

# PATHWAYS TO PROSPERITY CONFERENCE

## NOVEMBER 25<sup>TH</sup>, 2025



CANADIAN IMMIGRANT  
WOMEN'S ASSOCIATION

# BRIDGING GAPS WITH DATA TO SUPPORT NEWCOMERS FACING MULTIPLE BARRIERS

Presenter: Punam Dalal



We acknowledge that we live and work on the traditional lands of the Treaty 7 Nations: the Blackfoot Confederacy (Siksika, Piikani, and Kainai), the Tsuut'ina Nation, and the Stoney Nakoda (Chiniki, Bearspaw, and Goodstoney).

We also recognize the Métis Nation of Alberta, Districts 5 and 6, and all the Indigenous peoples whose histories, languages, and cultures continue to shape this region.

As an immigrant-serving organization, we understand what it means to seek belonging on a new land. We honour the original stewards of this place by learning from them, fostering respect, and contributing to a future built on reconciliation and shared community.





# CANADIAN IMMIGRANT WOMEN'S ASSOCIATION

## VISION MISSION VALUES

Empower  
immigrant  
women.

Enrich Canadian  
society.

National leader  
in transitioning  
immigrant  
women  
to success in  
Canada

Equity  
Excellence  
Collaboration  
Inclusiveness  
Empowerment

# WHO WE ARE

Canadian Immigrant Women's Association (CIWA) is a nationally recognized, gender-focused organization serving immigrant women in all their diversity.

CIWA was established in 1982. Our mandate recognizes, responds to, and focuses on the unique concerns and needs of immigrant and refugee women, girls, and their families.



THE LARGEST CULTURALLY DIVERSE,  
GENDER-FOCUSED SETTLEMENT  
AGENCY IN CANADA.

ROOTED IN COMMUNITY AND DRIVEN  
BY PURPOSE, CIWA EMPOWERS  
IMMIGRANT AND REFUGEE WOMEN,  
GIRLS, AND FAMILIES TO BELONG,  
CONTRIBUTE, AND THRIVE.



# WHAT WE DO

## OUR PROGRAMS

CIWA unlocks opportunities for economic integration, social integration and family wellbeing, ensuring that women and their families can succeed and contribute fully to life in Canada

SETTLEMENT AND  
INTEGRATION



LANGUAGE  
TRAINING



EMPLOYMENT AND  
SKILLS TRAINING



FAMILY  
SERVICES



WELLBEING AND  
RESILIENCY



# WHY WE LEAD

CIWA offers a comprehensive, integrated model of support for immigrant women. Our core programs include:

**In 2024**

**130,686  
Total  
Service  
Touchpoints**

**Over  
60  
programs**

**163  
Distinct  
Services**

**\$53,500  
in scholarships  
awarded to 26  
women.**



# CLIENT PROFILE

In 2024–2025 we served:

**26,722**

**Clients and their families**

**Speaking**

**124**

**Different languages**

**From**

**139**

**Countries**



# TARGETED SUPPORTS AT CIWA



## **Crisis intervention and critical support**

Emergency housing, childcare services, transportation support, interpretation services



## **Language and skills training**

Literacy classes, classroom & on-the-job training;  
59 programs across 160 community locations



## **Network and community building**

Networking, volunteering, civic engagement;  
365 community and business partners

