

# A Path Forward

A call for decisive, permanent settlement options for war-displaced Ukrainians in Canada

Pathfinders Advocacy and Research, December 2023

[www.pathfindersforukraine.com](http://www.pathfindersforukraine.com)

**PATHFINDERS  
FOR UKRAINE**

# Executive Summary



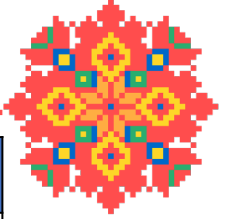
- **Those who came to Canada did so with intention to stay: 90% want to pursue PR**, in stark contrast to Ukrainians surveyed in Europe, where 63% are considering return
- They have incurred significant cost to come to Canada (average \$6,800), are contributing to the economy (76% employed), and are integrating into their communities
- **70%, or 130K+ of these projected applicants represent the “Uncertain Majority”** – they are unconfident in their ability to receive PR under current programs (including the program announced by Minister Miller in October 2023, which will benefit only 7% of respondents)
  - Many are highly educated (92% have post-secondary education), and are contributing members of Canadian society (74% employed, 28% in management/executive roles)
  - Many demonstrate compassionate and humanitarian grounds to remain in Canada: 45% have children in school, 71% have indicated they have nothing to return to in Ukraine due to destruction, a fear of being caught in the conflict, or fear of reprisals
- **The math doesn’t reconcile**, so the Government (Federal, Provincial) and war-displaced Ukrainians must make choices:
  - The Minister should consider a Temporary Public Policy for CUAET holders, while Provincial governments may consider “bonus points” in their programs;
  - Ukrainians should consider self-improvement (upskilling English, professional skills, community involvement), and potential relocation to where there’s demand
  - In the absence of the above – tens of thousands may be forced to an unsafe and traumatic re-migration and return to Ukraine (in violation of the non-refoulement principle of international law)
- **A major ‘final wave’ may come by early 2024**, representing the 700K+ approved CUAET holders not yet arrived in Canada (and must do so by March 31, 2024)

**210K**  
CUAET holders in Canada  
**90%**  
Seeking PR  
**7%**  
Projected beneficiaries of family reunification pathway

**70%**  
Projected unlikely to receive PR  
**130K+**  
The “Uncertain Majority”

1- As last reported by IRCC (March 17 2022 – Nov 28, 2023)  
2 – More approvals are expected as the approval rate is high and as IRCC processes remaining applicants

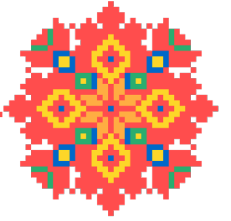
# Report Contents



Contents		Page
Letter from the Pathfinders		4
About this Study & Report		5
What is the CUAET program?		6
The Journey to Canada	What are they leaving behind in Ukraine?	8
	Who are the respondents?	9
	What was the family situation coming to Canada?	10
	Where and when did they get here?	11
	What was their resettlement experience?	12
	How have they integrated into Canada?	13
	Exploring PR Routes	<b>How many Ukrainians want to stay in Canada?</b>
Which pathways to PR are they pursuing?		16
What are the impediments to finding the right way?		17
<b>Who are the 'Uncertain Majority'?</b>		18
Seeking a Future in Canada	How have war experiences driven people away from returning?	20
	How do Ukrainians that came to Canada differ (vs. EU)?	21
	What's their outlook on the future of the war?	22
	Could there be a final wave before March 31, 2024?	23

Contents		Page
Considerations & Recommendations	Why don't current immigration programs fit?	25
	Considerations: weighing potential programs	26
	<b>Considerations: for Canadian Government</b>	27
	Rebutting the Anti-PR narratives	28
	<b>Why take action now?</b>	29
	<b>Considerations: for War-displaced Ukrainians</b>	30
	Areas to watch	31
	Conclusion: PR - Supporting a 'Balanced-Win' for All	32
	Appendix	Appendix: About the Report/Study
Appendix: About Pathfinders for Ukraine		35
Appendix: Resources		36

# Letter from the Pathfinders



Dear Reader,

We, at [Pathfinders for Ukraine](#), have been at the forefront of responding to the full-scale invasion nearly from its beginning. From our on-the-ground presence in Ukraine and Poland in March 2022, to our resettlement support and advocacy work today, our operations have adapted to meet the needs of war-displaced Ukrainians in their Canadian journey. Today, the question of pathways to Permanent Residence is top of mind.

Over the late summer of 2023, our team, made up of war-displaced Ukrainians and young professional Canadians (some of Ukrainian lineage), sensed within the community two significant challenges on the horizon:

1. That Ukrainians who came to Canada did so with the intention to stay. The lack of safety at home and absence of a clear path to PR provided by Canada puts into limbo the lives of the “uncertain majority”;
2. That the arrival of a significant number of people (over 700K) who have been approved, but not yet arrived, under the CUAET could potentially put significant strain on waning infrastructure, capacity, and support.

Our study of 922 CUAET families in Canada and 272 abroad, representing over 3,600 CUAET holders in Canada, sought to gather evidence to validate and validate those premonitions. Despite the obstacles and limitations of this survey, both quantitative and anecdotal evidence shows that both challenges are real, significant, and require clear responses by all stakeholders—including Governments (Federal and Provincial), support organizations, and Ukrainians themselves. These messages were communicated during a visit to Ottawa on October 16<sup>th</sup> and 17<sup>th</sup>, 2023, including with the Minister of Immigration, Refugees, and Citizenship Hon. Marc Miller.

Together, we can build a clear path forward for Ukrainians, who have already endured so much hardship and uncertainty, in order to begin a new life with confidence—whether it be returning to Ukraine or staying here in Canada.

Slava Ukraini,

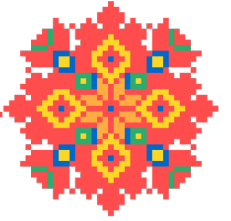
The Pathfinders Team



*Pathfinders in Ottawa October 16/17, Toronto October 20, 2023*

*(Top left, clockwise: meeting with Canadian Minister of Immigration, Refugees and Citizenship Marc Miller, MP, Shadow Minister Tom Kmiec, MP, Chairman of the Foreign Affairs Committee Ali Ehsassi, MP, Senate of Canada, Parliament Hill, and NDP Foreign Affairs Critic Heather McPherson, MP, and NDP Immigration Critic Jenny Kwan, MP)*

# About this Study & Report



- **Fully independent: with zero funding or support from any Government, IRCC, NGOs, or external donors**
- Conducted September 5-12, 2023 in UA/EN language via social media and partners to CUAET-holders in Canada and abroad
- Cross-referenced with our IRCC ATIP request (received Nov 2023) and OUSH survey data (Nov 2023)
- **Presented to Minister Miller, IRCC, and MPs on October 16 & 17th, 2023**



**1,200 Families**  
(>922 CUAETs in CA, >270 CUAETs abroad)  
or  
**3,600+ CUAET Holders**  
Responded



## 30+ Page Report



### Sections include:

- Respondent Individual/Family Profiles
- Their Journey to and Experiences in Canada
- Exploring PR Pathways
- Future Outlook in Canada
- Considerations and Recommendations to Government, Ukrainians, and Canadians

# What is the CUAET Program?



Launched on March 17<sup>th</sup>, 2022, the Canada-Ukraine Authorization for Emergency Travel (CUAET) is Canada's immediate response to the full-scale Russian invasion, by providing war-displaced Ukrainians with a temporary safe haven "until it is safe for them to return home"<sup>1</sup>. It provides war-displaced Ukrainians with a 3-year open work permit or study permit.

To date, Ukraine, especially the areas where many CUAET holders came from, remains unsafe. **44% of survey participants indicate they have nothing to return to due to destruction.**

- Despite common mislabeling of this population, **they do not have refugee status in Canada**. They can not receive the automatic benefits or PR status as such;
- CUAET simply required proof of Ukrainian nationality and had no date requirements for presence in Ukraine;
- It was a zero-cost, expedited process;
- New applications were **closed as of July 15, 2023**;
- A temporary, one-time payment of \$3,000/adult, \$1,500/child is offered up until June 30, 2024;
- **Those approved must arrive by March 31, 2024**

**1.2M**  
Applicants<sup>1</sup>

**936K**  
Approved<sup>1</sup>

**210K**  
Arrived<sup>1</sup>

**22%**

Arrived : Approved

**726K**

Approved, not Arrived<sup>1,2</sup>

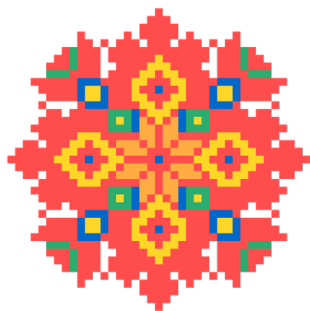
1- As last reported by IRCC (March 17 2022 – Nov 28, 2023)

2 – More approvals are expected as the approval rate is high and as IRCC processes remaining applicants

*"We are from the Donetsk region, like many other migrants who chose Canada. Over the last 9 years, we lost our home twice due to the war - first in Donetsk, then in Bucha near Kyiv. While moving to Canada we spent all our savings, because we have nowhere to return and we don't want to live rest of our lives in fear of war.*

*During this year in Canada, my husband and I found permanent jobs here, rented an apartment, our daughter goes to school. We really want to stay in Canada and just live without fear, work, raise our children. We are very tired running away from the war and starting our life from the beginning again and again. But unfortunately, we still don't see how we can get the PR. It is very difficult not to have confidence in tomorrow."*

