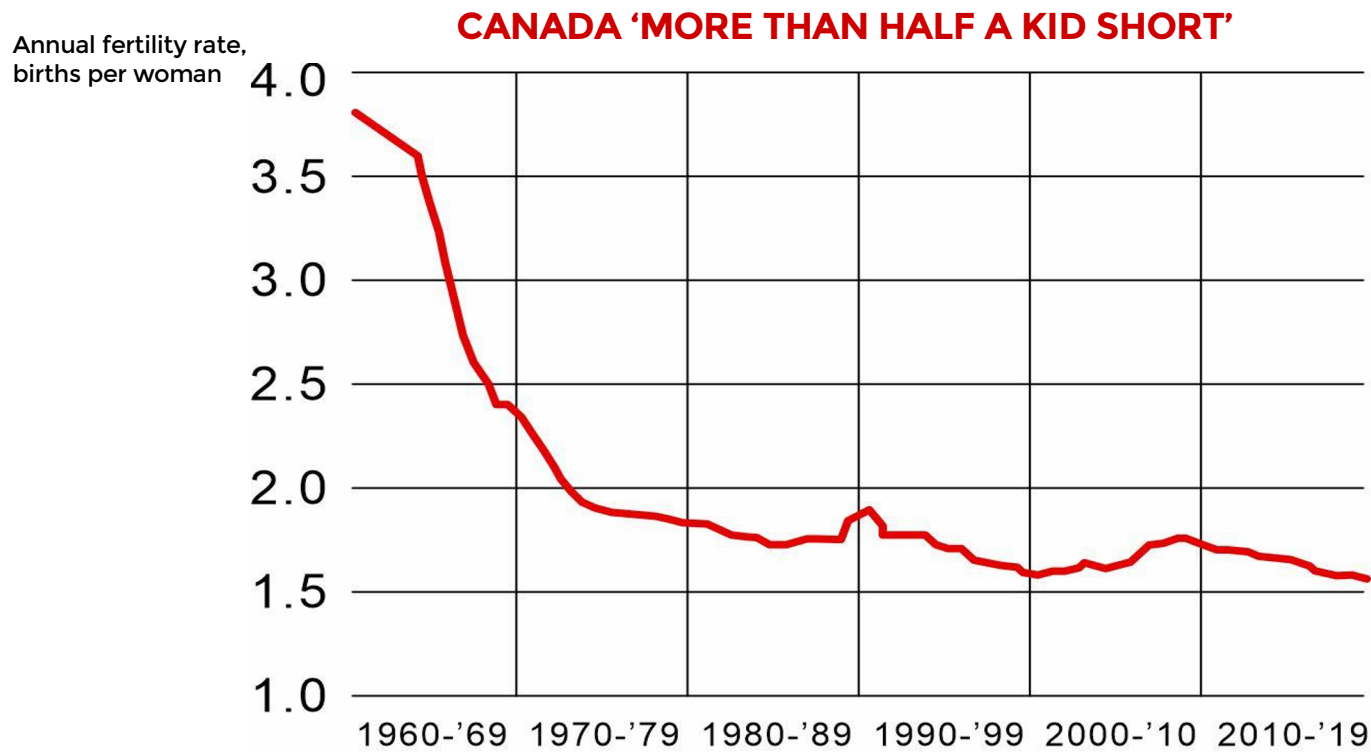




**CANADA IS FACING A RAPIDLY AGING POPULATION
WITH AN UNFORESEEN LABOUR SHORTAGE
EMERGING OUT OF COVID-19**

**THUS MAKING CANADA INCREASINGLY
DEPENDENT ON IMMIGRATION TO SUSTAIN,
