

The impact of covid-19 on the professional integration of newcomers to Canada

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The challenges of professional integration which have worsened with the health crisis

1. Recognition of professional experience acquired abroad
2. Professional network

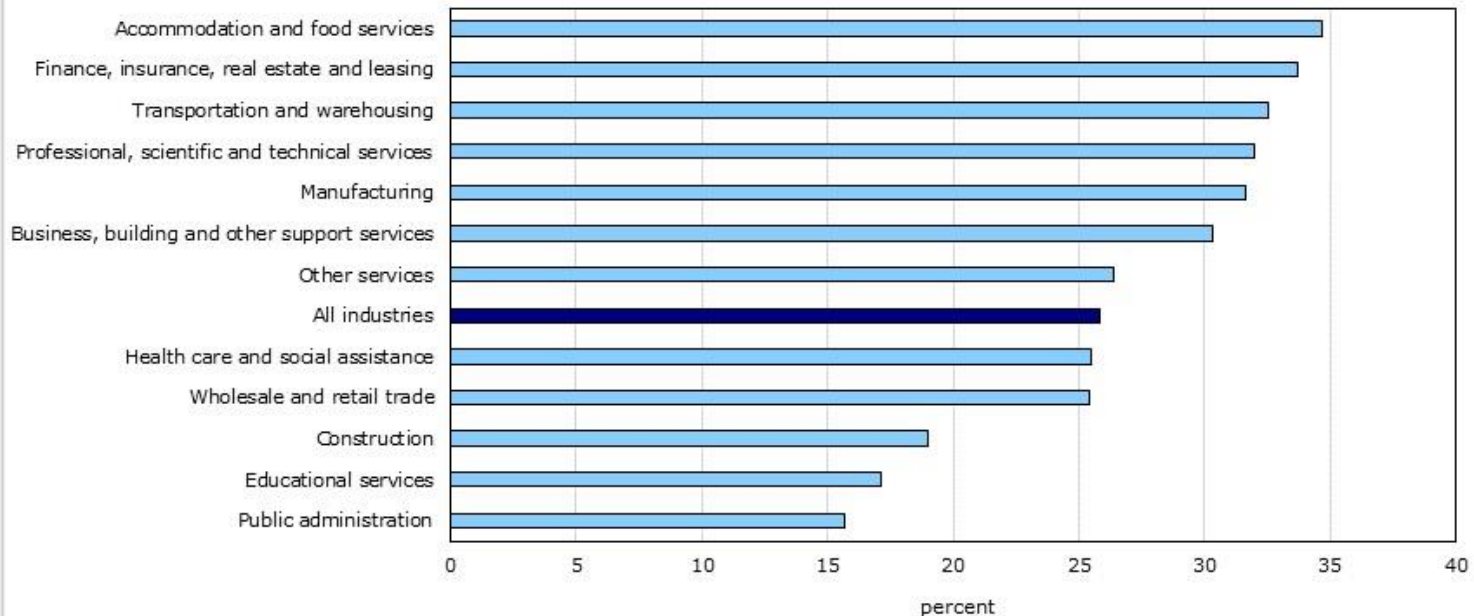


Recognition of professional experience acquired abroad

I. Situation before the Covid-19 pandemic

Chart 14

As a share¹ of total employment, core-aged immigrants are more likely to work in accommodation and food services as well as in other industries, 2017