- 30 y.o. woman, Ontario



# **Resilience in Resettlement**

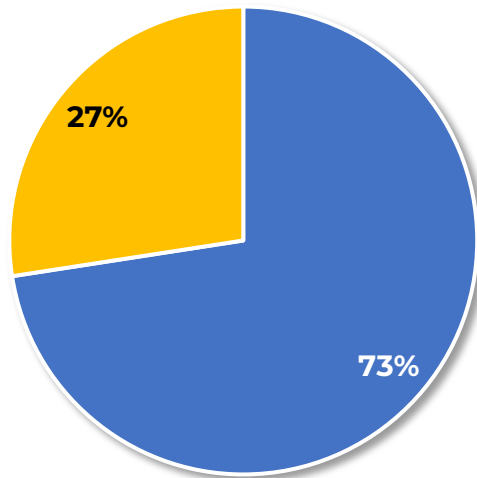
## The Journey to Canada

# What are they leaving behind in Ukraine?



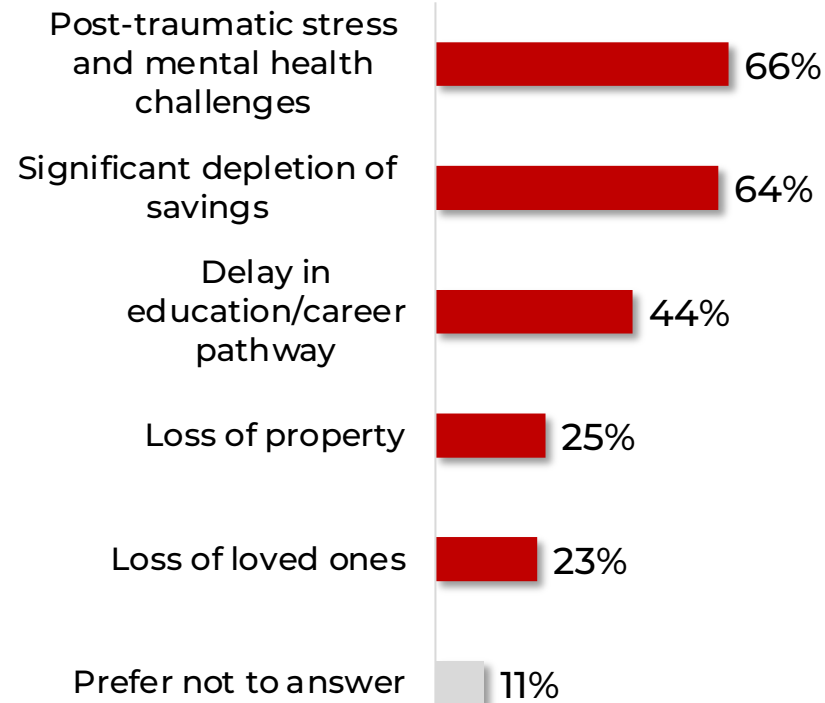
Many of the war-displaced Ukrainians have direct scars of the war and maintain anxieties with family that remain at-risk of being caught in the conflict in Ukraine

## Most were in Ukraine at full-scale invasion



■ Yes ■ No - I was outside Ukraine

## At least 88% report direct life impacts of the war



## Most have family ties still in Ukraine

**71% parents, 13% spouse, 9% children** still in Ukraine

**11%**  
Family in the Armed Forces of Ukraine

**93%**  
Have an immediate Canadian family member



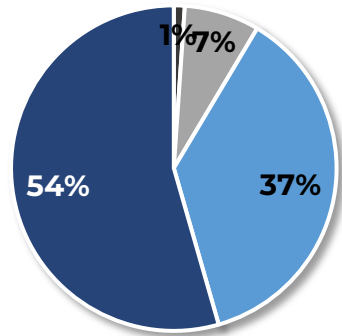
# Who are the respondents?



The vast majority of the Ukrainians that have come to Canada are working-aged, well-educated, and are actively deployed in the workforce -- demonstrating resilience and progress in integration in spite of the scars of war

## Highly-educated and skilled

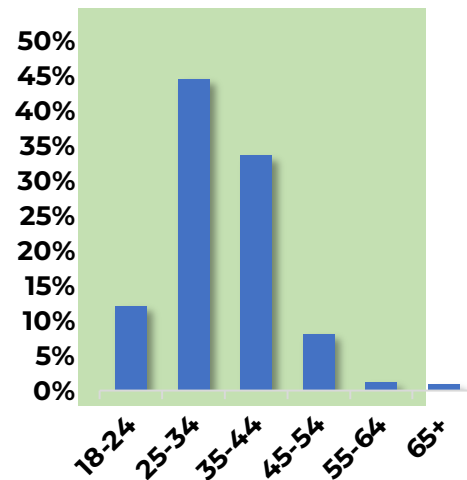
(91% have post-secondary)



- High school not completed
- High School
- Bachelor's degree or college diploma
- Master's or Doctorate

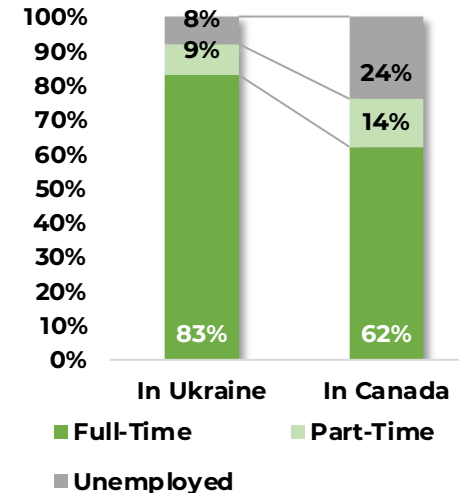
**30% of respondents had a professional license** in Ukraine, 68% of whom are not pursuing recognition of it in Canada (38% due to difficulty in recognition)

## 99% are of working age and eager to work or study



99% of respondents were of working age and **100% had obtained a work or study permit**; among them are 54% who are seeking a form of license or certification

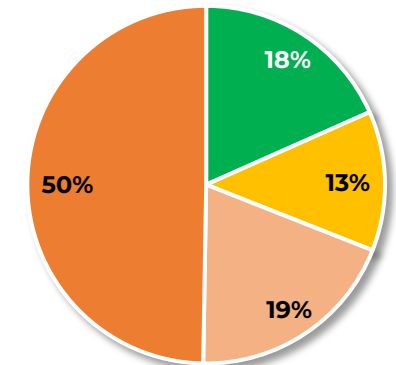
## They are still not at full employment, but improving



While the employment rate is not reflective of their situation pre-full scale invasion, they are an improvement over rates reported earlier in 2022, where less than half were employed (OUSH)

## There is untapped expertise within the population

How does your current employment compare to your industry/level in Ukraine?



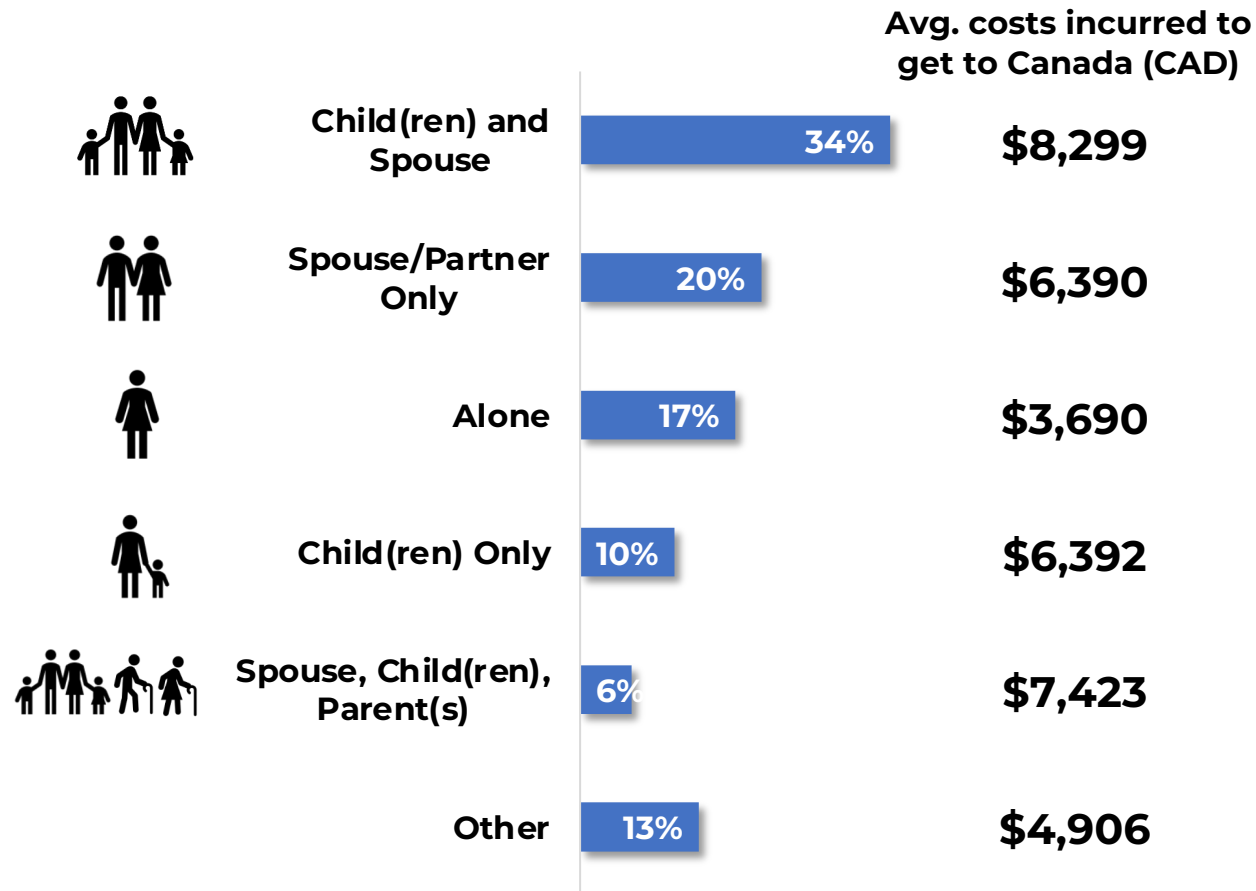
- Yes, it is in the sector and at the level that I had in Ukraine
- It is in a different sector, but at the same level
- It is in the same sector, but at a lower level
- No, it is in a different sector, and at a lower level

# What was the family situation coming to Canada?



Respondents and their families arrived in various configurations, where a majority had a spouse/partner to support with income; financial supports from government (as is the case in Germany) and family support was not widely present

## They came to Canada at significant personal expense (as Ukraine's GDP per capita is 1/3<sup>rd</sup> Canada's)



## The ones that arrived are thriving despite few with Canadian family

**93%**

**Do not have an immediate Canadian citizen/PR family member<sup>1</sup>**

On October 23<sup>rd</sup>, 2023, Minister Miller announced that CUAET holders with immediate Canadian citizen/resident family to get PR; according to our respondents, **only 7% will benefit from this program**

*"I believe that the newly announced PR program for Ukrainians has a slightly discriminatory nature, i.e. simplifies the process only for those who have relatives.*

*For others who have already integrated into society, work, pay taxes, the conditions remain almost unattainable, especially for families whose parents are over 40. I believe that, in addition to relatives, there should be another reason for getting PR such as a close connection with Canada related to permanent employment, etc."*

