language Barriers	No specific focus	Language Training: English language skills, Cross-cultural communications skills	Ontario	Oakville	Yes	http://hmconnections.com/
HMC Connections	Job Search Workshops (JSW)	No specific focus	Language Training: job preparation	Ontario	Oakville	Yes	http://hmconnections.com/
HMC Connections	Language Instruction for Newcomers to Canada (LINC)	No specific focus	Language Training: writing speaking, listening skills, grammar and pronunciation, general communication skills	Ontario	Oakville	Yes	http://hmconnections.com/
HMC Connections	Professional Group Mentoring	No specific focus	Language Training: Job preparation, workplace communication strategies, Canadian workplace culture; Occupational/Professional	Ontario	Oakville	Yes	http://hmconnections.com/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
			onal Skills: Sector-specific knowledge				
HMC Connections	Skills based mentoring	No specific focus	Digital Literacy (e.g. keyboard, Internet Explorer, Microsoft Word etc.)	Ontario	Oakville	Yes	http://hmcconnections.com/
Human Endeavour	Trades and Training	No specific focus	Occupational/Professional Skills: General construction skills, fork-lift operations, masonry	Ontario	Vaughan	No	humanendeavour.org
Immigrant Culture and Art Association	Art Education Program	No specific focus	Occupational/Professional Skills: Technical artistic skills, art fundamentals	Ontario	Hamilton	Yes	www.immigrantart.org
Immigrant Culture and Art Association	Mentorship Program	No specific focus	Occupational/Professional Skills: Creating an artistic portfolio, exhibiting etc.	Ontario	Hamilton	Yes	www.immigrantart.org
Immigrant Services-Guelph-Wellington	ISGW Women's Group	No specific focus	Occupational/Professional Skills: hair & make-up, manicure skills Language Training	Ontario	Guelph	Yes	https://www.is-gw.ca/
Immigrant Services-Guelph-Wellington	Mobilized, Engaged, Involved (MEI)	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies	Ontario	Guelph	Yes	https://www.is-gw.ca/
Immigrant Women Services Ottawa	Computer Training Program	No specific focus	Language Training: Digital Literacy skills	Ontario	Ottawa	Yes	www.immigrantwomenservices.com
Immigrant Writers Association	IWA Mentoring Program	No specific focus	Occupational/Professional Skills: Writing, editing, formatting, publishing, graphic design, etc.	Ontario	Toronto	No	http://immigrantwriters.com/
Immigrant Writers Association	Writing and Publishing	No specific focus	Occupational/Professional Skills: Writing, fiction-writing,	Ontario	Toronto	No	http://immigrantwriters.com/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
	workshop series		graphic-design, editing, skills, etc.				
Immigrants Working Centre	Academic and Business English for Work	No specific focus	Language Training presentation, research skills, email writing, business letter writing skills	Ontario	Hamilton	Yes	https://iwchamilton.ca/
Immigrants Working Centre	Digital Literacy Classes	No specific focus	Language Training: Digital Literacy skills, internet skills	Ontario	Hamilton	Yes	https://iwchamilton.ca/
Immigrants Working Centre	Intensive Communication for Work	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies, interpersonal skills, problem solving skills, skills, job search skills	Ontario	Hamilton	Yes	https://iwchamilton.ca/
Immigrants Working Centre	Job Search Workshops	No specific focus	Language Training: Job preparation, workplace communication strategies	Ontario	Hamilton	Yes	https://iwchamilton.ca/
Immigrants Working Centre	Language Instruction for Newcomers to Canada (LINC)	No specific focus	Language Training: reading skills, writing skills, speaking skills, listening skills	Ontario	Hamilton	Yes	https://iwchamilton.ca/
Immigrants Working Centre	School Bus Driver Preparation Program	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies Occupational/Professional Skills: driver training skills, health and safety training	Ontario	Hamilton	Yes	https://iwchamilton.ca/
Immploy	Mentorship	No specific focus	Language Training: Job preparation,	Ontario	London	No	https://www.immploy.ca/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
			workplace communication strategies, insights into the Canadian work culture				
Indus Community Services	Entrepreneurship Program for Newcomers	No specific focus	Entrepreneurship Training Self-employment skills, business knowledge and management skills	Ontario	Mississauga	Yes	https://induscs.ca/
Indus Community Services	Human Resources Bridging Program	No specific focus	Occupational/Professional Skills: Human resources skills Language Training Canadian workplace culture, job search skills	Ontario	Mississauga	Yes	https://induscs.ca/
Indus Community Services	Job Search Workshops	No specific focus	Language Training; Occupational/Professional Skills: employability skills	Ontario	Mississauga	Yes	https://induscs.ca/
Indus Community Services	Language Instruction for Newcomers to Canada (LINC)	No specific focus	Language Training: Reading skills, listening skills, general communication skills, writing skills, speaking skills	Ontario	Mississauga	Yes	https://induscs.ca/
Jewish Immigrant Aid Services (JIAS)	JumpStart Employment	No specific focus	Language Training: Job preparation, workplace communication strategies	Ontario	Toronto	Yes	https://jiastoronto.org/
Jewish Immigrant Aid Services (JIAS)	Language Instruction for Newcomers to Canada (LINC)	No specific focus	Language Training: writing speaking, listening skills, grammar and pronunciation, general communication skills	Ontario	Toronto	Yes	https://jiastoronto.org/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Jewish Vocational Services of Metro Toronto (JVS)	Canadian Workplace Communication (Enhanced Language Training: For Internationally Educated Professionals in Banking/Finance, and Architecture)	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies Occupational/Professional Skills: Sector-specific language skills	Ontario	Toronto	Yes	www.jvstoronto.org
Jewish Vocational Services of Metro Toronto (JVS)	IPLAN Employment (Immigrant Professionals Leveraging Architectural Knowledge for New Opportunities)	No specific focus	Language Training: Job preparation, workplace communication strategies Occupational/Professional Skills: Occupation-specific technical and academic training (architecture)	Ontario	Toronto	Yes	www.jvstoronto.org
Jewish Vocational Services of Metro Toronto (JVS)	IPLAN Information Online	No specific focus	Language Training Occupational/Professional Skills: Architectural design skills, management skills	Ontario	Toronto	Yes	www.jvstoronto.org
Jewish Vocational Services of Metro Toronto (JVS)	IPLAN Practice	No specific focus	Language Training: Job preparation, workplace communication strategies Occupational/Professional Skills: Occupation-specific technical and academic training (architecture)	Ontario	Toronto	Yes	www.jvstoronto.org

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Jewish Vocational Services of Metro Toronto (JVS)	ISAGE: International Skills Applied for Geriatrics	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies Occupational/Professional Skills: Healthcare training, educational training (including academic courses)	Ontario	Toronto	Yes	www.jvstoronto.org
Jewish Vocational Services of Metro Toronto (JVS)	Job Search Workshops for Newcomers	No specific focus	Language Training: Job preparation, workplace communication strategies interviewing skills	Ontario	Toronto	Yes	www.jvstoronto.org
Jewish Vocational Services of Metro Toronto (JVS)	Newcomer Youth: Connections for Success (NYCS)	No specific focus	Language Training Career guidance and planning	Ontario	Toronto	Yes	www.jvstoronto.org
Jewish Vocational Services of Metro Toronto (JVS)	Online Canadian Workplace Communication (Enhanced Language Training: For Internationally Educated Professionals in Information Technology)	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies Occupational/Professional Skills: Sector-specific language skills	Ontario	Toronto	Yes	www.jvstoronto.org
Jewish Vocational Services of Metro Toronto (JVS)	TRIEC Mentoring Partnership	No specific focus	Language Training: Job preparation, workplace communication strategies	Ontario	Toronto	Yes	www.jvstoronto.org

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Job Skills	Bridge to HR Online	No specific focus	Occupational/Professional Skills: HR practices & terminology, occupation-specific language skills Language Training: Canadian workplace culture, job preparation, workplace communication strategies	Ontario	Newmarket	No	www.jobskills.org
Job Skills	Job Search Workshops	No specific focus	Language Training: Job preparation, workplace communication strategies, Canadian workplace culture	Ontario	Newmarket	No	www.jobskills.org
Job Skills	Self-Employment Pathways for Newcomers	No specific focus	Entrepreneurship Training: Self-employment skills, business skills (how to start own business, business planning, assessing required financing, business development etc.)	Ontario	Newmarket	No	www.jobskills.org
JobStart	Manulife Empowering Women to Employment Program (MEWE)	No specific focus	Language Training: Job preparation, workplace communication strategies	Ontario	Toronto	No	https://www.jobstart.org/
JobStart	TRIEC Mentoring Partnership	No specific focus	Language Training: Job preparation, workplace communication strategies	Ontario	Toronto	No	https://www.jobstart.org/
KEYS Job Centre	Language Instruction for	No specific focus	Language Training: reading skills, writing	Ontario	Kingston	Yes	https://www.keys.ca/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
	Newcomers to Canda		skills, speaking skills, listening skills				
KEYS Job Centre	Newcomers Empowering Business	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies , insights into the Canadian workplace	Ontario	Kingston	Yes	https://www.keys.ca/
KEYS Job Centre	The Professional Mentoring Partnership	No specific focus	Language Training: insights into the Canadian workplace	Ontario	Kingston	Yes	https://www.keys.ca/
Kitchener-Waterloo Multicultural Centre	Let's Talk	No specific focus	Language Training education, career guidance, networking	Ontario	Kitchener	Yes	https://www.kwmc.on.ca/employment-workshops
Learning Disabilities Association of Toronto District	Group Mentorship	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies	Ontario	Toronto	Yes	www.ldatd.on.ca
Learning Disabilities Association of Toronto District	S.P.L.A.S.H. (Settlement Program Learning Abilities Service Hub)	No specific focus	Occupational/Professional Skills: Upskilling	Ontario	Toronto	Yes	www.ldatd.on.ca
Learning Disabilities Association of Toronto District	Speaking Power	No specific focus	Language Training Presentation skills, business/workplace communication skills, public speaking skills	Ontario	Toronto	Yes	www.ldatd.on.ca
Learning Disabilities Association of Toronto District	Successful Career Preparation	No specific focus	Language Training: Job preparation, workplace communication strategies, basic	Ontario	Toronto	Yes	www.ldatd.on.ca