MAINTAIN AND GROW OUR LABOUR FORCE**

CANADA LIKE MANY WESTERN COUNTRIES HAS EXPERIENCED A RAPIDLY DECLINING BIRTH RATE



COVID-19 IMPACT*
-13,000 Births 2020
vs 2019

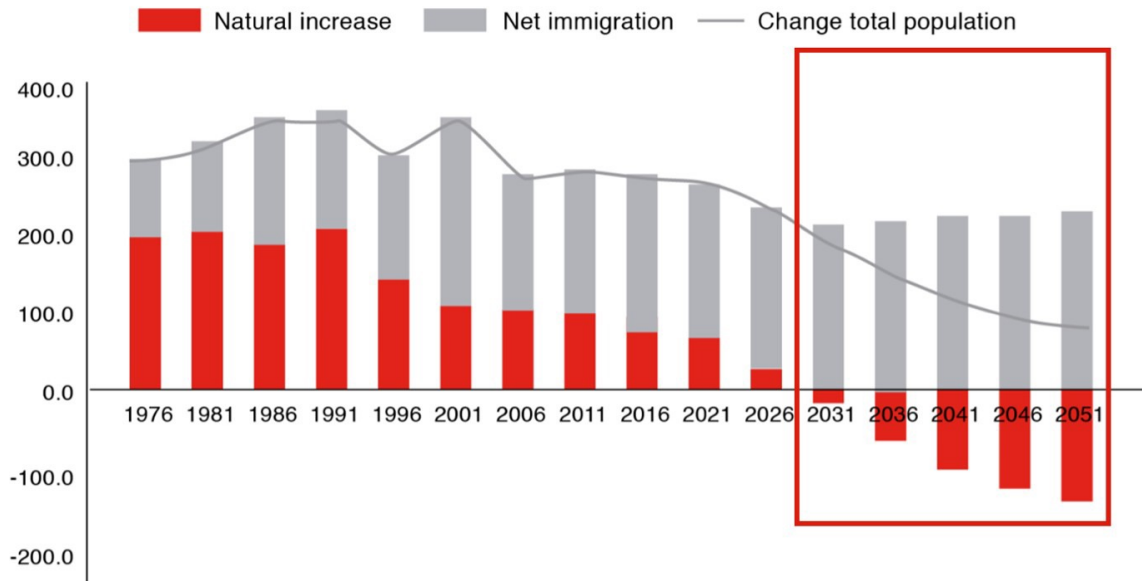
Sources:
National Post (2021)
*Globe & Mail (2021)

