

ADVENTURER EXPLORER TRAILBLAZER REBEL PIONEER CREATOR DEFENDER ADVENTURER EXPLORER TRAILBLAZER
REBEL PIONEER CREATOR DEFENDER ADVENTURER EXPLORER TRAILBLAZER REBEL PIONEER CREATOR DEFENDER ADVENTURER EXPLORER TRAILBLAZER REBEL PIONEER CREATOR DEFENDER

Understanding labour market integration of newcomers to Manitoba

By: Lori Wilkinson, Jill Bucklaschuk , Jack (Yi) Shen, Iqbal
Ahmed Chowdhury, Pallabi Bhattacharyya & Tamara Edkins

*Presentation to the Office of the Fairness Commissioner,
Government of Manitoba
05 December 2014*



UNIVERSITY
OF MANITOBA

Objectives of Today's Presentation

- **PROJECT OBJECTIVES:** *to better understand the settlement experiences of immigrants in western Canada and how they may compare to immigrants in other provinces*
 - *Labour market, service use, social integration and cohesion, language acquisition*
- **TODAY'S OBJECTIVES**
 - Examine and compare various outcomes among immigrants in Manitoba and the rest of Canada with special attention to: **labour market and foreign credential recognition**

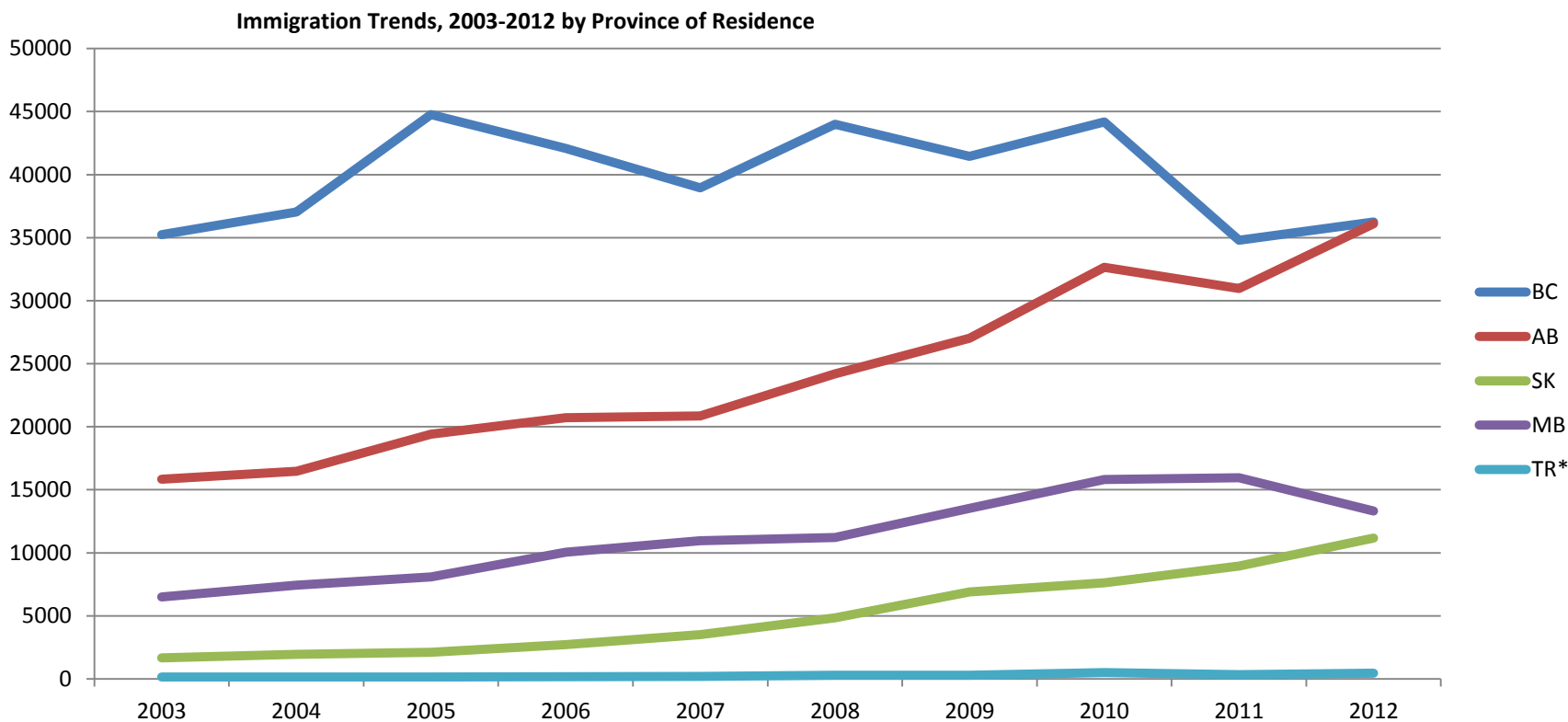
Datasets used

- **Pan Canadian Settlement Survey** (N=20,818) and **Western Canadian Settlement Survey** (N=3,006)
- Random samples drawn from a CIC data file
 - Telephone survey conducted in late 2012-early 2013
 - Response rates: between 24.6% and 38.0%
- **IMDB**
 - Landings records (LIDS) combined with tax files for all immigrants and refugees landing between 1980 and 2012
 - Census of the population
- **Longitudinal Survey of Immigrants to Canada** (2004)
 - Followed 5,000 immigrants for their first two years in Canada (landing between 2002-2004)

How representative are the surveys?

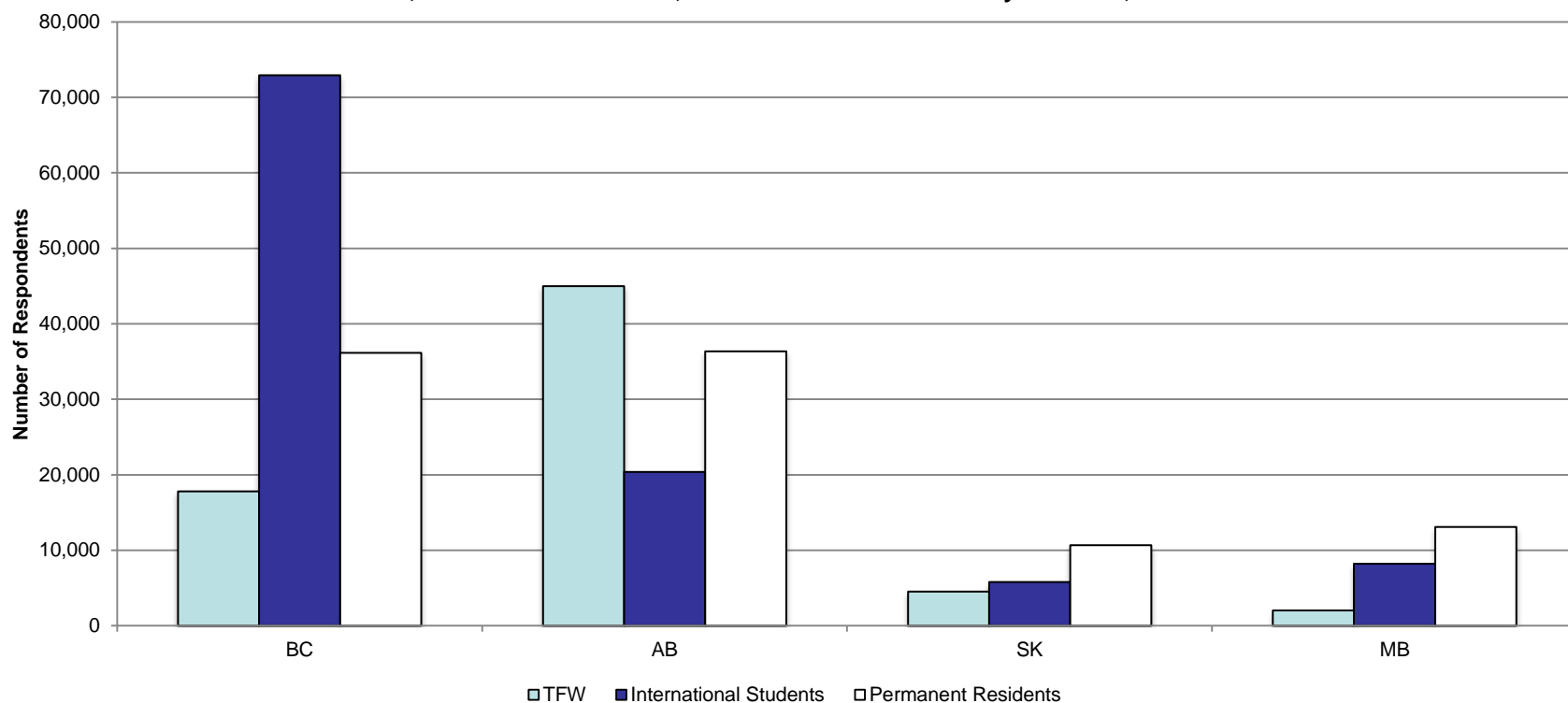
- Surprisingly good match between IMDB (Census of immigrants) and the other surveys
- Western Canada Settlement Survey
 - Under-represented female economic class dependents
 - Over-represented female economic class principal applicants
 - Under-represented male and female refugees
 - Under-represented rural dwellers in all provinces
 - Under represented economic classes in Saskatchewan
 - Over represented refugees in Saskatchewan
- Pan Canadian Settlement Survey
 - Under-represented men from BC
 - Over-represented women from SK and MB
 - Over-represented men from SK and MB