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
			literacy skills, Digital Literacy				
Learning Enrichment Foundation	Computer Training Sessions	No specific focus	Language Training: Digital Literacy skills (e.g. MS Office)	Ontario	Toronto	Yes	https://lefca.org/
Learning Enrichment Foundation	Emerging Entrepreneurs	No specific focus	Entrepreneurship Training Business planning, business management, budgeting and financing, marketing and sales skills etc. Language Training (for entrepreneurs)	Ontario	Toronto	Yes	https://lefca.org/
Learning Enrichment Foundation	Foreign Credentials Recognition Program	No specific focus	Occupational/Professional Skills: Skills for recertification and licensing	Ontario	Toronto	Yes	https://lefca.org/
Learning Enrichment Foundation	Hospitality Career Pathways	No specific focus	Occupational/Professional Skills: Service excellence, food safety, smart serve, WHMIS Language Training: Canadian workplace culture, job preparation, workplace communication strategies	Ontario	Toronto	Yes	https://lefca.org/
Learning Enrichment Foundation	Language Instruction for Newcomers to Canada (LINC)	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies	Ontario	Toronto	Yes	https://lefca.org/
London Cross Cultural Learner Centre	Job Search Workshop	No specific focus	Language Training networking, , interview skills, job search skills	Ontario	London	Yes	www.lcclc.org

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Malton Neighbourhood Services	Immigrant Women Pre-employment Program	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies, skills,	Ontario	Mississauga	Yes	https://www.mnsinfo.org/
Malton Neighbourhood Services	Job Search Workshops	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies, skills,	Ontario	Mississauga	Yes	https://www.mnsinfo.org/
Malton Neighbourhood Services	Language Instruction for Newcomers to Canada (LINC)	No specific focus	Language Training: Reading skills, listening skills, general communication skills, writing skills, speaking skills	Ontario	Mississauga	Yes	https://www.mnsinfo.org/
Malton Neighbourhood Services	Newcomer Pre-employment program	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies, skills,	Ontario	Mississauga	Yes	https://www.mnsinfo.org/
Malvern Family Resource Centre	#Iwill	No specific focus	Language Training: Basic banking, driving, budgeting, job application	Ontario	scarborough	No	http://mfrc.org/
Malvern Family Resource Centre	S.P.A.R.K. (Support Peers with Acts of Random Kindness)	No specific focus	Language Training Leadership skills, volunteering skills	Ontario	scarborough	No	http://mfrc.org/
McMaster University	Building Capacity and Skills to Survive Shock for Current and	No specific focus	Occupational/Professional Skills: Up-skilling for nonprofit managers	Ontario	Hamilton	Yes	https://www.degroote.mcmaster.ca/articles/shock-proofing-the-future-of-non-profit-work/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
	Future Not-for-Profit Managers: A New Approach						
Mennonite New Life Centre of Toronto	Bridge to Employment in Media and Communications (BEMC)	No specific focus	Occupational/Professional Skills: Media and communication skills (e.g. journalism, professional writing, broadcast media, videography) Language Training: Canadian workplace culture, job preparation, workplace communication strategies	Ontario	Toronto	Yes	www.mnlct.org
Mennonite New Life Centre of Toronto	Bridge Training Program for Registration and Employment in Mental Health (BREM)	No specific focus	Occupational/Professional Skills: Occupation-specific skills (psychotherapy), academic and theoretical training Language Training: Canadian workplace culture, job preparation, workplace communication strategies	Ontario	Toronto	Yes	www.mnlct.org
Mennonite New Life Centre of Toronto	Language Instruction Giving Hope to Trauma Survivors	No specific focus	Language Training: English language skills, general communication skills	Ontario	Toronto	Yes	www.mnlct.org
Multicultural Association of Kenora and District (MAKD)	LINC Home Study	No specific focus	Language Training: writing speaking and listening in the English language	Ontario	Kenora	Yes	http://kenoramulticultural.ca/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Multicultural Council of Windsor and Essex County	Language Skills Program	No specific focus	Language Training: writing speaking, listening skills, pronunciation, general communication skills	Ontario	Windsor	Yes	www.themcc.com
Multicultural Council of Windsor and Essex County	Newcomer Youth and Children Groups	No specific focus	Language Training: Job preparation, workplace communication strategies	Ontario	Windsor	Yes	www.themcc.com
Muslim Community Services (MCS)	LINC (Language Instruction for Newcomers to Canada)	No specific focus	Language Training: Basic English language skills, speaking, reading, writing, listening, general communication skills	Ontario	Brampton	Yes	www.muslimcommunity.org
National Capital Region YMCA-YWCA - Newcomer Information Centre (NIC)	Destination Employment	No specific focus	Occupational/Professional Skills: food serving skills, service excellence skills Language Training: Canadian workplace culture, job preparation, workplace communication strategies	Ontario	Ottawa	Yes	http://www.ymcaYWCA.ca/
National Capital Region YMCA-YWCA - Newcomer Information Centre (NIC)	Horticulture Training Program	No specific focus	Occupational/Professional Skills: cultivation of plants, landscaping, and irrigation system	Ontario	Ottawa	Yes	http://www.ymcaYWCA.ca/
National Capital Region YMCA-YWCA - Newcomer Information Centre (NIC)	Newcomer Youth Leadership Development	No specific focus	Language Training: leadership skills, employability skills	Ontario	Ottawa	Yes	http://www.ymcaYWCA.ca/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
National Capital Region YMCA-YWCA - Newcomer Information Centre (NIC)	Power of Trades	No specific focus	Occupational/Professional Skills: skilled trades and apprenticeships, WHMIS certification	Ontario	Ottawa	Yes	http://www.ymcaYWCA.ca/
National Capital Region YMCA-YWCA - Newcomer Information Centre (NIC)	Pre-Apprenticeship Home Renovation Program	No specific focus	Occupational/Professional Skills: skilled trades and apprenticeships, WHMIS certification Language Training: Technical, academic, and pre-employment preparation	Ontario	Ottawa	Yes	http://www.ymcaYWCA.ca/
Neighbourhood Link Support Services	Beginners Digital Literacy and Keyboarding	No specific focus	Digital Literacy (e.g. keyboard, Internet Explorer, Microsoft Word etc)	Ontario	East York	No	https://neighbourhoodlink.org/
Neighbourhood Link Support Services	Job Search Workshop for Newcomers	No specific focus	Language Training: Job preparation, workplace communication strategies	Ontario	East York	No	https://neighbourhoodlink.org/
Neighbourhood Link Support Services	New Knowledge, New Steps for Newcomers Program	No specific focus	Language Training: General communication skills, language skills; Digital Literacy: internet skills	Ontario	East York	No	https://neighbourhoodlink.org/
New Canadians	Immigrant Business Café	No specific focus	Entrepreneurship/business skills: Business rules and regulations, entrepreneurial insights Language Training	Ontario	Pickering	No	https://newcanadians.tv/ibn/
New Canadians Centre - Peterborough	Beginner English Group	No specific focus	Language Training: speaking skills, reading skills	Ontario	Peterborough	No	https://nccpeterborough.ca/
New Canadians Centre - Peterborough	Public Speaking Training	No specific focus	Language Training: presentation skills, public speaking skills	Ontario	Peterborough	No	https://nccpeterborough.ca/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
New Canadians' Centre of Excellence Inc.	Business Development Advisory Services (BDA)	No specific focus	Entrepreneurship Training: business start-up skills, regulation and taxation information	Ontario	Windsor	Yes	https://www.ncceinc.org/
New Canadians' Centre of Excellence Inc.	Enhanced Language Training (ELT)	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies	Ontario	Windsor	Yes	https://www.ncceinc.org/
New Canadians' Centre of Excellence Inc.	Immigrants With Occupation Related Knowledge (IWORK)	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies	Ontario	Windsor	Yes	https://www.ncceinc.org/
New Canadians' Centre of Excellence Inc.	Job Search Workshops (JSW)	No specific focus	Language Training: Job preparation, workplace communication strategies,	Ontario	Windsor	Yes	https://www.ncceinc.org/
New Canadians' Centre of Excellence Inc.	Labour Market Access Program	No specific focus	Language Training: insights into the Canadian labour market, job search skills Entrepreneurship Training: business start-up skills	Ontario	Windsor	Yes	https://www.ncceinc.org/
New Canadians' Centre of Excellence Inc.	Language Instruction for Newcomers to Canada (LINC)	No specific focus	Language Training: reading skills, writing skills, speaking skills, listening skills	Ontario	Windsor	Yes	https://www.ncceinc.org/
New Circles Community Services	Business Office Skills Training	No specific focus	Digital Literacy Occupational/Professional Skills: Office administration, customer service skills	Ontario	Toronto	Yes	www.newcircles.ca

