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Newcomer inclusion in Quebec small to medium enterprises

Partners

Concordia University

Participants Newcomers and Refugees, Racialized Peoples

Locations

[Quebec](#)

Topics

Inclusive Economy
SME Adaptability

Related Tags

[diversity and inclusion](#),
[newcomers](#),
[shock-proofing](#),
[workplace training](#)

This project will investigate the manufacturing sector to identify and improve the experience of onboarding immigrants in small to medium enterprises (SMEs) outside of large gateway cities. These manufacturing SMEs in smaller communities are experiencing a worker shortage, particularly in

non-
gateway
locations.
This
shortage
has
been
exacerbated
by
the
pandemic
even
as
a
large
pool
of
immigrant
workers
is
available
but
under-
utilized.

Research shows that workplace onboarding, new employee recruitment, hiring and skills development programs play crucial roles and improve organizations' abilities to attract and retain new employees.



Future Skills Centre is investing \$111,183 to address these challenges in a 2-year project with research expected to reap multiple benefits. Non-gateway SME manufacturers and employees (local and immigrant) from across industries and functions will be interviewed to understand their experiences, perspectives and the challenges of onboarding immigrants in non-gateway locations.

The results will contribute to the advancement, development and testing of special onboarding initiatives for immigrant workers to attract and retain this talent, as well as improving the economic integration of immigrants into industries that represent a core element of the economy.

Evaluation Strategy

This project is evaluated using tools and approaches aligned with its goals, context, and stage of development. The evaluation focuses on generating the right evidence at the right moment to move the intervention forward. [Read more about our evaluation strategy.](#)



The Future Skills Centre acknowledges that the Anishinaabe, Mississaugas and Haudenosaunee share a special relationship to the 'Dish With One Spoon Territory,' where our office is located, bound to share and protect the land. As a pan-Canadian initiative, FSC operates on the traditional territory of many Indigenous nations across Turtle Island, the name given to the North American continent by some Indigenous peoples. We are grateful for the opportunity to work in this territory and commit ourselves to learning about our shared history and doing our part towards reconciliation.

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