Immigrant Arrivals by Province, 2003-12

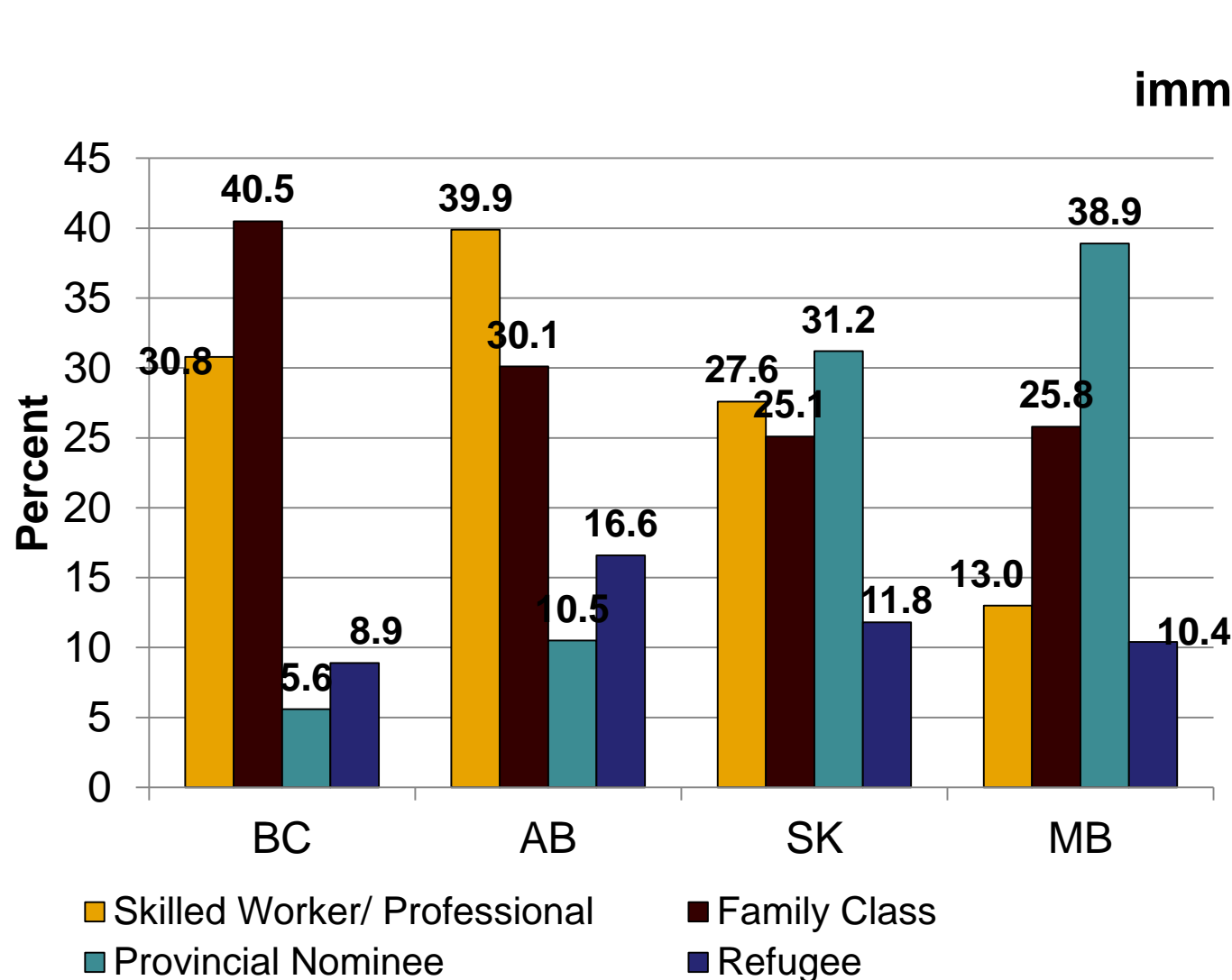


TFW, International Students, & Permanent Residents by Province

TFW, International Students, and Permanent Residents by Province, 2013



Selected Demographics Western Canada



Percent rural immigrants, by province

- BC - 5.5%
- AB - 12.7%
- SK - 16.3%
- MB - 8.2%



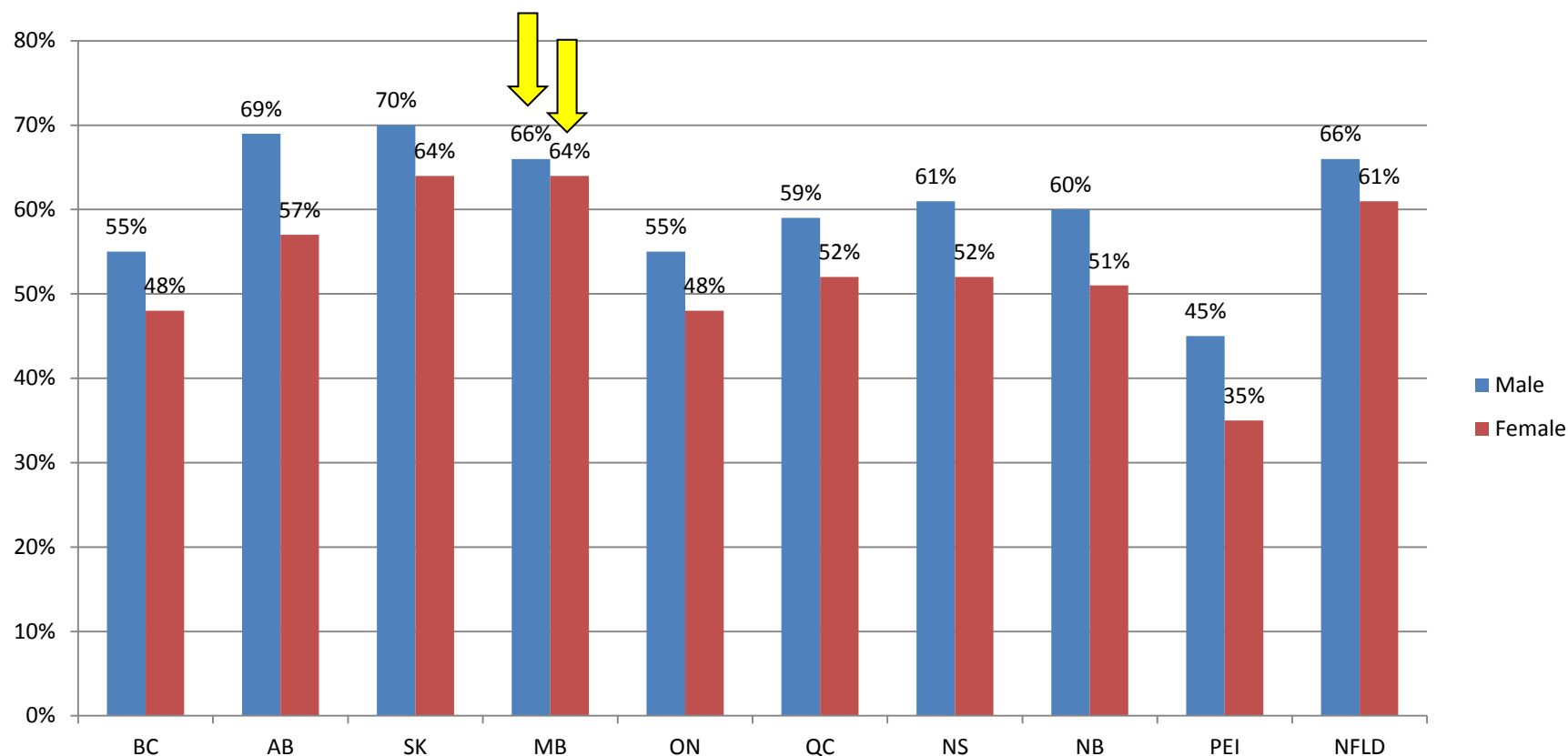
ADVENTURER EXPLORER TRAILBLAZER REBEL PIONEER CREATOR DEFENDER ADVENTURER EXPLORER TRAILBLAZER
REBEL PIONEER CREATOR DEFENDER ADVENTURER EXPLORER TRAILBLAZER REBEL PIONEER CREATOR DEFENDER ADVENTURER EXPLORER TRAILBLAZER REBEL PIONEER CREATOR DEFENDER