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
			Language Training: business/workplace communication, problem-solving				
New Circles Community Services	Retail & Customer Service Skills	No specific focus	Occupational/Professional Skills: Occupation-specific skills (retail sales associate) - sales, interactive customer service, inventory management, merchandising, loss prevention Language Training: problem-solving skills, time management	Ontario	Toronto	Yes	www.newcircles.ca
Newcomer Centre of Peel (NCP)	Co-op placement program	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies, Canadian workplace culture	Ontario	Mississauga	Yes	http://ncpeel.ca/
Newcomer Centre of Peel (NCP)	Labour Market Access (LMA) program	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies	Ontario	Mississauga	Yes	http://ncpeel.ca/
Newcomer Centre of Peel (NCP)	Language Instruction for Newcomers to Canada (LINC)	No specific focus	Language Training: Basic English language skills, speaking, reading, writing, listening, general communication skills, business communication skills	Ontario	Mississauga	Yes	http://ncpeel.ca/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Newcomer Centre of Peel (NCP)	Rural Employment Initiative (REI)	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies, Canadian workplace culture	Ontario	Mississauga	Yes	http://ncpeel.ca/
Newcomer Women's Services Toronto (NEW)	Language Instruction for Newcomers to Canada	No specific focus	Language Training: Basic English language skills, speaking, reading, writing, listening, general communication skills, numeracy skills	Ontario	Toronto	Yes	www.newcomerwomen.org
Newcomer Women's Services Toronto (NEW)	Sister2Sister	No specific focus	Language Training: Leadership skills	Ontario	Toronto	Yes	www.newcomerwomen.org
Niagara Folk Arts Multicultural Centre	English as a Second Language Classes - LINC/ESL	No specific focus	Language Training: writing, listening, speaking skills	Ontario	St. Catharines	Yes	www.folk-arts.ca
Niagara Folk Arts Multicultural Centre	Job Search Workshop Program	No specific focus	Language Training: Job preparation, workplace communication strategies, personal branding skills, use of social media skills	Ontario	St. Catharines	Yes	www.folk-arts.ca
Niagara Folk Arts Multicultural Centre	Skills Training Programs - Excel for Entrepreneurs	No specific focus	Entrepreneurship Training: budget, cashflow for business using excel skills	Ontario	St. Catharines	Yes	www.folk-arts.ca
Niagara Folk Arts Multicultural Centre	Skills Training Programs - Basic Digital Literacy Training	No specific focus	Digital Literacy Language Training: Canadian workplace culture, job preparation, workplace	Ontario	St. Catharines	Yes	www.folk-arts.ca

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
			communication strategies				
Niagara Folk Arts Multicultural Centre	Skills Training Programs - Customer Service Basics	No specific focus	Language Training: listening skills, professionalism Occupational/Professional Skills: customer service terminologies, building customer relationships, case study exercises etc.	Ontario	St. Catharines	Yes	www.folk-arts.ca
Niagara Folk Arts Multicultural Centre	Skills Training Programs - Health & Safety in the Workplace	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies	Ontario	St. Catharines	Yes	www.folk-arts.ca
Niagara Folk Arts Multicultural Centre	Skills Training Programs - Small Business Basics	No specific focus	Entrepreneurship Training: developing business plans, business idea presentation techniques, market research skills, understanding legal aspects etc.	Ontario	St. Catharines	Yes	www.folk-arts.ca
Niagara Folk Arts Multicultural Centre	Skills Training Programs - Using PowerPoint for Presentations	No specific focus	Language Training: Presentation skills Language Training: Digital Literacy, MS Office suite skills	Ontario	St. Catharines	Yes	www.folk-arts.ca
Niagara Folk Arts Multicultural Centre	Youth Program	No specific focus	Language Training: general communication skills	Ontario	St. Catharines	Yes	www.folk-arts.ca
Niagara Workforce Planning Board	Mentorship Program	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies	Ontario	Thorold	Yes	https://www.niagaraworkforce.ca/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
North Bay and District Multicultural Centre	English as a Second Language (ESL)	No specific focus	Language Training: reading skills, writing skills, speaking skills, listening skills	Ontario	North Bay	Yes	www.nbdmc.ca
North Bay and District Multicultural Centre	Language Instruction for Newcomers to Canada (LINC)	No specific focus	Language Training: reading skills, writing skills, speaking skills, listening skills	Ontario	North Bay	Yes	www.nbdmc.ca
North York Community House	Employment & Financial Literacy Support for Newcomer Men	No specific focus	Language Training Entrepreneurship Training: Financial literacy	Ontario	Toronto	Yes	www.nych.ca
North York Community House	Job Search Essentials	No specific focus	Language Training: Job preparation, workplace communication strategies	Ontario	Toronto	Yes	www.nych.ca
North York Community House	Language Instruction for Newcomers to Canada (LINC)	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies	Ontario	Toronto	Yes	www.nych.ca
North York Community House	Mentorship Program	No specific focus	Language Training: Job preparation, workplace communication strategies	Ontario	Toronto	Yes	www.nych.ca
North York Community House	Newcomer Connections	No specific focus	Language Training: General communications skills	Ontario	Toronto	Yes	www.nych.ca
North York Community House	Settlement and Education Partnerships in Toronto (SEPT)	No specific focus	Language Training: Leadership skills	Ontario	Toronto	Yes	www.nych.ca
North York Community House	The Diverse Women's Club	No specific focus	Language Training; Occupational/Professional Skills: career transitioning	Ontario	Toronto	Yes	www.nych.ca

