

SYMPOSIUM

**organized in the framework of the annual conference 'Pathways
to Prosperity'**

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Developing Immigrants' Literacy and Essential skills

Literature review of cost-benefit analysis
models

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Objectives of the literature review

- Summarize the state of knowledge in the area of cost-benefit analysis models of immigrant training programs.
- Specifically, in terms of:
 - modeling techniques (to define the analytical framework); and
 - results from studies already completed.

Key messages

- Complete lack of cost-benefit studies on immigrant training programs.
 - The study that most closely resembles ours is that of **Gyamarti and al. (2014)** which focuses on workplace training
- Studies indirectly related to ours:
 - **Gray and Morin (2013)** attempt to evaluate the cost-benefit impact of a literacy training program in British Columbia. The authors conclude very little (very high program attrition rate and incomplete tracking data).
 - **Murray and al. (2009)** measure the net social gains of increasing the literacy rate of all Canadians to a level 3. They estimate an internal rate of return on investment of up to 47%.
 - **Green and Riddell (2003)** conclude that literacy has a significant impact on salaries.
 - **Emery and Ferrer (2010)** assess the costs and the benefits of a fund that aims to provide foreign-trained immigrants with micro-loans to help finance their training, skills upgrading, and expenses for professional accreditation. They estimate the program would have an internal rate of return varying between 18% and 47%.

Key messages about the methodology

- The importance of having representative control groups.
- Observation frequency should be at least quarterly.
- Variables to observe:
 - Age
 - Gender
 - Country of origin
 - Mother tongue
 - Employment history
 - Languages spoken
 - Marital status
 - Education
 - Employment status
 - Wage history
 - Other sources of income
 - Training costs

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We are at your disposal should you need addition information.
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