Labour Force and Foreign Credential Recognition



UNIVERSITY
OF MANITOBA

Immigrants in Manitoba report that they know where to get help finding a job



Source: Pan-Cdn

X^2 (Male) = 158.677 df= 18 $P \leq 0.000$; X^2 (Female) = 172.974 df= 18 $P \leq 0.000$



UNIVERSITY
OF MANITOBA

Some newcomers would like more connections with employers

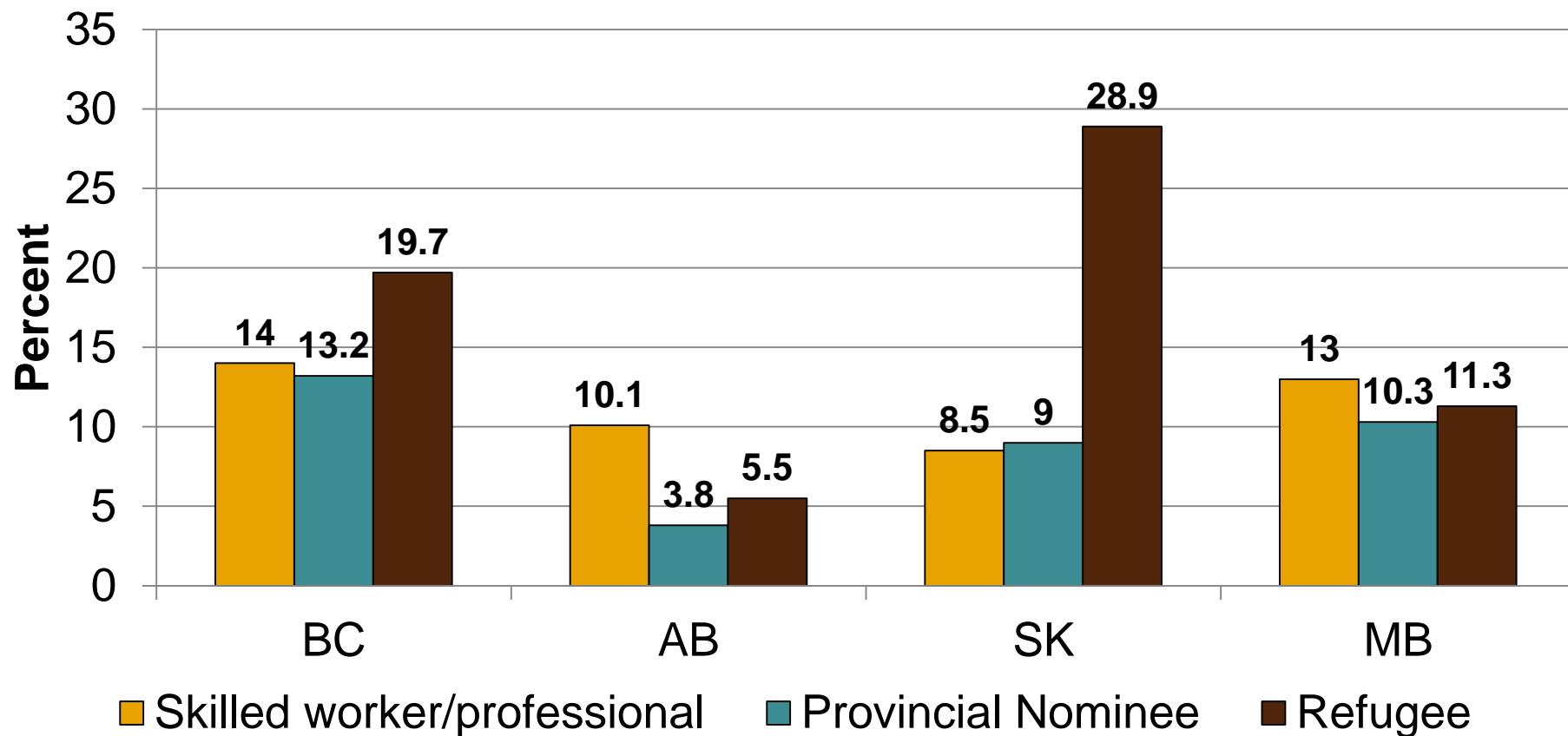
Connections with possible employers as being helpful prior to arrival by province of residence					
	Province of Residence				Total
	<u>BC</u>	<u>AB</u>	<u>SK</u>	<u>MB</u>	
No	57.8%	44.2%	46.7%	59.2%	1488 (52.1%)
Yes	42.2%	55.8%	53.3%	40.8%	1368 (47.9%)
Total	682 (100%)	755 (100%)	642 (100%)	777 (100%)	2856 (100%)

Source: WCSS, 2013.
 $X^2 = 50.613$, $df=3$, $P \leq 0.01$

Those with good language skills are more likely to be working

Ease of Language Use by Labour Force Participation						
	Ease of Language Use					
	<u>Difficult</u>	<u>Somewhat difficult</u>	<u>Neither difficult nor easy</u>	<u>Somewhat easy</u>	<u>Easy</u>	Total
In labour force	42.1%	59.8%	73.7%	81.9%	89.8%	16541 (83.6%)
Not in labour force	57.9%	40.2%	26.3%	18.1%	10.2%	3248 (16.4%)
Total	617 (100%)	798 (100%)	1827 (100%)	5107 (100%)	11440 (100%)	19789 (100%)

Unemployment rate by immigrant class & province



Source: WCSS, 2013

X^2 (SP)=12.672, df= 6, $p \leq 0.05$; X^2 (PN) =23.897, df=6, $p \leq 0.001$; X^2 (R) =39.315, df=6, $p \leq 0.00$

