

REPORT ON IYE OPINIO SURVEY:

Overview of the Survey:

The survey consists of 3 parts: Demographics, Work Experience, and IYE Experience. In the demographics part we asked respondents' demographic characteristics, their education and living conditions including residence status.

In the Work Experience sections, respondents were asked to rate their agreement level on Likert scale (from 1 strongly disagree to 5 strongly agree) on 23 statements regarding their job satisfaction (See Appendix A).

In the IYE Experience section, respondents were asked to again rate their agreement level on Likert scale (from 1 strongly disagree to 5 strongly agree) on 21 statements regarding their satisfaction with the IYE program (see Appendix A)

A total of 101 potential participants who previously attended IYE program were contacted on June 20th, 2019. Our survey closed on August 31st, by which time 26 people had responded. This corresponds to a 25.75% response rate, which is on the high side for electronic surveys.

Results:

Demographic Characteristics of the Respondents:

Respondents' age ranged from 19 to 32, with an average of 25.5
73% were female, 27% male.

Their country of origin were: DR Congo, Syria, Eritrea, Jordan, Russia, Burundi, Somalia, Ethiopia, Pakistan, Bangladesh, Gambia, India, Africa, Canada

The majority live in NS, with a couple of respondents in Alberta and British Columbia.

Time since their graduation ranged from 5 to 30 months, with an average of 15 months.

While 90% of respondents did not receive any further degrees in Canada 57% are students, and out of these students 45% currently attend highschool, 44% college and 11% University.

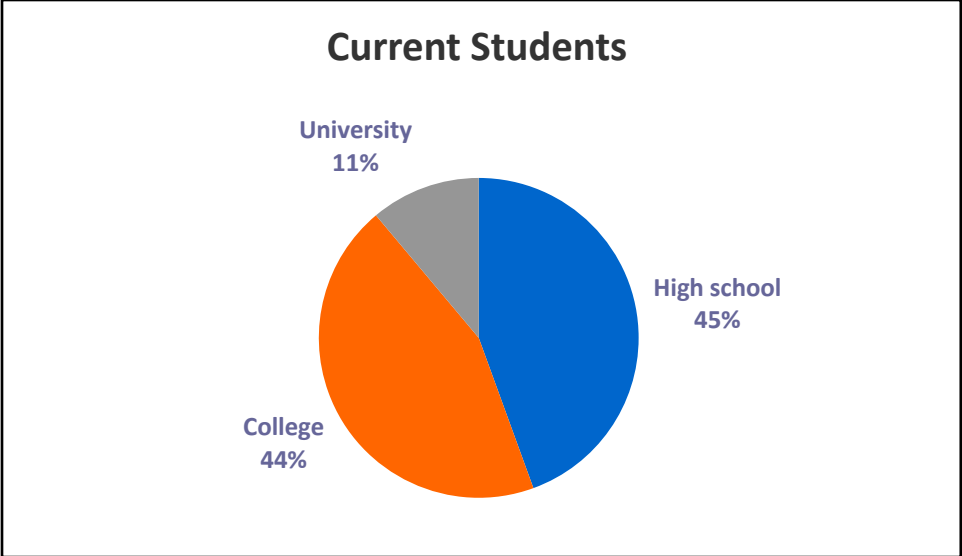


Chart 1

Here are some charts showing other characteristics of the sample:

