

## **How Visible Minority Immigrant Professionals Experience their Employment Settlement in Winnipeg: Looking through a Practice-based Lens, Seeking Solutions**

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This paper presents the findings of a research study based on the employment-integration experiences of racialized (visible minority) skilled immigrant newcomers in Winnipeg. The findings document the self-perceptions and understanding these individuals have of their migration journeys, as contextualised through seeking employment settlement and overall integration in Canada, specifically in Winnipeg. Qualitative enquiry-based methods, like interviews and focus groups; as well as auto-ethnography, were employed to gather and analyse data.

One of the core elements of this research is that it is strongly informed by the researcher's practitioner experience in the newcomer settlement sector. One of its objectives is to help bring the often separate worlds of theory and praxis closer by strengthening the feedback loop between them. The study also brings together the following inter-disciplinary worlds in conversation with each other: Peace and Conflict Studies (PACS); economic migration; career practice in the context of employment transition; and auto-ethnography. It is hoped that by bringing the above perspectives and practitioner tools to the field of migration, as applied to employment and career transitions, unexplored avenues and paradigms of research, analysis and praxis will open that can in turn help move the inter-disciplinary fields of conflict transformation and peace-building as well as Migration Studies in new theoretical, methodological, and practice-based directions.

While the sample is small, and deeply experiential, the objective of the research is that emergent insights form the basis of a theoretical-applied framework that can be used to support individuals figure out good strategies to enhance their employability, agency, and resiliency. In addition, it is hoped that the findings can be utilised by community stakeholders to create programming that addresses some gaps, creating social innovation-based resources that

are well-co-ordinated, and that also have potential to be more customised, responsive and inclusive.