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# Understanding labour market integration and settlement experiences of newcomers to Saskatchewan

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

*Presentation to the Ministry of the Economy,  
Government of Saskatchewan  
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# 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 Saskatchewan and the rest of Canada with special attention to: **labour market, service use, language and sense of belonging**

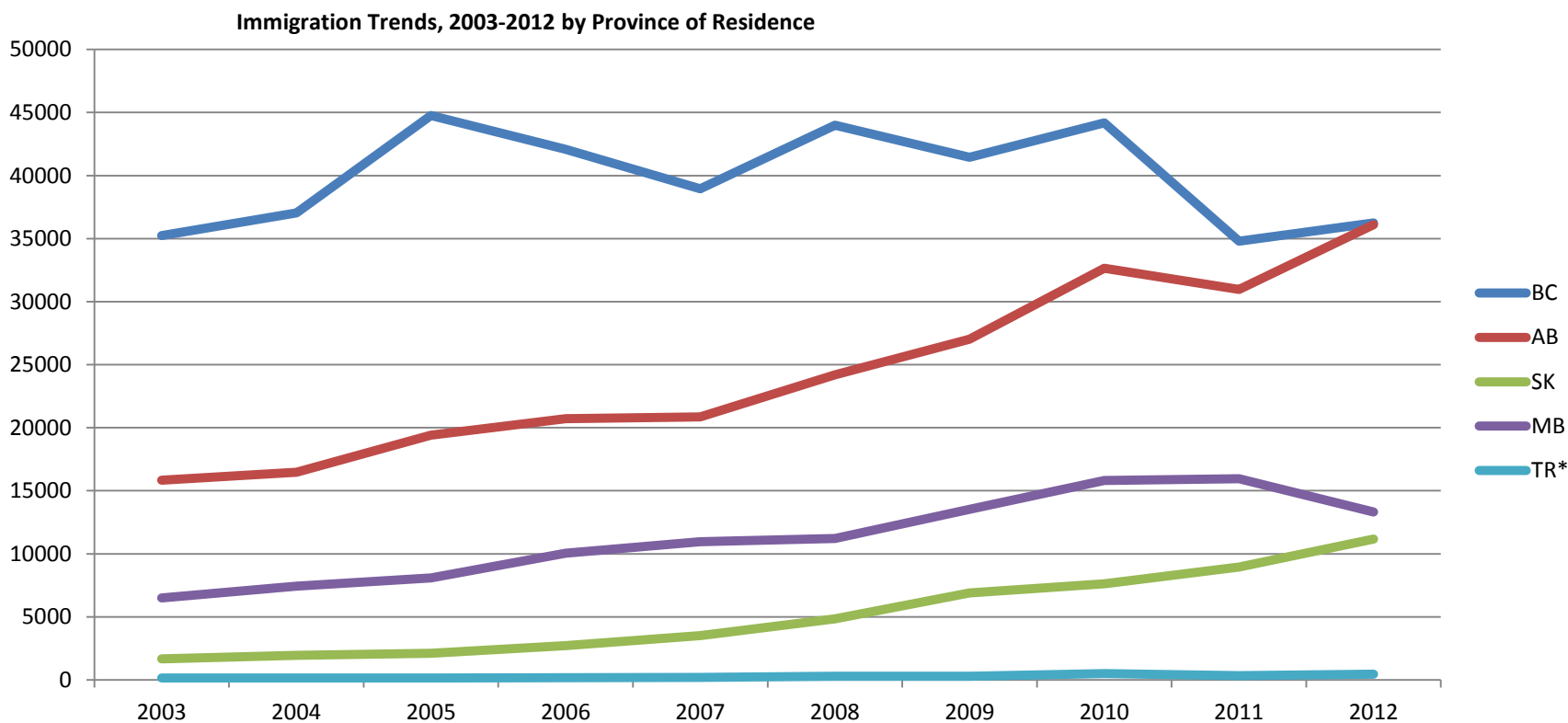
## Datasets used

- **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?