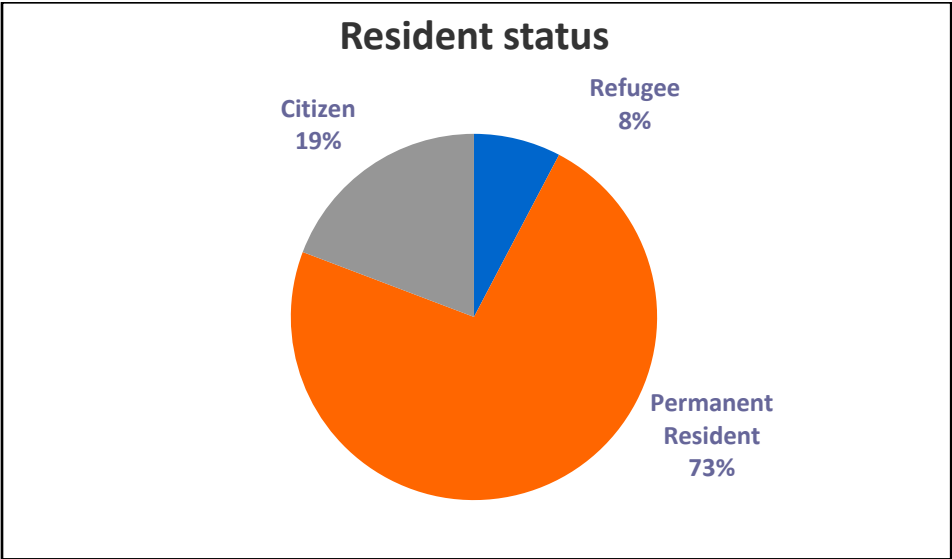


Chart 2

Respondents live under these household arrangements:

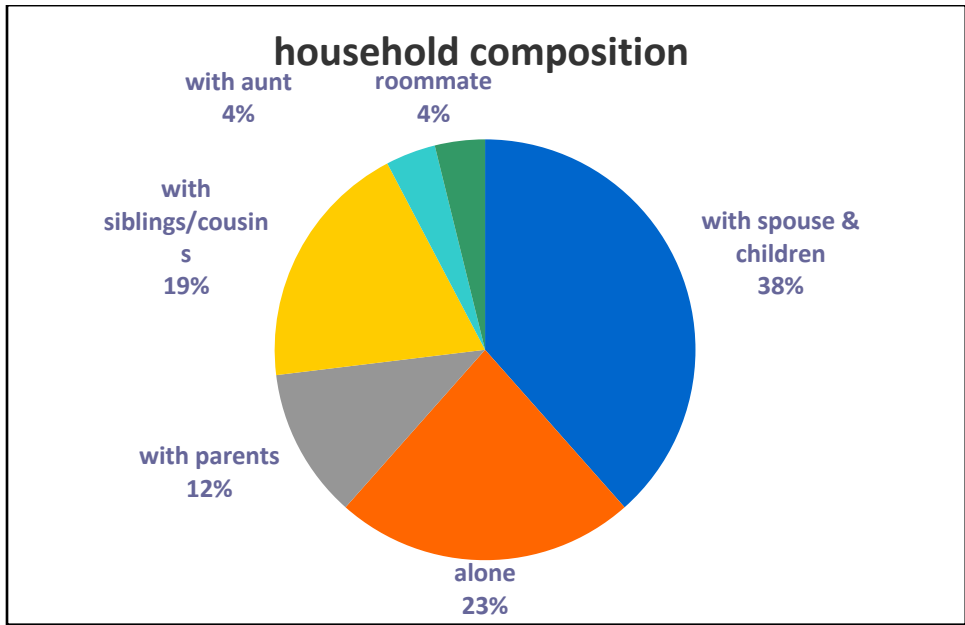


Chart 3

71% of the respondents currently work. Out of those who are employed, 60% work in the same sector as their IYE training and 40% work with the same employer from their IYE program.

