


Enhancing Employment Support for Newcomer Women: Insights from Human Resources Practices Survey

ABOUT THE PROJECT



This survey is part of the IMvisible Empowerment project for the New Brunswick Multicultural Council. The project aims to economically empower newcomer women in their employment journeys across New Brunswick. The focus of this survey is on human resource practices by HR specialists, with the goal of learning from their experiences to build intercultural HR training based on the needs of NB employers.

SURVEY OVERVIEW

The survey, consisting of ten questions related to employment barriers and best practices for newcomer women, was sent out to Human Resources professionals across the province over the period of September through November of 2024. A total of 25 responded to the survey; 23 responded to the English version and 2 responded to the French version.

QUESTIONS

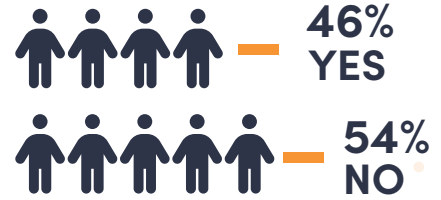
Q1: The first question aimed to determine the respondents' current level of awareness of the barriers for newcomer women in finding, obtaining and maintaining employment. On a scale from 1 to 5, where 1 is Not Aware and 5 is Extremely Aware, 20% were at a 4 or 5, 60% rated themselves a 3 and 20% were at a 2. None selected 1. The average rating was 3.08.

20 EXTREME
AWARENESS

60 MODERATE
AWARENESS

20 LOW/NO
AWARENESS

Q2: The second question asked whether they currently accessed programs, resources and/or other supports (e.g. settlement services, GNB Mosaik, newcomers' associations) that help reduce or remove employment barriers for newcomer women. 46% of the respondents replied yes and 54% replied no.



Q3: Question three listed several best practices related to recruitment and hiring and asked whether the employers currently utilized any of them in their recruitment and hiring policies and processes. The top three practices were:



Q4: In the fourth question, respondents were asked to rate the effectiveness of their current recruitment and hiring practices for newcomers in general on a scale from 1 to 5, where 1 is Not Effective and 5 is Very Effective. The average rating was 3.64.



Q5: The question asked if they currently utilized any of the listed best practices in their employee retention and promotion policies and processes. The top three were:



Q6: Respondents were asked in question six to rate the effectiveness of their current retention and career progression practices for newcomers in general on a scale from 1 to 5, where 1 is Not Effective and 5 is Very Effective. The average rating was 3.68.



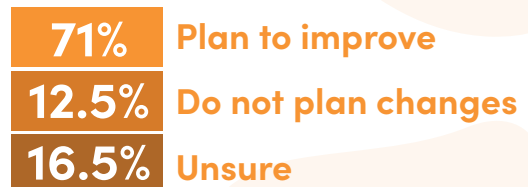
Q7: Question seven inquired about how the organizations gathered and used feedback from newcomer women about their employment experiences. 40% utilized one-on-one meetings with supervisors and 36% used surveys or feedback forms.



Q8: In terms of question eight about the mechanisms used for addressing and reporting incidents of gender-based violence, 64% offer confidential support and counselling services. Only 24% engage in regular training on recognizing and responding to gender-based violence.



Q9: Question nine asked if they would be making improvements to their recruitment, hiring, onboarding, retention and/or promotion practices to address barriers to women's employment equality. 71% said yes; 12.5% said no and 16.5% were not sure.



Q10

The final question sought out improvements the respondents would like to see in their recruitment, hiring, onboarding, retention and/or promotions practices to better enable opportunities for newcomer women. Three respondents emphasized the need for more information and knowledge on how to minimize bias, increase understanding in differences and support newcomer women. Two focused on more effective communication and awareness to attract and recruit qualified candidates. One respondent would like to increase the number of newcomer women in leadership positions. Another mentioned they have added resources to their Human Resources team to focus on diversity and inclusion which will ensure there is more training for supervisors and employees. In addition, ESL training, improved language of job postings, support from settlement agencies and more full-time job opportunities were mentioned as potential improvements.

DESIRED IMPROVEMENTS FOR GREATER INCLUSION



Training on Bias:
Increase understanding and minimize biases.



Effective Communication:
Attract and recruit qualified candidates.



Leadership Opportunities:
Promote more newcomer women into leadership roles.



Language Support:
Offer ESL classes and improve language in job postings.



Diversity in HR Teams:
Add resources for diversity and inclusion.

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