SOURCE: WORLD BANK

GIGI SUHANIC/NATIONAL POST

IMMIGRATION IS CRITICAL TO OFFSET CANADA'S DECLINING LABOUR MARKET

Change in Total Population in Canada, 1976-2051



400,000+
Permanent Residents
arriving yearly



640,000+
International
Students



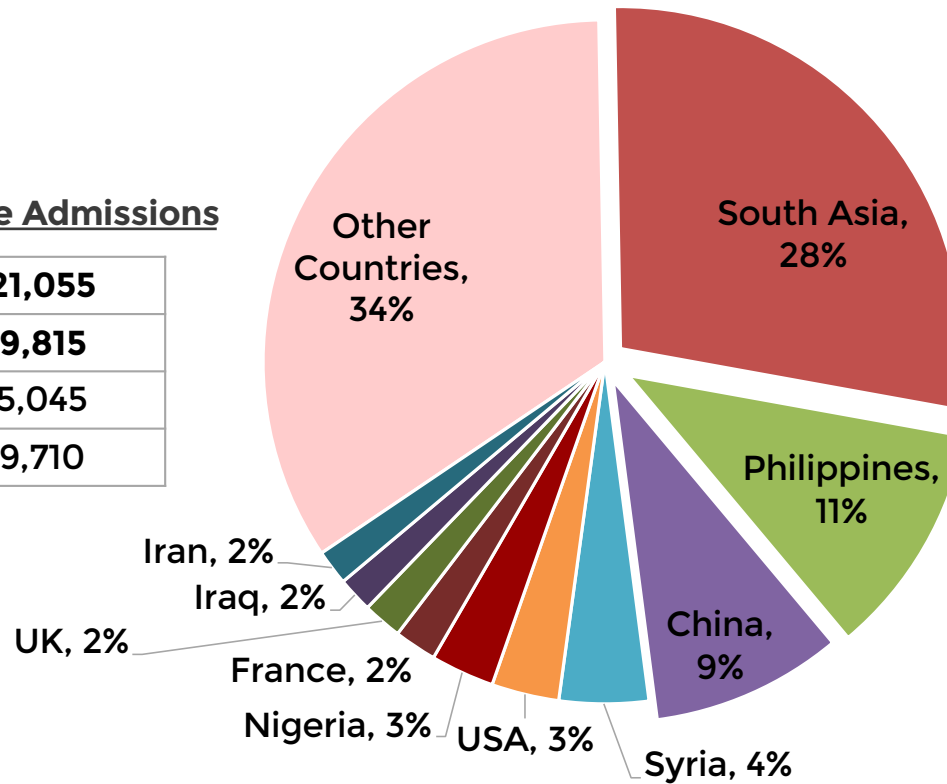
470,000+
Temporary Foreign
Workers

SOURCE: Immigration, Refugees and Citizenship Canada data (2020); Statistics Canada analysis (2016)

IMMIGRATION FROM ASIA WILL BE THE PRIMARY SOURCE FOR CANADA'S LABOUR FORCE

2018 Permanent Residence Admissions

TOTAL	321,055
South Asia	89,815
Philippines	35,045
China	29,710

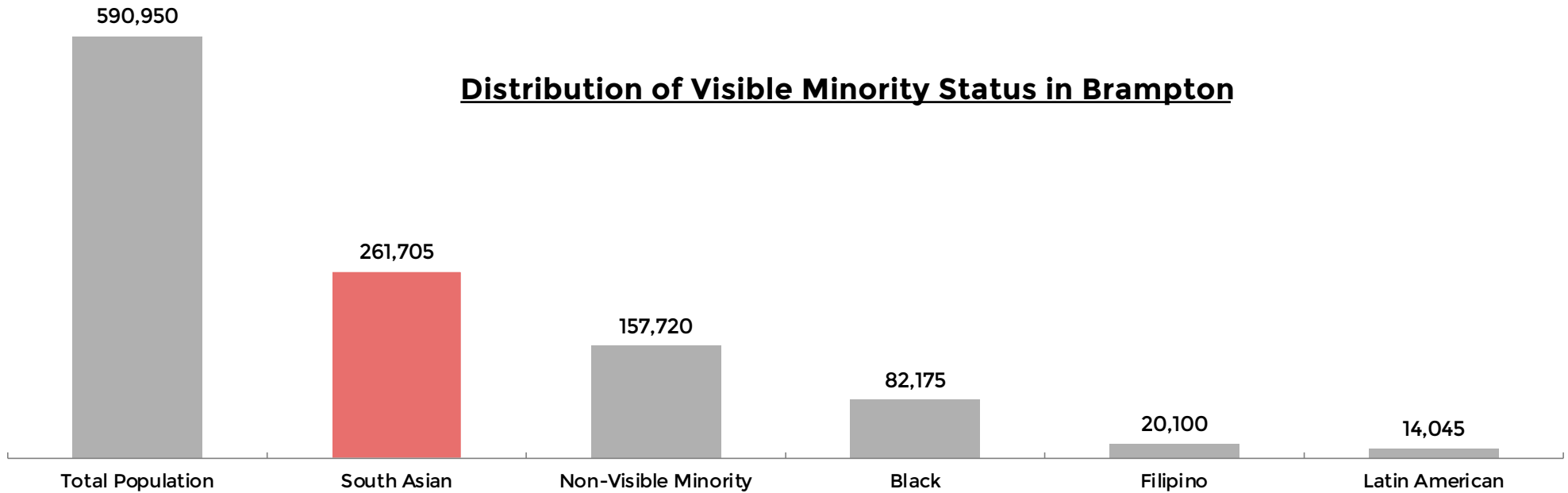


48% of newcomers were from South Asia, Philippines and China in 2018

South Asia includes India, Pakistan, Bangladesh, Sri Lanka, Nepal, Bhutan and Afghanistan
 Source: Immigration, Refugees and Citizenship Canada, (admissions in 2018)

