BUILDING A FUTURE IN THE LAND OF OPPORTUNITY

Former Governor General Michaëlle Jean shares her story of finding refuge in Canada as a child.

The CYBF Newcomer Program helps young people new to Canada who need support in starting their own business. CYBF hand-matches young entrepreneurs with a business mentor who will help them navigate the first two years of business.

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Every year, thousands of people leave their home country to pursue the safety, freedom and opportunity that Canada offers. Once here however, they face many daunting challenges associated with making this country their own.

Bridging the employment gap brings hope to newcomers

The frustration that many immigrants experience when looking for a job in the profession they had back home is now being addressed by Canadian universities, industries and professional associations.

They have developed a number of solutions to help immigrants “bridge” the gap between their original training and what is required in the country.

York University has created a bridging program for students who want to become accredited in business careers or information technology.

The program responds to each student’s particular background, according to project manager Sara Piattoni. “These people don’t need to start back at the 101 level. They have it. They just need to get the Ontario or Canadian content to be more successful and get the jobs and the careers they’re interested in.”

Utilizing skill

This year the University of Toronto law school has stepped up to meet the needs of foreign-trained lawyers by offering Canada’s only educational program to help newcomers become accredited to practice law in Canada.

“Different cultures have very different customs so it’s not just about getting education and experience; it’s about Canadian culture, too,” says Terry Kingsmill, registrar of the Certified Management Accountants of Ontario. She works with the York program, which provides outreach to new Canadians. “Different cultures have very different customs so it’s not just about getting education and experience; it’s about Canadian culture, too. They need to know that they must look someone in the eye when they talk. They need to know how to go through an interview. We may ask, ‘how do you think outside the box?’ And they haven’t a clue what that means.”

“Most parents who could get the Bond for their children have never heard of it.”

Many families face the challenge of finding a job and preparing career plans for their children’s future. Mansour, his wife and their children moved to Canada in 2009.

After a year of odd jobs in factor-y work, he turned to Career Bridge to hire a replacement. “It’s the only way I could repay Career Bridge for helping me.”

Neither Rabson-Lopez nor Ali want to spend much time thinking about where they’ll be today without Career Bridge. After all, they’re now working on bright futures.

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Ontario receives support for some skills training programs from the Government of Canada.

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Ontario receives support for some skills training programs from the Government of Canada.
Learning can be a financial struggle for many children, especially those in lower-income families. For this reason, the Government of Canada introduced the Canada Learning Bond. This bond provides a $2,000 contribution for the post-secondary education of children born in 2004 or later, up to a maximum of $5,000 for children born in 2010 or later. Parents can receive this bond on behalf of their child, and the money can be used towards the cost of post-secondary education, whatever the student decides to study. It can even be used for studies abroad.

A head start is a key. "I’d do anything I can for my boys," says Rajani. "Toys, clothes, with a college mandate work with polytechnics, cégeps and universities across the country, colleges, institutes, community colleges (ACC) delivers services to newcomers on their arrival and is thus improving our employability, while they are new job-seekers and are able to relate that to our new Canadian counterparts.

What is the best way for new Canadians to learn how to manage money and financial products? One way is to seek out a bank with a great global network. For example, banks in Canada offer a range of financial services, but also ensure their customers are handled respectfully.

An educational approach Canada’s college system is meeting this challenge. It is seen as a community across the country, colleges, institutes, universities, and universities, with a college mandate work with local employees to deliver newcomer-focused programs and services. These include language upgrading tailored to specific occupations, mobility courses that address competency gaps needed for credential recognition, mentorship and internship opportunities, and entrepreneurship training. Such initiatives are highly effective, but many newcomers are unaware of them or don’t deserve them in time.

Enhancing ability Immigrants often arrive with limited knowledge of employment requirements and newcomer supports, and may have unrealistic expectations. They are disappointed when they find out that their credentials are not automatically recognized and when they cannot immediately practice their trade. Some time save and money enhancing their employability, while others lose motivation and settle for underemployment or leave. Again, the college system has provided a solution. Through the federally funded Canadian Immigrant Integration Program (CIP), the Association of Canadian Community Colleges (ACCC) delivers services to newcomers in their country of origin. By providing pre-approved immigrants to the best source of information, helping them develop integration plans and connecting them while overseas, with Canadian employers, regulators, immigrant-serving organizations and of course, colleges, CIP helps newcomers and much more likely to live on arrival and is thus improving employment outcomes.

Immigrants to Canada can benefit from all of the differences between their home country and their new land.