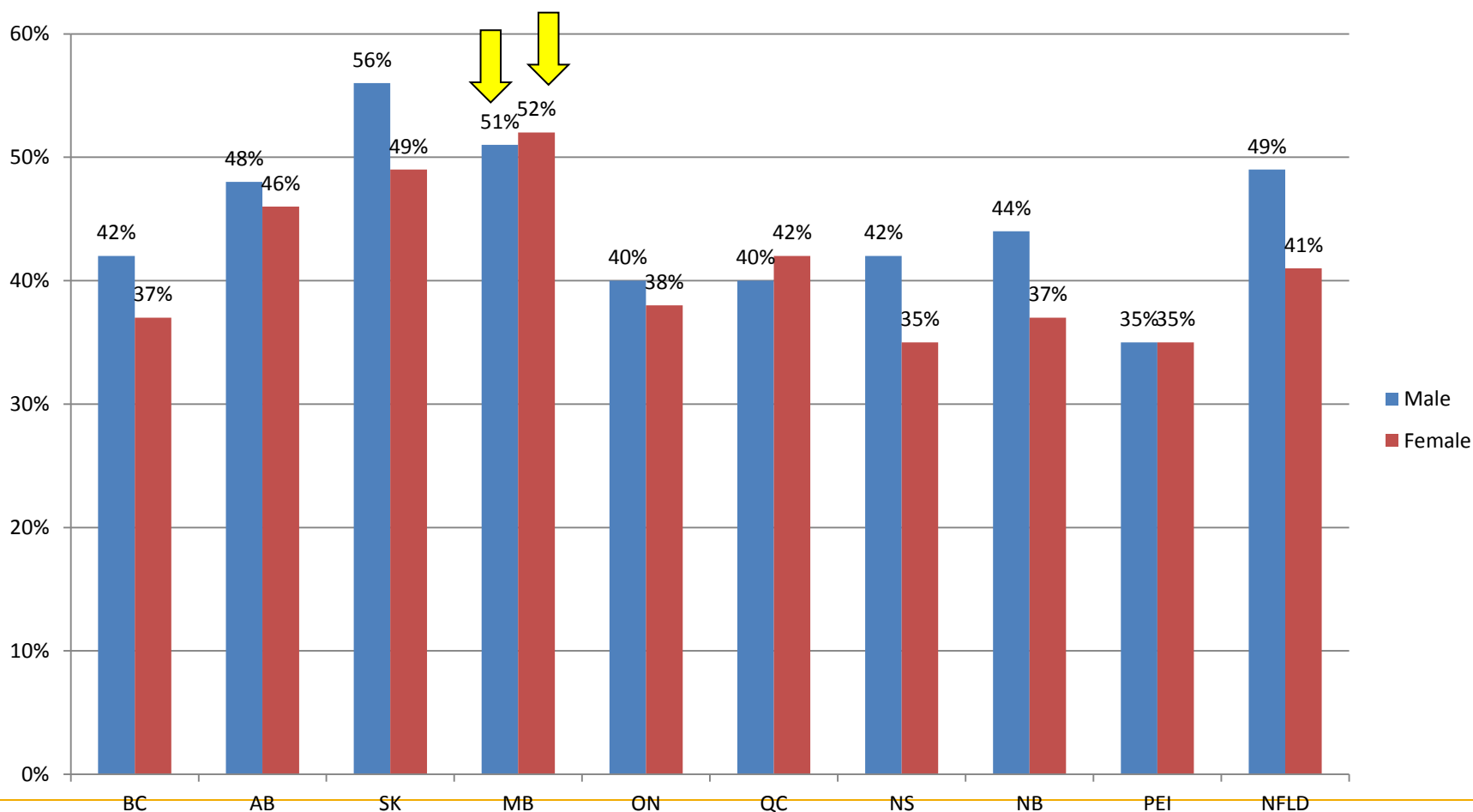


UNIVERSITY
OF MANITOBA

Factors influencing employment

	British Columbia	Alberta	Saskatchewan	Manitoba
Sex	3.12**	2.12**	2.19**	2.18**
Education in Canada	1.52*	0.48*	.34**	0.61*
English ability	1.74*	2.61**	1.66*	1.39*
Months in Canada	1.06	1.19*	1.33**	1.10
Economic class	3.5**	0.54*	2.85**	1.21
Racialized minority	1.43	1.31	0.57*	0.81

SK & MB more satisfied with pre-arrival FQR



PCSS, 2013

X^2 (Male) = 122.358 df= 18 $P \leq 0.000$; X^2 (Female) = 108.970 df= 18 $P \leq 0.000$



UNIVERSITY
OF MANITOBA

Urban residents in Manitoba feel lack of Canadian experience prevents them from finding work

Difficulty finding a job due to lack of Canadian experience by Urban Residence and Province of Residence

	Province of Residence				Total
	BC	AB	SK	MB	
Urban	63.3%	41.4%	45.7%	66.6%	881 (56.0%)
Rural	36.7%	58.6%	54.3%	33.4%	692 (44.0%)
Total	431 (100%)	365 (100%)	289 (100%)	488 (100%)	1573 (100%)



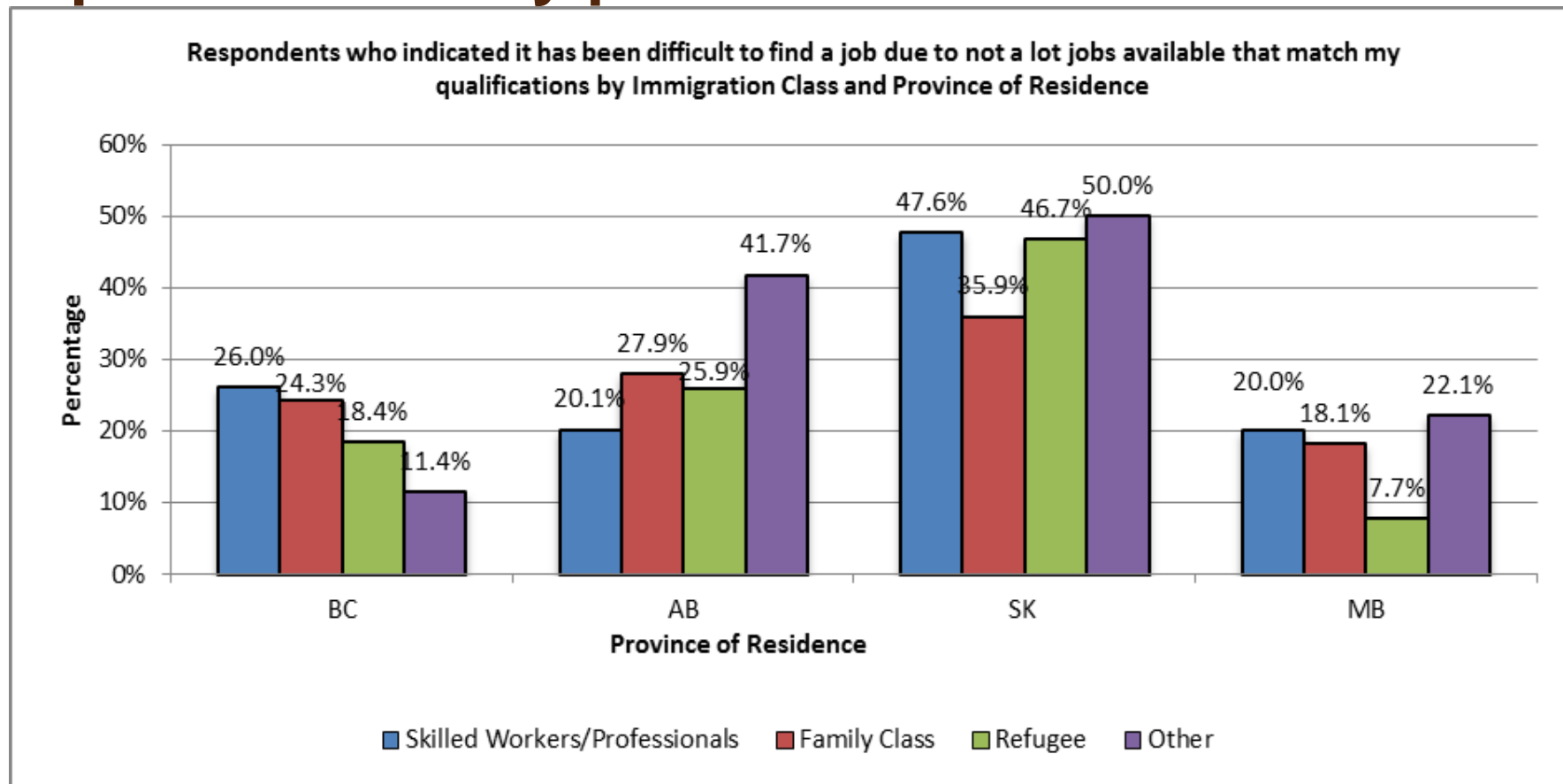
Even economic class immigrants want better pre-arrival assessment of education

Assessment of international education and experience as being helpful prior to arrival by immigration class

	Immigration Class								Total
	<u>Skilled worker or professional</u>	<u>Family class</u>	<u>Provincial nominee</u>	<u>Refugee</u>	<u>Business class</u>	<u>CEC</u>	<u>Live-in caregiver</u>	<u>Other*</u>	
No	49.1%	54.0%	44.9%	54.5%	66.2%	48.8%	56.0%	60.6%	1481 (51.2%)
Yes	50.9%	46.0%	55.1%	45.5%	33.8%	51.2%	44.0%	39.4%	1412 (48.8%)

