October 31, 2019

WHO IS SUCCEEDING IN THE CANADIAN LABOUR MARKET?

Predictors of Labour Market Success for Skilled Immigrants

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WORLD EDUCATION SERVICES

Founded in 1974, **World Education Services** Inc. is a non-profit organization dedicated to helping people with international education to achieve their higher education and professional goals.

Outline

Part I - Introduction and Methods

Part II - Main Findings:

  1. Profile of survey respondents
  2. Employment outcomes
     i.   Employment rates
     ii. Commensurate employment
     iii. Job satisfaction

Part III - Implications for policy and practice

Part I:
Introduction and Methods

Purpose of Study

- Examine factors affecting the labour market outcomes of skilled immigrants in Canada

- Inform Canadian policy and practice with respect to skilled immigrants

- Increase awareness among prospective immigrants of factors associated with labour market success

Study Population

- 2018 survey of individuals who had applied to WES for an Educational Credential Assessment (ECA) 2013-2015

  - 26,395 respondents

- Final sample: 6,402 (25%) respondents

  - Admitted to Canada as a permanent resident through one of the skilled immigrant categories (now included in the Express Entry system)

  - Residing in Canada at the time of the survey

Data Analysis

- WES survey data imported into SPSS, cleaned and coded

- Variables created to measure the main outcomes of interest and key factors associated with these outcomes

- Additional analyses conducted using data from Statistics Canada

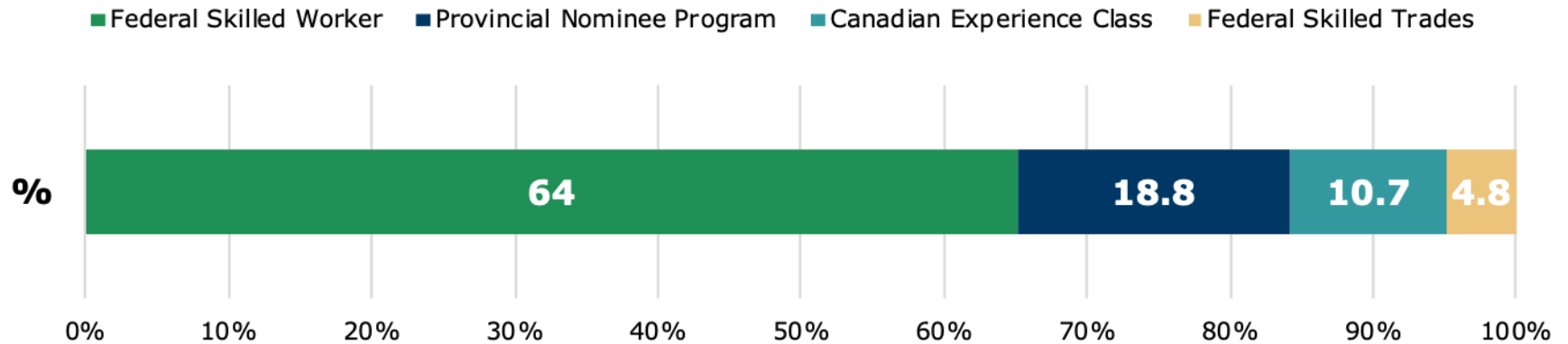- Descriptive, bivariate and multivariate analysis conducted

Data Limitations

- Important data on factors that may be associated with labour market outcomes were difficult to code (e.g. occupation, work sector) or missing (e.g. regulated profession)

- Self-report bias (language proficiency and regulated profession)

- Survey only offered in English

Part II:
Main Findings

Profile of Survey Respondents

Immigration Category

■ Federal Skilled Worker ■ Provincial Nominee Program ■ Canadian Experience Class ■ Federal Skilled Trades

| % | 64 | 18.8 | 10.7 | 4.8 |

0%   10%   20%   30%   40%   50%   60%   70%   80%   90%   100%

Top Three Countries of Origin

India   **Philippines**   **Nigeria**

Profile of Survey Respondents – Cont.