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
			Entrepreneurship Training: Business modelling and planning, marketing and sales, pitching, sales presentation, asset development, financial literacy				
Occupation-specific Language Training (OSLT)	Accessing the Business Job Market, Communicating in the Business Sector, Managing Workplace Interactions in Ontario	No specific focus	Language Training: Job preparation, workplace communication strategies	Ontario	Toronto	Yes	https://co-oslt.org/
Occupation-specific Language Training (OSLT)	Accessing the Health Care Job Market, Communicating in the Health Sector, Managing Health Care Interactions in Ontario	No specific focus	Language Training: Job preparation, workplace communication strategies Occupational/Professional Skills: Occupation-specific language skills	Ontario	Toronto	Yes	https://co-oslt.org/
Occupation-specific Language Training (OSLT)	Accessing the Technology Job Market, Communicating in the Technology Sector, Managing Workplace Interactions in Ontario	No specific focus	Language Training: Job preparation, workplace communication strategies Occupational/Professional Skills: Occupation-specific language skills	Ontario	Toronto	Yes	https://co-oslt.org/
Occupation-specific Language Training (OSLT)	Workplace Communication Skills for	No specific focus	Language Training: Job preparation, workplace	Ontario	Toronto	Yes	https://co-oslt.org/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
	Accounting and Finance		communication strategies Occupational/Professional Skills: Occupation-specific language skills				
Occupation-specific Language Training (OSLT)	Workplace Communication Skills for Automotive Trades	No specific focus	Language Training: Job preparation, workplace communication strategies Occupational/Professional Skills: Occupation-specific language skills	Ontario	Toronto	Yes	https://co-oslt.org/
Occupation-specific Language Training (OSLT)	Workplace Communication Skills for Construction Trades	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies, Occupational/Professional Skills: Occupation-specific language skills	Ontario	Toronto	Yes	https://co-oslt.org/
Occupation-specific Language Training (OSLT)	Workplace Communication Skills for Entrepreneurship and Sales & Marketing	No specific focus	Language Training: Job preparation, workplace communication strategies Entrepreneurship Training: Entrepreneurial communication	Ontario	Toronto	Yes	https://co-oslt.org/
Occupation-specific Language Training (OSLT)	Workplace Communication Skills for Health Care	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies,	Ontario	Toronto	Yes	https://co-oslt.org/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
			Occupational/Professional Skills: Occupation-specific language skills				
Occupation-specific Language Training (OSLT)	Workplace Communication Skills for Hospitality	No specific focus	Language Training: Job preparation, workplace communication strategies Occupational/Professional Skills: Occupation-specific language skills	Ontario	Toronto	Yes	https://co-oslt.org/
Occupation-specific Language Training (OSLT)	Workplace Communication Skills for Interprofessional Health Care Teams	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies, Occupational/Professional Skills: Occupation-specific language skills	Ontario	Toronto	Yes	https://co-oslt.org/
Occupation-specific Language Training (OSLT)	Workplace Communication Skills for Older Adult Care	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies, Occupational/Professional Skills: Occupation-specific language skills	Ontario	Toronto	Yes	https://co-oslt.org/
Occupation-specific Language Training (OSLT)	Workplace Communication Skills for Policing and Security	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies,	Ontario	Toronto	Yes	https://co-oslt.org/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
			Occupational/Professional Skills: Occupation-specific language skills				
Occupation-specific Language Training (OSLT)	Workplace Communication Skills for Professional Managers	No specific focus	Language Training: Job preparation, workplace communication strategies	Ontario	Toronto	Yes	https://co-oslt.org/
Occupation-specific Language Training (OSLT)	Workplace Communication Skills for Project Management	No specific focus	Language Training: Job preparation, workplace communication strategies	Ontario	Toronto	Yes	https://co-oslt.org/
Occupation-specific Language Training (OSLT)	Workplace Communication Skills for Technology	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies, Occupational/Professional Skills: Occupation-specific language skills	Ontario	Toronto	Yes	https://co-oslt.org/
Occupation-specific Language Training (OSLT)	Workplace Communication Skills for Working with Children and Youth	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies, Occupational/Professional Skills: Occupation-specific language skills	Ontario	Toronto	Yes	https://co-oslt.org/
Occupation-specific Language Training (OSLT)	Writing Professionally	No specific focus	Language Training Workplace communication, email-writing skills, professional writing	Ontario	Toronto	Yes	https://co-oslt.org/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Occupation-specific Language Training (OSLT)	Writing Professionally in the Health Care Sector	No specific focus	Language Training Professional writing, email writing, reflective thinking skills	Ontario	Toronto	Yes	https://co-oslt.org/
Ontario Society of Professional Engineers (OSPE)	Bridging Programs for International Engineering Graduates (IEGs) - PE400 PPE Exam Skills Prep Program	No specific focus	Language Training: Job preparation, workplace communication strategies; Occupational/Professional Skills: Training on code of ethics, regulations and ethical duties of engineers, etc.	Ontario	Toronto	No	https://ospe.on.ca/
Ontario Society of Professional Engineers (OSPE)	Bridging Programs for International Engineering Graduates (IEGs) - Skills and Jobs in Ontario's Environment Sector	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies	Ontario	Toronto	No	https://ospe.on.ca/
Ottawa Chinese Community Service Centre	French Beginner Course	No specific focus	Language Training: French language general communication skills, reading skills, writing skills	Ontario	Ottawa	No	https://www.occsc.org/
Ottawa Chinese Community Service Centre	In-TAC Mentorship Program For Digital Literacy & Accounting Professionals Help needed - with status os	No specific focus	Language Training leadership skills, cultural competency skills	Ontario	Ottawa	No	https://www.occsc.org/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
	employer engagement						
Ottawa Chinese Community Service Centre	Job Search Workshops	No specific focus	Language Training: Job preparation, workplace communication strategies, insights into the Canadian workplace culture	Ontario	Ottawa	No	https://www.occsc.org/
Ottawa Chinese Community Service Centre	Language Instruction for Newcomers to Canada (LINC)	No specific focus	Language Training: reading skills, writing skills, speaking skills, listening skills	Ontario	Ottawa	No	https://www.occsc.org/
Ottawa Chinese Community Service Centre	Navigating the Canadian Digital Literacy Workplace Program (NaviCanIT)	No specific focus	Language Training: Cross-cultural communication skills, conflict resolution skills, workplace communication skills, Occupational/Professional Skills: technical writing, project management; Digital Literacy: information technology skills	Ontario	Ottawa	No	https://www.occsc.org/
Ottawa Chinese Community Service Centre	Navigating the Canadian Workplace Program for Accounting Professionals (NaviCanAccounting)	No specific focus	Language Training: Intercultural communication, professional ethics, intercultural communication skills Occupational/Professional Skills: accounting workplace communication skills, accounting, personal and corporate taxation; Digital Literacy	Ontario	Ottawa	No	https://www.occsc.org/
Ottawa Chinese Community Service Centre	Services for Syrian Refugees	No specific focus	Language Training: reading skills, writing	Ontario	Ottawa	No	https://www.occsc.org/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
	Program (SSRP) - Language Instruction for Newcomers to Canada (LINC)		skills, speaking skills, listening skills				
Ottawa Community Immigrant Services Organization (OCISO)	Career Mentoring Program	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies, interview skills	Ontario	Ottawa	Yes	https://ociso.org/
Ottawa Community Immigrant Services Organization (OCISO)	Federal Internship for Newcomer Program (FINP) – Mentoring Program	No specific focus	Language Training: understanding of Canadian workplace culture, job search skills Occupational/Professional Skills: federal hiring process, Canadian federal government working culture	Ontario	Ottawa	Yes	https://ociso.org/
Ottawa Community Immigrant Services Organization (OCISO)	Foreign Credential Recognition Mentorship Program (FCRP Mentorship)	No specific focus	Language Training: Job preparation, workplace communication strategies; Occupational/Professional Skills: Canadian workplace culture within profession, knowledge of credential relicensing and recertification	Ontario	Ottawa	Yes	https://ociso.org/
Ottawa Community Immigrant Services	Job Search Workshop (JSW)	No specific focus	Language Training interview skills, skills, insights into the Canadian workplace culture	Ontario	Ottawa	Yes	https://ociso.org/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Organization (OCISO)							
Ottawa Community Immigrant Services Organization (OCISO)	Language Instruction for Newcomers to Canada (LINC)	No specific focus	Language Training: reading skills, writing skills, speaking skills, listening skills	Ontario	Ottawa	Yes	https://ociso.org/
Ottawa Community Immigrant Services Organization (OCISO)	RAISE - Refugee and Immigrant Supports to Employment	No specific focus	Language Training: Job preparation, workplace communication strategies; Occupational/Professional Skills: Canadian workplace culture within profession	Ontario	Ottawa	Yes	https://ociso.org/
Ottawa Community Immigrant Services Organization (OCISO)	Youth Program	No specific focus	Language Training: Job preparation, workplace communication strategies	Ontario	Ottawa	Yes	https://ociso.org/
Ottawa Community Loan Fund	Foreign Credential Recognition Program	No specific focus	Language Training: Networking, job search skills Occupational/Professional Skills: Skills for recertification and licensing	Ontario	Ottawa	No	www.ocif.org
Paralia Newcomer Arts Network	Workshops for Newcomer Visual Artists	No specific focus	Language Training: Job preparation, workplace communication strategies Occupational/Professional Skills: Technical knowledge in arts (artist rights, exhibition and reproduction, copyright, etc.)	Ontario	Toronto	No	http://paralianewcomerarts.com/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Parkdale Intercultural Association	Cashier Training Workshop	No specific focus	Occupational/Professional Skills: Cash registry skills, customer service skills	Ontario	Toronto	Yes	www.piaparkdale.com
Parkdale Intercultural Association	Community Child Minder Training	No specific focus	Occupational/Professional Skills: Occupation-specific skills (knowledge on child development, child safety, nutrition and health)	Ontario	Toronto	Yes	www.piaparkdale.com
Parkdale Intercultural Association	Computer Classes	No specific focus	Language Training: Digital Literacy skills, internet skills	Ontario	Toronto	Yes	www.piaparkdale.com
Parkdale Intercultural Association	Language Instruction for Newcomers to Canada Program (LINC)	No specific focus	Language Training: English language skills, writing skills, reading skills, speaking skills, listening skills, general communication skills	Ontario	Toronto	Yes	www.piaparkdale.com
Parkdale Intercultural Association	Summer Program for Youth (SPY) - Leadership and Volunteer Camp	No specific focus	Language Training: Employability skills, community engagement, leadership skills	Ontario	Toronto	Yes	www.piaparkdale.com
Peel Multicultural Council	Digital Literacy Exchange Program	No specific focus	Digital Literacy: computer basic, internet skills	Ontario	Mississauga	Yes	www.peelmc.com
Peel Multicultural Council	Enhanced Language Training (ELT) Program For Internationally Trained Professionals	No specific focus	Language Training: Job preparation, workplace communication strategies, non-verbal communication skills, intercultural awareness, teamwork Occupational/Professional Skills:	Ontario	Mississauga	Yes	www.peelmc.com

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
			Occupation-specific language training				
Peel Multicultural Council	ESL Home Based Business Training	No specific focus	Entrepreneurship Training: Self-employment skills, home-based business management Language Training: Listening, speaking, reading and writing skills	Ontario	Mississauga	Yes	www.peelmc.com
Peel Multicultural Council	Job Search Workshops	No specific focus	Language Training: Job preparation, workplace communication strategies Canadian workplace culture	Ontario	Mississauga	Yes	www.peelmc.com
Peel Multicultural Council	Language Instruction for Newcomers to Canada	No specific focus	Language Training: English language skills, writing skills, reading skills, speaking skills, listening skills, general communication skills	Ontario	Mississauga	Yes	www.peelmc.com
Peel Multicultural Council	Youth Community Connection Program	No specific focus	Language Training: Job preparation, workplace communication strategies	Ontario	Mississauga	Yes	www.peelmc.com
Pinecrest-Queensway Community Health Centre (PQCHC)	Internationally Trained Professionals Program	No specific focus	Occupational/Professional Skills: Non-Violent Crisis Intervention, First Aid, CPR, and Motivational Interviewing	Ontario	Ottawa	Yes	https://www.pqchc.com/
Polycultural Immigrant and Community Services	AnyWhere ESL Program (Online ESL)	No specific focus	Language Training: English language, general communication skills	Ontario	Toronto	Yes	http://www.polycultural.org/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Polycultural Immigrant and Community Services	Career Exploration & Employment Assistance Program (CEEAP)	No specific focus	Language Training interviewing skills Language Training: Life skills	Ontario	Toronto	Yes	http://www.polycultural.org/
Polycultural Immigrant and Community Services	Enhanced Language Training (ELT)	No specific focus	Language Training Business/workplace communication skills, workplace culture Occupational/Professional Skills: Occupation-specific language skills	Ontario	Toronto	Yes	http://www.polycultural.org/
Polycultural Immigrant and Community Services	Language Instruction for Newcomers to Canada (LINC)	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies, critical thinking and problem-solving skills, presentation skills	Ontario	Toronto	Yes	http://www.polycultural.org/
Polycultural Immigrant and Community Services	TRIEC Mentoring Partnership	No specific focus	Language Training: Job preparation, workplace communication strategies	Ontario	Toronto	Yes	http://www.polycultural.org/
Progress Career Planning Institute	Enhanced Language Training	No specific focus	Language Training: writing speaking, listening	Ontario	Toronto	No	https://www.ppci.ca/
Progress Career Planning Institute	Hospitality Training	No specific focus	Occupational/Professional Skills: Waiting, Bartending, Room Service, Restaurant Management	Ontario	Toronto	No	https://www.ppci.ca/
Progress Career Planning Institute	Self-Employment Program	No specific focus	Entrepreneurship/ business skills: self employment skills	Ontario	Toronto	No	https://www.ppci.ca/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Progress Career Planning Institute	World of Work in Information Technology (WWIT)	No specific focus	Occupational/Professional Skills; Digital Literacy: IT advanced training, CompTIA A+ Certification and Cisco CCNA Certification	Ontario	Toronto	No	https://www.pcpic.ca/
Reception House Waterloo Region, Resettlement Assistance Program	Working Together Employment Program	No specific focus	Language Training: Canadian workplace culture, on-the-job language skills Occupational/Professional Skills: Vocational skills	Ontario	Kitchener	Yes	http://www.receptionhouse.ca/
Rexdale Women's Centre	Language Instruction for Newcomers to Canada (LINC)	No specific focus	Language Training: English language skills, writing skills, reading skills, speaking skills, listening skills, general communication skills	Ontario	Etobicoke	No	www.rexdalewomen.org
Toronto Metropolitan University - Creative Technology Lab @ FCAD	The Autonomous Microfactory: Skills Development Training Program	No specific focus	Occupational/Professional Skills in Engineering: digital fabrication, automation, and collaborative robotics	Ontario	Toronto	Yes	https://fsc-ccf.ca/projects/the-autonomous-microfactory/
Sault Community Career Centre	Language Instruction for Newcomers to Canada (LINC)	No specific focus	Language Training: reading skills, writing skills, speaking skills, listening skills	Ontario	Sault Ste. Marie	Yes	www.saultcareercentre.ca
Scadding Court Community Centre	Newcomer Entrepreneurship Hub	No specific focus	Entrepreneurship Training : Business model canvassing, business development skills, entrepreneurship skills Language Training: Networking skills	Ontario	Toronto	Yes	https://scaddingcourt.org/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Scadding Court Community Centre	Newcomer Youth Program	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies Digital Literacy	Ontario	Toronto	Yes	https://scaddingcourt.org/
Scadding Court Community Centre	Newcomers Leader in Training	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies	Ontario	Toronto	Yes	https://scaddingcourt.org/
Scale Without Borders	Masterclass	No specific focus	Entrepreneurship Training: Technical know-how (understanding the legal obligations in running a tech business, navigating taxes, liabilities, etc.)	Ontario	Toronto	No	https://www.scalewithoutborders.com/masterclass
Scarborough Women's Centre	Language tutoring	No specific focus	Language Training: writing speaking, listening	Ontario	Scarborough	No	www.scarboroughwomenscentre.ca
Settlement Assistance and Family Support Services	Language & Skill Development	No specific focus	Language Training	Ontario	Markham	Yes	www.safss.org
Settlement Assistance and Family Support Services	Volunteer Development Program	No specific focus	Language Training networking, job performance skills	Ontario	Markham	Yes	www.safss.org
Skills for Change	Communication for the Canadian Workplace (CCW)	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies, resume-writing skills.	Ontario	Toronto	Yes	https://skillsforchange.org/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
			Occupational/Professional Skills: Sector-specific language skills (terminologies)				
Skills for Change	English as a Second Language (ESL)	No specific focus	Language Training: English language skills	Ontario	Toronto	Yes	https://skillsforchange.org /
Skills for Change	Health Informatics	No specific focus	Language Training: Job preparation, workplace communication strategies Occupational/Professional Skills: Occupation-specific language skills (terminologies) and soft skills, employment training in the field	Ontario	Toronto	Yes	https://skillsforchange.org /
Skills for Change	LINC (Language Instruction for Newcomers to Canada)	No specific focus	Language Training: writing speaking, listening skills, grammar and pronunciation, general communication skills	Ontario	Toronto	Yes	https://skillsforchange.org /
Skills for Change	Mentoring for Change	No specific focus	Language Training: Job preparation, workplace communication strategies Entrepreneurship Training: Entrepreneurial guidance	Ontario	Toronto	Yes	https://skillsforchange.org /
Skills for Change	Newcomer Entrepreneurship Hub	No specific focus	Entrepreneurship Training: Business planning skills, market research skills, market strategy	Ontario	Toronto	Yes	https://skillsforchange.org /