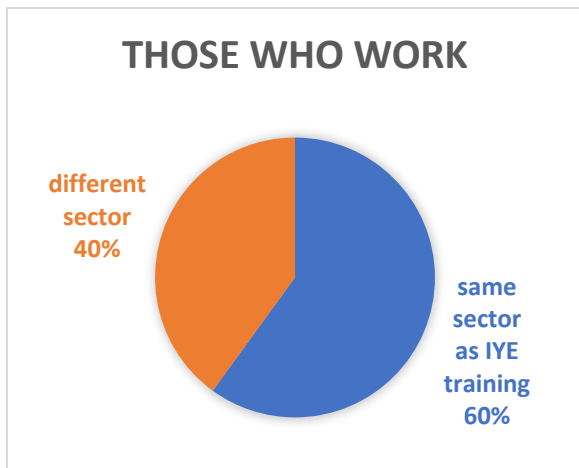


Chart 4

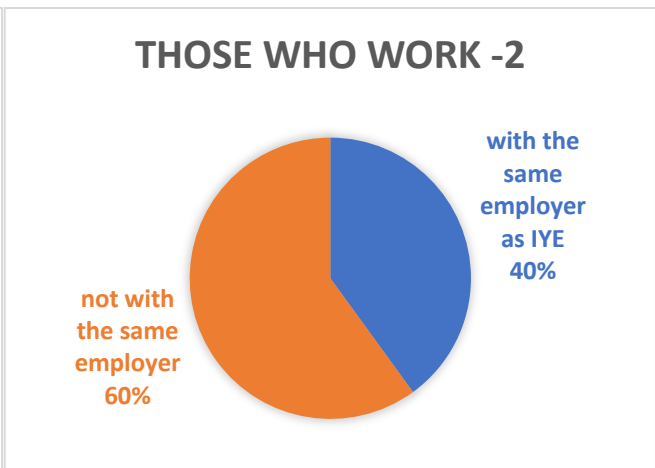


Chart 5

Finally, 48% of respondents reported as having changed jobs recently and out of those who changed jobs, 80% found that the skills learned at IYE program helped them in this process:

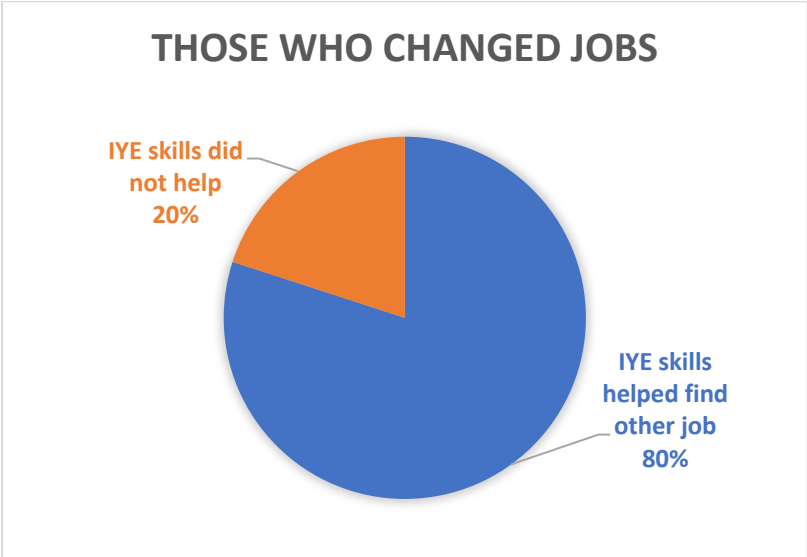


Chart 6

IYE Experience

Overall, respondent scores across all questions are high regarding their IYE experience, suggesting that they were very pleased with the program (4.4/5 average for all questions). All questions and their agreement rates can be found in Appendix A.

In order to determine the strengths of the program, based on consensus of higher marks, we look at the top five highest scored statements (see below). It is determined that IYE program's strong suite consists of its instructors abilities and its introduction to different kinds of jobs, networks as well as skills. The provision of equipment and salary during the program are also highly appreciated.