Source: WCSS, 2013.
 $X^2 = 25.979$, $df=7$, $P \leq 0.01$

Trouble finding work that matches my qualifications by province and class

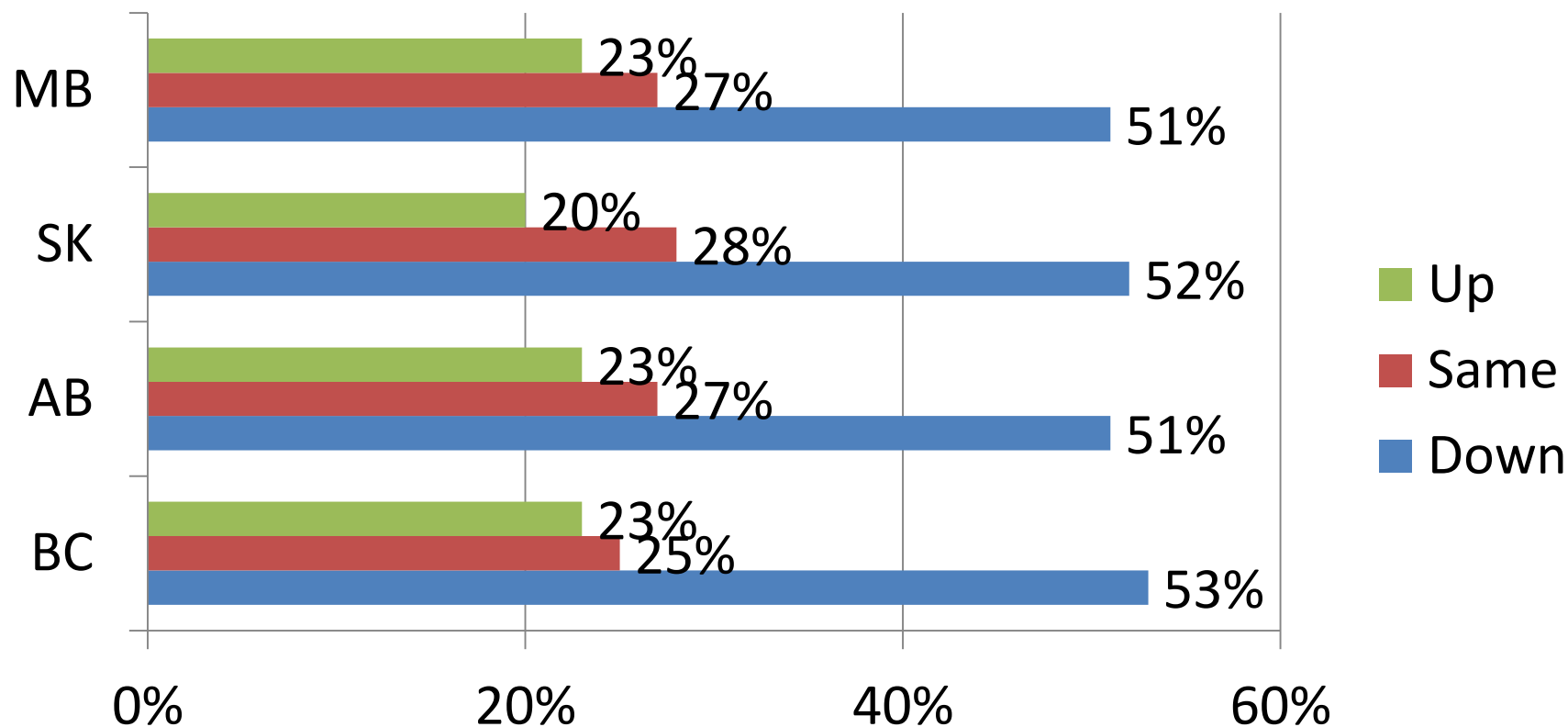


Post-arrival job status, immigrants compared to Canadian-born

	<u>Immigrant</u>		<u>Born in Canada</u>
	<u>Pre-arrival</u>	<u>Post-arrival</u>	
NOC A	47%	28%	37%
NOC B	30%	27%	26%
NOC C	21%	31%	28%
NOC D	2%	14%	9%

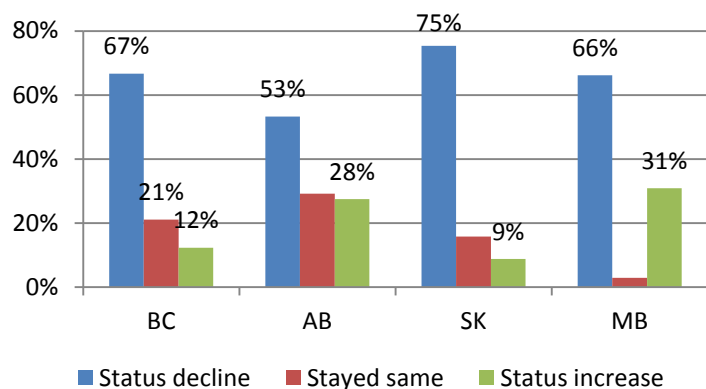
Among university-educated immigrants, 43% of females and 35% of males worked in occupations requiring a high school education or less. **In comparison, only 15% of university-educated Canadian-born worked in occupations requiring high school education or less.**

Change in post-arrival job-skill match by province

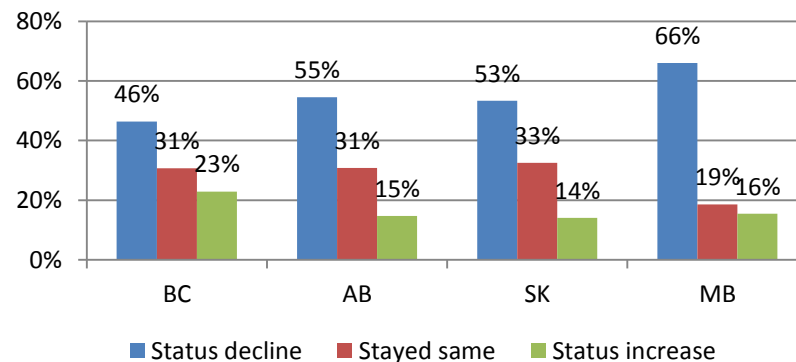


Job-skill match by province & class

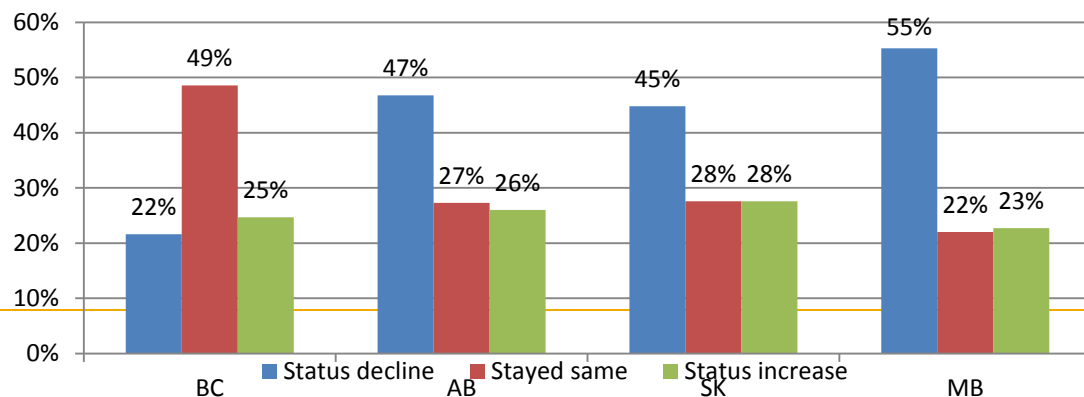
Refugees



Skilled Worker & Professional



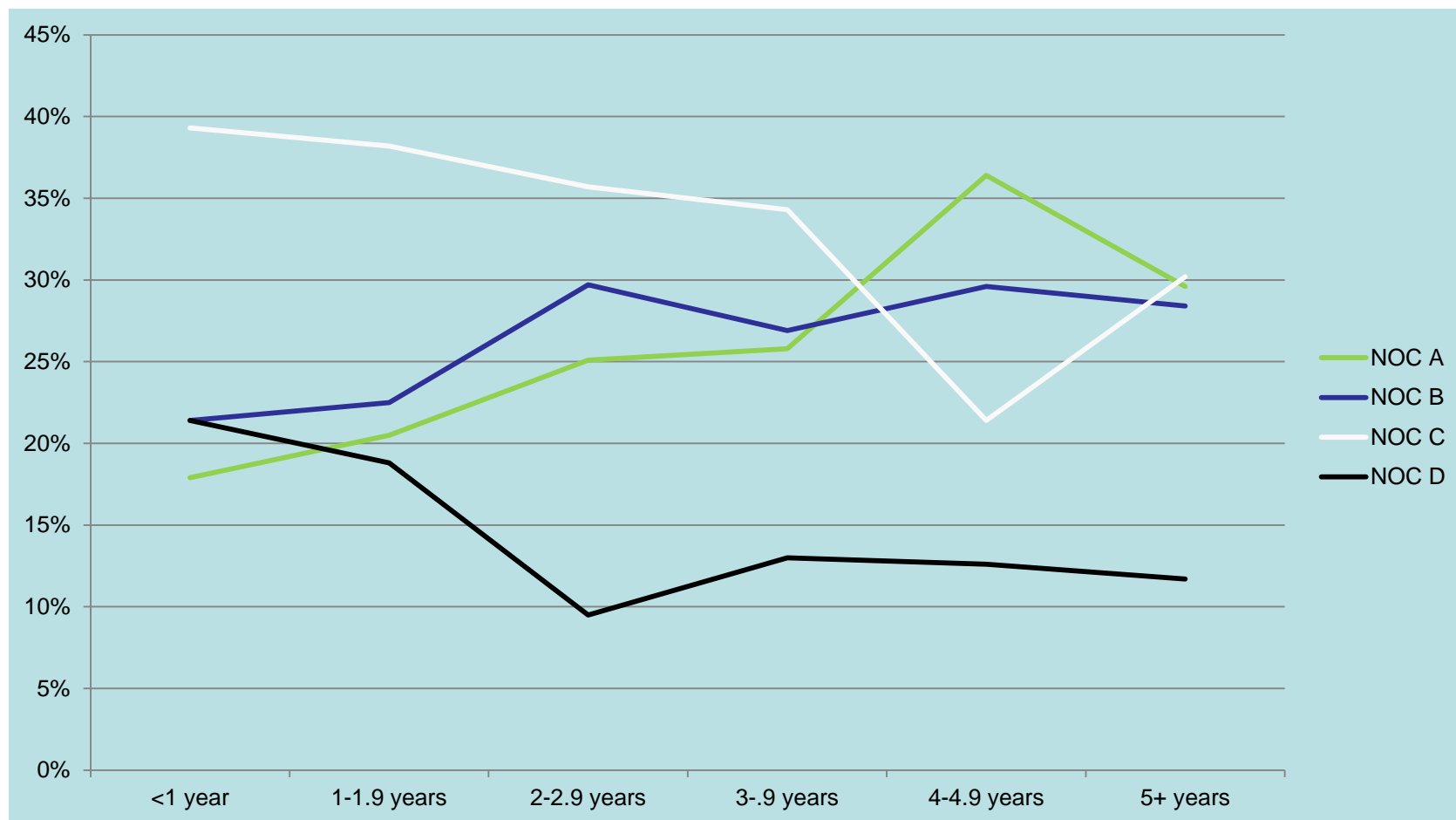
Provincial Nominees



Family class: no statistically significant differences.