- 34 y.o. woman, Ontario

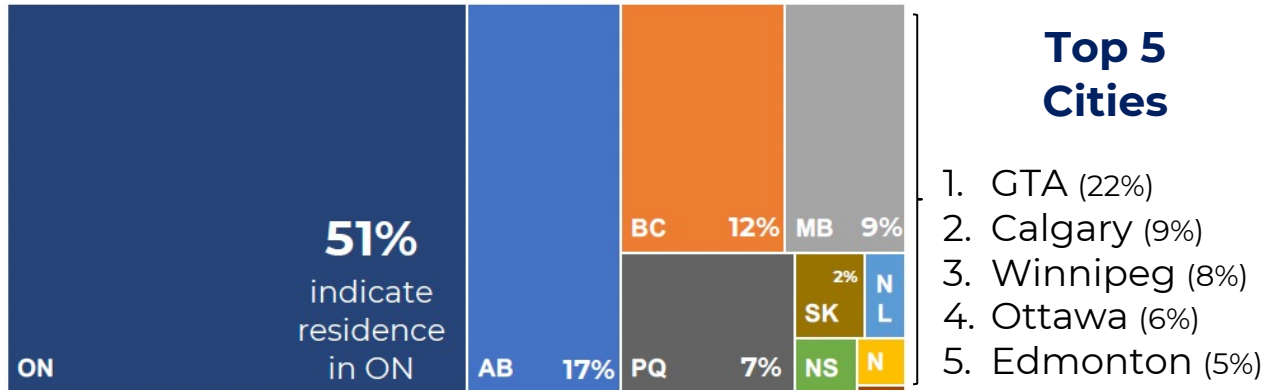
<sup>1</sup> - Immediate Canadian family members refers to grandparents, parents, spouse, siblings, or children with Canadian citizenship or PR status

# Where and when did they get here?



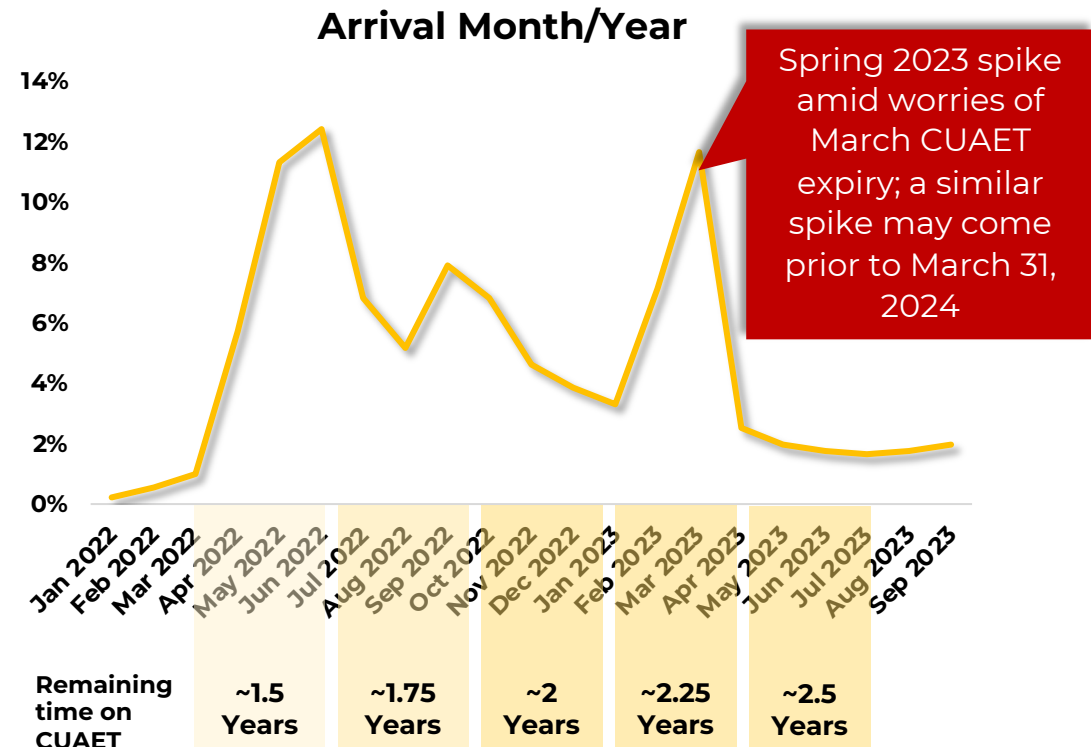
Waves of migration were often influenced by information, or lack thereof. Our experience indicates city choices were due to the lack of awareness of options, while migration timing reflects major war events or changes in government policy

## Choice of province and city has significant impact on cost of living and ability to obtain PR



Pathfinders experience in Poland and Ukraine on flight requests showed that 2/3rds of requests were Ontario-based cities as final destination. In response, we built a first-of-its-kind city-selector tool based upon jobs data, by city, by NOC code, translated to Ukrainian ([Where2goCanada.ca](http://Where2goCanada.ca)); as Ukrainian resettlement experience accrued, warnings emerged on Facebook and Telegram of high cost of living, housing shortages, and PR challenges in ON and BC.

## Flow of arrivals can be influenced by macro-factors and policy announcements by Canadian Gov't

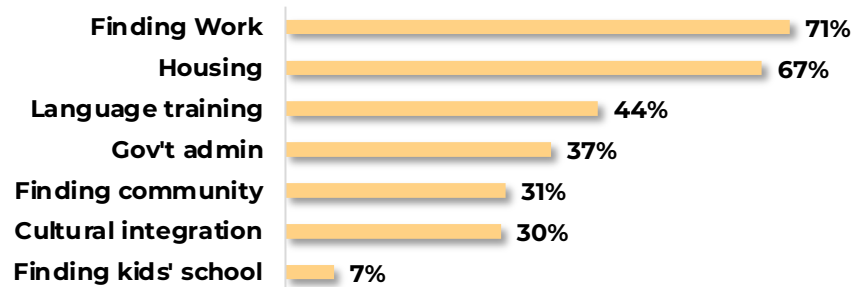


# What was their resettlement experience?

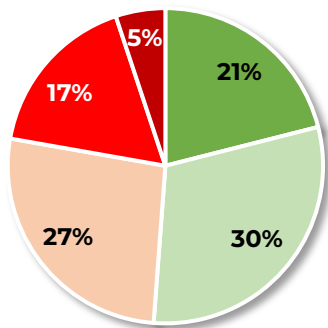


Unlike European countries which provided immediate housing and financial support, much of the support in Canada was provided by community organizations and by everyday Canadians

## Work, housing, and language were top challenges

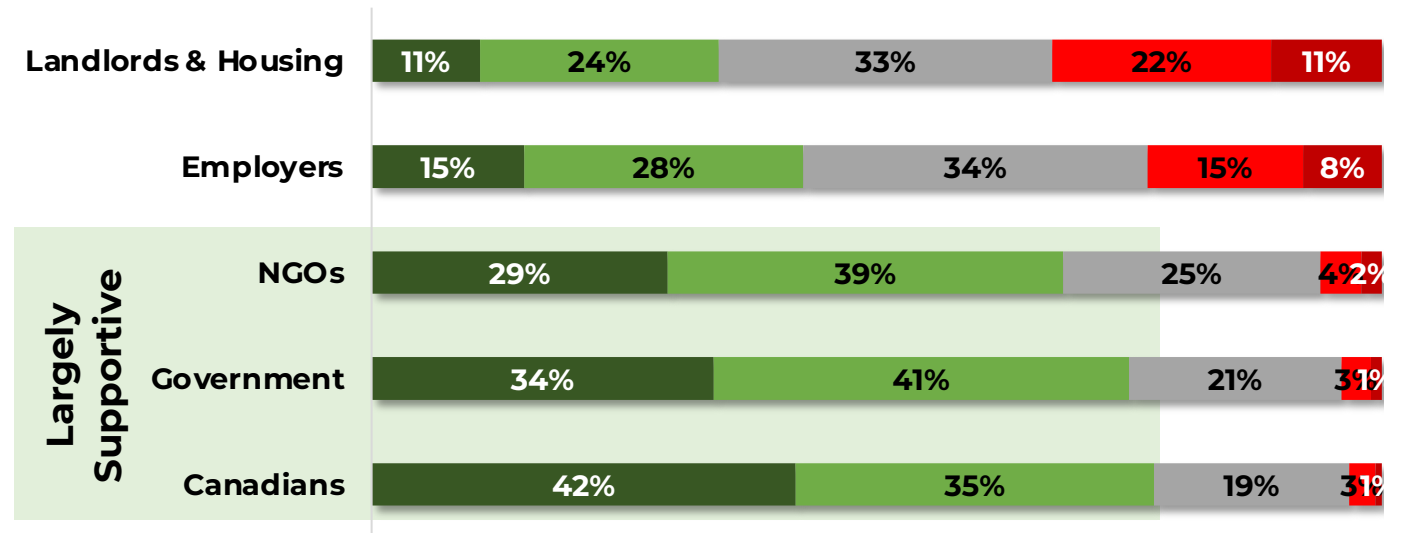


## 79% experienced challenges in finding affordable housing (like many Canadians)



- Easily able to find affordable housing
- Some support needed
- Experienced some difficulties
- Experienced significant difficulties
- Still unable to find affordable housing

## Canadians, Government and NGOs perceived as supportive; employers and housing less so



- Very supportive
- Somewhat supportive
- Neutral
- Not supportive
- Not at all supportive

Ukrainians came to Canada while cities had fierce competition for housing and quality jobs. Reports of inexperience of landlords and employers with these populations led to unreasonable expectations, including 1-year upfront rental payments or requiring significant Canadian experience for jobs.

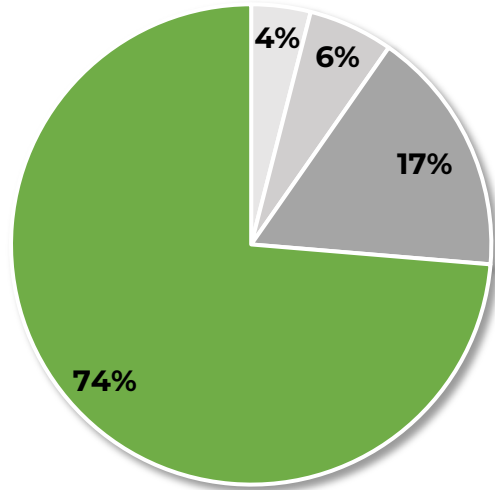
# How have they integrated into Canada?