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
			formulation/development, legal/ accounting frameworks Language Training: Canadian workplace culture, job preparation, workplace communication strategies				
Skills for Change	Occupation Bridging Program: Accounting/Finance	No specific focus	Language Training: Job preparation, workplace communication strategies occupation-specific language skills Occupational/Professional Skills: Technical skills (Book-keeping and accounting), financial/accounting software; Digital Literacy	Ontario	Toronto	Yes	https://skillsforchange.org /
Skills for Change	Trades Win Support Program	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies Occupational/Professional Skills: Trade-specific technical skills and language skills	Ontario	Toronto	Yes	https://skillsforchange.org /
Skills for Change	Women Connecting with Women	No specific focus	Language Training: life skills, self-confidence and self-esteem,	Ontario	Toronto	Yes	https://skillsforchange.org /

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Skills for Change	Youth Leadership Program	No specific focus	Language Training: Critical thinking, speaking skills, active listening skills, story-telling skills	Ontario	Toronto	Yes	https://skillsforchange.org /
Somali Immigrant Aid Organization	Language Instruction for Newcomers Program	No specific focus	Language Training: English language skills, reading skills, writing skills, speaking skills, listening skills, general communication skills	Ontario	Toronto	Yes	http://www.siao.ca/
South Essex Community Council	Language Training	No specific focus	Language Training: writing speaking, listening	Ontario	Leamington	No	http://www.secc.on.ca/
St. Stephen's Community House	Connections	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies Digital Literacy (e.g MS Office)	Ontario	Toronto	No	https://www.sscto.ca/
St. Stephen's Community House	Language Instruction to Newcomers to Canada (LINC)	No specific focus	Language Training: English language skills, writing skills, reading skills, speaking skills, listening skills, general communication skills	Ontario	Toronto	No	https://www.sscto.ca/
Syrian Canadian Foundation	English Tutoring Program	No specific focus	Language Training	Ontario	Mississauga	No	https://syriancanadianfoundation.ca/
Tesoc Multicultural Settlement Services	Language Instruction for Newcomers	No specific focus	Language Training: English language skills, writing skills, reading skills, speaking skills, listening skills,	Ontario	Scarborough	Yes	www.tesoc.org

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
			general communication skills				
The Career Foundation	Mentorship Program for International Pharmacy Graduates	No specific focus	Occupational/Professional Skills: Occupation-specific skills (pharmacist), academic and technical training	Ontario	Toronto	No	https://careerfoundation.com/
The Centre for Education and Training (TCET) - Toronto	Bridges to Employment	No specific focus	Language Training language skills, skills Language Training: Life skills (numeracy, language, etc.), time management, financial management, etc.	Ontario	Brampton	Yes	https://www.tcet.com/
The Centre for Education and Training (TCET) - Toronto	Digital Health Careers (DHC)	No specific focus	Language Training: Job preparation, workplace communication strategies, interviewing skills Occupational/Professional Skills: Health informatics (including through job shadowing)	Ontario	Brampton	Yes	https://www.tcet.com/
The Centre for Education and Training (TCET) - Toronto	Language Instruction for Newcomers to Canada (LINC)	No specific focus	Language Training: Basic language skills, general communication skills	Ontario	Brampton	Yes	https://www.tcet.com/
The Centre for Education and Training (TCET) - Toronto	LINC Home Study	No specific focus	Language Training: Basic language skills, general communication skills	Ontario	Brampton	Yes	https://www.tcet.com/
The Centre for Education and Training (TCET) - Toronto	TRIEC Mentoring Partnership	No specific focus	Language Training: Job preparation, workplace communication strategies	Ontario	Brampton	Yes	https://www.tcet.com/
The Cross-Cultural	Language Instruction for	No specific focus	Language Training: English language	Ontario	Toronto	Yes	http://tccsa.on.ca/en/home/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Community Services Association (TCCSA)	Newcomers to Canada (LINC)		skills, writing skills, reading skills, speaking skills, listening skills, general communication skills				
The Michener Institute of Education at UHN	Medical Laboratory Science	No specific focus	Occupational/Professional Skills: Academic and technical training (Medical laboratory technologies, theoretical training, simulated laboratory experience, etc.)	Ontario	Toronto	No	https://michener.ca/
The Michener Institute of Education at UHN	Radiological Technology	No specific focus	Occupational/Professional Skills: Academic and technical training (Radiological technology, radiology theory, etc.)	Ontario	Toronto	No	https://michener.ca/
The Michener Institute of Education at UHN	Ultrasound Scanning Evaluation	No specific focus	Occupational/Professional Skills: Academic and technical training (sonography, ultrasound, etc.)	Ontario	Toronto	No	https://michener.ca/
The Neighbourhood Organization	Language Instruction for Newcomers to Canada (LINC)	No specific focus	Language Training: writing speaking, listening skills, grammar and pronunciation, general communication skills	Ontario	Toronto	No	https://tno-toronto.org/
The Neighbourhood Organization	TRIEC Mentoring Partnership	No specific focus	Language Training: Job preparation, workplace communication strategies	Ontario	Toronto	No	https://tno-toronto.org/
The Neighbourhood Organization	Workplace Communication in Canada (WCC) Program	No specific focus	Language Training: Job preparation, workplace communication strategies, cross-	Ontario	Toronto	No	https://tno-toronto.org/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
			cultural competencies, teamwork				
The Salvation Army, Toronto Harbour Light Ministries Immigrant and Refugee Services	Free English Classes	No specific focus	Language Training: English language skills, writing skills, reading skills, speaking skills, listening skills, general communication skills	Ontario	Toronto	No	https://torontoharbourlight.ca/immigrant-refugee-services/
Thunder Bay Multicultural Association (TBMA)	Language Instruction for Newcomers to Canada - (LINC) Home Study program	No specific focus	Language Training: writing listening, speaking skills	Ontario	Thunder Bay	Yes	www.thunderbay.org
Thunder Bay Multicultural Association (TBMA)	Language Instruction for Newcomers to Canada - LINC	No specific focus	Language Training: writing listening, speaking skills	Ontario	Thunder Bay	Yes	www.thunderbay.org
Thunder Bay Multicultural Association (TBMA)	Youth Settlement Program	No specific focus	Language Training: general communication skills, pronunciation skills	Ontario	Thunder Bay	Yes	www.thunderbay.org
Toronto and Region Conservation Authority	ESL Program	No specific focus	Language Training: English language skills, reading, writing, listening skills	Ontario	Vaughan	No	http://www.paietraining.ca/
Toronto and Region Conservation Authority	Professional Access into Employment (PAIE)	No specific focus	Language Training Canadian workplace culture, interview skills	Ontario	Vaughan	No	http://www.paietraining.ca/
Toronto Centre for Community Learning and Development	Immigrant Women Integration Program (IWIP)	No specific focus	Language Training: Leadership skills, analytical skills, civic engagement skills, career development skills	Ontario	Toronto	No	www.tcld.org
Toronto West Local Immigration	Job Search Workshop	No specific focus	Language Training: Job preparation,	Ontario	Toronto	Yes	https://www.torontowestli.p.ca/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Partnership (TWLIP)			workplace communication strategies				
Unemployed Help Centre of Windsor Inc. (UHC)	Digital Literacy & Workplace Skills Training	No specific focus	Digital Literacy: internet skills Language Training: Canadian workplace culture, job preparation, workplace communication strategies	Ontario	Belle River	Yes	https://www.uhc.ca/
Unemployed Help Centre of Windsor Inc. (UHC)	English Classes	No specific focus	Language Training: writing speaking, listening	Ontario	Belle River	Yes	https://www.uhc.ca/
Unemployed Help Centre of Windsor Inc. (UHC)	Ready to Work	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies Occupational/Professional Skills: Food service, smart serving skills Digital Literacy: internet skills	Ontario	Belle River	Yes	https://www.uhc.ca/
UNHCR	Technical and Vocational Education and Training (TVET)	No specific focus	Occupational/Professional Skills: occupation specific skills	Ontario	Ottawa	Yes	https://www.unhcr.org/
University Settlement	Language Instruction for Newcomers to Canada (LINC)	No specific focus	Language Training: English language skills, reading skills, listening skills, general communication skills, writing skills, speaking skills, numeracy skills	Ontario	Toronto	Yes	www.universitysettlement.ca