Still large numbers in low skilled occupations after five years



Why don't labour market outcomes rebound?

- There is “less than perfect” international transferability of skills and work experience
 - Those with higher skills experience the largest declines
- Some immigrant characteristics put them at risk of low returns
 - Low or no language skills, “lower” quality education, lack of good job networks
 - Some evidence of labour market discrimination
- There tends to be an assumption that migration is a rational decision based solely on labour market return
 - Fails to take into account the non-economic reasons for migration
 - Assumes that immigrants have full knowledge of the labour markets in which they are entering



What are the implications for labour market success?

- How can we better facilitate pre-arrival connections with potential employers?
- What other employment services can be provided for newcomers? How do we advertise these services?
- Status decline is a real phenomenon and affects half of all immigrants. This is also a problem for native-born Canadians and those with education in Canada.
 - Skills/jobs mismatch seems to be the greatest in rural areas
 - Nearly 1/3 of those with job difficulties do not access services. Is there a way to reach out to them?

How are we doing with regard to FQR?

- Having credentials, work experience, and internationally-acquired educational skills recognized remains a significant problem for all immigrants, regardless of job status, education or skill set
- How can we encourage professional organizations and accreditation bodies to assist in pre-arrival skill and educational assessments?
- There is a widely held perception that lack of Canadian experience is an impediment to acquiring a job

Additional Findings, Reports and Information

Immigration Research West
92 Dysart Road
University of Manitoba
Winnipeg, MB Canada R3T 3M5
Email: Lori.Wilkinson@umanitoba.ca
irw@umanitoba.ca

http://umanitoba.ca/about_IRW.html



Selected Data Sources

- Alberta Labour. *Immigrants in the Labour Force*. Edmonton: Government of Alberta, 2014
- Citizenship and Immigration Canada. *Evidence from the Pan-Canadian Settlement Outcomes Survey, 2012*. Ottawa: CIC, January 2013.
- Citizenship & Immigration Canada *IMDB Microdata File*. Ottawa: CIC 2013.
- V. Esses, L. Hamilton, L. Wilkinson, L. Zong, J. Bucklaschuk and J. Bramadat. *Western Canada Settlement Outcomes Survey*. Calgary: CIC Western Region Office, June 2013.
- Statistics Canada *Longitudinal Survey of Immigrants to Canada*. Ottawa: Statistics Canada, 2007.
- Statistics Canada *Annual Labour Force Survey*, Ottawa: Statistics Canada, 2014
- Statistics Canada *National Household Survey*, Ottawa: Statistics Canada, 2014

Acknowledgements



- Immigration Research West
- Citizenship and Immigration Canada, Western Region
- Citizenship and Immigration Canada, National Headquarters
- Western Settlement Survey University of Saskatchewan: Martin Gaal, Joe Garcea and SSRL
- Population Research Laboratory, University of Alberta
- Western Settlement Survey researchers: Victoria Esses (Western University), Leah Hamilton (Mount Royal University) and Li Zong (University of Saskatchewan)
- Research assistants: Janine Bramadat, Palak Dhiman, Kaitlyn Fraser, University of Manitoba

EXPLORER INNOVATOR ADV
REBEL ADVENTURER TRAILBLAZER
INNOVATOR CHALLENGER REBEL VISIONARY
REBEL PIONEER CREATOR EXPLORER TRAILBLAZER INNOVATOR
ADVENTURER EXPLORER ADVENTURER TRAILBLAZER REBEL PIONEER CREATOR EXPLORER REBEL PIONEER
PIONEER CREATOR EXPLORER DEFENDER TRAILBLAZER REBEL PIONEER EXPLORER ADVENTURER TRAILBLAZER REBEL EXPLORER PIONEER DEFENDER TRAILBLAZER CREATOR



UNIVERSITY
OF MANITOBA

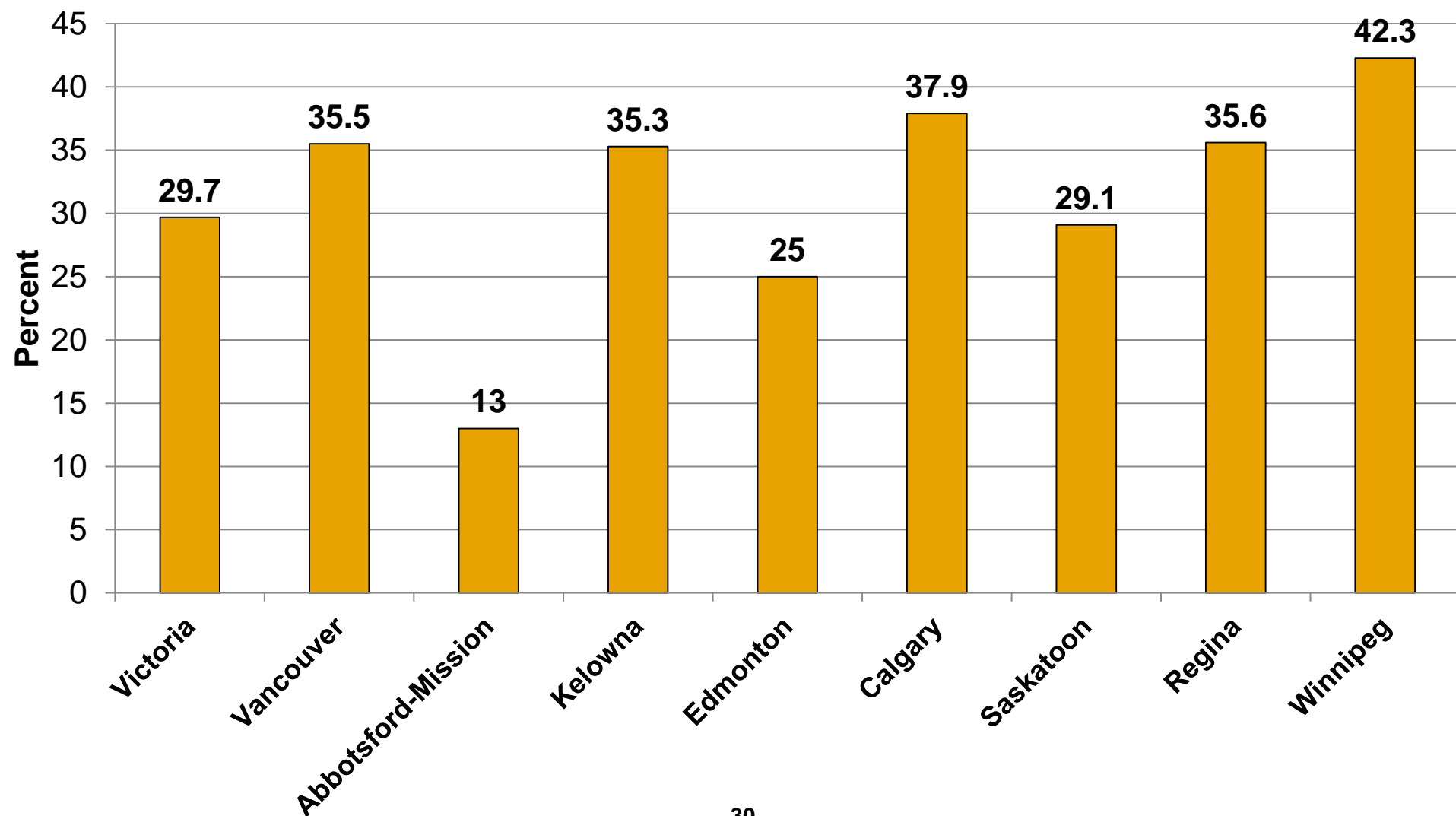
ADVENTURER EXPLORER TRAILBLAZER REBEL PIONEER CREATOR DEFENDER ADVENTURER EXPLORER TRAILBLAZER
REBEL PIONEER CREATOR DEFENDER ADVENTURER EXPLORER TRAILBLAZER REBEL PIONEER CREATOR DEFENDER ADVENTURER EXPLORER TRAILBLAZER REBEL PIONEER CREATOR DEFENDER