# KEY IMPACT AREAS

**Economic  
Integration**

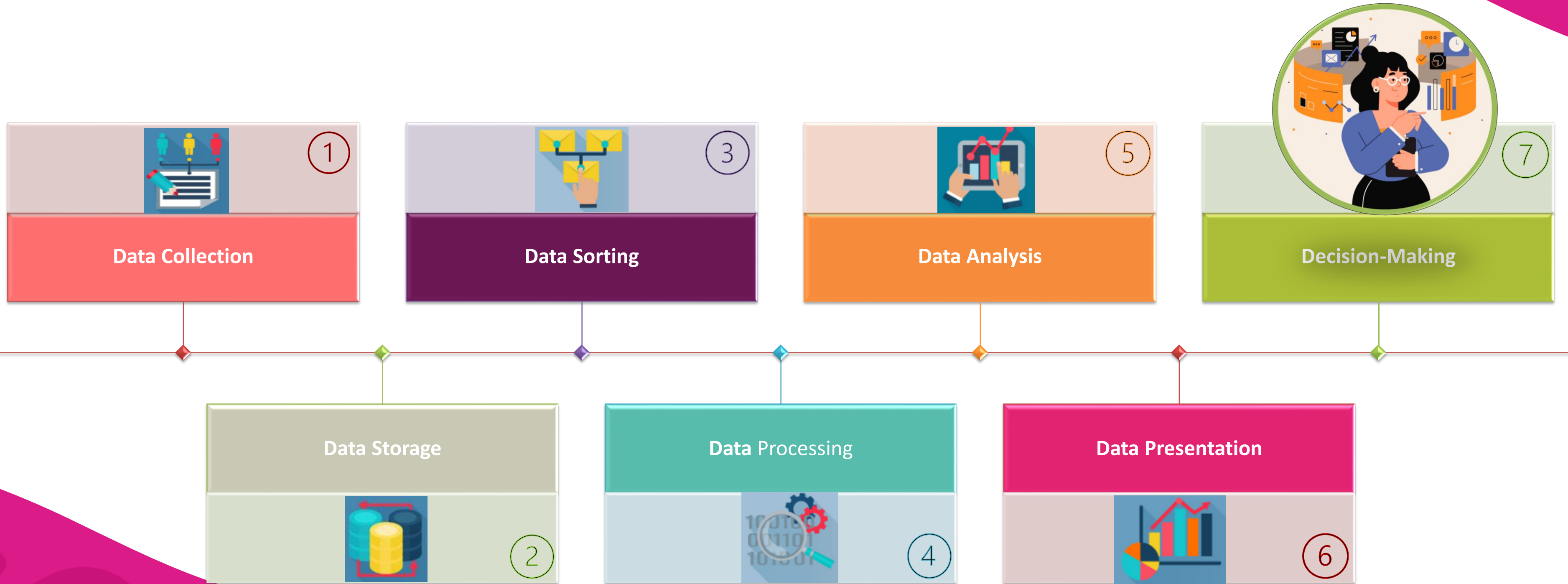
**Social  
Integration**

**Family  
Resiliency**

## Key Performance Indicators:

- Employment status
  - Salary increase
  - Connections to employers
  - Financial empowerment
- 
- Language skills
  - Sense of belonging
  - Participation in the community
  - Natural supports
- 
- Family cohesion
  - School readiness
  - Caregiver capacity