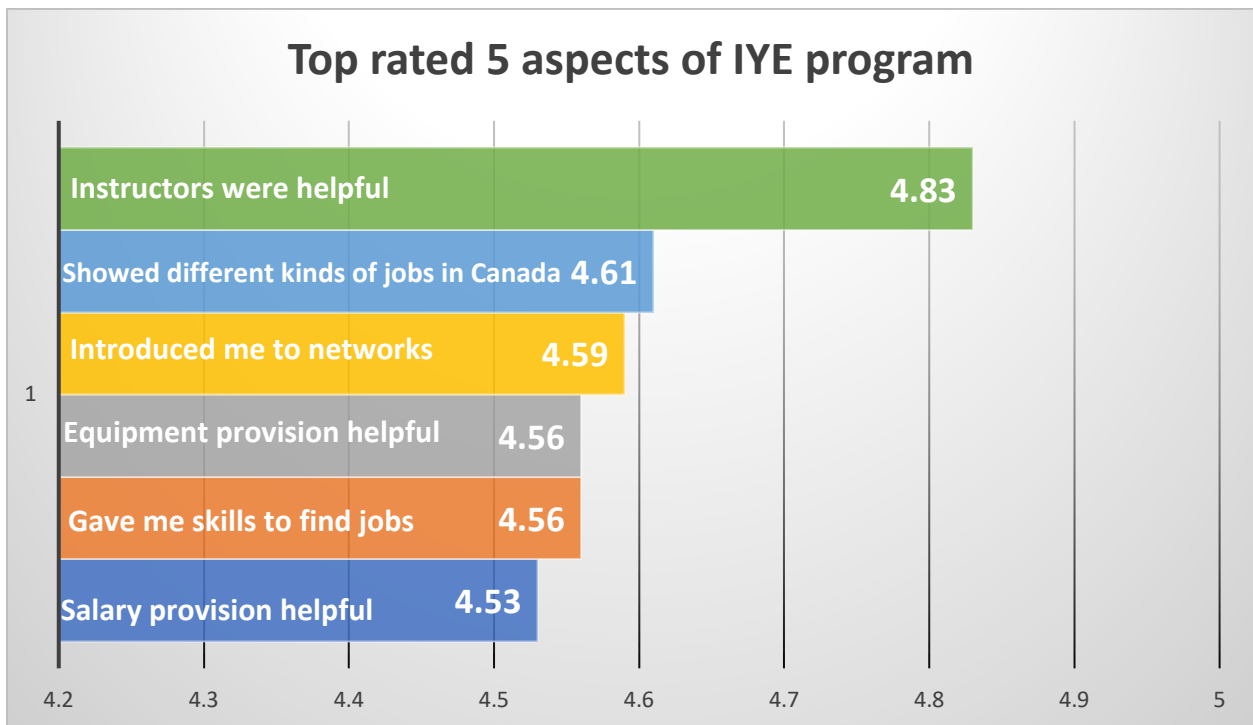


Chart 7

At the lower end of satisfaction we find concerns around the length of the program. The respondents found that the program -including classroom time and time spent in practicum- not long enough. They did not attach as much importance to the provision of childcare as the provision of equipment and salary (see above). Respondents also had some reservations in stating that IYE helped them achieve their goals. This last statement should be evaluated together with the other responses: If the program is not long enough then it may be considered as not that helpful in helping participants achieve their goals. Furthermore, these answers need to be qualified in that they are all still on the higher end of the scale. For example, the statement 'IYE helped me achieve my goals' received a score of 4.17 -which suggests that most participants are in agreement with that statement as opposed to adopting a neutral position or downright disagreeing with it.