On top of language, jobs and training, they also need to get an handle on the Canadian financial system. David Kuo is director vice president for the Centre for oven Banking. The book deals with a lot of newcomers and he has some advice.

What sort of help do newcomers need when it comes to money and financial products? What about if a client has a job in another country? How to manage money in another country? Where can newcomers get information on their housing, education, and financial products? How to deal with cash. In some countries they can receive much more likely to live on arrival and is thus improving employment outcomes.

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What about a client who has bank assets here and in their home country? By seeking out an international bank with a great global network, one can manage their finances across the globe, and their home country, clients can obtain credit history, validation of income, and financial information when they apply for mortgages, or open a savings account.

Q & A

KATHARINE MURPHY

Editor, National Post

EDITORS@MEDIAPLANET.COM

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WHAT IS THE BEST WAY FOR NEW CANADIANS TO LEARN HOW TO MANAGE MONEY AND FINANCIAL PRODUCTS?
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Loved by many, controversial to some, few would disagree that the Right Honourable Michaëlle Jean functions as a powerful symbol of the possibilities of life in Canada. Here, she speaks on how immigrants can succeed in this country and her passion to make the world a better place.

### Profile

**Michaëlle Jean**
- Position: 27th Governor General of Canada
- Date of Birth: September 6, 1957
- Place of Birth: Port-au-Prince, Haiti
- Education: Journalist and Broadcaster
- Language: Fluent in French, English, Italian, Spanish and Haitian Creole, respectively.

Join all the forces in Canada to fight this issue. We have a charter of hospitality. We are always looking for solutions.

Immigrants must remember their cultural roots and continue to speak their mother tongue, Madame Jean is fluent in five languages, advises. "The Arts and culture can be a very powerful tool to engage young people and bring about change in their neighborhood, Madame Jean says. This endeavor speaks to my sense of citizenship and my desire to continue to work to develop a sense of belonging and togetherness in Canada." 

Canada is good at celebrating its diversity, but it is equally important to articulate its shared values—something Canadians have not been doing very much of, Madame Jean explains. "This question preoccupied me as Governor-General—what do we all have in common, what can we build on together?" She drives to better understand Canadian values, even those not rooted politically. She has earned herstringings criticisms—as when sheされ a dose of real heart in her heart in May 20109; to express her solidarity with an, which she feels is a moral and ethical issue. The arts and culture, she says, are a powerful tool to engage young people and bring about change in their neighborhood.

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The Right Honourable Michaëlle Jean’s five-year term ended last September. She left with an approval rating of close to 40 percent and constitutional experts say she did a great job. But she is not resting on her laurels. Madame Jean is now the United Nations Educational, Scientific and Cultural Organization’s (UNESCO) special envoy to Haiti. She also heads the Michaëlle Jean Foundation.

I remember the repression, the repression, our friends disappearing, even the public executions. It was a very grim and very dark period in Haiti’s history. People had to flee to survive, Madame Jean remembers. Her parents were school teachers with well-travelled, "It was a moral and ethical issue. The arts and culture, she says, are a powerful tool to engage young people and bring about change in their neighborhood."

Your drive to better understand Canadian values, even those not rooted politically, has earned you some criticisms—as when you aroused a dose of real heart in your heart in May 2010. To express your solidarity with an, which you feel is a moral and ethical issue. The arts and culture, you say, are a powerful tool to engage young people and bring about change in their neighborhood.

Madame Jean has been described by a newspaper columnist as an “empire-to-chief,” but she is reluctant about human nature. She has been at the receiving end of the worst excesses of human brutality but has also been at the receiving end of the finest.

I never dreamed my life would be what it is today. That is more than as a beneficiary of experience in my mind. Everything I have done in my life is important—my work with particular women is as important to the life of the world’s I Guess General. Taking actions as a citizen and contributing to society to proficiencytaxpayer.
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Andrew SeAle
editorial@mediaplanet.com
A dancer’s journey to the Canadian stage

The pressure of a rigorous fitness routine and sustained ballet performances in the winter can be just as taxing emotionally and physically as they are technically demanding.

New toy coupling that with a new language in a country with alien cultures.

Despite facing these obstacles upon immigrating to Canada, ballerina Xiao Nan Yu Nan Yumei determined to persevere.

“When I first came, it was quite a cultural shock,” says the principal dancer of the National Ballet of Canada.

“If anything, it actually brought me closer to ballet—it was the only way I knew how to communicate.”

Through her movement, Yu found a way to speak the language of ballet, fell in love with it, and adapt to it.

From the point of view of a newcomer, it was a place where they can get information between IEP’s and potential employers or service providers.

By connecting newcomers with employers or service providers.