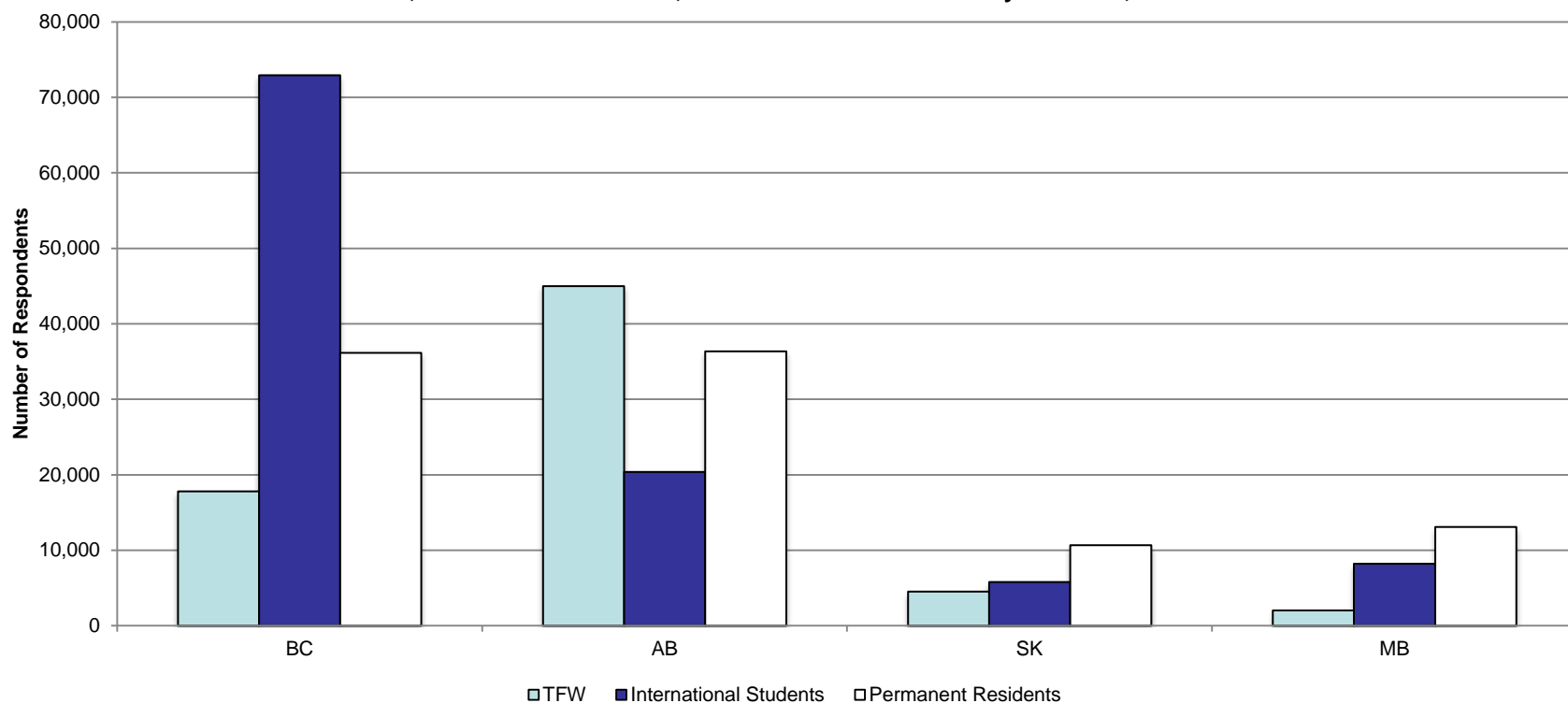
- Surprisingly good match between IMDB (Census of immigrants) and the other surveys
- Western Canada Settlement Survey
  - Under-represented female economic class dependents
  - Over-represented female economic class principal applicants
  - Under-represented male and female refugees
  - Under-represented 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