44% OF THE BRAMPTON POPULATION IS SOUTH ASIAN

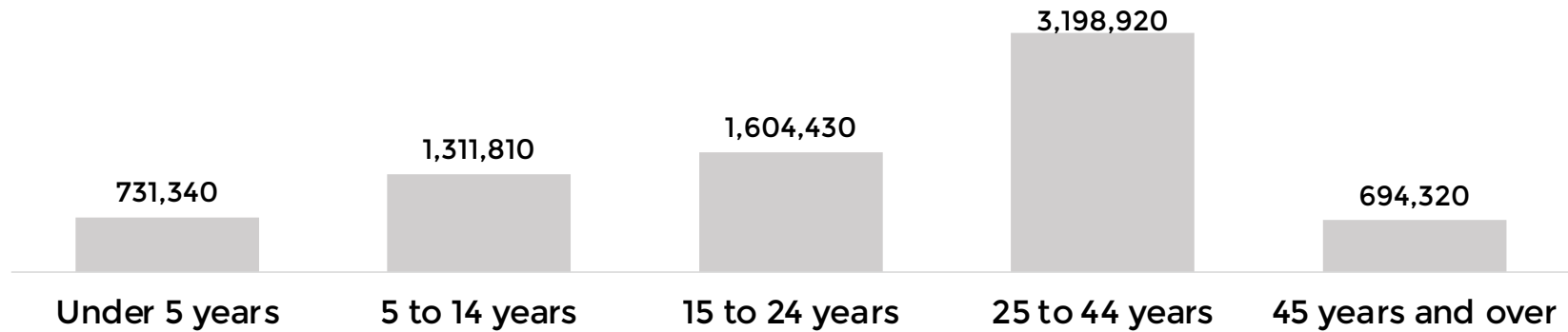
Distribution of Visible Minority Status in Brampton



Source: Statistics Canada, Census 2016

IMMIGRANTS ARRIVE IN THEIR **PRIME** **WORKING YEARS**

Age at Immigration to Canada - Total Immigrants in Canada



AND BRING A **HIGH SKILLED LABOUR FORCE** INTO THE ECONOMY

Metric for Females	South Asian	Any Visible Minority	Non-Visible Minority
Have Any University Degree	37.4%	33.8%	21.9%
Have Masters Degree+	10.4%	6.5%	4.1%



PINK ATTITUDE/CULTURALIQ NATIONAL STUDY

Our goal was to uncover why:

- Despite having the highest level of education, South Asian Women experienced the highest level of unemployment at 20.4 vs. the national average of 11.3%*

Pink Attitude in partnership **CulturalIQ, TD, Sephora, Deloitte, E&Y, Scotiabank, City of Brampton, IGM and APMA** launched a national study to identify the systemic barriers preventing South Asian Women and benchmarked against other BIPOC Canadians from achieving career success relative to the educational background

What the Study revealed – South Asian Women are **OVERLOOKED**

- That in comparison to other Canadians, South Asian women are significantly more likely to leave their current job within the next 2 years (e.g. 57% for South Asian, 42% for Black and 41% for Filipino vs. 36% non-racialized women).
- South Asian Women when compared with other Canadian employees report their skills are underutilized, due in part to the lack of recognition of their education background (60% South Asian, 58% black vs. 45% non-racialized Women)

	<u>Women</u>					<u>Men</u>				
<u>Top 2 box on a 5 point agreement scale: missed out on career opportunities due to:</u>	<u>South Asian</u>	<u>White</u>	<u>Chinese</u>	<u>Black</u>	<u>Filipino</u>	<u>South Asian</u>	<u>White</u>	<u>Chinese</u>	<u>Black</u>	<u>Filipino</u>
You are an immigrant to Canada	73%	66%	64%	78%	60%	77%	61%	68%	71%	64%
You have a non-Canadian university education / degree	60%	31%	27%	38%	57%	61%	36%	37%	50%	63%
You don't have work experience in Canada - even though I have work experience from my home country	54%	45%	29%	39%	60%	55%	48%	34%	54%	71%

*Source: Stats Canada, 2020: unemployment' rates. South Asian women 20.4% vs national average of 11.3%.

**Women: n=1,500 (South Asian n=700, White n=400, Chinese n=285, Black n=52 and Filipino n=63), Men: n=700 (South Asian n=158, White n=300, Chinese n=185, Black n=38 and Filipino n=19)





OUR RECOMMENDED SOLUTIONS

CANADIAN EXPERIENCE GAP GRANT: Optimizing entry for Newcomers into the Workforce

Our proposal: is to get ahead of the Canadian labour force gap seen today and increasingly significantly over the the next 5 years. Introduce a *Canadian Experience Gap Grant*, starting with Ontario and expanding nationally, with the objective of seamlessly integrating immigrants into the Canadian labour force.