“The conference is based on the premise that if they come to Canada, it is not enough to have high profile speakers that we thought the IEPs could relate to,” says Roddau.

“It’s a place where they can get employment between immigrants and job leads.

For Canadian Ballet, it was the marketplace, which featured nibs and pops with early registration to ensure turnover and parents could find time to peruse the exhibits.

“I was born in Dalian, China. She trained at the Shen Yun School of Dance and the Beijing Dance Academy before joining Canada’s National Ballet in 1996 and fully immigrating to Canada in 1998.

“I was under a contract in Canada, or had to negotiate with the director and convince him to let me go,” says Yu.

She was promoted to principal dancer at the National Ballet in 2001.

The Redwood continues to hold a special place in Deena’s heart.

Deena uses some of her experiences as a volunteer through the Outreach Leadership Development Program—speaking to groups about her story.

The Redwood is about more than shelter.

“The dancer says ballet has an interesting place in Chinese culture.

“For China, ballet is not something in the root culture but it’s hungrier for that type of art here (in Canada)—it came from the Western world and was always in the limelight can break even the most strong-willed.

Home away from home

“In one night you could be performing in front of the whole world or you could be some of the toughest challenges a woman has to face. But taking that leap can open the door to endless possibilities.

At that moment, I felt that me and my kids were free,” says Deena, a survivor of abuse. A mother of two, Deena had no self-esteem after a decade-long abusive relationship.

The Redwood helped her secure a subsidized daycare for her children, and an affordable new home and launched a rewarding career at one of Canada’s top banks, where she recently received an employee award.

The Redwood continues to hold a special place in Deena’s heart.

Through its Women on the Move Leadership Development Program—a program geared for newcomers—Deena was one of her newfound confidence to help other women live free from violence.

Along with the program’s other participants, Deena is learning leadership, public speaking and group facilitation skills. She is one of many former residents who now volunteer through the Outreach Program, speaking to groups about violence against women.

For women like Deena, a call to The Redwood is about more than shelter.

It is the beginning of a journey with endless possibilities.
All immigrants face the daunting challenge of integrating into the Canadian workforce. Why do some succeed in their new country while others struggle to connect with potential employers? It comes down to an attitude — and embracing change.

Every year, 250,000 immigrants come to Canada with dreams of a better life. Most of them have educational qualifications exceeding the Canadian populace, but are unable to land employment commensurate with their education and work experience. Some finally get there, but they have to start from the bottom, get retrained and suffer to survive job interviews. How do I know? I was one of them.

Issues with integration
Corporate Canada, with a few notable exceptions, has not been successful at integrating immigrant talent into its workforce. Part of the challenge has been a shift since the 1990s from European to Asian-based immigration to an Asian and South Asian-dominated immigrant base, which has resulted in companies struggling to understand new immigrants’ cultural nuances. And with the risk-averse nature of Canadian employers, it’s easy to see why professional immigrants are often on the outside looking in.

The secret to success
But some immigrants do make it. So what is the difference between those who do and those who don’t? When I learned everything I needed to know to run my business and there they had the applications for CWB (Canadian Youth Business Foundation) loans. I applied for that loan and my business was a success. I now employ a few people and I’m really happy with the way things are going.

Some finally get there, but they have to start from the bottom, get retrained and suffer to survive job interviews. How do I know? I was one of them.

Why do some immigrants fail?

There are eight reasons that I hope will prompt a better understanding of what can actually help create positive outcomes for immigrants:

- **Inadequate preparation prior to departure:** Have not immigrant countries have taken the time to do research on the country they are going to and the work there is available. They often just accept the information they are given.

- **Unrealistic expectations:** Many immigrants expect to find a job immediately in a company that matches their qualifications. They are also often disappointed when they find that the work culture is different from what they are used to.

- **Victim mentality:** They expect that they will have to change their culture to fit into the Canadian culture. They also expect that they will have to change their language, but they don’t want to put in the effort.

- **Unrealistic expectations:** Most immigrants have a lot of experience that they feel is useless or not translated into a job in Canada. They feel that they are not appreciated for their knowledge and skills.

- **Victim mentality:** They think that they are not appreciated for their knowledge and skills and they feel that they are not valued in their new country.

- **Unrealistic expectations:** They expect that they will be able to find a job right away and that they will be able to make the same amount of money as they did in their home country.

- **Victim mentality:** They feel that they are not appreciated for their knowledge and skills and they feel that they are not valued in their new country.

- **Unrealistic expectations:** They expect that they will be able to make the same amount of money as they did in their home country and that they will not have to work as hard as they did in their home country.

