

Immigrant Employment: An Examination of Match Rates, Licensure and Successful Workplace Integration

*A joint research study by
Ontario's Office of the Fairness Commissioner and
Ministry of Citizenship, Immigration and International Trade*

*Conference Board of Canada Immigration Summit, Ottawa
April, 2015*

OFC Research Question

Is fair access legislation having an impact?

- Hypotheses:
 - *Fair access work improved employment match rates for internationally educated professionals. Fairer access to licensing improved access to the labour market.*
 - *The 2008-2009 recession weakened employment match rates for both domestically and internationally educated professionals, with a disproportionate impact on internationally educated immigrants .*

Interpreting the data:

A positive impact for fair access legislation

- The data support a positive impact for fair access legislation
 - *Ontario compares favourably with the rest of Canada*
 - *Alberta saw no significant change in disparity 2006 – 2011*
 - *Ontario saw a 1.2% drop in disparity.*
 - *The labour market disadvantage for internationally educated immigrants in Ontario decreased 2006 -2011.*

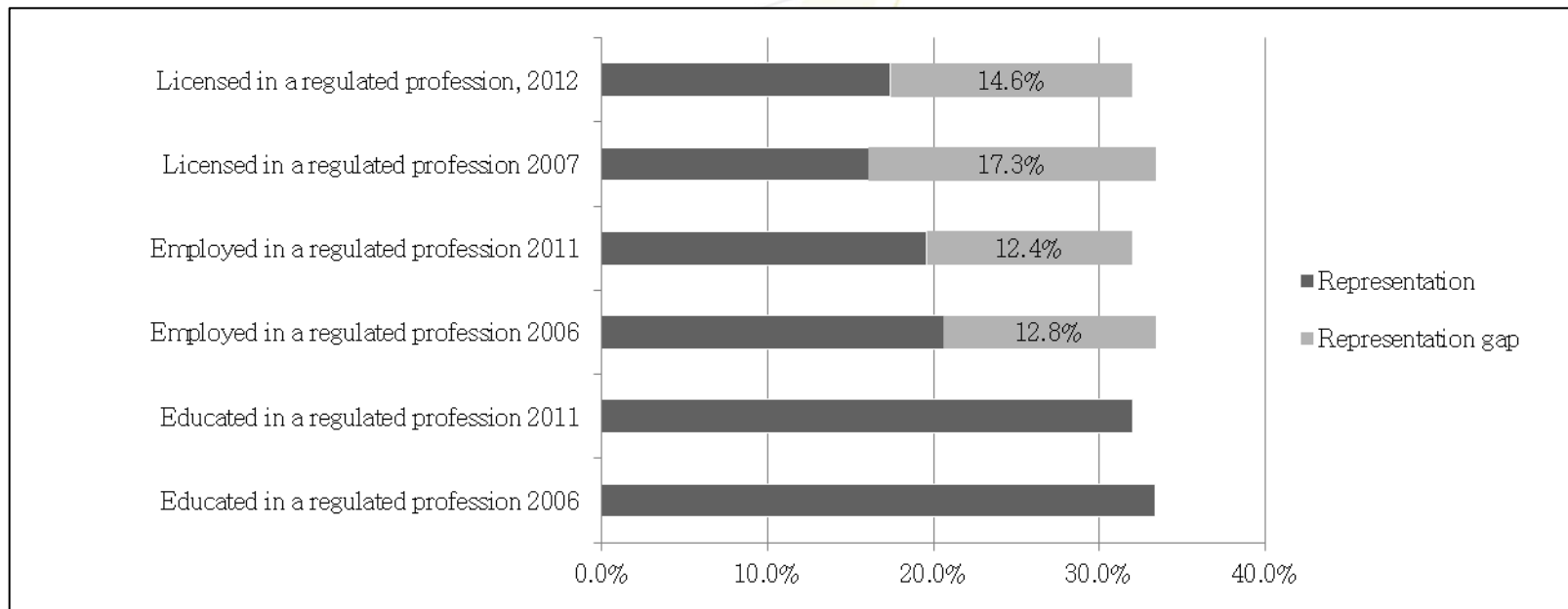
Inequities persist

More work needed to improve immigrant outcomes

- In Ontario and the Rest of Canada, internationally educated immigrants had much lower match rates than their Canadian born and educated counterparts.
- In Ontario, improvements in employment have not kept pace with improvements in licensing.