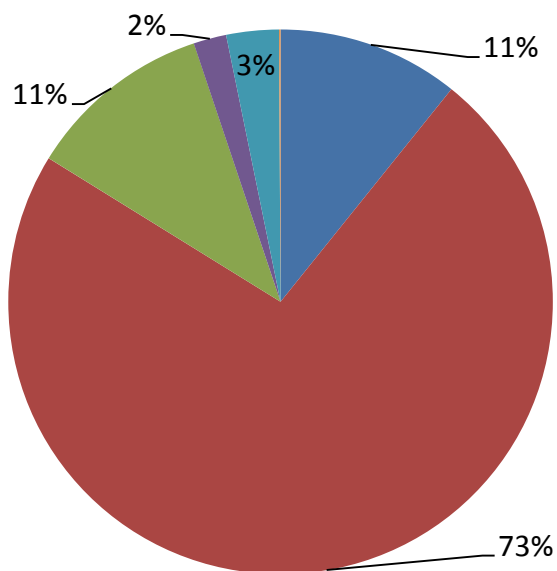
# TFW, International Students, & Permanent Residents by Province

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



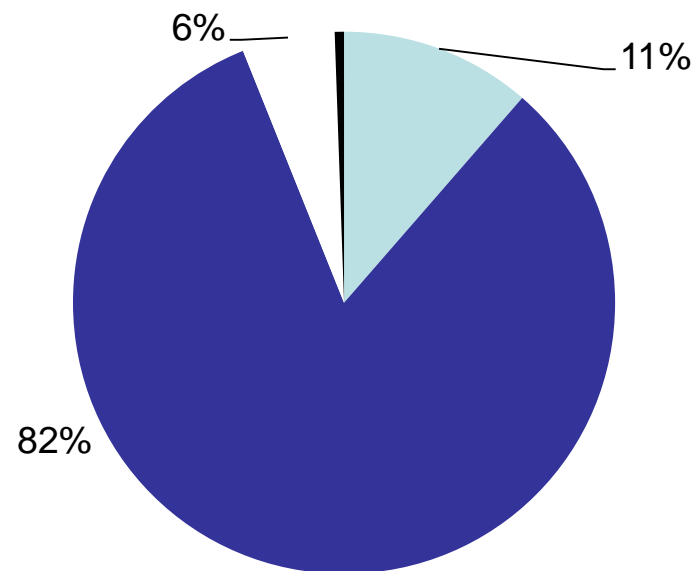
# Who immigrates to Saskatchewan?