Despite many having only been in Canada for a year, most war-displaced Ukrainians have established roots in their communities; many of these factors align with IRCC's Humanitarian and Compassionate assessment

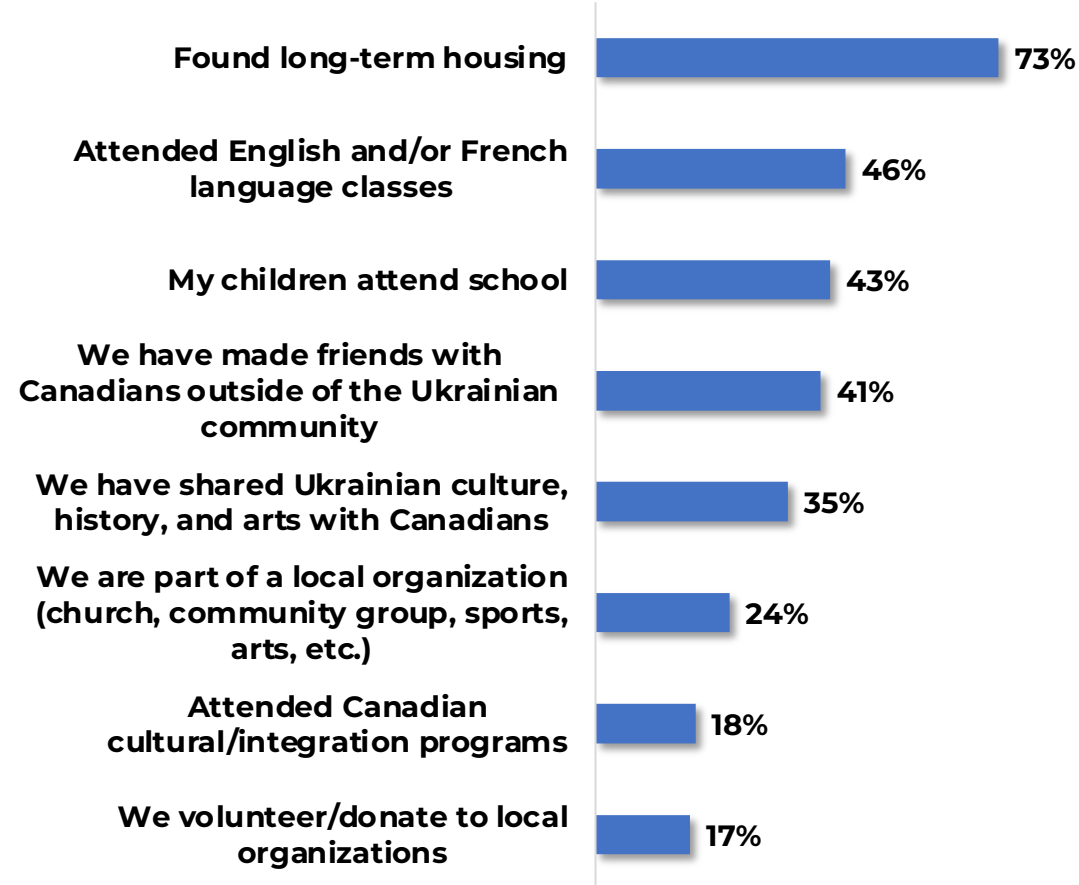
## The vast majority are happy with where they landed

Have you considered relocation?



- Yes, outside of Canada
- Yes, back to Ukraine
- Yes, within Canada
- No, I am happy with where I arrived

## Many have established community roots in Canadian society

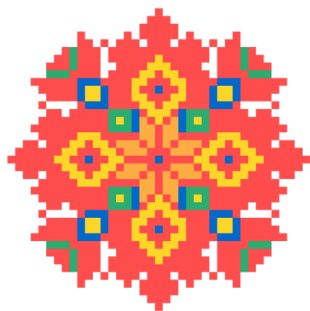


*"We are waiting for a new PR program for us.*

*I know those who came here to immediate family members. They live with them for free, do not work because they are looking for themselves in a new country and they will get PR through the new program.*

*And we came to Canada with my family alone. We have been working since the first month because we have to feed the children, we pay all the taxes, we do not apply for financial assistance, we rent housing, the children go to school to sports clubs, we took out a loan for a car, we pay all the insurances. And there is still no PR program for us."*

- 34 y.o. woman, Ontario



# **An unclear path forward**

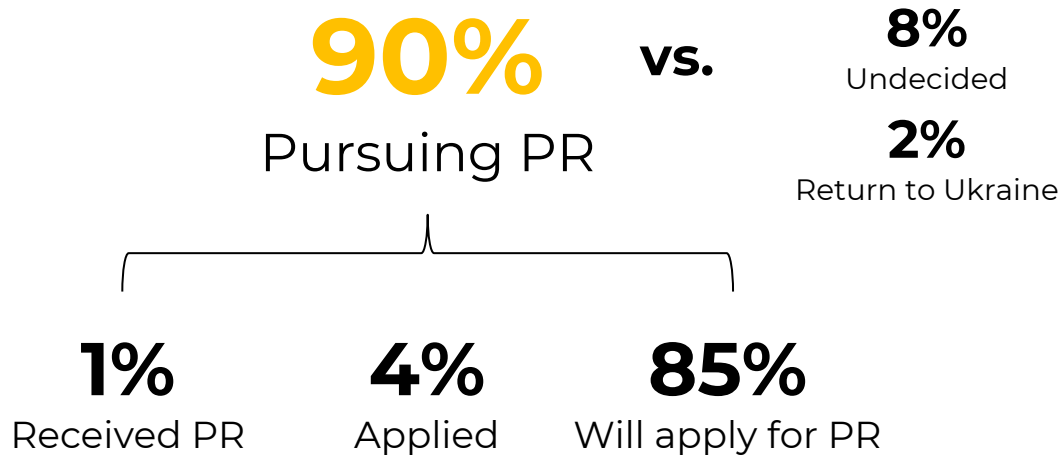
## Exploring PR Routes

# How many Ukrainians want to stay in Canada?



Unlike Ukrainians who resettled in Europe (permitting easier access/return to Ukraine), those who came to Canada made the effort, and investment, with intention to stay, as evidenced by the high interest in obtaining PR status

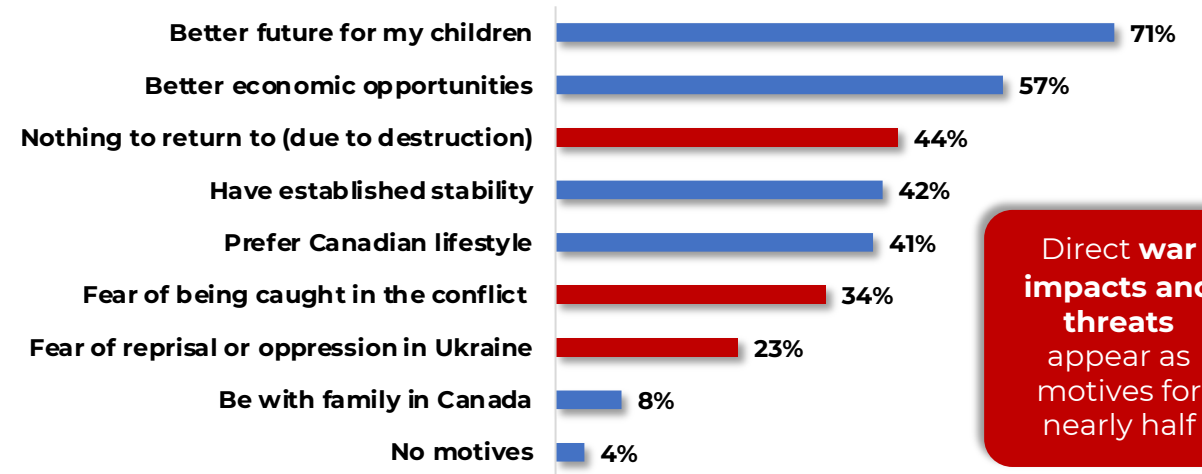
## PR is the post-CUAET pathway of choice for the overwhelming majority



Even if the war ended tomorrow,

**79%**  
would stay in Canada

## Better future prospects / war consequences are direct motives to stay



Direct war impacts and threats appear as motives for nearly half

### Why is PR important to war-displaced Ukrainians?

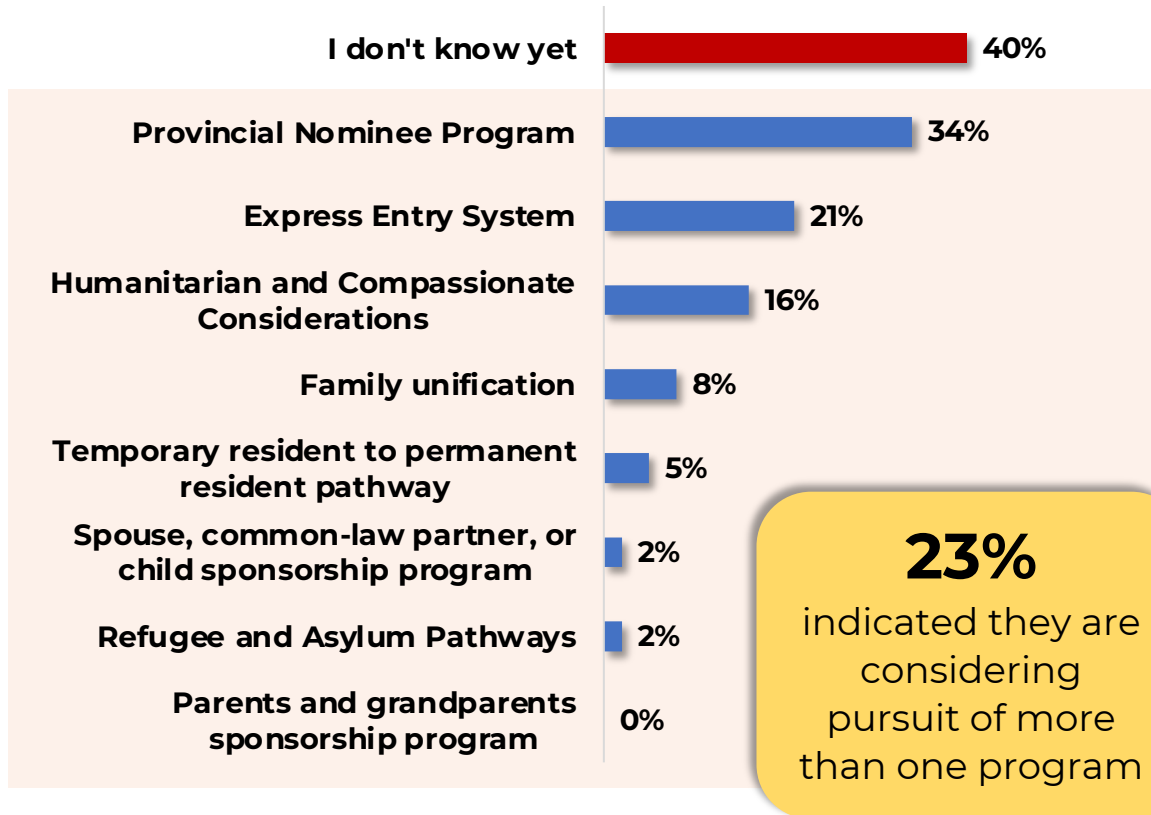
Beyond greater stability of status vs. a time-limited work permit, PR offers various other benefits and entitlements which would enable Ukrainians to begin their new life with a solid foundation. In other respects, PR offers costs savings for those attending postsecondary education (local resident rates are more than half that of non-resident rates), tax benefits (e.g., the homebuyers tax credit), and guaranteed access to education, healthcare, and other services.