Settlement Service Use Indicators

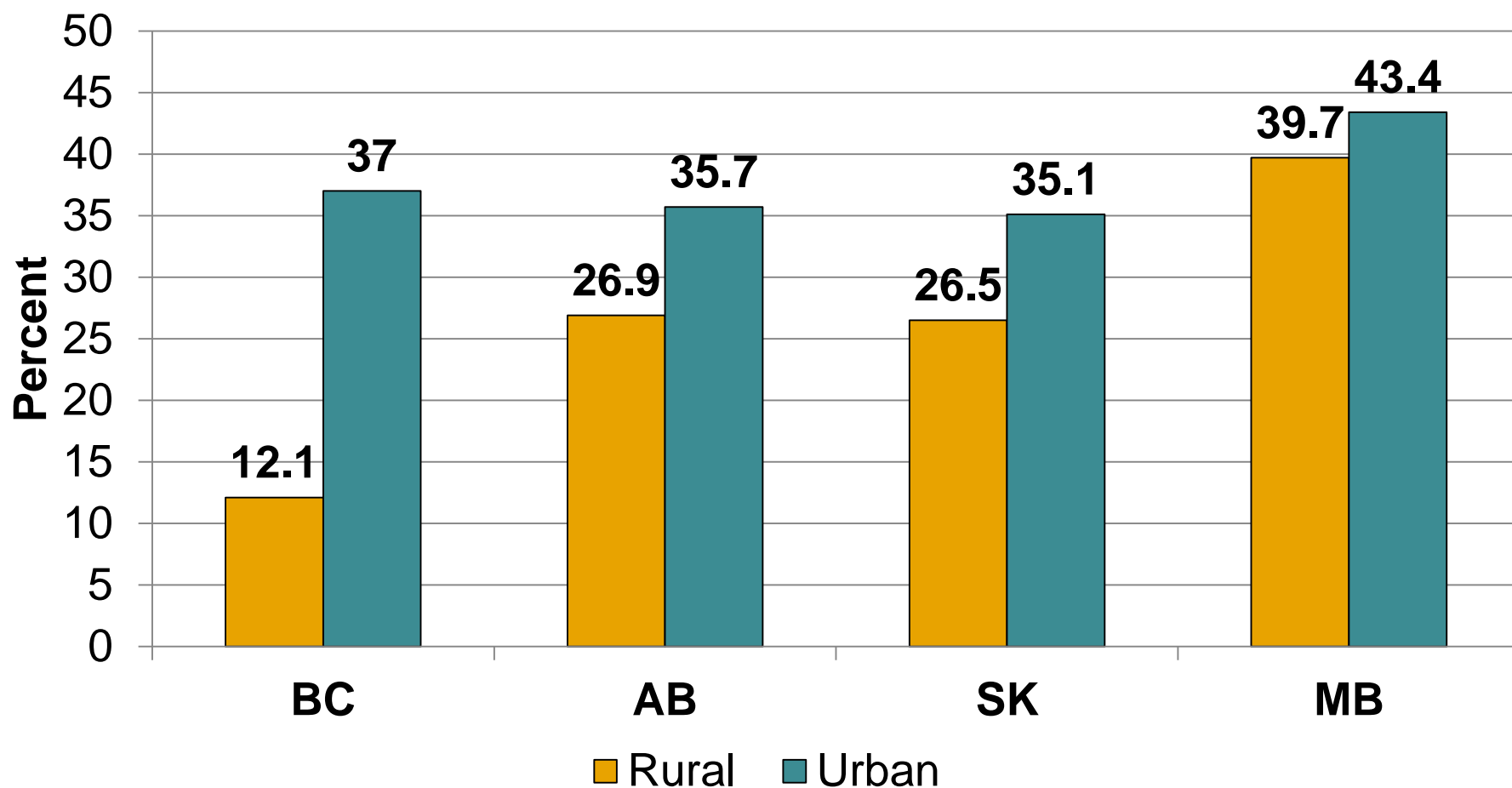


UNIVERSITY
OF MANITOBA

Service use by urban area

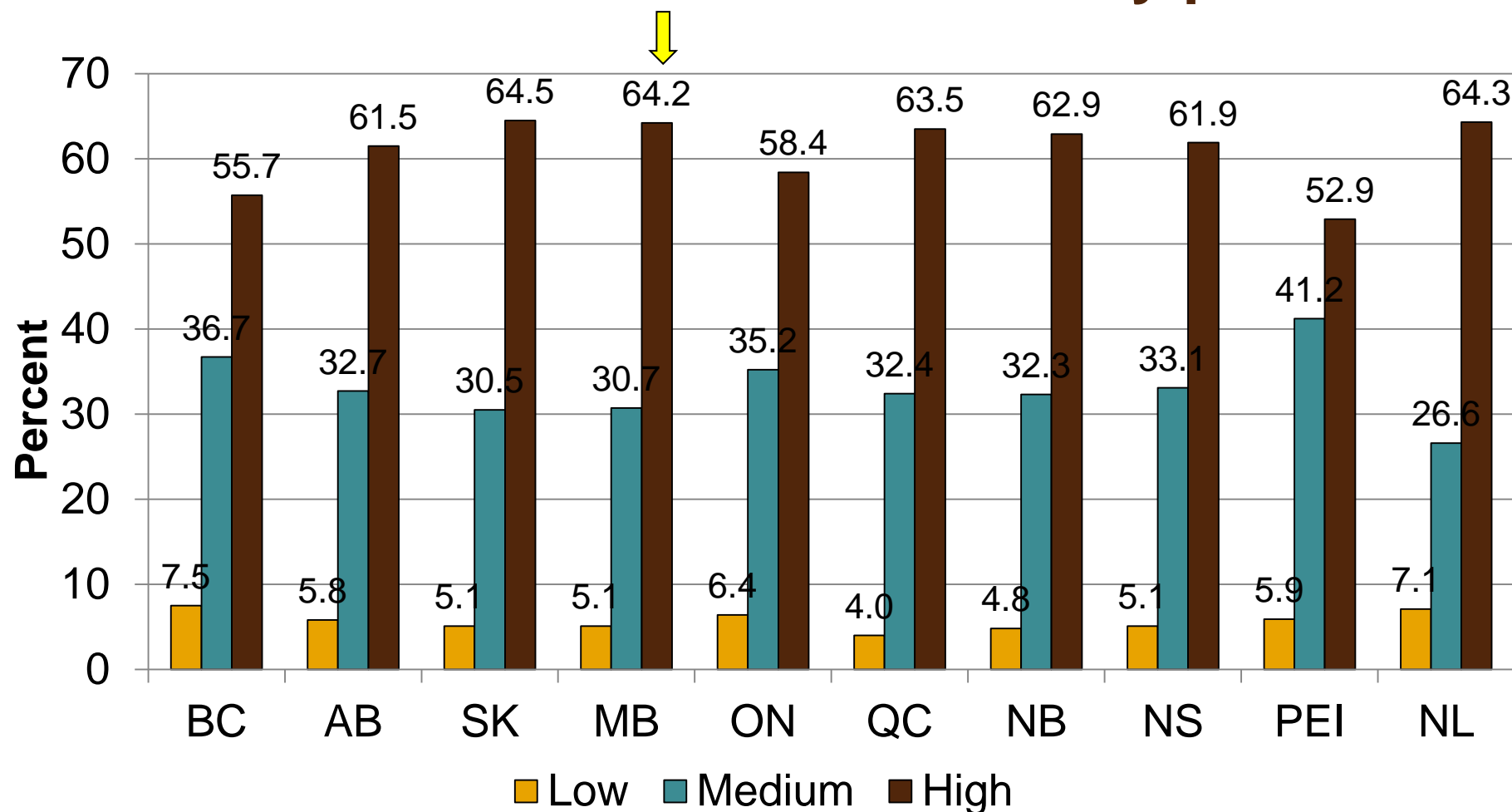


Service access by province and rural/urban



Source: WCSS, 2013
 χ^2 (Rural) = 8.595, df=3, $p \leq 0.035$; χ^2 (Urban) = 11.945, df=3, $p \leq 0.01$

Satisfaction with services received by province



Source: Pan-Canadian Settlement Survey, 2012.