Immigrants by Source Region, Saskatchewan  
2013



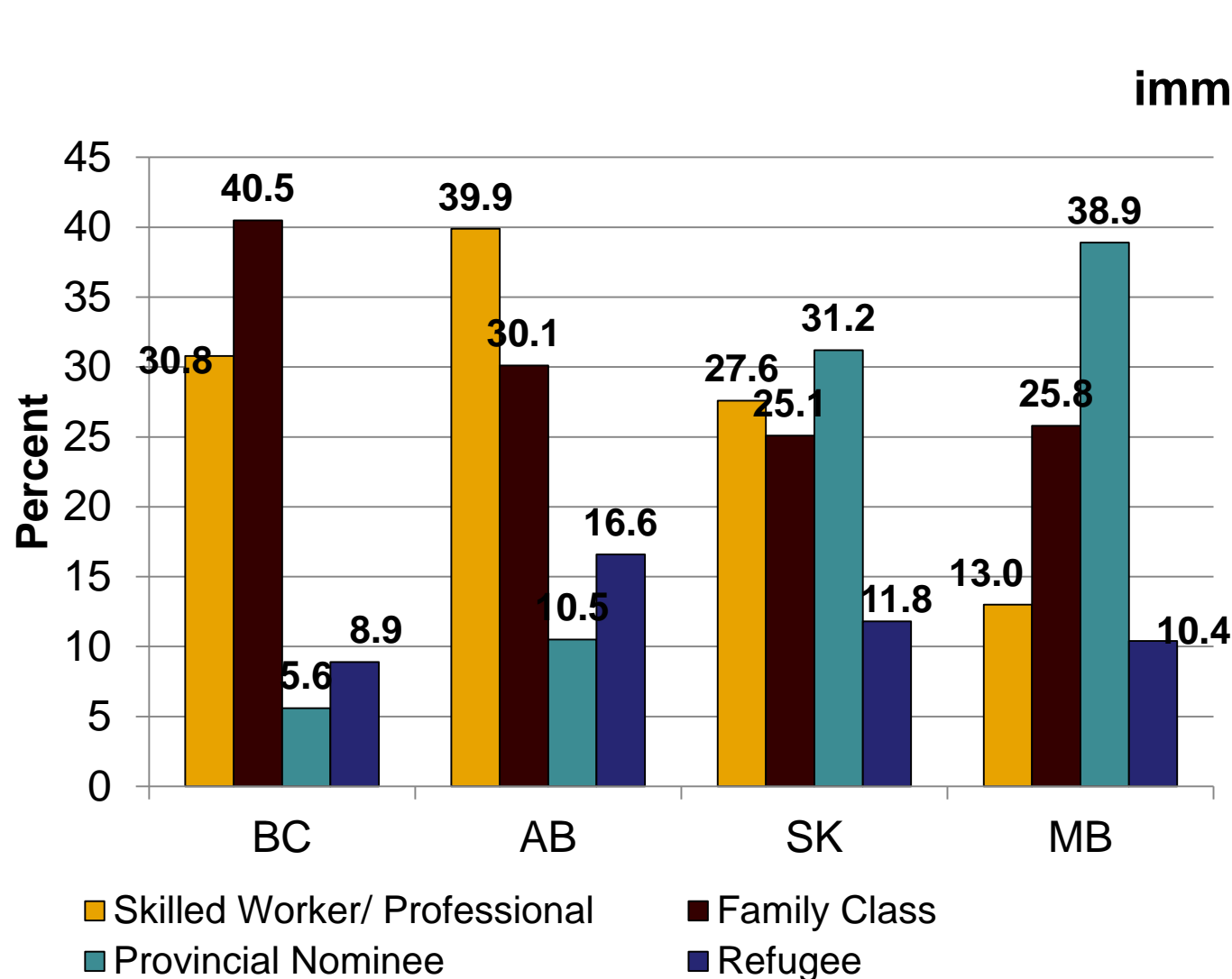
■ Africa & Middle East    ■ Asia and Pacific  
■ Europe and UK    ■ US  
■ South & Central America    ■ Unknown