Comparing licensing and employment

Representation of the internationally educated, Ontario, 2006-07 and 2011-12



Source: Statistics Canada, Census of Population 2006, National Household Survey 2011; OFC, 2007 – 2008 annual report, OFC database, licensing statistics, 2012

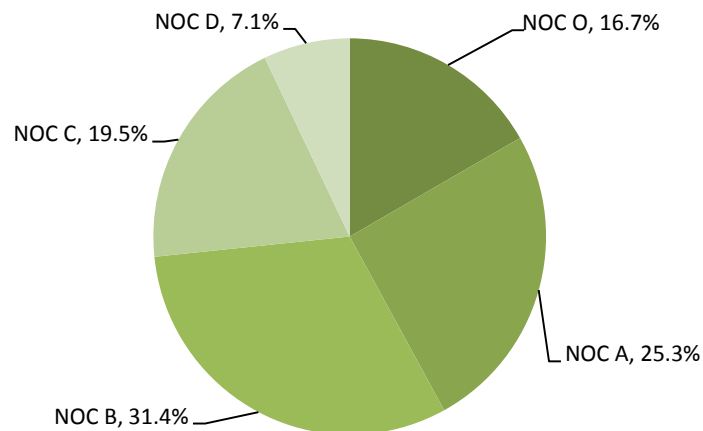
Case studies

Ontario match rates by place of birth and education, 2011

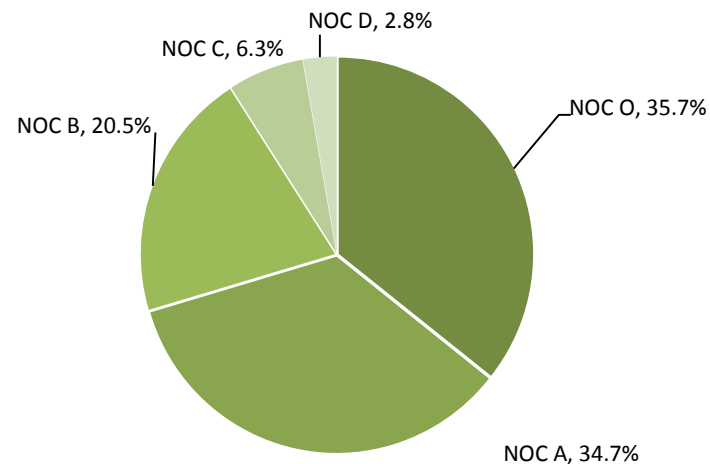
	Canadian born and educated	Internationally born and educated
Engineering	39.0%	20.3%
Medicine	85.5%	36.7%
Nursing	71.2%	53.6%

Engineering

**Skill Level of Unmatched Engineers
(Immigrants educated outside CA)**



**Skill Level of Unmatched Engineers
(Canadian-born educated in CA)**



Legend

NOC O – Management
NOC A – Professional
NOC B - Skilled/Technical
NOC C – Clerical
NOC D - Labour

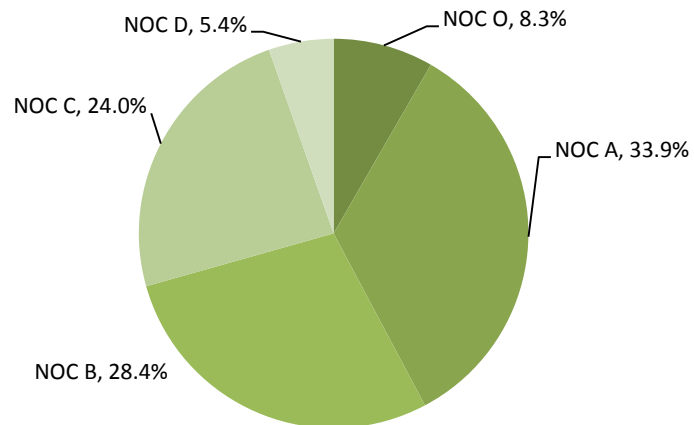
Engineering

Top ten alternative occupations for unmatched engineers, Ontario, 2011

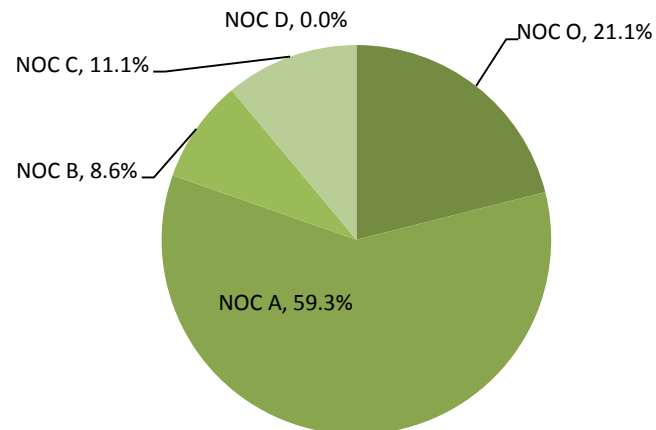
Canadian born and educated	Foreign born and educated
1. Engineering manager	1. Information systems analyst
2. Software engineer	2. Computer programmer
3. Information systems analyst	3. Software engineer
4. Manufacturing manager	4. Retail manager
5. Computer programmer	5. Retail salesperson
6. Construction manager	6. Truck drivers
7. Sr manager – utilities and transportation	7. Janitors and superintendents
8. Sr manager – business services	8. Manufacturing manager
9. Computer / information systems manager	9. Electrical engineering technologist
10. Post-secondary teaching and research	10. Computer / information systems manager