# DATA LIFE CYCLE: FROM COLLECTION TO DECISION-MAKING





# COMMON BARRIERS

Language  
Barriers

Childcare  
Challenges

Credential  
Recognition

Barriers faced  
by Women

Access to  
Training

Social  
Isolation

Transportation  
Issues

# TOP IN-DEMAND SKILLS IN ALBERTA 2025



Digital &  
Technology Literacy



Communication



Problem-Solving  
& Critical Thinking



Adaptability  
& Resilience



Collaboration  
& Teamwork



Job-Specific  
Credentials  
& Certification



Foundational  
Literacy &  
Numeracy

# TURNING DATA INTO ACTION

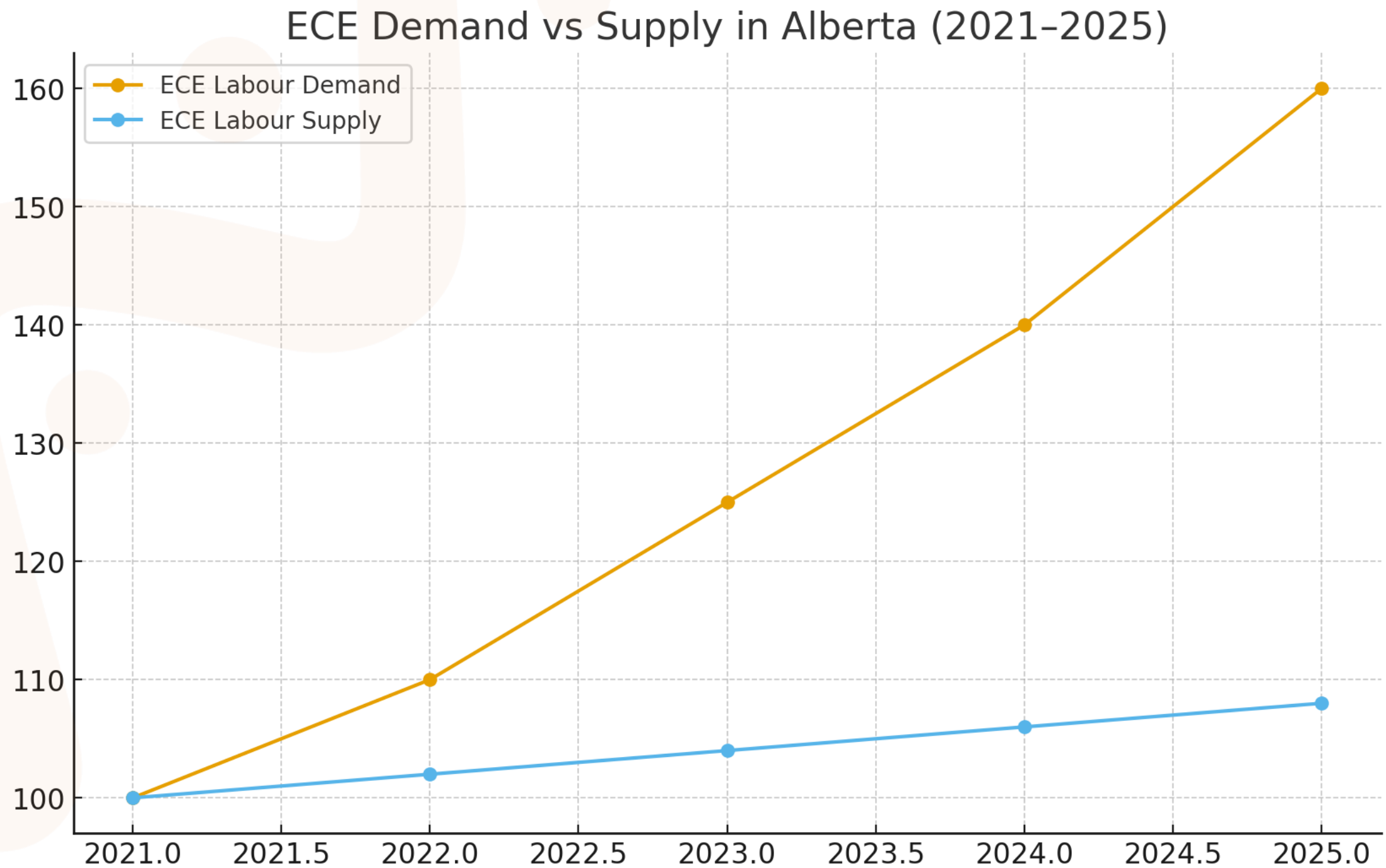
Labour market data highlights three critical industries facing persistent staffing shortages:

- **Early Childhood Educators** : Expanding childcare systems need qualified educators
- **Hospitality**: Recovery has increased demand for trained staff
- **Security**: Public spaces and workplaces require more certified guards

Our training programs help women step into these in-demand roles—closing workforce gaps while advancing women's economic independence.



# EARLY CHILDHOOD EDUCATORS (ECE) DEMAND



ECE demand continues to rise, while supply grows only 2% annually. This gap limits childcare availability and workforce participation.