Immigrants by Entry Class,  
Saskatchewan, 2013



■ family class    ■ economic class  
■ other

# Select demographics from Western Canada Survey



## Percent rural immigrants, by province

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





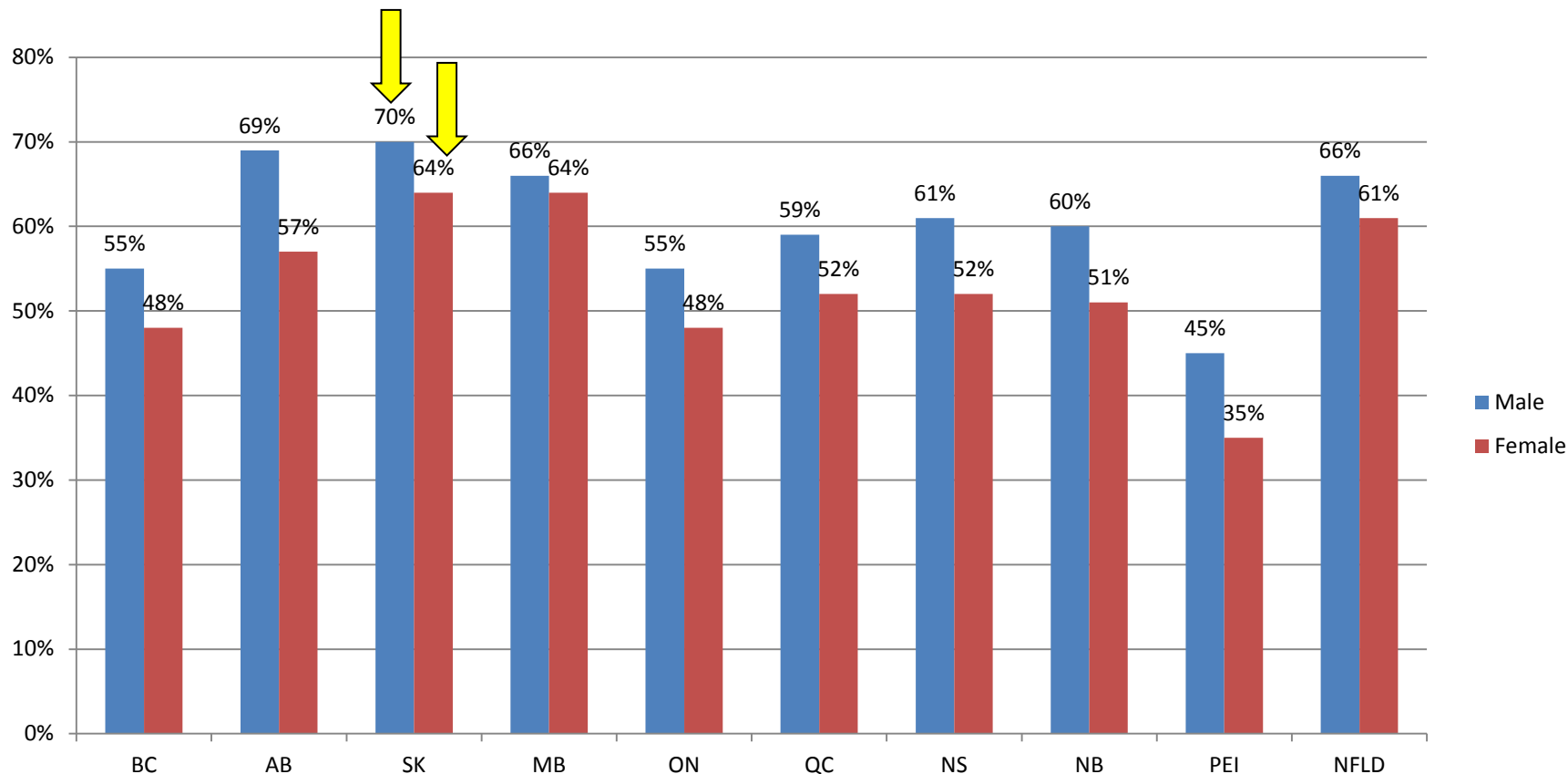
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# Labour Force and Foreign Credential Recognition



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# Immigrants in Saskatchewan 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  $P \leq 0.000$



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# Some newcomers would like more connections with employers