90%
had post-secondary degree

71%
30-39 years; 8.3% were under 30

High levels of English proficiency (self-reported)

49%
Nearly half reported that their profession was regulated in Canada; 14.4% were 'not sure'

21%
reported that they had experience in Canada prior to obtaining permanent residency

56%
Majority residing in Ontario

Employment Outcomes

80.3%
employed

- Most employed in **permanent jobs** (78.7%)

- Most survey respondents (61.2%) found their **first job in under three months**; 73.8% had found jobs within six months

- Findings are consistent with 2017 Statistics Canada data

Employment Barriers

Main Barriers to Employment	Frequency (%)
Lack of professional connections	48.5
Employers do not accept qualifications and experience	30.8
Foreign education is not recognized	25.2
Lack of licensure in Canada	17.9
Résumé/CV and/or cover letter writing skills	15.1

Significant Predictors of Employment Rates

Gender:
Males 1.6 times
more likely to be employed

Age:
Younger respondents were
more likely to be employed

Canadian experience:
Having experience or
education in Canada
doubled the likelihood of
being employed

English proficiency:
Those with higher
proficiency were more likely
to be employed

Licensure:
Professionals in regulated
fields were less likely to be
employed

**Use of employment
services**:
Those who used post-
immigration supports were
more likely to be employed

Significant Predictors of Employment Rates

International work experience:
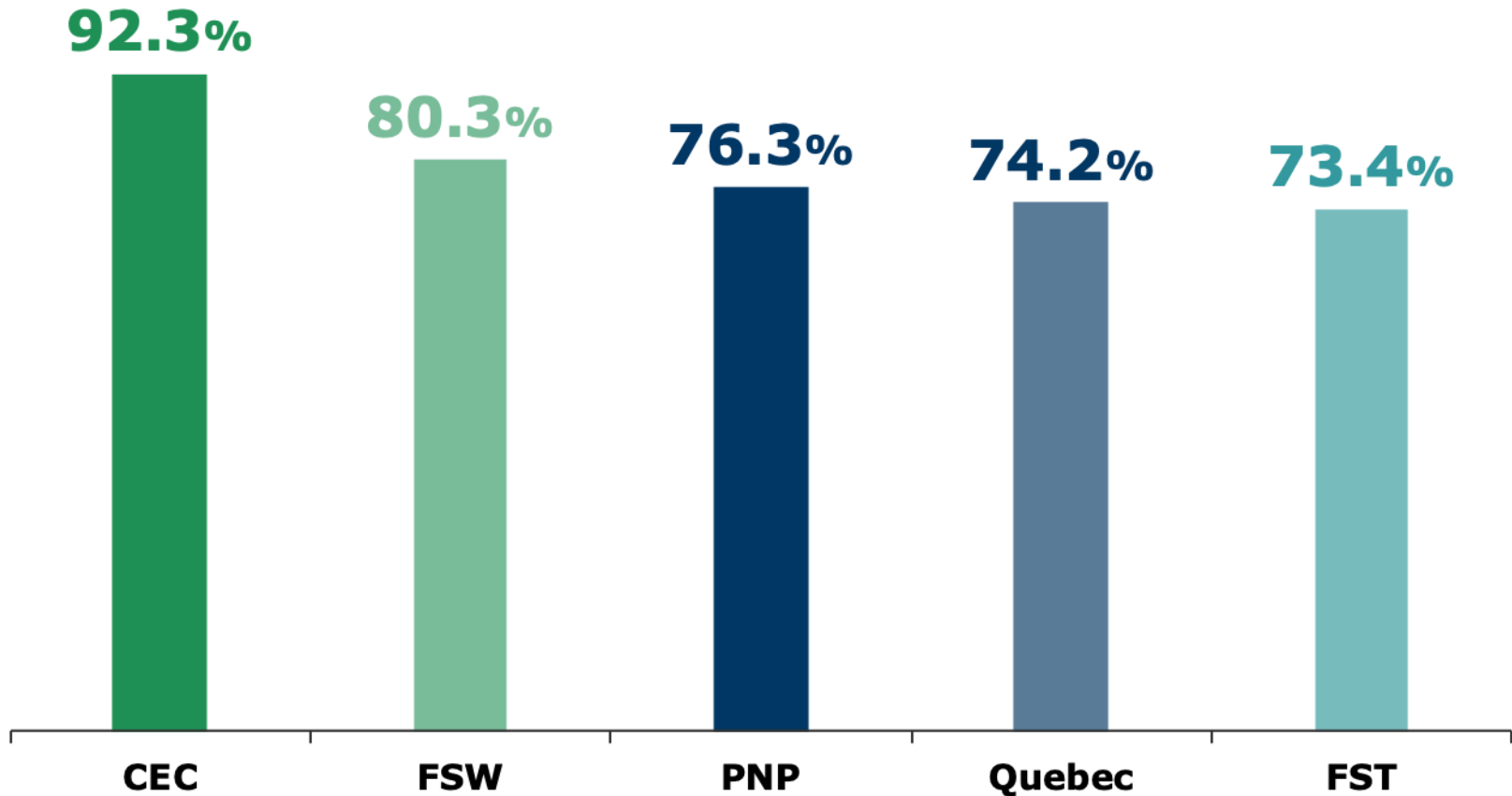Employment rates declined as years of international work experience increased