**Source:**  
**Government of Alberta**

# ECE TRAINING FOR WOMEN



## LEVEL 1 EARLY CHILDHOOD EDUCATOR



- Online (Alberta-wide)

### DELIVERY:

- Accelerated - 100 hrs (CLB 6+)
- Foundational - 450 hrs (CLB 4+)

### WHO CAN APPLY:

Immigrant women, 18+  
HS diploma

### OUTCOME:

Level 1 ECE  
Certification  
+ First Aid & CPR



## LEVEL 2 EARLY CHILDHOOD EDUCATOR



- 13 months +  
352 hrs practicum

### SUPPORTS:

- Study groups,  
tutoring, language &  
employability skills

### WHO CAN APPLY:

- Immigrant women, 18+  
CLB 7+ HS diploma

### OUTCOME

- Level 2 ECE  
Certification  
+ First Aid & CPR



## LEVEL 3



### EARLY CHILDHOOD EDUCATOR

### MODALITY (Albertavide)

- 14-month training + 352 hrs  
practicum

### SUPPORTS

- Study groups
- One-on-one tutoring
- English language & employability  
skill enhancement

### WHO CAN APPLY

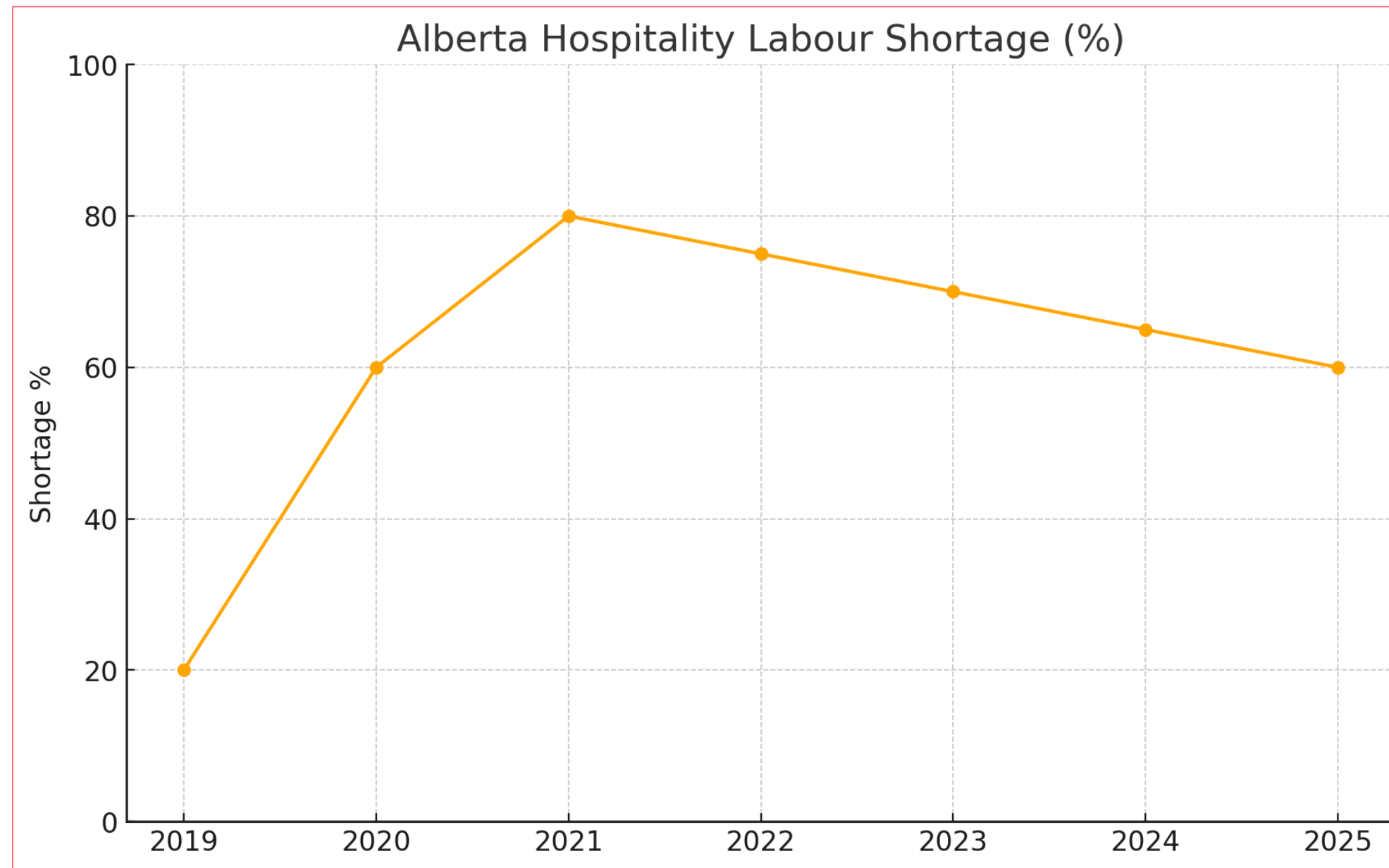
- Immigrant women, 18+
- Canadian citizens or permanent  
residents
- CLB 7+
- High school diploma or higher