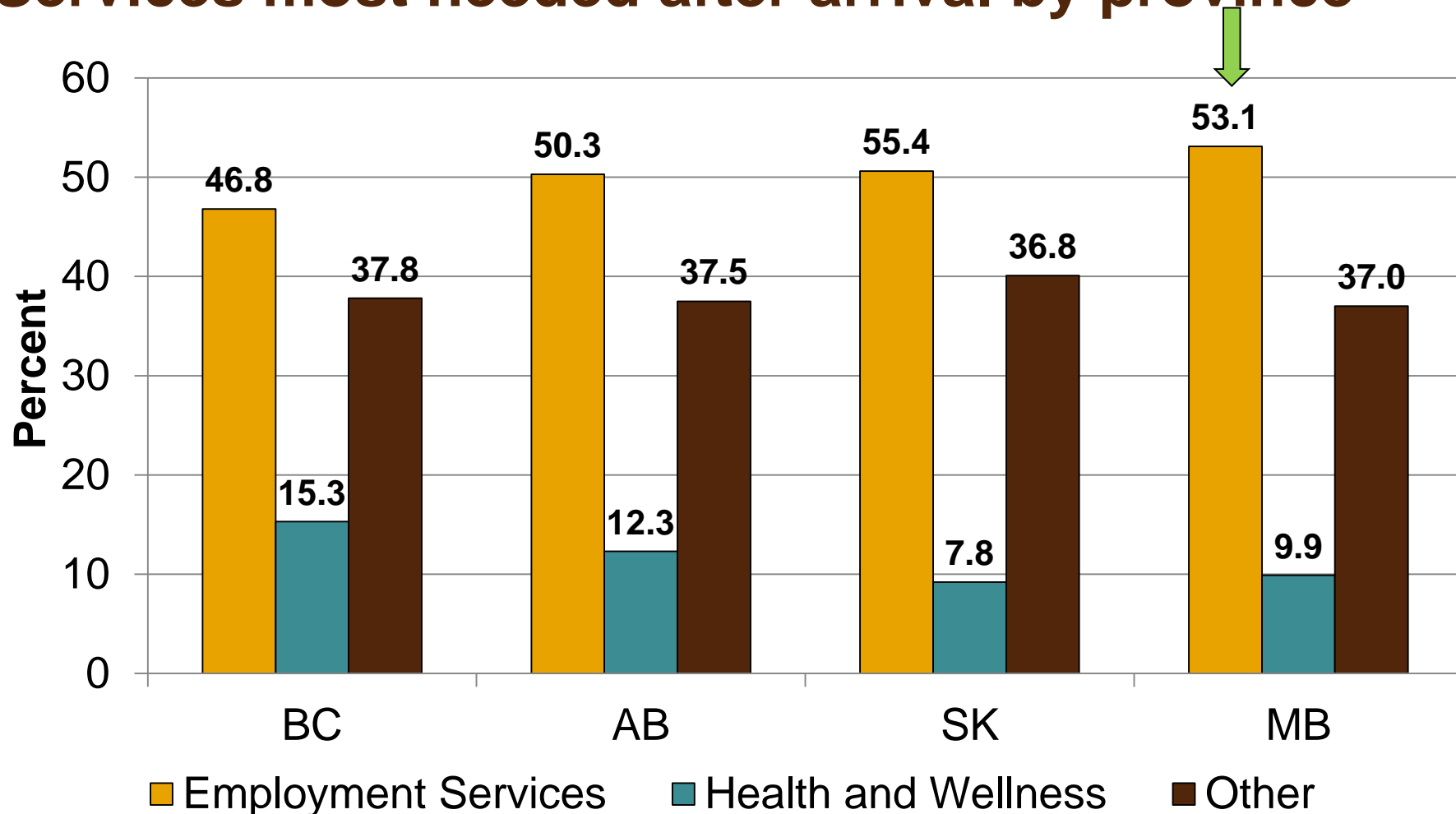
$\chi^2=74.581$, $df=18$, $P\leq 0.01$

Top-ranked services needed for Manitoba

- Employment services – 56.8%
- English language assessment and instruction – 10.5%
- Health and Wellness - 7.9%
- Information about living in your province – 5.5%
- Programs to help your children – 4.8%
- Programs to connect you with members of the local community – 2.7%
- Interpretation and Translation – 1.5%
- Supportive counselling – 1.5%



Services most needed after arrival by province

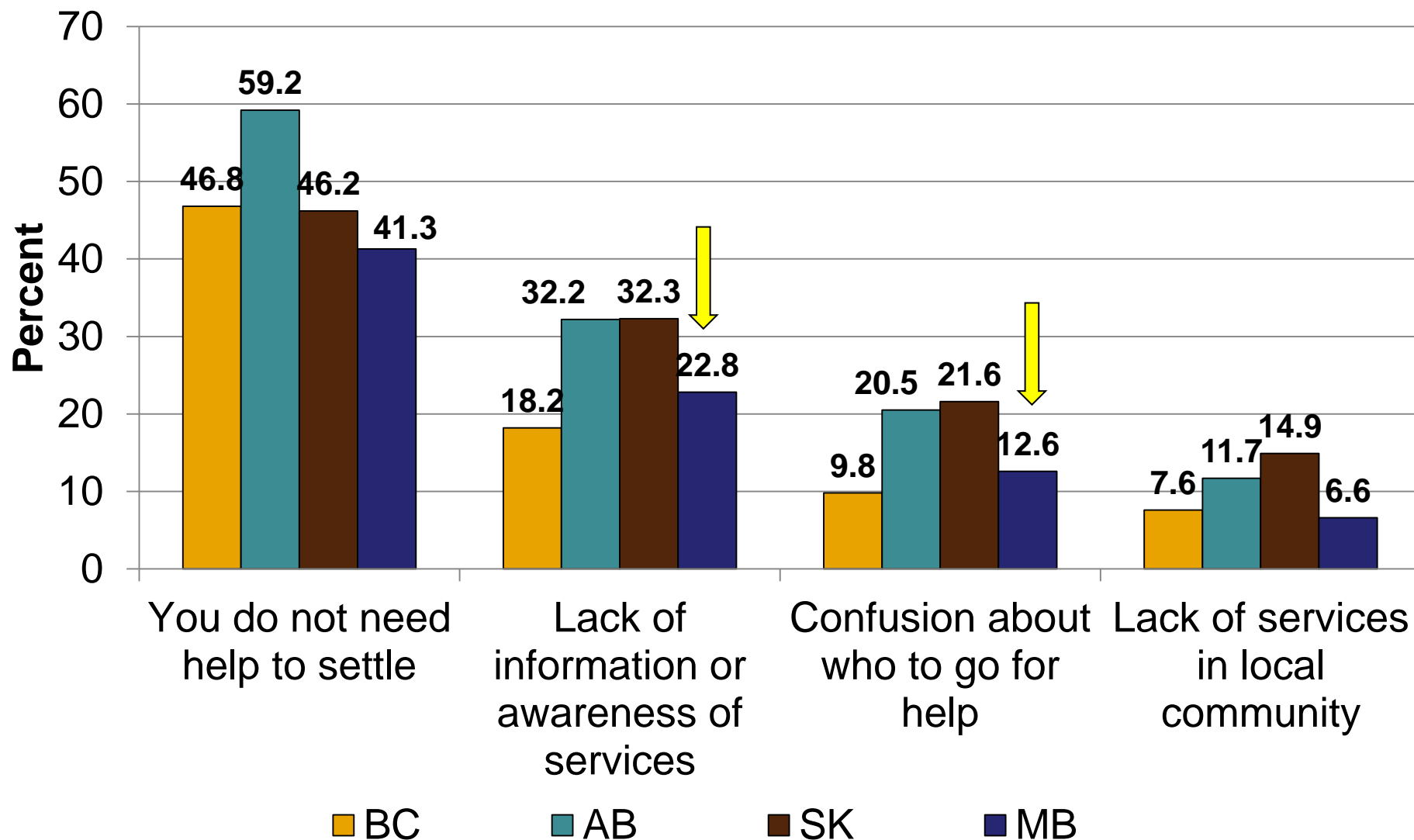


Source: WCSS, 2013.
 $\chi^2 = 16.133$, $df=6$, $P \leq 0.013$



UNIVERSITY
OF MANITOBA

Reasons for not accessing services by province



Almost 1/3 of those experiencing difficulty finding work have not used services

Difficulty finding work because there are not a lot of jobs available that match my qualifications by service use			
	Service Use		Total
	<u>Accessed services</u>	<u>Did not access services</u>	
No	78.6%	71.2%	1268 (74.2%)
Yes	21.4%	28.8%	440 (25.8%)
Total	702 (100%)	1006 (100%)	1708 (100%)

Source: WCSS
 $X^2=12.030$ $df=1$ $P \leq 0.001$