Sector prior to immigrating:
Respondents who previously worked in food services were eight times more likely to be employed than those in other sectors

Level of degree:
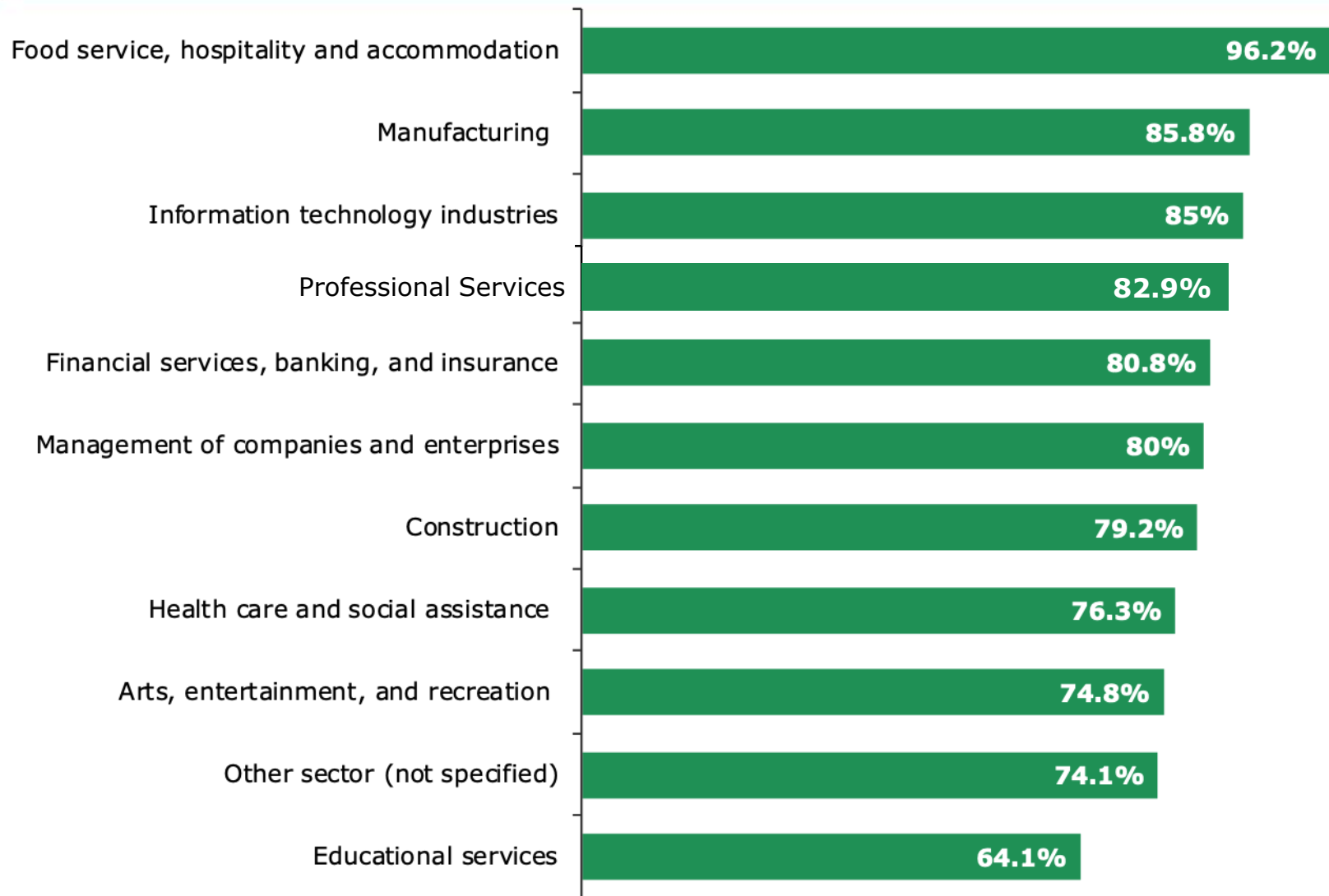Employment rates declined at each successive degree level