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Vietnamese Community Centre of Mississauga	Language Instruction for Newcomers to Canada (LINC)	No specific focus	Language Training: English language skills, reading skills, listening skills, general communication skills, writing skills, speaking skills	Ontario	Mississauga	Yes	http://cdvnmississauga.org/language.html
Welland Heritage Council and Multicultural Centre	English As a Second Language	No specific focus	Language Training: reading skills, writing skills, speaking skills, listening skills	Ontario	Welland	Yes	www.wellandheritagecouncil.com
Welland Heritage Council and Multicultural Centre	Niagara Foreign Credential Recognition Program	No specific focus	Occupational/Professional Skills: occupation specific skills for credential recognition & to re-enter work	Ontario	Welland	Yes	www.wellandheritagecouncil.com
Welland Heritage Council and Multicultural Centre	Niagara Women Entrepreneurs Mentorship Program PI check - seems vague. However has an entrepreneurial take	No specific focus	Language Training: goal setting skills Entrepreneurship Training: skills associated with entrepreneurial success	Ontario	Welland	Yes	www.wellandheritagecouncil.com
Wesley Urban Ministries	First Start Café And Catering	No specific focus	Occupational/Professional Skills: food preparation, catering skills	Ontario	Ottawa	No	https://wesleycloverparks.com/
West Neighbourhood House	Newcomer Youth Leadership Program	No specific focus	Language Training Leadership skills, skills, Entrepreneurship Training: Self employment skills	Ontario	Toronto	Yes	www.westnh.org

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
WIL Employment Connections	Immploy Mentorship	No specific focus	Language Training: insights into the Canadian labour force	Ontario	London	Yes	www.wil.ca
WIL Employment Connections	Workshops for Immigrant Professionals	No specific focus	Language Training: resume, cover letter writing, Canadian labour market, interview skills	Ontario	London	Yes	www.wil.ca
Windsor Women Working with Immigrant Women (WWWIWW)	Language Training and Skills Development	No specific focus	Language Training: writing speaking, listening	Ontario	Windsor	Yes	www.wwwiww.org
Women's Enterprise Skills Training of Windsor (WEST)	Enhanced Language Training for Internationally Trained Professionals	No specific focus	Language Training: writing speaking and listening in English	Ontario	Windsor	No	https://www.westofwindsor.com/language-and-skills-development-program/
Women's Enterprise Skills Training of Windsor (WEST)	Language and Skills Development Program	No specific focus	Language Training: writing speaking and listening in English	Ontario	Windsor	No	https://www.westofwindsor.com/language-and-skills-development-program/
Women's Multicultural Resource and Counselling Centre of Durham	Literacy Program for Women	No specific focus	Language Training: English literacy skills, numeracy skills	Ontario	Pickering	Yes	www.wmrccdurham.org
WoodGreen Community Services	Career Mentorship	No specific focus	Language Training	Ontario	Toronto	No	https://www.woodgreen.org/
WoodGreen Community Services	English Language Programs	No specific focus	Language Training: English language skills	Ontario	Toronto	No	https://www.woodgreen.org/
Working Skills Centre (WSC)	Academy of Computer & Employment Skills (A.C.E.S.) - Administrative Assistant with Desktop Publishing Diploma	No specific focus	Occupational/Professional Skills: Book-keeping skills, MS Office skills, Adobe Creative suite skills, desktop publishing	Ontario	Toronto	No	http://workingskillscentre.com/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Working Skills Centre (WSC)	Academy of Computer & Employment Skills (A.C.E.S.) - Computerized Accounting Diploma	No specific focus	Occupational/Professional Skills: Accounting skills, payroll skills, budgeting skills, forecasting skills, accounting software	Ontario	Toronto	No	http://workingskillscentre.com/
Working Skills Centre (WSC)	Academy of Computer & Employment Skills (A.C.E.S.) - Medical Receptionist Diploma	No specific focus	Occupational/Professional Skills: Occupation-specific skills (for healthcare/medical receptionist), medical billing software, occupation-specific language skills (medical terminologies)	Ontario	Toronto	No	http://workingskillscentre.com/
Working Skills Centre (WSC)	Academy of Computer & Employment Skills (A.C.E.S.) - Office Clerk Diploma	No specific focus	Occupational/Professional Skills: Occupation-specific skills (for office clerk, receptionist, administrative assistant, etc.)	Ontario	Toronto	No	http://workingskillscentre.com/
Working Skills Centre (WSC)	Academy of Computer & Employment Skills (A.C.E.S.) - Supply Chain Clerk/Analyst Diploma	No specific focus	Occupational/Professional Skills: Supply chain management skills, logistic management skills, inventory management skills	Ontario	Toronto	No	http://workingskillscentre.com/
Working Women Community Centre (WWCC)	FLOCK Project	No specific focus	Entrepreneurship Training: Business planning, business development, market research, pitching	Ontario	Toronto	No	www.workingwomencc.org
Working Women Community Centre (WWCC)	Language Instruction for Newcomers to Canada (LINC)	No specific focus	Language Training: English language skills, reading skills, writing skills, listening skills, speaking skills,	Ontario	Toronto	No	www.workingwomencc.org

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
			general communication skills				
Working Women Community Centre (WWCC)	Walk & Talk	No specific focus	Language Training: English language skills, general communication skills	Ontario	Toronto	No	www.workingwomencc.org
Worldskills Employment Centre	Career Access for Newcomers Workshop	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies	Ontario	Ottawa	Yes	https://ottawa-worldskills.org/
Worldskills Employment Centre	Career Transitions Program for Doctors and Health Professionals	No specific focus	Occupational skills: healthcare skills	Ontario	Ottawa	Yes	https://ottawa-worldskills.org/
Worldskills Employment Centre	Empowering Visible Minority Newcomer Women to Succeed in the Canadian Labour Market	No specific focus	Language Training: information on career development, language training enhancements	Ontario	Ottawa	Yes	https://ottawa-worldskills.org/
Worldskills Employment Centre	Enhanced Language Training - Office Administration	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies, email writing skills Occupational/Professional Skills: office procedures, event management skills, travel arrangement skills	Ontario	Ottawa	Yes	https://ottawa-worldskills.org/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Worldskills Employment Centre	Enhanced Language Training - Software Tools- beginner to intermediate level	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies, Digital Literacy, MS Office suite, Google suite skills	Ontario	Ottawa	Yes	https://ottawa-worldskills.org/
Worldskills Employment Centre	Enhanced Language Training - English for Business and Project Management:	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies	Ontario	Ottawa	Yes	https://ottawa-worldskills.org/
Worldskills Employment Centre	Enhanced Language Training - Entrepreneurs Course	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies, presentation skills Entrepreneurship Training: business plan skills, market research skills, book-keeping skills	Ontario	Ottawa	Yes	https://ottawa-worldskills.org/
Worldskills Employment Centre	Enhanced Language Training for Public Administration	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies	Ontario	Ottawa	Yes	https://ottawa-worldskills.org/
Worldskills Employment Centre	Enhanced Language Training - Professional Writing and	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace	Ontario	Ottawa	Yes	https://ottawa-worldskills.org/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
	Oral Communication Skills		communication strategies, presentation skills, email writing skills, writing reports etc				
Worldskills Employment Centre	Entrepreneurship Connections	No specific focus	Entrepreneurship Training developing business plans, business idea presentation techniques, market research skills, understanding of legal aspects etc.	Ontario	Ottawa	Yes	https://ottawa-worldskills.org/
Worldskills Employment Centre	Federal Internship for Newcomers (FIN) Program	No specific focus	Language Training understanding of Canadian workplace culture, federal hiring process,	Ontario	Ottawa	Yes	https://ottawa-worldskills.org/
Worldskills Employment Centre	Foreign Credential Recognition Program (FCRP)	No specific focus	Language Training Occupational/Professional Skills: healthcare licensing preparation, professional licensing preparation	Ontario	Ottawa	Yes	https://ottawa-worldskills.org/
Worldskills Employment Centre	Job Search Workshop	No specific focus	Language Training interview skills, skills, cold calling skills, etc	Ontario	Ottawa	Yes	https://ottawa-worldskills.org/
Worldskills Employment Centre	Ottawa Job Match Network	No specific focus	Language Training: Job preparation, workplace communication strategies insights into the labour market, interview skills	Ontario	Ottawa	Yes	https://ottawa-worldskills.org/
Worldskills Employment Centre	Roadmap to Employment	No specific focus	Language Training business/workplace communication skills, cross-cultural communications training	Ontario	Ottawa	Yes	https://ottawa-worldskills.org/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
YMCA GTA	Let's Talk About It	No specific focus	Language Training: self-confidence, positive thinking	Ontario	Toronto	No	https://ymcagta.org/
YMCA GTA	Newcomer Networking Series (Connecting the Dots to Employment)	No specific focus	Language Training: Job preparation, workplace communication strategies interviewing skills	Ontario	Toronto	No	https://ymcagta.org/
YMCA GTA	Newcomer Youth Leadership Development Program (NYLD)	No specific focus	Language Training Leadership skills, , social skills, team work skills, employability skills	Ontario	Toronto	No	https://ymcagta.org/
YMCA of Simcoe/Muskoka	English as a Second Language (ESL)	No specific focus	Language Training: reading skills, writing skills, speaking skills, listening skills	Ontario	Barrie	Yes	https://ymcaofsimcoemus koka.ca/
YMCA of Southwestern Ontario	English as a Second Language (ESL)	No specific focus	Language Training: reading skills, writing skills, speaking skills, listening skills	Ontario	London	No	http://ymcawo.ca/
YMCA of Southwestern Ontario	Job Search Workshops (JSW)	No specific focus	Language Training: Job preparation, workplace communication strategies, insights into the Canadian labour market	Ontario	London	No	http://ymcawo.ca/
YMCA of Southwestern Ontario	Language Instruction for Newcomers to Canada (LINC)	No specific focus	Language Training: reading skills, writing skills, speaking skills, listening skills	Ontario	London	No	http://ymcawo.ca/
YMCAs of Cambridge and Kitchener & Waterloo	Digital Literacy Program	No specific focus	Language Training basic Digital Literacy, MS Suite, internet skills	Ontario	Kitchener	No	https://www.ymcacambri dgekw.ca/en/index.asp
YMCAs of Cambridge and Kitchener & Waterloo	Investing in Women's Futures	No specific focus	Language Training networking, Digital Literacy Occupational/Professi	Ontario	Kitchener	No	https://www.ymcacambri dgekw.ca/en/index.asp