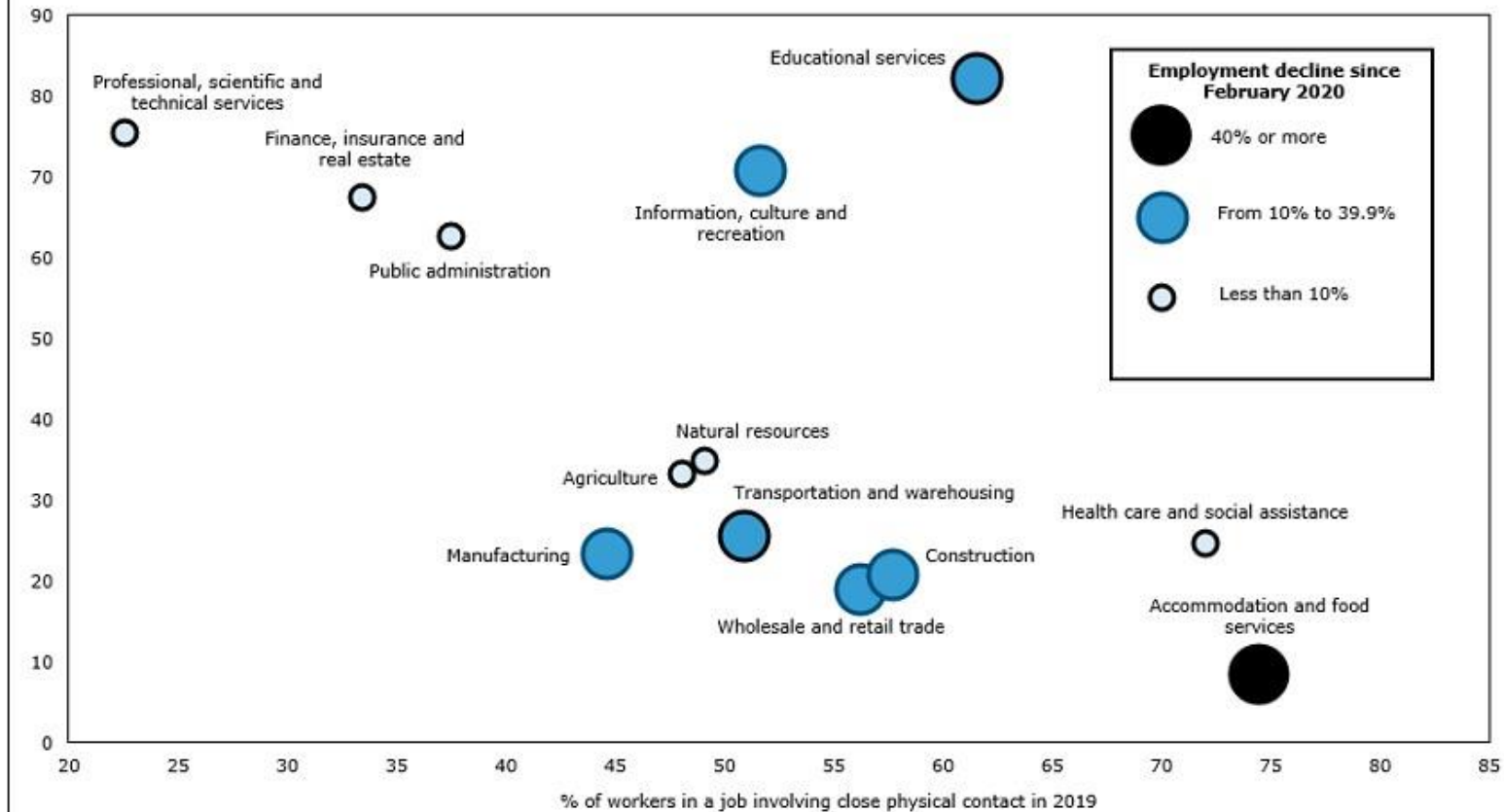


1. Selected major industries accounting for 92% of total employment.

Source: Labour Force Survey, custom tabulations.

II. Situation during the pandemic

% of workers who worked from home, week of April 12, 2020



Professional network

There are open positions for which companies do not publish job vacancies. It is difficult for a job seeker to access these opportunities. This is called the hidden job market.

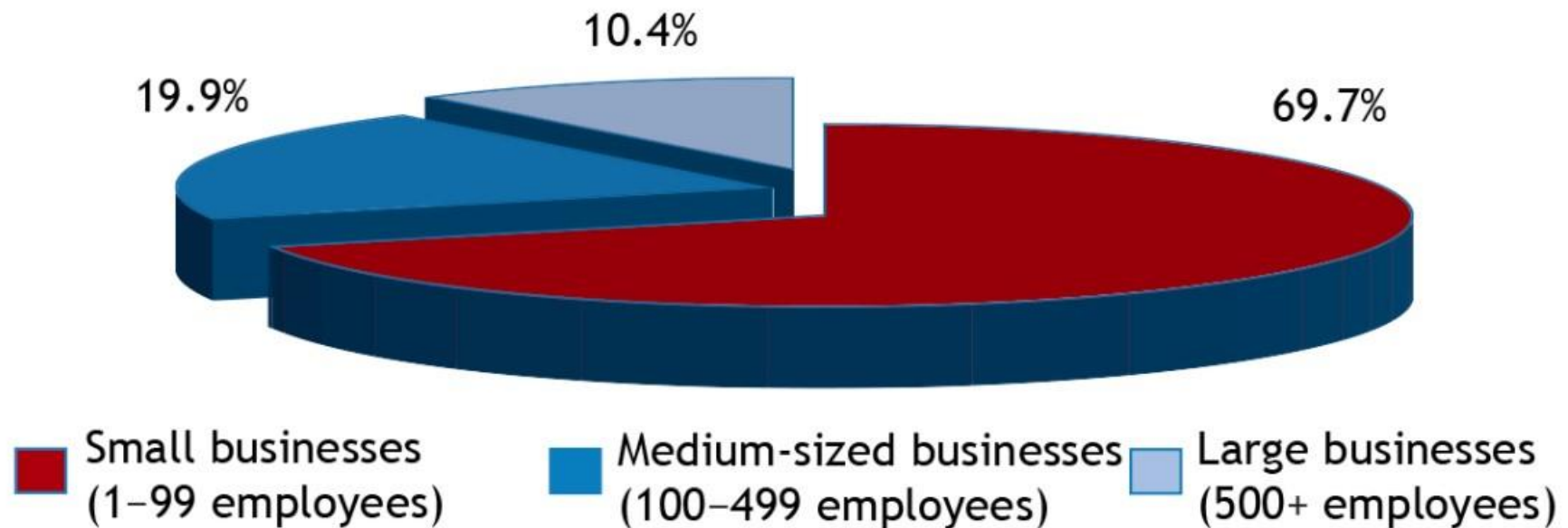
To have access to unposted job offers, you must have a good professional network.

The newcomers have a professional network deficit and the situation has worsened further with the Covid-19 crisis which forces them to be isolated. Difficult to build a network in this context.



The professional network is all the more important as more than 80% of jobs in Canada are generated by small and medium businesses which often do not have an HR department and hire through networking

Figure 6: Distribution of private sector employees by business size, 2017



Source: Statistics Canada, *Labour Force Survey*; and ISED calculations.

Conclusion

1. The Covid-19 crisis has had a significant impact on the professional integration pathways of recent immigrants
2. Recent immigrant women were even more affected than other groups
3. Particular attention should be paid to these vulnerable groups.

Questions