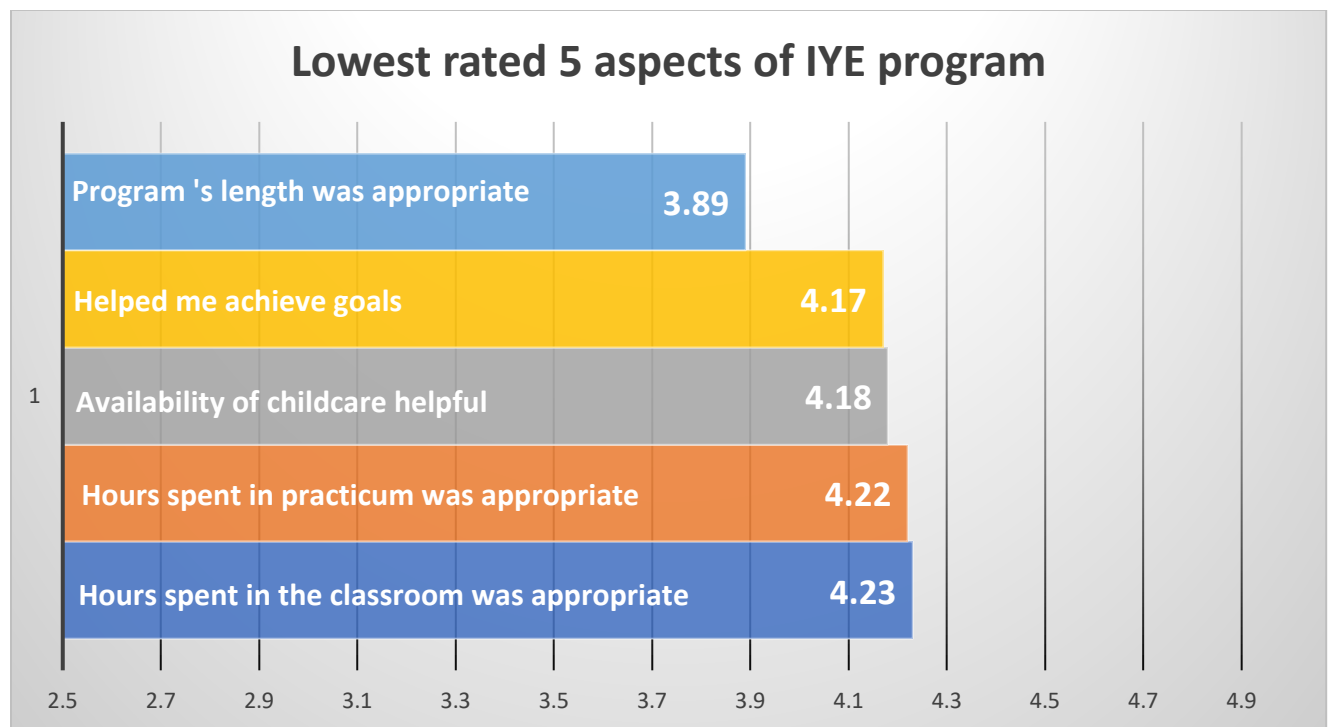


Chart 8

WORK EXPERIENCE

Overall, respondent scores are high across all questions regarding their work experience, suggesting that they are pleased with their current or recent work experience, although at a lower degree than their satisfaction with the IYE (4.28/5 versus 4.4/5 -see above). All questions and their agreement rates can be found in Appendix A.

To focus more on specific points of satisfaction regarding respondents' work lives we look at the top five highest scored statements (see below). It is determined that the respondents are quite self-confident, which is closely related to their sense of success and feelings of being valued at their job, and the Canadian job market and society. Furthermore, it is clear that the respondents attach great importance to their job as well as appreciate the opportunities that it provides to them in terms of connections and self-development.



Chart 9

At the lower end of satisfaction scale, we find 'fair salary' to be a problem. In fact, this is the statement that received the lowest approval rate from the respondents in the whole survey (3.47/5). It is also discerned that the salary is more likely to be not enough to support family or to connect to community in which they live (not the larger Canadian society), which result in lower happiness in one's job and sector. Therefore, respondents are less likely to continue the sector in which they currently work. This last point can be connected to Chart 6 (p.4), where almost half of the respondents report that they have already changed jobs. A big majority of those who have changed jobs report that they have used their IYE skills in this process. Similar to the qualification above, it is important to note that still the satisfaction rates are quite high. For example, the statement 'I am happy with my job' received a square 'agreement' level (4/5) -as opposed to neutral or disagreement propositions-.