# Which pathways to PR are they pursuing?



While PR is sought by 90% of war-displaced Ukrainians in Canada, many still lack clarity on the optimal path, resulting in some pursuing multiple programs. In spite of a proposed family unification program for Ukrainians, **93% do not have an immediate family member with Canadian residency or citizenship.**

## A significant number are unsure of which definitive pathway to PR to pursue



## Failure to obtain PR will lead to half pursuing H&C; others have no or multiple plans



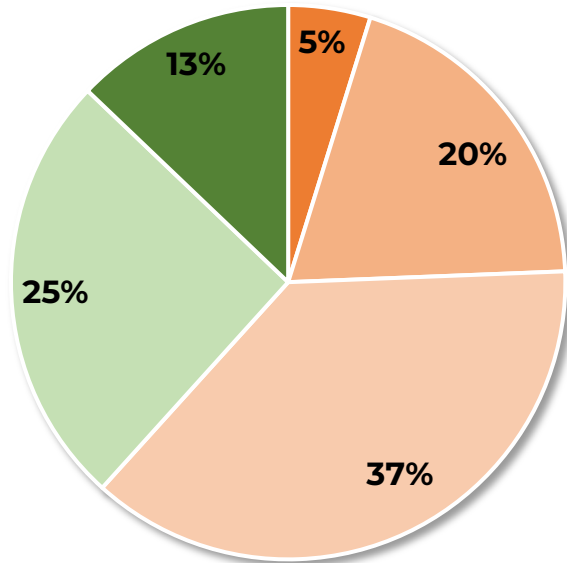


# What are the practical impediments to finding a way?



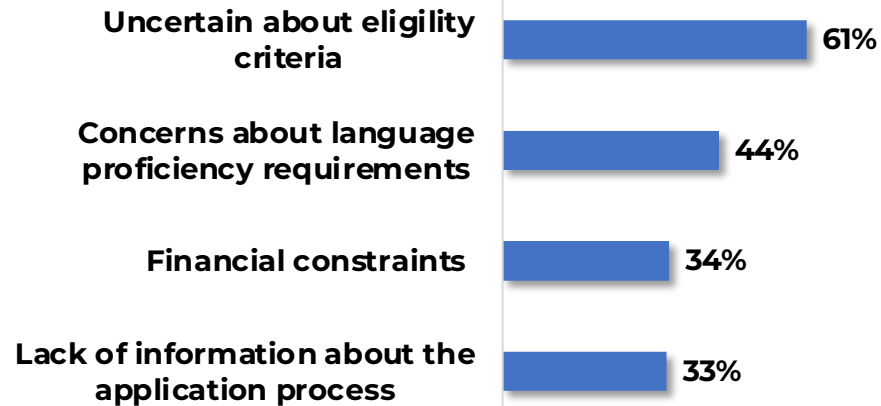
Lack of PR route clarity can in part be attributed to challenges in accessing information, the financial burden, and lack of support – Ukrainians will incur unnecessary financial and emotional costs as they find their way

**62% do not have a strong understanding of PR**

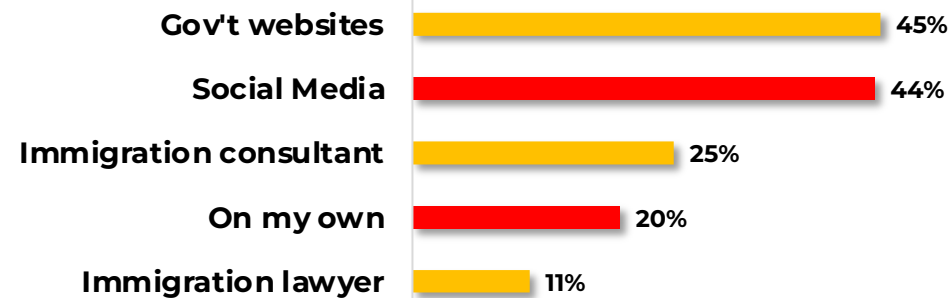


- Very Poor
- Poor
- Neutral
- Somewhat strong
- Strong

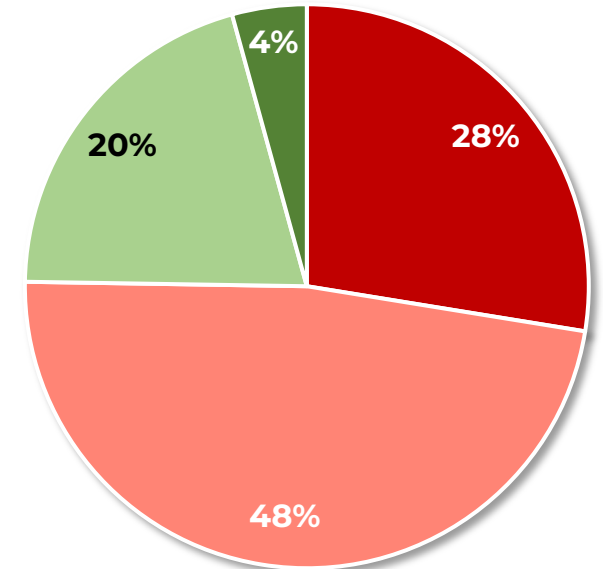
**PR poses multiple dimensions of concern**



**Many draw on informal informational sources on PR**



**76% endure financial hardship due to PR**



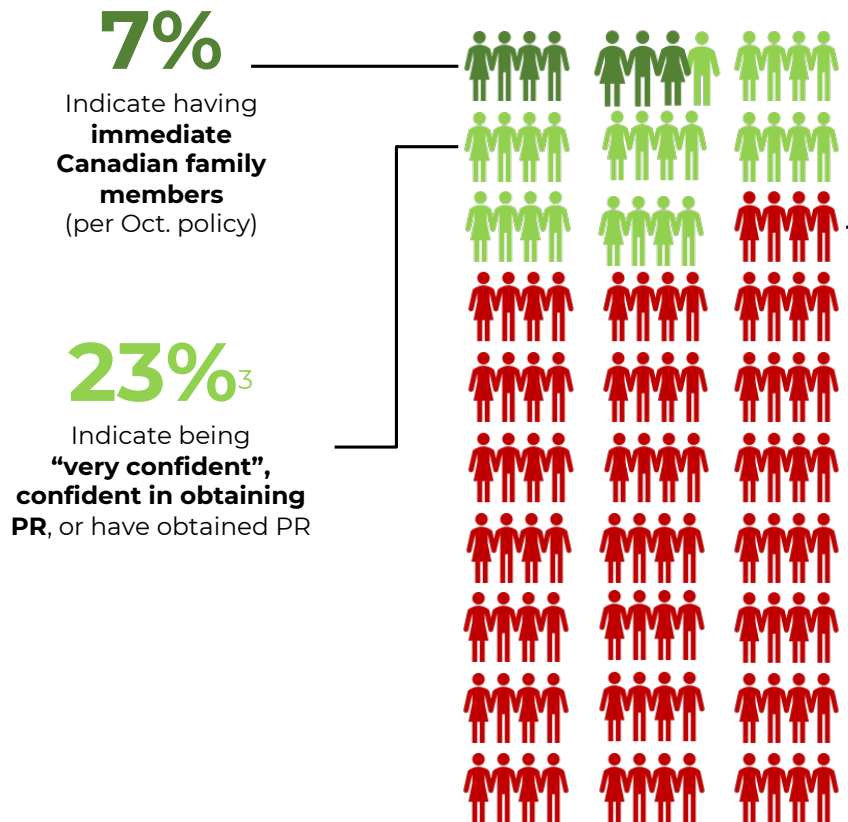
- Very significant
- Significant
- Minor
- No difficulties

# Who are the “Uncertain Majority”<sup>1</sup>?



90% of the current war-displaced Ukrainians in Canada potentially pursue PR (189,000), Canada’s existing programs and capacity will be unable to offer resident status to all; the “uncertain majority” – those who feel unconfident in obtaining PR - will face disappointment, be forced into difficult situations, and experience further hardship. **68% of respondents in the “Uncertain Majority” are over the age of 30, making successful PR applications more challenging.**

Projections as at November 28 <sup>th</sup> , 2023 (does not include CUAET holders yet-to-arrive <sup>2</sup> )	
CUAET Holders in Canada <sup>2</sup>	210K
% of Arrived Seeking PR (have or will apply) <sup>1</sup>	90%
<b># of Projected PR Seekers</b>	<b>189K</b>
Have Canadian family member <sup>1</sup>	7%
Confident/very confident in getting PR <sup>1</sup>	23%
Projected likely PR recipients	30%
<b>Total Projected Likely PR Recipients<sup>3</sup></b>	<b>57K</b>
Uncertain Majority as % of PR Pursuers	<b>70%</b>
<b>“Uncertain Majority” (Projected Unlikely)</b>	<b>132K</b>



**70%** or **132K+<sup>2</sup>**

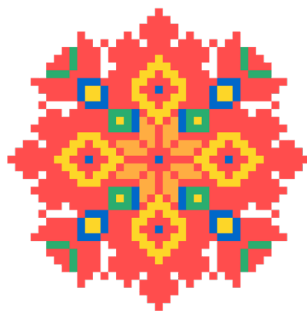
**The “Uncertain Majority”**  
Unsure, not confident or not at all confident in obtaining PR  
**They are high-value contributors to the economy:**

**92%** Bachelor’s or Masters+ degree  
**28%** in Management or Executive roles  
**74%** Employed

**Demonstrate humanitarian & compassionate considerations:**

**45%** Have children in school  
**34%** Involved in local organizations and/or volunteer  
**71%** Have nothing to return to (due to destruction), and / or fear conflict or reprisal in Ukraine

1 – Projections based upon respondent data, extrapolating intentions to pursue PR, those with immediate Canadian citizen/PR family members, and those who self-reported as ‘confident’ or ‘very confident’ in obtaining PR | 2 – IRCC reported 210K arrived at Nov 28, 2023 | 3 – Includes 1% (2K) respondents who report having PR already



# **Safe Harbour in Uncertainty**

## Seeking a Future in Canada

# How have war experiences driven people away from returning?



Some Ukrainians have experienced multiple displacements starting Russia's first invasion of Eastern Ukraine in 2014; the **full-scale invasion in 2022 has triggered for some a 3<sup>rd</sup>, 4<sup>th</sup>, or 5<sup>th</sup> + migration as an IDP or war-displaced person**

*"For the last 9 years I was already twice displaced in Ukraine. So, when this happened again in February 2022 I made the decision that I have to move to another safe country and start living a normal life in my early 30th.*

*Coming to Ontario was a part of my plan. I had a consultation with immigration consultant, who calculated my score and confirmed that it is high enough to get PR via Express Entry, since I have a PhD degree, strong work experience and fluent English.*

*Now I am here. I got a great full-time job, met great local people and my life is finally safe."*

- 34 y.o. woman, Ontario

*"We are just praying every day to be able to stay in Canada. I am a single mother. We ran from Donetsk in 2013 when my daughter was 4 years old and then again we ran in February 2022 to Poland when she was 13. I came to Canada to be as far from the war as I can. My child is strongly traumatized and has panic attacks when we speak about returning back. But I am 36 y.o. and my age is already too high for getting PR in Ontario, so I really don't know what to do. I work for an NGO supporting other Ukrainian migrants, and this is the main question for the vast majority of us. I hope that the Canadian Government knows about this problem and will not close their eyes on it."*

- 36 y.o. woman, Ontario

*"We are from Chernihiv city near the border with Russia. At the moment when war started we were in Europe, so we never returned back home, since it is one of the most dangerous places in Ukraine. We came to Canada with CUAET program. I found a job in my IT sector and my wife cares about our child.*



*We still have some savings, so I would be glad to buy a house here instead of paying high rentals. But we are not sure we can get PR and stay here. The Ukrainian [organization name redacted] says there is no PR program for us because Ukraine wants people back to the country. But I don't understand the logic. Why should we go back to the danger? I would better stay alive here and send donations to the Ukrainian army."*

- 41 y.o. male, Alberta

# How do Ukrainians that came to Canada differ (vs. EU)?



The Ukrainians who came to Canada show stark differences in their mindset, experience, success, and intentions versus those who settled in Europe; those who came to Canada did so with intentions to contribute to Canadian society.