Medicine

**Skill Level of Unmatched Physicians
(Immigrants educated outside CA)**



**Skill Level of Unmatched Physicians
(Canadian-born educated in CA)**



Legend

NOC O – Management
NOC A – Professional
NOC B – Skilled/Technical
NOC C – Clerical
NOC D – Labour

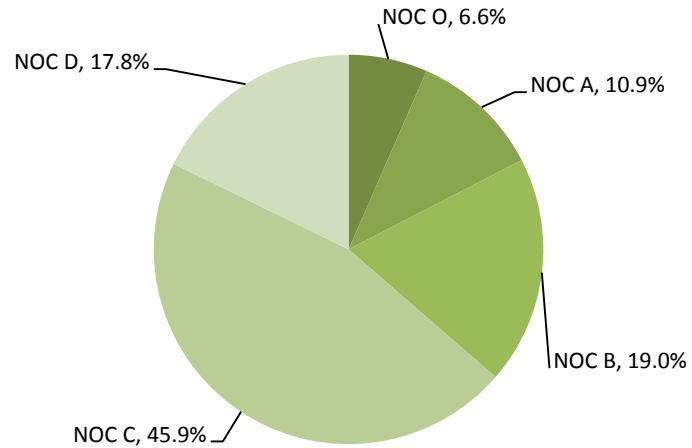
Medicine

Top ten alternative occupations for unmatched physicians, Ontario, 2011

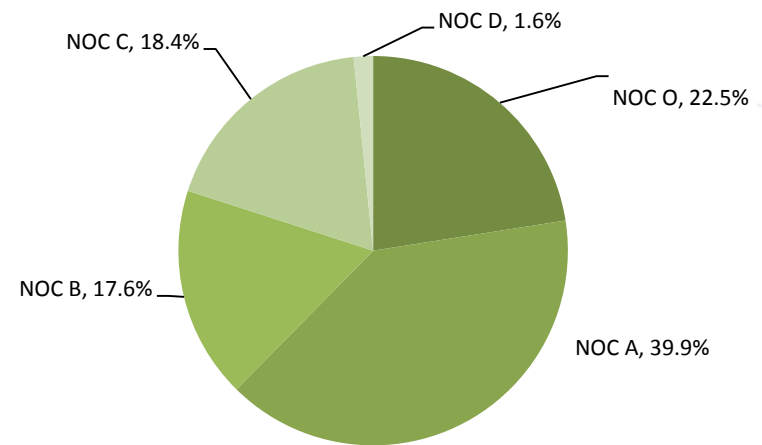
Canadian born and educated	Foreign born and educated
1. Health care manager	1. Registered nurse
2. Registered nurse	2. Medical sonographer
3. Elementary / kindergarten teacher	3. Health policy researcher
4. Health policy researcher	4. Nurse aid / orderly
5. Customer service	5. Retail salesperson
6. Retail salesperson	6. Administrative officer
7. University professor	7. Assisting occupations / health services
8. Nurse aid / orderly	8. Office clerk
9. Secondary school teacher	9. Medical laboratory technologist
10. Armed Forces officer	10. Post-secondary teaching and research

Nursing

**Skill Level of Unmatched Reg Nurses
(Immigrants educated outside CA)**



**Skill Level of Unmatched Reg Nurses
(Canadian-born educated in CA)**



Legend

NOC O – Management
NOC A – Professional
NOC B – Skilled/Technical
NOC C – Clerical
NOC D – Labour

Nursing

Top ten alternative occupations for unmatched nurses, Ontario, 2011

Canadian born and educated	Foreign born and educated
1. Health care manager	1. Nurse aid / orderly
2. Head nurse	2. Homemaker / housekeeper
3. College instructor	3. Practical nurse
4. Health policy researcher	4. Babysitter / nanny
5. Nurse aid / orderly	5. Food service worker
6. Administrative officer	6. Retail salesperson
7. University professor	7. Cashier
8. Office clerk	8. Secretary
9. Retail salesperson	9. Cleaner
10. Homemaker / housekeeper	10. Labourer

Pre-arrival information and supports

- Match rates are higher for immigrants with more time in Canada.
- Pre-arrival information, assessment and support
 - *is needed for more informed decisions*
 - *may help to reduce delays in licensing and employment*
 - *will not erase the need for post-arrival bridging and employment services, as well as systemic change to further improve assessment and licensing*
- It is unrealistic to expect all immigrants to be employment ready on arrival.

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