

## Evaluating ISANS' Youth Employability Program

**TITLE OF RESEARCH:** **Developing Skills, Building Relationships: The Social and Employment Outcomes of ISANS' Immigrant Youth Employability Program**

**RESEARCHERS:** Catherine Bryan, Serperi Sevgur, Temitope Abiagom, Nabiha Atallah

**SUMMARY:** This study evaluated the outcomes and benefits of ISANS' Immigrant Youth Employability (IYE) Program – a newcomer youth employment program offering a mix of classroom learning and on-the-job training.

**LINK:** Click [here](#) to read the executive summary and [here](#) to read the report

### Key findings:



The IYE program helped youth obtain meaningful—albeit low paying—jobs immediately after completing the program or later when they switched from less satisfying jobs to jobs with better prospects.



For youth, key strengths of the program included the quality of the instructors, being introduced to different types of jobs, connecting to networks, and gaining skills to find jobs. Participants also appreciated the equipment and salaries they received during the program.

For employers, benefits of the program included the opportunity to meet labor needs, diversify the workforce, and access government wage subsidies.

### Recommendations:

- Increase the number of placement hours to give youth time to apply their new skills and knowledge.
- Reduce the waiting time between classroom learning and agency placement.
- Program staff should conduct regular check-ins to monitor youth's progress and integration and to identify concerns of youth and employers.
- Organize cultural education for participating organizations to ensure smooth integration and reduce discrimination among co-workers.
- Develop more connections with businesses and organizations in the community to provide more placement options.

The views and opinions expressed in this article are those of the researchers and do not necessarily reflect the official position of the Child and Youth Refugee Research Coalition.

This research was supported by the Social Sciences and Humanities Research Council of Canada.



Social Sciences and Humanities  
Research Council of Canada

Conseil de recherches en  
sciences humaines du Canada

Canada

### Research Partners:



DALHOUSIE  
UNIVERSITY

**isans**  
Immigrant Services  
Association of Nova Scotia