Ukrainian Resettlement	Satisfaction in Current Situation	Employment	Intentions to Return to Ukraine
 <p><b>Europe</b> (Centre for Economic Strategy <a href="#">Study Sept. 2023</a>)</p>	<p><b>67%</b> Satisfied with their life in Europe</p>	<p><b>43%</b> Employed Full and part-time including 10% remote work for Ukrainian company</p>	<p><b>63%</b> Intend on returning 41% will definitely return; 22% considering return</p>
 <p><b>Canada</b> (Pathfinders Sept 2023 In-Canada CUAET Study respondents)</p>	<p><b>79%</b> Satisfied with their life in Canada</p>	<p><b>76%</b> Employed Full and part-time</p>	<p><b>2%</b> Intend on returning post-CUAET</p>

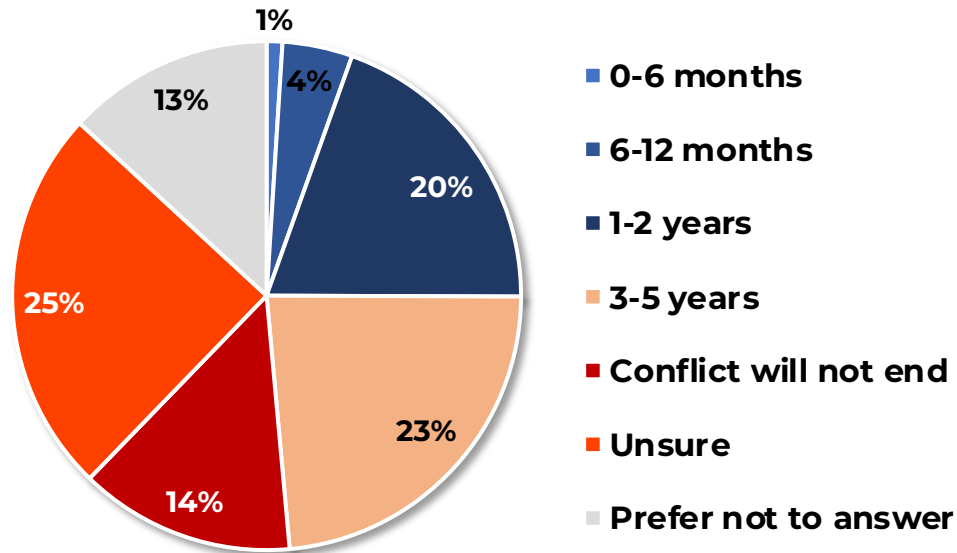
# What's their outlook on the future of the war?



Return to Ukraine can only conceivably be an option once the war is over and the conditions/capacity to receive people are ready; Ukrainians' perspective on the outlook suggests that may not be the case by the time their work permits end

## Only 25% believe the war will end within 3 years

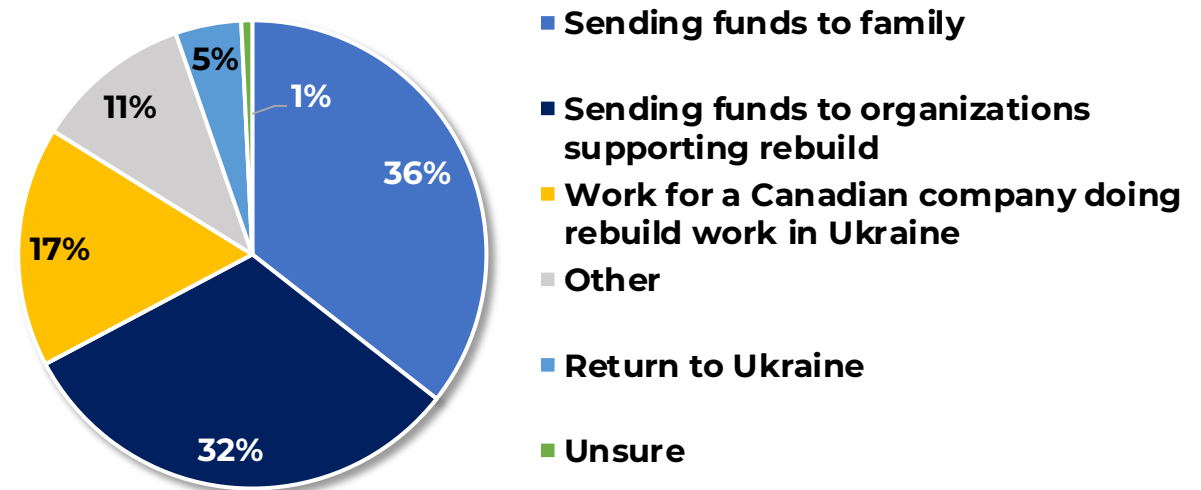
When do you expect the war to end?



37% believe that the war will last longer than 3 years or never end, meaning their CUAET open work or study permit will expire before the war is over; a further 25% are still unsure of when the war will end

## 99% will provide their support to rebuild in some form

Will you provide support to Ukraine's rebuild?



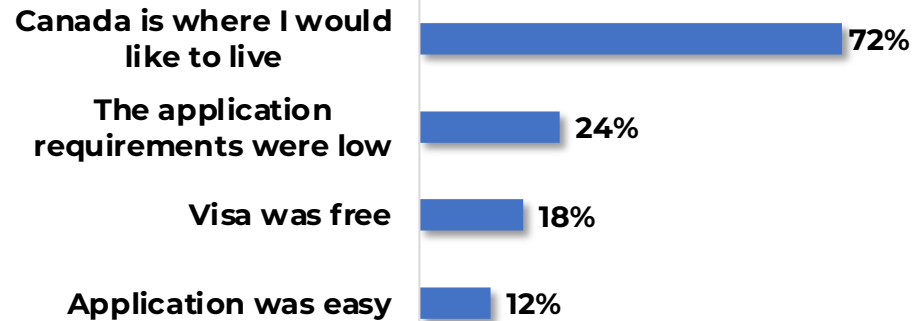
The rebuilding of Ukraine, expected to be the largest reconstruction effort since WWII is estimated to cost \$411Bn USD. While pursuing better economic opportunities in Canada, 68% intend to flow funds back to family and organizations in Ukraine, while 17% want to work for companies contributing to rebuild.

# Could there be a final wave before March 31, 2024?

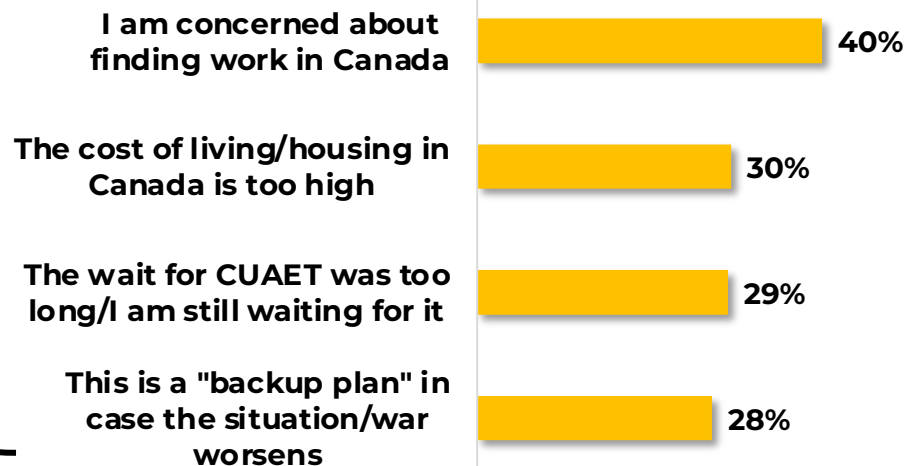


We conducted a survey of 272 CUAET pending applicants/holders to identify factors in why they applied and what would influence their decision to come by March 31, 2024; **regardless of scenario, support infrastructure needs to be ramped up**

## Why did they apply?



## Why have they not come yet?



**726K**

Approved, not Arrived

**22%**

Arrived: Approved

As last reported by IRCC (March 17 2022 – Nov 28, 2023)

## How many may come?

<b>CUAET Applicants (at July 14, 2023)</b>	<b>1,200K</b>
Approval Rate (per IRCC ATIP disclosure)	97.5%
Projected Approved CUAETs	1,170K
Arrived To-Date (IRCC as at Nov 28, 2023)	210K
Approved that potentially can arrive:	960K

### Potential Arrival Scenarios:

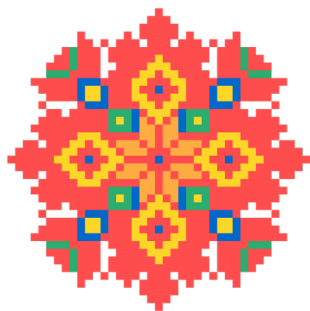
High Arrival (Overseas Survey Response <sup>1</sup> ): 75%	720K
Medium Arrival Scenario: 35%	336K
Low Arrival Scenario: 10%	96K

Potential PR Applicants:	High Arrival	Medium Arrival	Low Arrival
PR Applicants: 79% (Overseas Survey Scenario <sup>1</sup> )	569K	265K	76K
PR Applicants: 90% (Canada Survey Scenario <sup>2</sup> )	648K	302K	86K

These potential scenarios would significantly increase the population of CUAET holders in Canada by 45%-300% more vs. the current population

1 – based upon the Overseas CUAET Holder Survey responses regarding intentions to arrive in Canada before March 31, 2024, and response to whether they intend to apply to PR if they arrive |

2 – Canada Survey Scenario reflects the Canada CUAET-holder survey response for intention to apply for PR