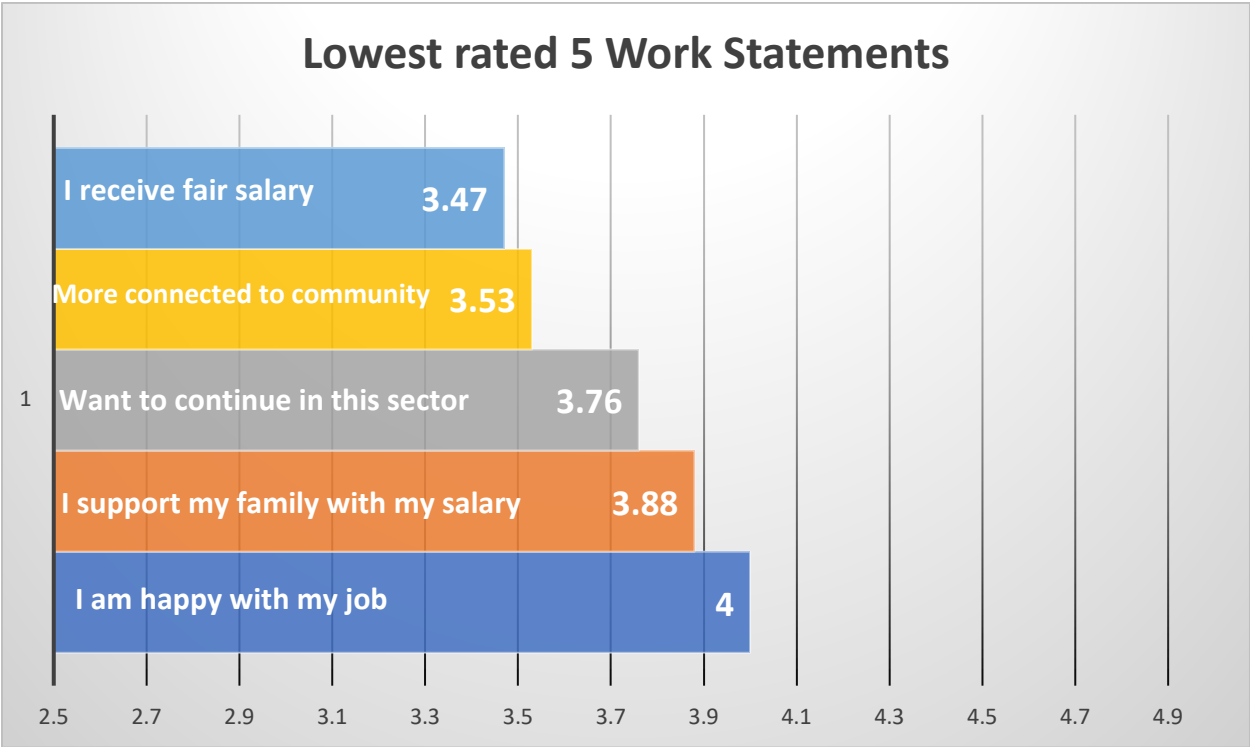


Chart 10

PRELIMINARY CONCLUSIONS

The respondents think very favourably of the IYE program. Among the assets of the program are the helpful instructors as agreed strongly by most of the respondents. The respondents also listed the provision of equipment and salaries as great strengths of the program. The way that the program provided an overview of the available sectors and jobs in Canada, as well as access to networks other than one's family and friends, were highly appreciated. On the other hand, respondents also pointed that the program should last longer in order to be more instrumental in achieving one's employment goals. In tandem, one suggestion could be to introduce or expand a module which will allow more time to be spent on only networking and specifics of Canadian job market. This module could also be expanded time wise, in the sense that, recent graduates may be given an opportunity to attend follow up sessions on these two issues. The follow up sessions could be a part of an ongoing IYE program or stand-alone sessions offered outside of the program hours.

Respondent answers show that they attach great importance to their job. The fact that they feel more connected to Canadians stem from feelings of being valued, of being successful, and of attaining professional and personal development at their job. The point of contention is the low salaries. The respondents feel the spillover effects of this while supporting their families and connecting with their communities. Relatedly, a little more than half of respondents are back in school. The tendency to change sectors is also palpable among the respondents. 40% have already changed sectors, and the agreement levels also show less enthusiasm on continuing in the same sector as they are currently in. The part of the population who changed jobs and sectors strongly indicate that they've relied on the skills taught at the IYE program in this process.