Employment Rates by Immigration Category

Category	Employment Rate
CEC	92.3%
FSW	80.3%
PNP	76.3%
Quebec	74.2%
FST	73.4%

Employment Rates by Pre-Migration Sector

Sector	Rate
Food service, hospitality and accommodation	96.2%
Manufacturing	85.8%
Information technology industries	85%
Professional Services	82.9%
Financial services, banking, and insurance	80.8%
Management of companies and enterprises	80%
Construction	79.2%
Health care and social assistance	76.3%
Arts, entertainment, and recreation	74.8%
Other sector (not specified)	74.1%
Educational services	64.1%

Commensurate Employment:
Definitions and Indicators

- Employment commensurate with educational background and previous experience/skills (i.e., skills-commensurate work)

- Retention of job seniority

- Retention of sector

- Over-qualification (defined by Statistics Canada as those with a university degree or higher who were working at jobs that only required a high school degree or had on-the-job training)

Commensurate Employment

- Commensurate employment scale created based on 3 survey questions:
  - Does your current job require a degree in your subject area?
  - How similar are the duties in your current job in type and complexity to those of your pre-immigration job?
  - How much of your previous experience are you using in your current job?

- 39.1% of respondents had jobs with duties mainly similar in type and complexity to their pre-immigration jobs

- 54.1% used 'a lot' of previous job experience in their current job

- 50.3% were working in the same field at a job requiring a similar degree level

Significant Predictors of Commensurate Employment

Gender:
Males more likely to be working in commensurate employment

English proficiency:
Higher levels of English associated with commensurate employment

Canadian experience:
Those with education or experience in Canada were more likely to be working in commensurate employment

Sector:
Survey respondents who worked in the IT and professional sectors prior to immigrating were more likely to be working in commensurate employment
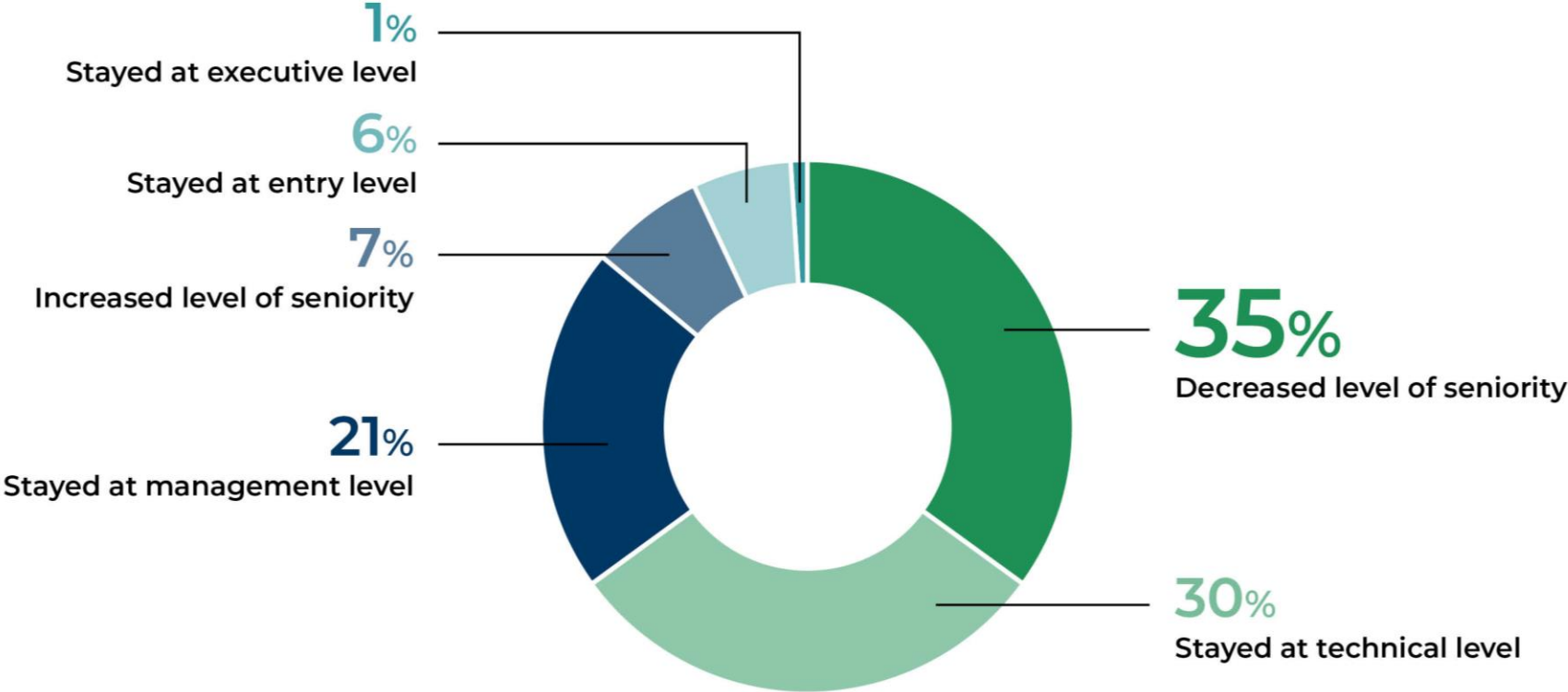
Licensure:
Regulated professionals were less likely to be employed in commensurate employment