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
			onal Skills: Industrial sewing training				
YMCAs of Cambridge and Kitchener & Waterloo	Language Instruction for Newcomers to Canada (LINC)	No specific focus	Language Training: reading skills, writing skills, speaking skills, listening skills	Ontario	Kitchener	No	https://www.ymcacambri dgekw.ca/en/index.asp
YMCAs of Cambridge and Kitchener & Waterloo	Mentorship	No specific focus	Language Training , insights into the Canadian labour force	Ontario	Kitchener	No	https://www.ymcacambri dgekw.ca/en/index.asp
YMCAs of Cambridge and Kitchener & Waterloo	Newcomer Theatre Project	No specific focus	Language Training: life skills, networking, leadership skills	Ontario	Kitchener	No	https://www.ymcacambri dgekw.ca/en/index.asp
YMCAs of Cambridge and Kitchener & Waterloo	Newcomer Youth Pathway to Belonging	No specific focus	Language Training networking	Ontario	Kitchener	No	https://www.ymcacambri dgekw.ca/en/index.asp
YMCAs of Cambridge and Kitchener & Waterloo	Newcomer Youth Program	No specific focus	Language Training: English language skills	Ontario	Kitchener	No	https://www.ymcacambri dgekw.ca/en/index.asp
YMCAs of Cambridge and Kitchener & Waterloo	Newcomer Youth Theatre Project	No specific focus	Language Training: interpersonal skills, leadership skills	Ontario	Kitchener	No	https://www.ymcacambri dgekw.ca/en/index.asp
YMCAs of Cambridge and Kitchener & Waterloo	YMCA Mentorship Program	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies	Ontario	Kitchener	No	https://www.ymcacambri dgekw.ca/en/index.asp
YWCA St. Thomas Elgin	English Language Classes	No specific focus	Language Training: writing, speaking, listening	Ontario	St. Thomas	Yes	https://www.ywcaste.ca/
YWCA Toronto	Entrepreneurial Skills for Home-Based Business	No specific focus	Entrepreneurship Training: Business creation, operations, budgeting, marketing and managerial skills,	Ontario	Toronto	Yes	ywca-toronto.org

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
			home-based business management				
YWCA Toronto	Language Instruction for Newcomers to Canada (LINC)	No specific focus	Language Training: English language skills, reading skills, writing skills, speaking skills, listening skills, general communication skills	Ontario	Toronto	Yes	ywcatoronto.org

Prince Edward Island

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Pier Labs	AspireAtlantic	No specific focus	Occupational/Professional Skills: Real estate (production/manufacturing, construction)	Prince Edward Island, Nova Scotia	Charlottetown, Halifax	Yes	https://fsc-ccf.ca/projects/aspire-atlantic/
Canadian Alliance for Skills and Training in Life Sciences (CASTL) (formerly: Prince Edward Island BioAlliance)	A New Model and Pilot Project for Workplace Integrated Learning	No specific focus	Occupational/Professional Skills: Up-Skilling	New Brunswick, Nova Scotia, Prince Edward Island		Yes	
Food Processing Skills Canada	Futureproofing the Food and Beverage Processing Workforce	No specific focus	Occupational/Professional Skills: food and beverage processing	New Brunswick, Nova Scotia, Prince Edward Island, Newfoundland and Labrador		Yes	

Quebec

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Bureau de Services Québec du Plateau-Mont-Royal				Quebec	Montreal	Yes	https://www.quebec.ca/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Centre d'Encadrement pour les Jeunes Femmes Immigrantes (CEJFI)	Young Women Code	Immigrant Youth, Women	Digital Skills (coding)	Quebec	Montreal	Yes	https://www.cejfi.org/
Centre d'Encadrement pour les Jeunes Femmes Immigrantes (CEJFI)	Cap Competences: Professional integration for young immigrant women	Immigrant Women	Professional Development; Communication	Quebec	Montreal	Yes	https://www.cejfi.org/
Youth Employment Services Montreal (YES)	Harnessing Your Transferable Skills in a COVID-19 Economy	Youth; Newcomers		Quebec	Montreal	Yes	https://yesmontreal.ca/
Youth Employment Services Montreal (YES)	Youth on the Rise	Youth; Newcomers	Communication; Existing skills development (Work Integrated Learning)	Quebec	Montreal	Yes	https://yesmontreal.ca/employment/youthontherise/
Youth Employment Services Montreal (YES)	French for the Workforce	Youth; Newcomers	Language Skills for the workplace	Quebec	Montreal	Yes	https://yesmontreal.ca/
Carrefour jeunesse-emploi de la Capitale Nationale (CJECN)	Opération Emploi	Youth; Newcomers	Entrepreneurship; Job search; Skills development; Work Integrated Learning	Quebec	Quebec City	Yes	http://www.cjecn.qc.ca/
Chambre de commerce de Québec	Job fair	Employers		Quebec	Quebec City	Yes	https://www.cciquebec.ca/fr/activites/developpement-economique/foire-de-l-emploi

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Comité d'adaptation de la main d'œuvre pour les personnes immigrantes (CAMO-PI)	IT Refresher Training	Newcomers	Digital Skills (Work Integrated Learning)	Quebec	Quebec City	Yes	http://www.r2000.qc.ca/index.php/immigrants/formation-2
Groupe Intégration Travail	Employment Action Course	General	Communication Skills related to the job search (Resume building, follow-up communication, interview skills)	Quebec	Quebec City	Yes	https://git.qc.ca/services-personnes/parcours-action-emploi/
L'Atelier de préparation à l'emploi	Continuous Learning (Training)	Job Seekers; Newcomers	Communication Skills (Conflict resolution, Stress management)	Quebec	Quebec City	Yes	https://ape.qc.ca/formation/
Le Pignon Bleu	The Action Program	Job Seekers; Newcomers	Culinary Skills; Housekeeping	Quebec	Quebec City	Yes	http://www.pignonbleu.org/chercheurs-demploi/
Le Piolet	Cooking Training	Youth	Culinary Skills	Quebec	Quebec City	No	https://lepiolet.com/#
Libre Emploi (Québec City employment project)		General	Communication Skills (Job search, resume building)	Quebec	Quebec City	Not Listed	https://libreemploi.qc.ca/individus/
Option-travail	The Integration Objective	Newcomers	Professional & Personal Development; Communication (Canadian workplace culture - Quebec context)	Quebec	Quebec City	Yes	https://optiontravail.com/accompagnement-pour-lintegration-des-personnes-immigrantes/
Recyclage Vanier	A Job for You	General	Recycling (Work integrated learning/On-the-job training)	Quebec	Quebec City	Yes	http://www.recyclagevanier.com/fr/un-emploi-pour-toi