In sum, the data suggests that it is highly likely that the IYE program helped respondents obtain meaningful (although low paying) jobs either as soon as they exit the program or afterwards, in the process of switching from less satisfying jobs/careers to those with higher prospects. Acknowledging that one's sense of belonging is closely attached to the perceptions of being valued as well as achieving professional and personal development, these findings underscore the importance of the variety of skills and resources the IYE program offers its respondents in support of their journey to a meaningful job.

Appendix A

	<u>Statement</u>	<u>Level of agreement</u> <u>/5</u>
Q1	How old are you	NA
Q2	What is your current immigration status	NA
Q3	What is your gender	NA
Q4	What is your current province of residence	NA
Q5	How long have you lived in your province of residence?	NA
Q6	What is your country of origin?	NA
Q7	Who do you live with?	NA
Q8	When did you graduate from IYE program?	NA
Q9	What is the level of education you received in your country of origin?	NA
Q10	Have you received a degree in Canada?	NA
Q11	What degree did you receive in Canada?	NA
Q12	Are you currently a student?	NA
Q13	Which level of schooling are you attending currently?	NA
Q14	Is your subject of study related to your IYE training?	NA
Q15	Did you ever work in your country of origin?	NA
Q16	In which sector did you work?	NA
Q17	Do you currently work?	NA
Q18	What do you work as?	NA
Q19	Is your work in the same sector as your IYE training?	NA
Q20	Are working for the same employer who you trained with in the IYE program?	NA
Q21	Did you work before in Canada?	NA
Q22	What did you work as?	NA
Q23	Was it prior to your IYE training?	NA
Q24	Was it in the same sector as your IYE training?	NA
Q25	Have you ever changed jobs in Canada?	NA
Q26	How many times?	NA
Q27	Did the skills learnt at IYE help you find your other job(s)?	NA
Q28	IYE program helped me get my job	4.27
Q29	I use the skills I learnt at IYE at my job	4.53
Q30	I am happy with my job	4
Q31	I experience a sense of success at my job	4.59
Q32	My job is important for me	4.55
Q33	My job helps my personal development	4.59
Q34	My language skills have improved at my job	4.67
Q35	My professional skills have improved at my job	4.53
Q36	I feel that I add to my workplace	4.39

Q37	I feel that I add to the society	4.33
Q38	I want to continue my career in this job/sector	3.76
Q39	I can be myself at work	4.3
Q40	I can express myself at work	4.33
Q41	My coworkers value me	4.47
Q42	My supervisor/boss values me	4.18
Q43	My job makes me feel safe	4.12
Q44	I receive fair salary at work	3.47
Q45	I support my family with my salary	3.88
Q46	I am more connected to my community because of my job	3.53
Q47	I am more connected to Canadians because of my job	4.53
Q48	My job gives me hope about my future	4.29
Q49	I am excited by future opportunities	4.28
Q50	I trust that I will reach my goals	4.72
Q51	Overall I was satisfied with the IYE program	4.29
Q52	Classroom equipment was satisfactory	4.29
Q53	The availability of childcare program helped me in my training	4.18
Q54	The salary during the program helped me in my training	4.53
Q55	The equipment provided by the program helped me during my training	4.56
Q56	I spent enough hours in the classroom	4.23
Q57	I spent enough hours in practicum	4.22
Q58	The program lasted long enough	3.89
Q59	I liked mixed classes (men and women together)	4.5
Q60	My teachers were helpful	4.83
Q61	The program gave me skills which I can use in finding jobs	4.56
Q62	The program improved my language skills	4.39
Q63	The program helped me make friends	4.33
Q64	The program introduced me to networks outside of my family and friends	4.59
Q65	The program helped me adapt to life in Canada	4.39
Q66	The program helped me understand the Canadian culture	4.44
Q67	The program helped me feel included	4.33
Q68	The program helped me be better at work	4.5
Q69	The program showed me different kinds of jobs in Canada	4.61
Q70	The program increased my self-confidence	4.5
Q71	The program helped me achieve my goals	4.17