Country of degree:
Those whose highest degree was obtained in the U.S. were more likely to be working in commensurate employment

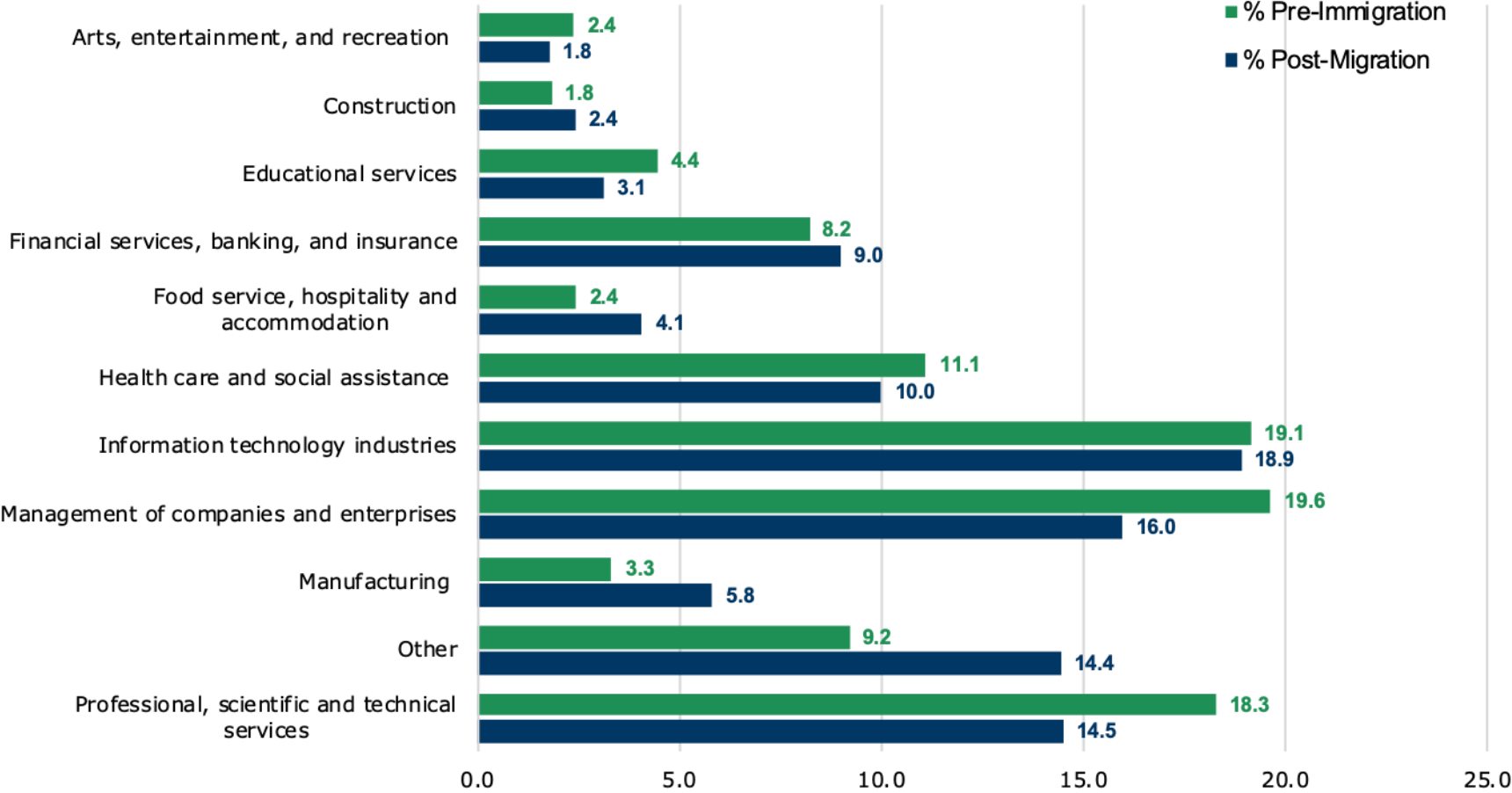# Retention of Job Seniority

35% of respondents experienced a decrease
in their level of seniority post-migration

1% Stayed at executive level

6% Stayed at entry level

7% Increased level of seniority

21% Stayed at management level

35% Decreased level of seniority

30% Stayed at technical level

Retention of Job Sector

Pre- and Post-migration Work Sectors

Legend:
- % Pre-Immigration (green)
- % Post-Migration (blue)

Work Sector	% Pre-Immigration	% Post-Migration
Arts, entertainment, and recreation	2.4	1.8
Construction	1.8	2.4
Educational services	4.4	3.1
Financial services, banking, and insurance	8.2	9.0
Food service, hospitality and accommodation	2.4	4.1
Health care and social assistance	11.1	10.0
Information technology industries	19.1	18.9
Management of companies and enterprises	19.6	16.0
Manufacturing	3.3	5.8
Other	9.2	14.4
Professional, scientific and technical services	18.3	14.5

Overqualification Rates

Overqualification Rates in University-Educated Canadian Population and WES Survey Respondents aged 25-54

Overqualified Employment Rates	Total	Males	Females
Total population	28.5%	23.9%	33.0%
Canadian-born	9.3%	9.3%	9.2%
All immigrants	30.9%	26.0%	35.7%
Recent immigrants (2011–16)	38.1%	32.2%	43.8%
WES survey respondents	31.8%	29.5%	35.9%

Comparisons with Statistics Canada data (2016)

WES survey respondents were significantly more likely to be working in lower-level jobs (31.8%) compared to the Canadian-born population (9.3%) but less likely than recent immigrants in Canada overall (38.1%)

Job Satisfaction