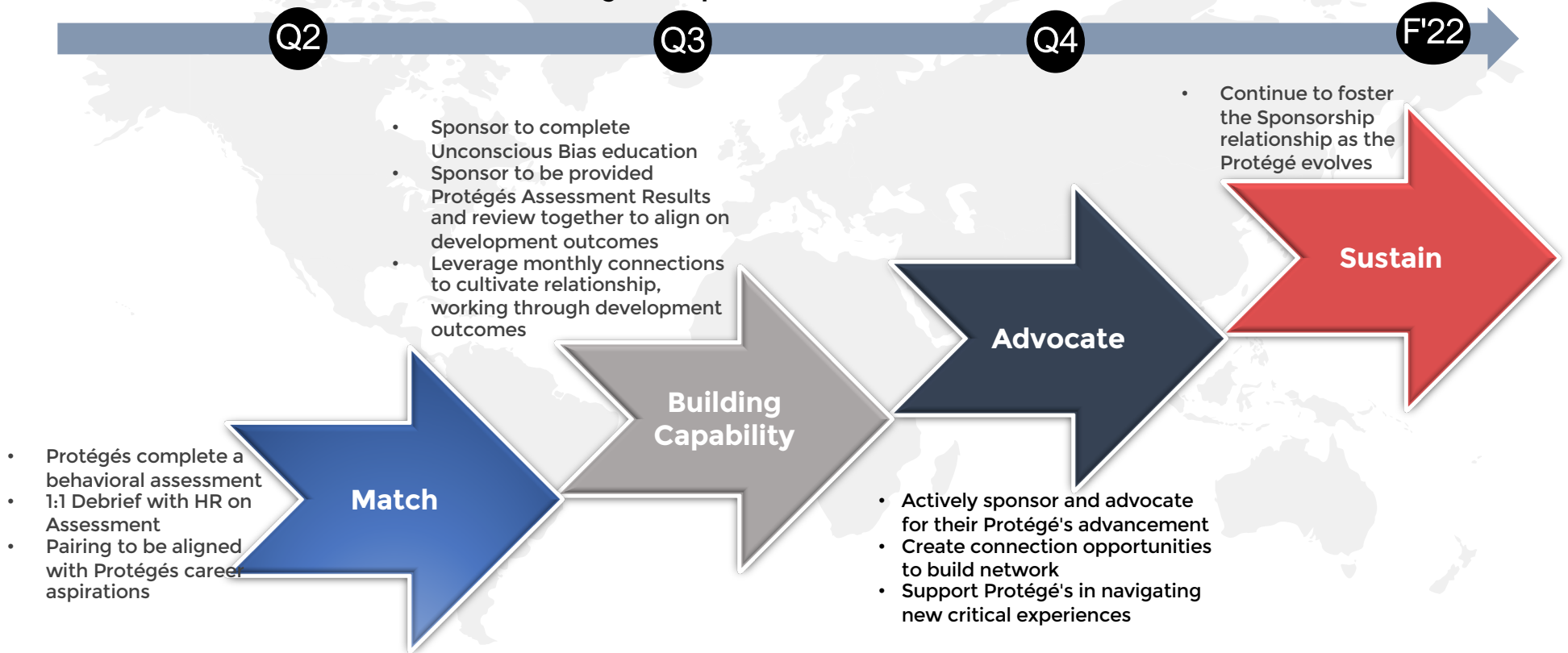
What this will achieve:

1. Get skilled and experienced labour into the marketplace more efficiently
2. Narrow the gap of the “Canadian experience” employment requirement which is holding back our most qualified potential employees of the future
3. Get ahead of the potential skilled labour shortage over the next 5 years
4. Support the diversity, equity and inclusion mandates of Canadian institutions

BIPOC SPONSORSHIP IN ACTION **Program Overview**

A one year Intentional Sponsorship Program committed to fostering connections between BIPOC talent and Executive sponsorship, curated to develop and cultivate the unique critical experiences required to promote sustainable career progression.

Program Experience Timeline





THANK YOU FOR YOUR SUPPORT