# **Pathways Forward**

## Considerations and Recommendations



# Why don't current immigration programs fit?



## Structural Challenges<sup>1</sup>

### Not deemed Refugees

Despite being **de facto refugees**, war-displaced Ukrainians were **not given status and its accesses** – including benefits, and PR

### October 23<sup>rd</sup> Family Reunification Program<sup>2</sup> benefits few

**Only 7%** have immediate family members that are Canadian citizens / residents

### Economic programs are an unfitting for war-displaced people

Express Entry/Provincial Nominee are **best suited for:**

- **Those under 30 years of age:** meanwhile, approx. **63% of CUAET holders are above 30<sup>3</sup>**;
- **Those working in high-skilled jobs:** while highly educated, **50% work in sectors and levels below their work in Ukraine;**
- **Those who can train/upskill:** until recently was work **or** study restricted; **non-resident tuition is financially difficult;**
- **The scores are “moving goalposts”,** increasingly out of reach for CUAET-holders

### Humanitarian and Compassionate grounds is small, uncertain, and specialized

- **Low success rates:** 30% in 2021, and is at the discretion of the case officer;
- **Lengthy process and significant paperwork:** immigration advisors provide support at significant costs (\$3-\$10K+/family) with no outcome guarantees;
- **Few spots (14K in 2024)**

## Limited Capacity<sup>4</sup>

**200K+ potential Ukrainian PR applicants would be competing for limited spots**

### IRCC Immigration Levels Plan

Class	2024	2025	2026
Economic	281K	301K	301K
Family	114K	118K	118K
Refugee	76K	73K	73K
Humanitarian	14K	8K	8K
<b>Total</b>	<b>485K</b>	<b>500K</b>	<b>500K</b>

# Considerations: weighing potential programs



There have been various options and recommendations on how to provide pathways to PR for war-displaced Ukrainians; we have synthesized feedback and analysis from various stakeholders below

	<b>Option 1 (<i>Top Proposal</i>):</b> Temporary Public Policy	<b>Option 2:</b> Capture in a Broad Policy	<b>Option 3:</b> Program Bonus Points
<b>Description</b>	Within the purview of Minister, a TPP can allow for parameters to be set to define how CUAET holders only can be eligible for a specialized PR program (e.g., work and language status, or other factors)	While no specifics of what a “broad policy” would look like, experts have interpreted this to mean adjusting existing programs or to create a population agnostic program to recognize humanitarian needs	Adding bonus points to the federal Express Entry program and the Provincial Nominee Programs for those that hold CUAET, making them better able to fulfill scoring criteria
<b>Pros</b>	<ul style="list-style-type: none"> <li>• Can be done relatively quickly</li> <li>• Acknowledges unique circumstances of CUAET holders</li> <li>• Supported by precedents (e.g., Soviet-era dissidents, Hong Kong residents, etc.)</li> <li>• Not required to compete/take away PR slots from others</li> </ul>	<ul style="list-style-type: none"> <li>• Enables policy flexibility / responsiveness to humanitarian situations</li> <li>• Does not appear to be favourable treatment to one particular population</li> </ul>	<ul style="list-style-type: none"> <li>• Acknowledges unique circumstances of CUAET holders</li> <li>• Can exist within current programs</li> <li>• Shares responsibility between federal and provincial governments</li> </ul>
<b>Cons</b>	<ul style="list-style-type: none"> <li>• May be perceived as favouritism for a particular group</li> <li>• May require additional effort/capacity to process</li> <li>• May require more political buy-in</li> </ul>	<ul style="list-style-type: none"> <li>• Does not acknowledge unique circumstances of CUAET holders</li> <li>• May create competition for slots between populations in need</li> <li>• May take longer to get buy-in, approvals, and launch</li> </ul>	<ul style="list-style-type: none"> <li>• May be perceived as favouritism for a particular group; takes from other PR applicant slots</li> <li>• May require additional effort/capacity to process</li> <li>• Requires efforts across federal and multiple provincial governments</li> </ul>

# Considerations: for Canadian Government



Federal and Provincial government should collaborate to support the resettlement of war-displaced Ukrainians, which serves our humanitarian and compassionate considerations while contributing to local economies

## Proposal: A Temporary Public Policy

Leverage Ministerial authority to issue a **TPP**, which was used to deploy the [Family Reunification program for Ukrainians in October 2023](#), and similar to what has been done for non-refugee status populations, like the recent [Hong Kong Residents PR Program](#). Suggested criteria include:

- Resided in Ukraine as at February 1, 2014 or later (at/around the time of the initial Russian invasion of Ukraine; 72% of Uncertain Majority were in Ukraine as at February 24, 2022)
- Work for 1 year-full time or part-time equivalent in a NOC TEER 0/1/2/3 job or in-demand job
- Language Level CLB 5+ (54% of the Uncertain Majority report English fluency)

This enables high-skilled or in-demand workers, many of whom have been impacted by the war, the opportunity to settle permanently in Canada.

## Program Execution Approaches

### Communication is key in avoiding stress and avoidable costs while enabling future-planning

We observed the high costs incurred by Ukrainians who purchased last-minute tickets (\$7,000) from Warsaw to

Toronto before March 31, 2023's anticipated CUAET closure and temporary housing agencies "triaged" who received support; similar costs are being incurred today on immigration consultants and lawyers without clarity on best approaches – spending >\$3,000 on PR filings, or \$8,000 or more on H&C filings (**76% indicate financial hardship as a result of PR**)

### Utilize the best mediums for information

62% feel that IRCC's current resources are 'helpful' or 'very helpful', however, **81% would prefer support via a step-by-step guide**, access to Legal Aid (63%), or an informational video (51%). We are partnering with 2 tech companies to build navigator and tracking tools

# Rebutting the Anti-PR narratives



The media and online forums have reported on community organization and policymaker views which do not necessarily represent the views of war-displaced Ukrainians or everyday Canadians who have been supporting settlement

Anti-PR Narrative <sup>1</sup>	Response
<p><i>PR would lead to significant “brain drain” in Ukraine</i></p>	<p>Ukrainians that have come to Canada represent <b>only 3% of the total war-displaced population</b>, and 0.4% of the pre-full scale population. As demonstrated by generations of Ukrainian diaspora in Canada, the linkages and support between the two countries, across generations, endures no matter where they reside. Finally, PR does not prevent Ukrainian citizens from making the decision to return to Ukraine in the future.</p>
<p><i>They should go back to rebuild Ukraine at the end of their CUAET</i></p>	<p><b>The choice to stay or to go is a personal decision based on what’s best for their family.</b> Regardless, many would support rebuild from Canada: <b>68% of respondents said they’d send remittances</b> to family and organizations, while <b>17% would work for Canadian companies supporting rebuild</b><sup>2</sup></p>
<p><i>PR sends a signal of no-confidence to Ukrainians fighting at home</i></p>	<p>Canada continues its “vote of confidence” <b>through military aid</b>; some indicated that fighting family members (11% who are in the AFU) are <b>more comfortable knowing their family is safe and able to continue school or work</b><sup>2</sup></p>
<p><i>A special PR program creates a perception of favouritism for Ukrainians</i></p>	<p>Few would argue that Ukrainians are not <b>de facto refugees</b>, however, they have <b>not been afforded the same benefits as refugees</b> (including PR); PR offers them stability out of compassion</p>
<p><i>Only those who qualify PR under our current programs deserve to stay</i></p>	<p>Given the strong motives to stay, some may be forced into <b>desperate measures</b>, including going underground (as some migrants have) or into forced marriages, such as in the UK<sup>3</sup> (given many women and children)</p>

1 – Paraphrased comments from news articles, commentary, and policy/position papers from news media, NGO and community organizations | 2 – Pathfinders Canada CUAET Holders Survey 2023 |

3 – “Stop matching lone female Ukraine refugees with single men, UK told” The Guardian, April 2022

# Why take action now?



**A sense of urgency:**

**1.5**

**Years**

Remaining life of the work permits for the “first wave” of CUAET holders



**Costs to CUAET Holders**

## **Financial pain of non-residency**

Paying non-resident tuition fees (2x the resident rate), being denied access to tax benefits (e.g, homebuyers' tax credit), receiving requests for additional guarantees/upfront rental payments, lack of access to mortgages, etc.

## **Exploitation and profiteering**

There are legitimate, well-intentioned immigration advisors, however, some CUAET holders report receiving bad advice or being over—promised on outcomes in the \$3K-10K/family or employers demanding pay-for-LMIAs

## **Career limitation / employer hesitancy**

Employers are uncertain about CUAET holders' longevity with the company - reporting hesitancy to offer jobs to or career progression (50% work in sectors and at levels different than they did in Ukraine)

## **Mental health, anxiety, exhaustion**

War-displaced Ukrainians, especially those who have been displaced multiple times since 2014, report anxiety about an uncertain future and potential and being forced to rebuild their lives in Ukraine, uproot children from school, etc.

## **Costs of potential return**

The average respondent and their family spent over \$6,000 to come to Canada, with significant costs to be expected for return flights, relocation costs, and challenges in finding a place to return to (due to destruction)

**Costs to Gov't**

## **Piling onto IRCC backlogs and burdens**

As 49% report pursuing Humanitarian and Compassionate considerations if they fail to get PR, this would overwhelm a program that has a 30% acceptance rate and has historically approved only 16,000; the IRCC target for 2025 is to reduce this program to 8,000

## **Reputational challenges in spite of efforts and goodwill**

CUAET holders in Canada and abroad have reported frustrations from lack of clarity by the government (similar to prior policy announcements) and not supporting their arrival/resettlement; as one CUAET holder described it: “it’s like being invited to a party and not having enough food”

# Considerations: for War-displaced Ukrainians in Canada



War-displaced Ukrainians in Canada have a responsibility to learn their options, improve their skills and contributions to Canadian society, and plan accordingly to increase their chances of being successful in obtaining PR

## Make your contributions to rebuild while in Canada

Consider ways to contribute to the rebuilding of Ukraine:

- Remittances to family in Ukraine
- Donations to organizations supporting rebuild
- Seek employment with Canadian companies involved in rebuild
- Make connections/corridors b Canadian industry and Ukraine
- Promote Ukrainian cultural and language retention within the community and get Canadians exposed to the culture

## Increase your integration into Canada

Consider one of the following ways to support integration:

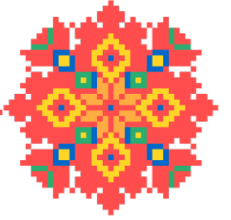
- Volunteer with local community organizations, religious communities, and cultural institutions
- Enroll your family in Canadian integration classes
- Improve your proficiency in English and French
- Make friends and connections with Canadian friends and neighbours (avoid staying in enclaves)

## Making choices to set yourself up for success

Consider one of the following ways to support your PR chances:

- Constantly improve your English and French by enrolling in classes
- Consider relocation to provinces with more tracks and routes to PR (e.g., Saskatchewan and Manitoba)
- Consider career changes or job retraining to align with in-demand jobs
- Build your networks to identify job opportunities aligned to your original profession

# Areas to watch



The Pathfinders team was able to engage and get feedback representing thousands of CUAET holders in Canada and abroad; there is a clear sense of anxiety and uncertainty about their future. We would like to engage Government, the NGO community, Canadians, and CUAET holders to find the best path forward, together.