- Respondents were satisfied with their sector of work (71.3%), opportunities for advancement (60.7%), and their level of seniority (53.8%)

- Significant predictors of low job satisfaction:
  - Not having commensurate employment
  - Lower salary
  - Being in a casual/informal job
  - Lower Job status (e.g. entry level)

- Job satisfaction was significantly lower among respondents who reported that they previously worked in a profession that was regulated in Canada and among respondents who were not able to retain their sector of employment

Part III:
Implications for Policy and Practice

Sharpening the Focus on Commensurate Employment

Canadian experience

Take competency-based approach to assess full contributions of skilled immigrants

Evidence-based information

Continue providing potential immigrants with realistic picture of what they may face and how they can prepare

Regulated professions

Build evidence on where there are persistent barriers and how to address them

Sharpening the Focus on Commensurate Employment

Services and intervention

Build the evidence base on what services and interventions are most associated with commensurate employment

Comparative research

Explore international research on commensurate employment

WES will:

- Continue to leverage WES applicant data to build evidence and develop insight

- Explore the efficacy of competency-based tools, passports, for increasing employer confidence in international vs Canadian education and experience

- Provide accurate, realistic, timely information to potential newcomers to help them decide, plan, navigate

QUESTIONS AND COMMENTS

THANK YOU

Need more information?
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