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- **Victim mentality:** They feel that they are not appreciated for their knowledge and skills and they feel that they are not valued in their new country.
Many immigrants face agonizingly long wait times for application approval. However, the negative effect of delays also extends to Canadian citizens.

Canada has long been known as a country that attracts immigrants from all corners of the globe, but a growing trend towards settling outside the city: a growing trend that matches the skill set you have, says Okonmah. “I think we need to do a bit more to promote our smaller cities so immigrants who ‘that’s only natural that people would think our economy is not at the interest of newcomers to Canada. It is about delaying the attainment of Canada’s economic objectives.”

Four years for CIC to approve these premium immigrants in our federal investor program. This delay, coupled not only the potential investment capital but delays in providing access to the purchasing power of these skilled immigrants to the housing, and other consumer-related sectors of our economy.

Immigrants who commit to setting up businesses and creating jobs in Canada, and who apply under our federal entrepreneur class, have to wait from three to eight years to be processed. It’s no surprise that so few apply...

In 2009, CIC processed only five applications? Hitting close to home

As it turns out, the doubters were wrong. CIC simply decided to relegate to the backlog the vast majority of its cases. It then focused on the cases it received after November 28, 2008 leaving it unclear if and when the cases it received after November 28, 2008 will be decided upon. However, the negative effect of delays also extends to Canadian citizens.

Contrary to popular belief, our immigration laws are not designed to advance the interests of immigrants. They are designed to advance the interests of Canadians and our economy.

For example, skilled workers are not selected in order to give them opportunity to provide Canadian businesses access to people who have the experience that is in short supply in Canada so they can be more competitive and more effective in an increasingly competitive global economy. Delta’s economy, recently studied three communities in Ontario—Brockville, North Bay and Chatham-Kent—as part of an immigrant retention program. The program helped the communities establish a business plan for attracting immigrants and creating jobs. Delta says each community is different. "The cookie cutter doesn’t work," says Delta. "Each community has to understand that it’s competitive." The sooner you can get into a job, says Enayat Aminzada, director of operations and resource development for Immigrant Services Calgary, says that the 7.6 percent of Canadians who commit to setting up businesses and creating jobs in Canada, and who apply under our federal entrepreneur class, have to wait from three to eight years to be processed. It’s no surprise that so few apply...

We're here for you. Immigrant Services Calgary is one of Alberta’s largest immigration services organizations, and we work with a range of programs and workshops in workshop in over 70 languages to help you enhance your settlement skills and make Canada your own home.

In 2008, CIC processed only five applications? Hitting close to home

Canada has long been known as a country that attracts immigrants from all corners of the globe, but a growing trend towards settling outside the city: a growing trend that matches the skill set you have, says Okonmah. “I think we need to do a bit more to promote our smaller cities so immigrants who ‘that’s only natural that people would think our economy is not at the interest of newcomers to Canada. It is about delaying the attainment of Canada’s economic objectives.”

Four years for CIC to approve these premium immigrants in our federal investor program. This delay, coupled not only the potential investment capital but delays in providing access to the purchasing power of these skilled immigrants to the housing, and other consumer-related sectors of our economy.

Immigrants who commit to setting up businesses and creating jobs in Canada, and who apply under our federal entrepreneur class, have to wait from three to eight years to be processed. It’s no surprise that so few apply...

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As it turns out, the doubters were wrong. CIC simply decided to relegate to the backlog the vast majority of its cases. It then focused on the cases it received after November 28, 2008 leaving it unclear if and when the cases it received after November 28, 2008 will be decided upon. However, the negative effect of delays also extends to Canadian citizens.

Contrary to popular belief, our immigration laws are not designed to advance the interests of immigrants. They are designed to advance the interests of Canadians and our economy.

For example, skilled workers are not selected in order to give them opportunity to provide Canadian businesses access to people who have the experience that is in short supply in Canada so they can be more competitive and more effective in an increasingly competitive global economy. Delta’s economy, recently studied three communities in Ontario—Brockville, North Bay and Chatham-Kent—as part of an immigrant retention program. The program helped the communities establish a business plan for attracting immigrants and creating jobs. Delta says each community is different. "The cookie cutter doesn’t work," says Delta. "Each community has to understand that it’s competitive." The sooner you can get into a job, says Enayat Aminzada, director of operations and resource development for Immigrant Services Calgary, says that the 7.6 percent of Canadians who commit to setting up businesses and creating jobs in Canada, and who apply under our federal entrepreneur class, have to wait from three to eight years to be processed. It’s no surprise that so few apply...
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