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Service d'orientation et d'intégration des immigrants au travail (SOIT)	CV Clinic	Newcomers	Communication Skills (Job search, resume building)	Quebec	Quebec City	Not Listed	https://www.soit.quebec/je-me-prepare/
Association des Chinois de Québec	Youth Training	Chinese Youth	Personal Development	Quebec	Quebec City	Not Listed	https://lechinois.com/jeunesse/jeunesse-formation.php
Communauté allemande de Québec	Access to the Order of Engineers	Internationally trained Engineers	Bridging Program for Engineers	Quebec	Quebec City	Yes	http://www.r2000.qc.ca/index.php/immigrants/projets/acces-a-l-ordre-des-ingenieurs
Communauté allemande de Québec	Information on regulated professions and trades	Internationally trained Professionals	Educational sessions on requirements needed to access regulated professions in Quebec	Quebec	Quebec City	Yes	http://www.r2000.qc.ca/index.php/immigrants/projets/professions-metiers-reglementes
Ressources Espace Familles	MIDI Lectures	Newcomers	Language Skills (French skills development)	Quebec	Quebec City	Yes	http://www.meiquebec.org/les-cours-de-francisation.html
Service d'aide à l'adaptation des immigrants/immigrantes (SAAI)	French Classes	Newcomers	Language Skills (French skills development)	Quebec	Quebec City	Not Listed	https://www.saaiquebec.org/ateliers-de-francais
Voice of English-speaking Québec	Improve your English/French	Newcomers	Language Skills development	Quebec	Quebec City	Not Listed	https://veq.ca/newcomers/newcomers-welcome-kit/
Union des Tunisiens de Québec	Professional integration of Tunisian workers	Tunisian immigrants to Quebec	Bridging Program	Quebec	Quebec City	Not Listed	https://tunisiens.ca/fr/integration-professionnel-des-travailleurs-tunisiens/
Alliance Carrière Travail	Objective Integrate	Newcomers	Workplace readiness (Diversity, Quebec workplace expectations)	Quebec	Brossard	Yes	https://alliancect.ca/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Alliance Carriere Travail	Professional Development	Youth	Professional communication (CV/Resume Building, workplace readiness)	Quebec	Brossard	Yes	https://alliancect.ca/
Alpha Bellechasse	Literacy and Social Integration Group	Newcomers	Language training; interpersonal communication	Quebec	Sainte Claire		http://alphabellechasse.org/ateliers-de-formation/
Alpha Bellechasse	Introduction to the Computer	Newcomers	Digital Training	Quebec	Sainte-Elseme		http://alphabellechasse.org/ateliers-de-formation/
Le Coffret		Newcomers	Language training; labour market expectations	Quebec	Saint Jerome	Not Listed	https://www.lecoffret.ca/immigration
Carrefour Jeunesse Emploi D'abitibi-Est	Undertake	Youth	Entrepreneurship; Job search; Skills development; Work Integrated Learning	Quebec	Val d'Or	Yes	http://www.cjeae.qc.ca/nous-joindre
The Carrefour jeunesse emploi de l'Outaouais	Objectif Integration	Newcomers	Professional communication (CV/Resume Building, workplace readiness)	Quebec	Gatineau	Yes	https://cjeo.qc.ca/a-propos/
Solidarité ethnique régionale de la Yamaska	Francization	Newcomers	Language training (French)	Quebec	Granby	Yes	https://sery-granby.org/services-de-francisation/
Strategie Carriere	Getting in Motion	Newcomers	Job Searching Skills; Resume Building	Quebec	Trois-Rivieres	Yes	https://strategiecarriere.com/services-specialises-recherche-emploi-personnes-immigrantes/soutien-structure-mise-mouvement/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Strategie Carriere	Job Readiness Program	Newcomers	Digital Skills; professional communication	Quebec	Trois-Rivieres	Yes	https://strategiecarriere.com/services-specialises-recherche-emploi-personnes-immigrantes/soutien-structure-mise-mouvement/
Service accès travail de Portneuf	Objective Integration	Newcomers	Language training (Quebec context - cultural training, workplace readiness)	Quebec	Saint-Basile	Yes	https://www.acestravailportneuf.com/fr/service-s-pour-personnes-immigrantes/objectif-integration
Pouvoir des Mots Gaspé	Writing and Reading Workshops	Newcomers	Language Training (French)	Quebec	Gaspe	Not Listed	https://pouvoirdesmots.ca/service/ateliers-decriture-et-de-lecture/
Portes ouvertes sur le lac	Access to Work	Newcomers	Communication for the workplace (mock interviews, resume building)	Quebec	Saint-Félicien	Yes	https://www.portesouvertesurlac.org/services/acces-au-travail/
Perspective Carrière	French Course	Newcomers	Language Classes (French)	Quebec	Laval	Yes	https://pcarriere.com/
Perspective Carrière	Specialized career coaching and employment integration	Newcomers	Communication (Quebec workplace culture, workforce preparation)	Quebec	Laval	Yes	https://pcarriere.com/
Le Tremplin, centre pour personnes immigrantes et leurs familles		Newcomers	Communication (conflict resolution, mediation)	Quebec	Levis	Yes	http://www.letremplinlevis.com/services/personnes-immigrantes

Saskatchewan

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Carlton Trail College	English As Second Language (ESL)	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies	Saskatchewan	Humboldt	Yes	https://www.carltontrailcollege.com/
Carlton Trail College	English for Employment for participants (newcomers)	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies	Saskatchewan	Humboldt	Yes	https://www.carltontrailcollege.com/
Catholic Family Services Regina	Employment Training & Labor Integration	No specific focus	Language Training: employability skills, job search skills	Saskatchewan	Regina	No	https://www.cfsregina.ca/
Global Gathering Place Inc.	Breaking Ground	No specific focus	Language Training; Occupational/Professional Skills	Saskatchewan	Saskatoon	Yes	https://www.globalgatheringplace.com/
Global Gathering Place Inc.	Computer Classes	No specific focus	Language Training: basic internet skills, computer skills	Saskatchewan	Saskatoon	Yes	https://www.globalgatheringplace.com/
Global Gathering Place Inc.	Language Instruction for Newcomers to Canada (LINC)	No specific focus	Language Training; Occupational/Professional Skills	Saskatchewan	Saskatoon	Yes	https://www.globalgatheringplace.com/
International Women of Saskatoon - LARC	Computer & Job Skills Training Program	No specific focus	Language Training: basic internet skills, computer skills	Saskatchewan	Saskatoon	Yes	https://iwssaskatoon.org/
International Women of Saskatoon - LARC	Employment Training Program (ETP)	No specific focus	Language Training employability skills, , interview skills	Saskatchewan	Saskatoon	Yes	https://iwssaskatoon.org/
International Women of Saskatoon - LARC	Wo-Mentors	No specific focus	Language Training , navigating Canadian job market	Saskatchewan	Saskatoon	Yes	https://iwssaskatoon.org/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Moose Jaw Multicultural Council	Language Instruction for Newcomers to Canada (LINC)	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies	Saskatchewan	Moose Jaw	Yes	http://mjmcinc.ca/
Regina Immigrant Women Centre	Digital Literacy Classes	No specific focus	Language Training; Digital Literacy: internet skills, typing skills	Saskatchewan	Regina	No	http://www.reginaiwc.ca/#
Regina Immigrant Women Centre	Language Instruction for Newcomers to Canada	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies	Saskatchewan	Regina	No	http://www.reginaiwc.ca/#
Regina Immigrant Women Centre	Sewing Program (SEW NEW)	No specific focus	Language Training: general communication skills Occupational/Professional Skills: basic sewing skills	Saskatchewan	Regina	No	http://www.reginaiwc.ca/#
Regina Immigrant Women Centre	Stage One And Two English Training	No specific focus	Language Training Language Training: Canadian workplace culture, job preparation, workplace communication strategies	Saskatchewan	Regina	No	http://www.reginaiwc.ca/#
Regina Immigrant Women Centre	Transition to Employment (TIE)	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies	Saskatchewan	Regina	No	http://www.reginaiwc.ca/#
Regina Immigrant Women Centre	Work Readiness	No specific focus	Language Training: Canadian workplace communication and	Saskatchewan	Regina	No	http://www.reginaiwc.ca/#

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
			workplace culture, resume-writing and job search skills				
Regina Open Door Society	English For Employment Program (E4E)	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies, insights into the labour market Occupational/Professional Skills: hospitality, child-care skills, customer service	Saskatchewan	Regina	Yes	https://rods.sk.ca/
Saskatchewan Intercultural Association	English for Employment (E4E) CLB 5 to 8	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies, insights into the labour market	Saskatchewan	Saskatoon	Yes	https://www.saskintercultural.org/
Saskatchewan Intercultural Association	Language Instruction for Newcomers to Canada (LINC)	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies	Saskatchewan	Saskatoon	Yes	https://www.saskintercultural.org/
Saskatchewan Intercultural Association	Learning Interculturalism Through Employment (LITE)	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies, insights into the Canadian workplace	Saskatchewan	Saskatoon	Yes	https://www.saskintercultural.org/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
Saskatchewan Intercultural Association	Mentorship Program	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies	Saskatchewan	Saskatoon	Yes	https://www.saskintercultural.org/
Saskatchewan Intercultural Association	Professional Advancement & Career Training (Pact) For Newcomer Women	No specific focus	Occupational/Professional Skills: finance, accounting, information technology, engineering	Saskatchewan	Saskatoon	Yes	https://www.saskintercultural.org/
Saskatchewan Polytechnic	Shockproofing Post-Secondary: Digital Transformation in Applied Learning	No specific focus	Occupational/Professional Skills: information technology, agriculture and food chain supply, health care, manufacturing and warehousing sectors	Saskatchewan	Regina, Saskatoon	Yes	https://saskpolytech.ca/news/posts/2021/sask-polytech-digital-transformation-in-applied-learning.aspx
The Prince Albert Multicultural Council	Career Enhancement (Stage) Program	No specific focus	Language Training: Job preparation, workplace communication strategies; Digital Literacy	Saskatchewan	Prince Albert	No	https://www.pamcsc.com/
The Prince Albert Multicultural Council	English for Employment	No specific focus	Language Training: Canadian workplace culture, job preparation, workplace communication strategies	Saskatchewan	Prince Albert	No	https://www.pamcsc.com/
The Prince Albert Multicultural Council	Stage 2 English	No specific focus	Language Training: general communication skills	Saskatchewan	Prince Albert	No	https://www.pamcsc.com/
Windmill Microlending	Windmill Mentorship Program	No specific focus	Language Training: Canadian workplace culture, job preparation,	Saskatchewan	Saskatoon	Yes	https://windmillmicrolending.org/

Organization	Program	Targeted Groups	Skills Taught	Province/Territory	City	Federal Funding	Organization Website
			workplace communication strategies				
Energy Safety Canada	Skills Match - The Energy Fit	No specific focus	Occupational/Professional Skills: Skills within the oil and gas industry	Alberta, British Columbia, Saskatchewan		No	https://fsc-ccf.ca/projects/skills-match-the-energy-fit/

Appendix E - Reference List

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