**OUTCOME** Level 3



# ALBERTA'S HOSPITALITY WORKFORCE GAP



COVID-19 caused up to 80% staff shortages.

Recovery continues, but demand remains strong for trained workers.

Source: Alberta Hospitality Association



# HOSPITALITY TRAINING FOR WOMEN



## FREE 12-WEEK PROGRAM WITH SAIT



English, essential skills  
& hospitality training



4-week work placement

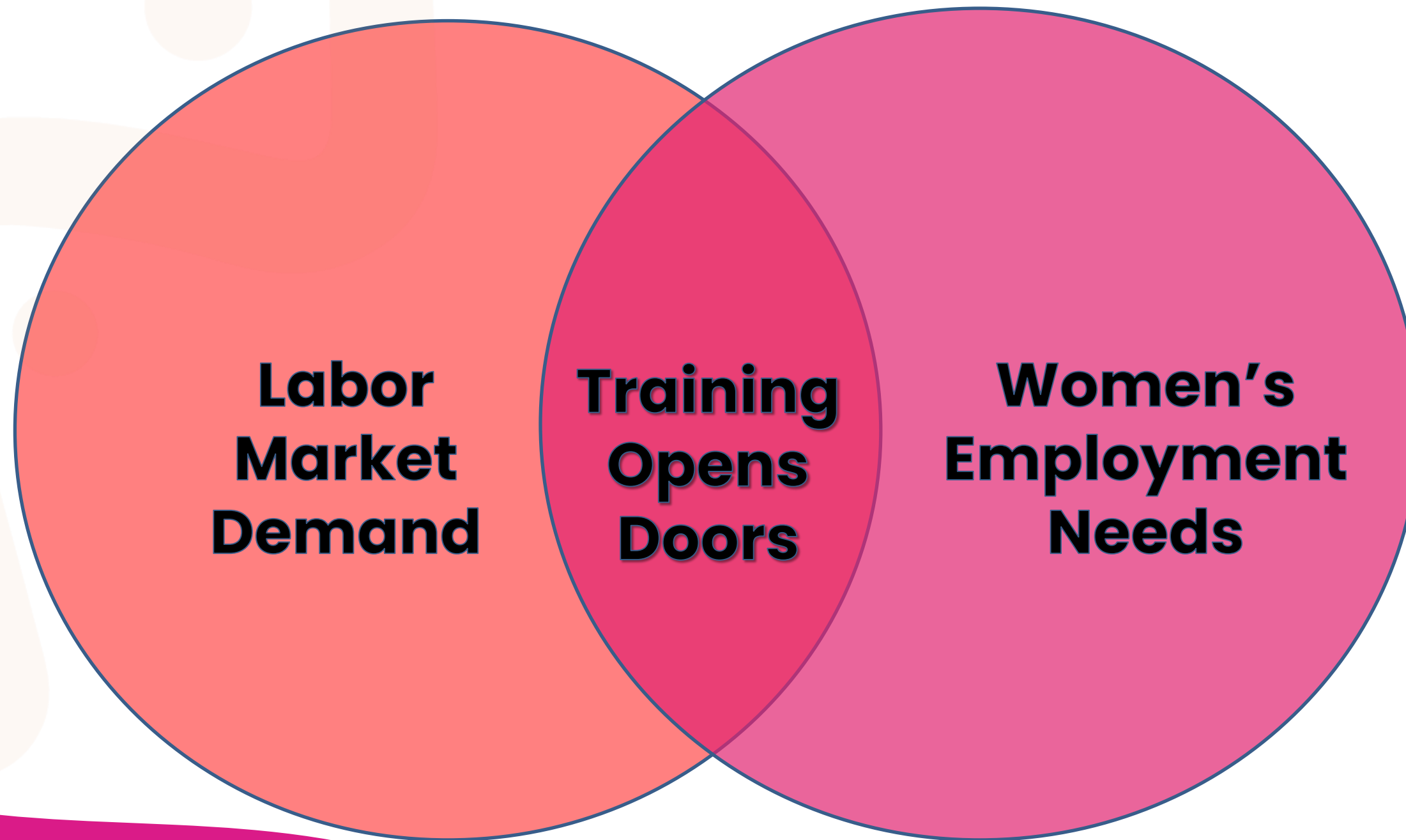


Computer skills +  
job search support



For immigrant women  
(18+, CLB 6+)

# SECURITY CAREERS: AN UNTAPPED PATHWAY FOR WOMEN



# SECURITY TRAINING COVERS

Canadian Legal System &  
Communication Skills

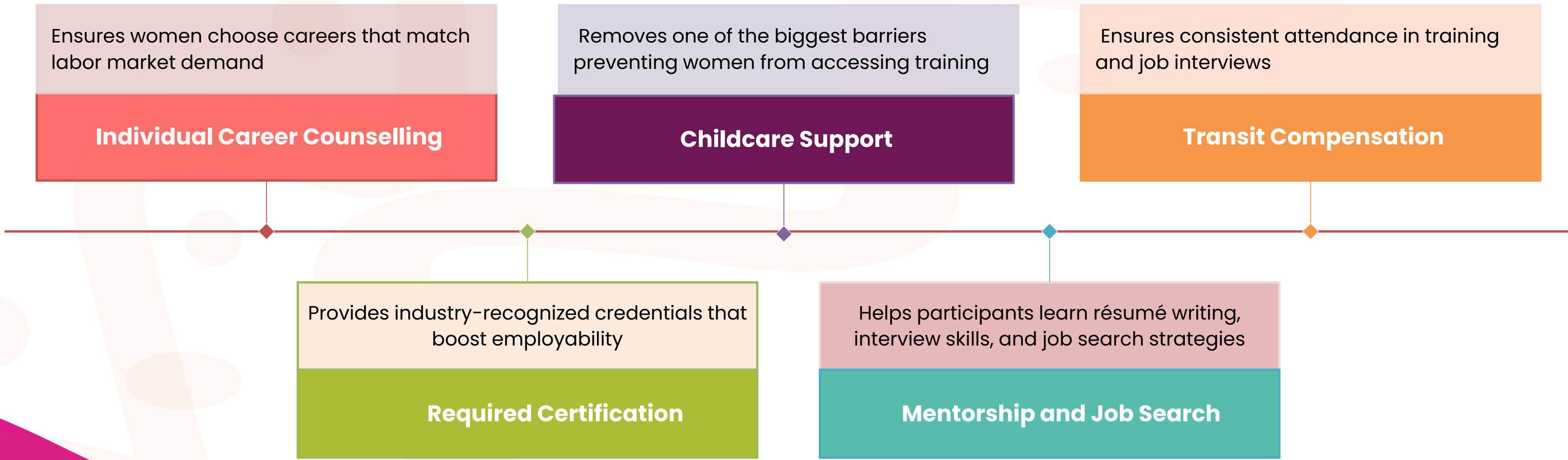
Emergency response  
Procedures with Health  
& Safety

Alberta Basic Security  
License Cost & Digital  
Competency





# WHY THESE TRAINING PATHWAYS SUPPORT MATTER



# HOW STRONG IS OUR IMPACT?



## ECONOMIC INTEGRATION

**80%**

Of Participants successfully integrated into to the Canadian labour market after completing employment training, career services, and networking support



## EMPLOYMENT STATUS

**71%**

Of participants successfully transitioned into employment



## FINANCIAL EMPOWERMENT

**1,524**

Participants accessed financial coaching sessions and financial literacy education



## CONNECTIONS TO EMPLOYERS

**97%**

Of participants expanded their professional networks and connections with employers





# THANK YOU



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[www.ciwa.org](http://www.ciwa.org)



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