## Government

*Will the Federal Government address the situation of the "Uncertain Majority" situation (e.g., TPP), or are **they willing to allow tens of thousands of Ukrainians to return at expiry?***

***Will a program not be announced until after March 31, 2024?***

## NGOs

***Will NGOs have sufficient support, resources, and capacity to support a potential March 2024 wave?***

*Can support programs shift to focus from job placement to unlocking potential?*

## CUAET Holders in Canada

*Will they be willing to change place of residence, careers, and level of involvement to improve PR chances?*

*How can CUAET holders improve their support to Ukraine to backstop GDP drain and **support rebuild of Ukraine?***

## War Circumstances

*How long will it take for the war to be won and Ukraine able to offer safe passage and accommodation to those who want to return to Ukraine?*

*The first CUAET arrivals will have their permit expire in less than 1.5 years; by then, will the war be over and Ukraine able to accommodate their return? Or will it require **extension?***


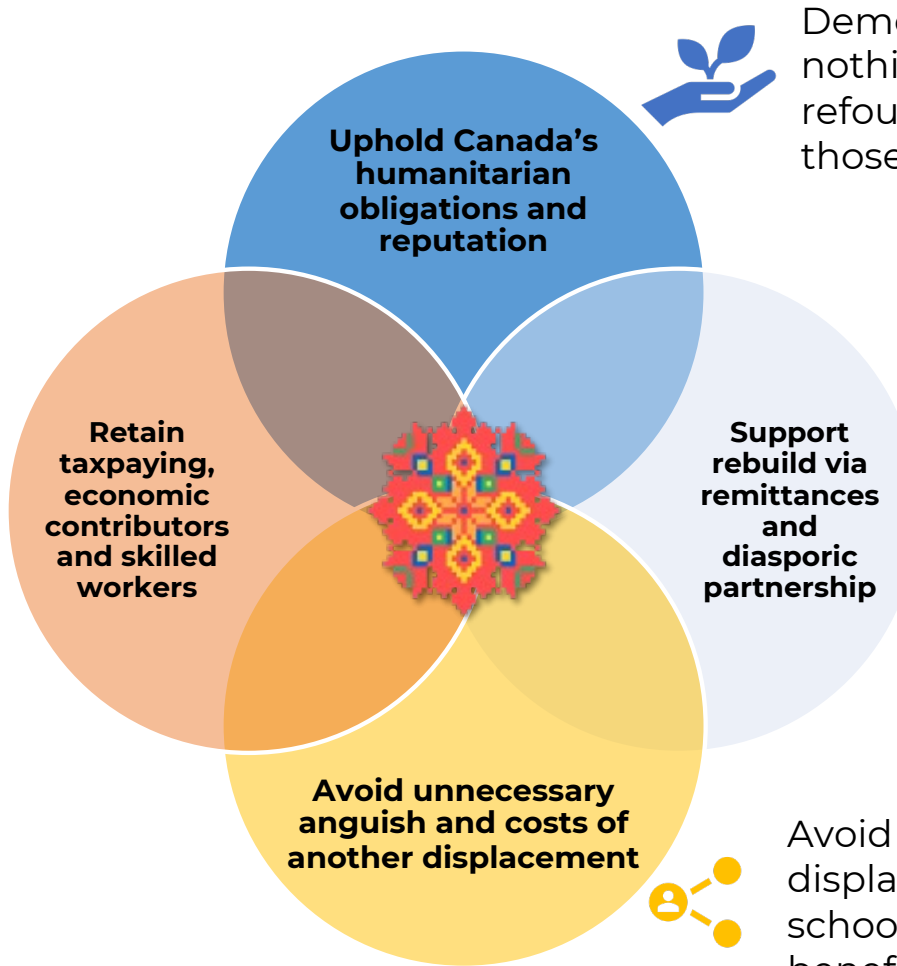
# Supporting a 'Balanced-Win' for All



## The 'win' of clear PR pathway for war-displaced Ukrainians:




Give war-displaced Ukrainians better employment prospects, ability to study/work, upskill, and realize full working-potential (50% not in fields/levels of their experience)



Demonstrate compassion to those who have nothing to return to/could face danger (non-refoulement principle) – 71%, and to allow those establishing roots to thrive



Support working Ukrainians in remitting back to Ukraine (68%); build joint projects/investment corridors between diaspora, Canadian companies, and rebuild projects (17%)

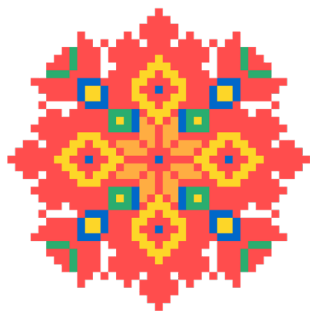


Avoid triggering further (4<sup>th</sup>, 5<sup>th</sup>, 6<sup>th</sup>+) displacements and disruptions to children in school, people rebuilding lives, and tax benefit/tuition/other costs of non-residency

*"We have received tremendous support from the Canadian government and Canadians. To get work permit for 3 years, SIN and health card - this is a lot from the very beginning. But obtaining permanent residency is still a very difficult process. A new immigration program for Ukrainians is only for those who have close relatives with residency. And the rest of the Ukrainians do not have any relief. Even some standard child benefits are only starting after 18 months in the country. We are very much looking forward to further decisions on simplifying the immigration process for Ukrainians."*

- 37 y.o. woman, Ontario

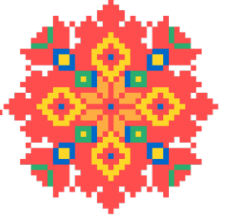




# Appendix

# About the Report/Study

---



## Design

- Our studies were designed and distributed by Pathfinders team members in collaboration with our legal, research, and psychological advisors
- All responses were voluntary
- The authors of the survey and this report acknowledge challenges to obtain survey responses due to the decentralized and distributed war-displaced Ukrainian population, access/participation limitations in digital communities, and reported reluctance to share information due to cases of frauds and exploitation of war-displaced Ukrainians
- Privacy preservation, ethics, and minimizing psychologically-triggering impacts were considered in survey design
- Where totals sum >100%, respondents were given multiple concurrent options, else rounding
- **The CUAET Holders in Canada Survey**
  - # of Respondents: 922 families representing >3,000 CUAET holders (vs. required sample size: 384 for a 95% confidence interval with a 5% margin of error – however, online surveys cannot have truly random samples, we applied this target for obtaining responses)
  - Survey Period: September 5<sup>th</sup> – September 12<sup>th</sup>, 2023
  - An English and Ukrainian survey was distributed via Ukrainian-Canadian support/information groups and partner NGOs via Facebook, Telegram, and e-mail
- **The Overseas CUAET Applicant & Holders Survey**
  - # of Respondents: 272 (vs. required sample size: 385 for a 95% confidence interval with a 5% margin of error – however, online surveys cannot have truly random samples, we applied this target for obtaining responses) ; there were challenges and comments on postings about sharing the information and who/how the information would be used. Some CUAET holders are concerned that providing feedback, despite being private and anonymous, may have implications on their status
  - Survey Period: September 21<sup>st</sup> – October 8<sup>th</sup>, 2023
  - A Ukrainian version of the survey was distributed via War-displaced Ukrainian support/information groups and partner NGOs via Facebook, Telegram, and e-mail across Ukraine, Poland, UK, USA, Germany, Hungary, Slovakia, Romania, Italy, Netherlands, Turkey, UAE, and Ireland

# About Pathfinders for Ukraine

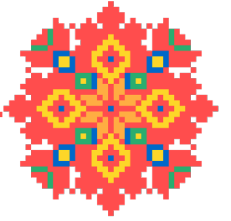


[Pathfinders for Ukraine](#) was founded in March 2022 and links its on-the-ground experience with analysis to lead research and policy efforts across Canada

- Federally registered non-profit organization with no political affiliations or governmental funding
- All-volunteer, young professionals: legal experts, humanitarian leaders, tech entrepreneurs, policy & data analysts, former government
- **63% of the team, 50% of our leadership are war-displaced Ukrainians**
- Led Canada-US information desks across Poland and Ukraine (HQ at Warsaw Central Station)
- Supported on CUAET applications, flights and resettlement planning and referrals
- Built app [Where2goCanada.ca](#), jobs data-led city-selection tool providing city and settlement info
- Conducted research/advocated to Government for CUAET extension and pathways to PR



# Resources



**PR Program Information:** visit sites for [Express Entry](#), [Provincial Nominee Program](#), [Humanitarian and Compassionate Considerations](#), [Refugee and Asylum Pathways](#), [Temporary Resident to PR Pathway](#), [Parents and Grandparents sponsorship](#), and [Spouse, common law, and child sponsorship, unification program for Ukrainians](#)



**For CUAET holders abroad:** visit [Where2GoCanada.ca](http://Where2GoCanada.ca) – a city-selection tool using jobs data built by Pathfinders and YoppWorks



**For Professionals in Canada:** join our [Canada-Ukraine Professional Network](#) on LinkedIn



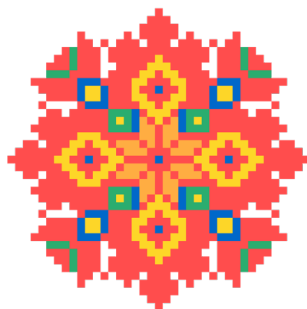
**Follow us on social media:** @pathfindersforukraine

IMMITRACKER

**Share your PR journey** on: <https://www.immitracker.app/>



**Questions?** [info@pathfindersforukraine.com](mailto:info@pathfindersforukraine.com)



## Pathfinders Report Team



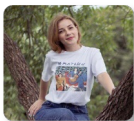
**Randall Baran-Chong**  
Founder and Executive Director  
Lead Author



**Danara Dourdousova**  
Co-Founder and Director of Legal  
Deputy Editor



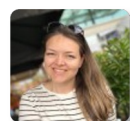
**Michelle Akim**  
Research and Advocacy Team  
Editor



**Vlada Kushnir**  
Professional Network  
Co-Lead



**Kirill Plysenko**  
Professional Network  
Co-Lead



**Bogdana Efe**  
Research and Advocacy Team



**Donate to our  
campaign**



**Join our  
mailing list**

Thank you | Дякую  
**Slava Ukraini | Слава Україні**



@PathfindersforUkraine | e: [info@pathfindersforukraine.com](mailto:info@pathfindersforukraine.com)