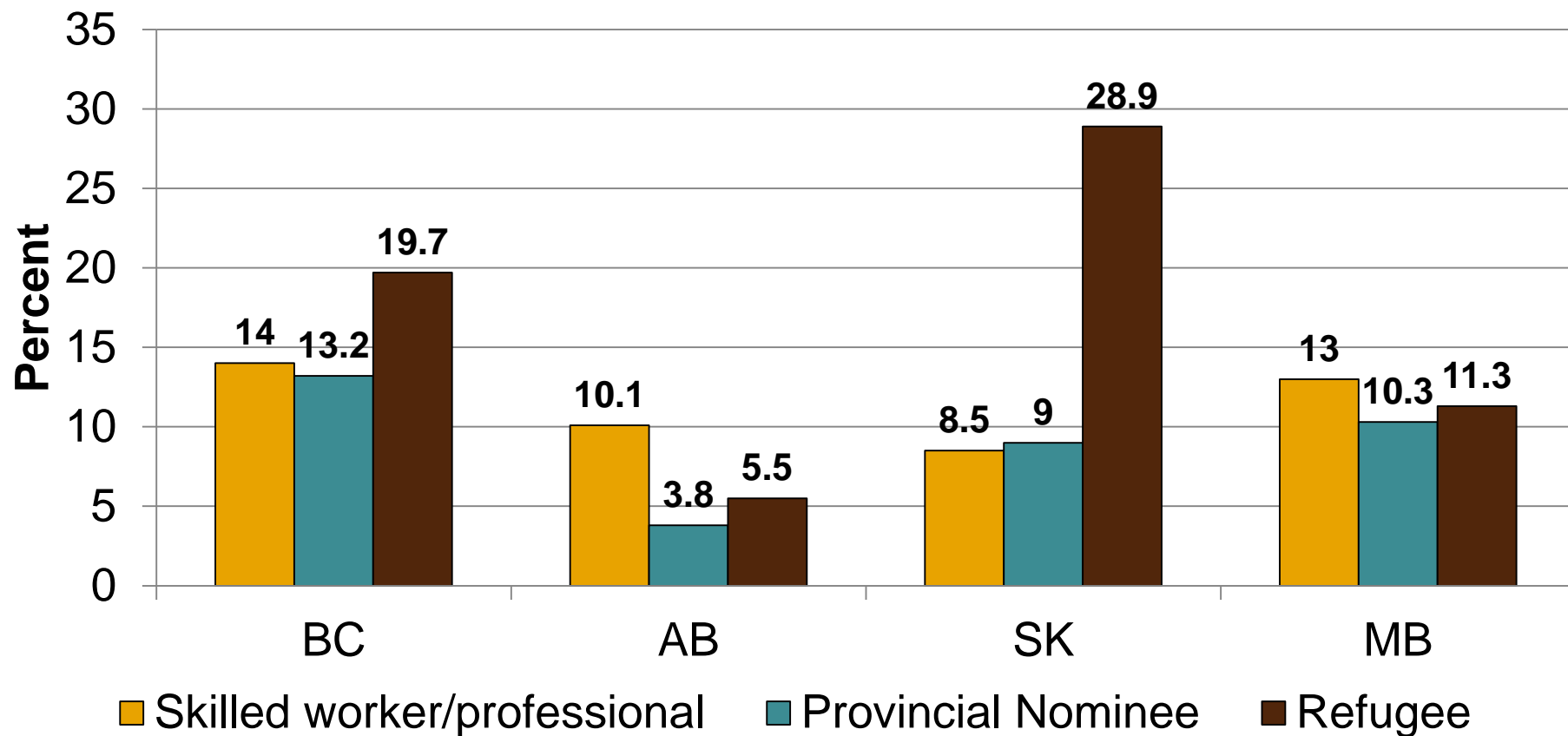
Connections with possible employers as being helpful prior to arrival by province of residence					
	Province of Residence				Total
	<u>BC</u>	<u>AB</u>	<u>SK</u>	<u>MB</u>	
<b>No</b>	57.8%	44.2%	46.7%	59.2%	1488 (52.1%)
<b>Yes</b>	42.2%	55.8%	53.3%	40.8%	1368 (47.9%)
<b>Total</b>	682 (100%)	755 (100%)	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>	Easy	Total
<b>In labour force</b>	42.1%	59.8%	73.7%	81.9%	89.8%	16541 (83.6%)
<b>Not in labour force</b>	57.9%	40.2%	26.3%	18.1%	10.2%	3248 (16.4%)
<b>Total</b>	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,  $p \leq 0.00$

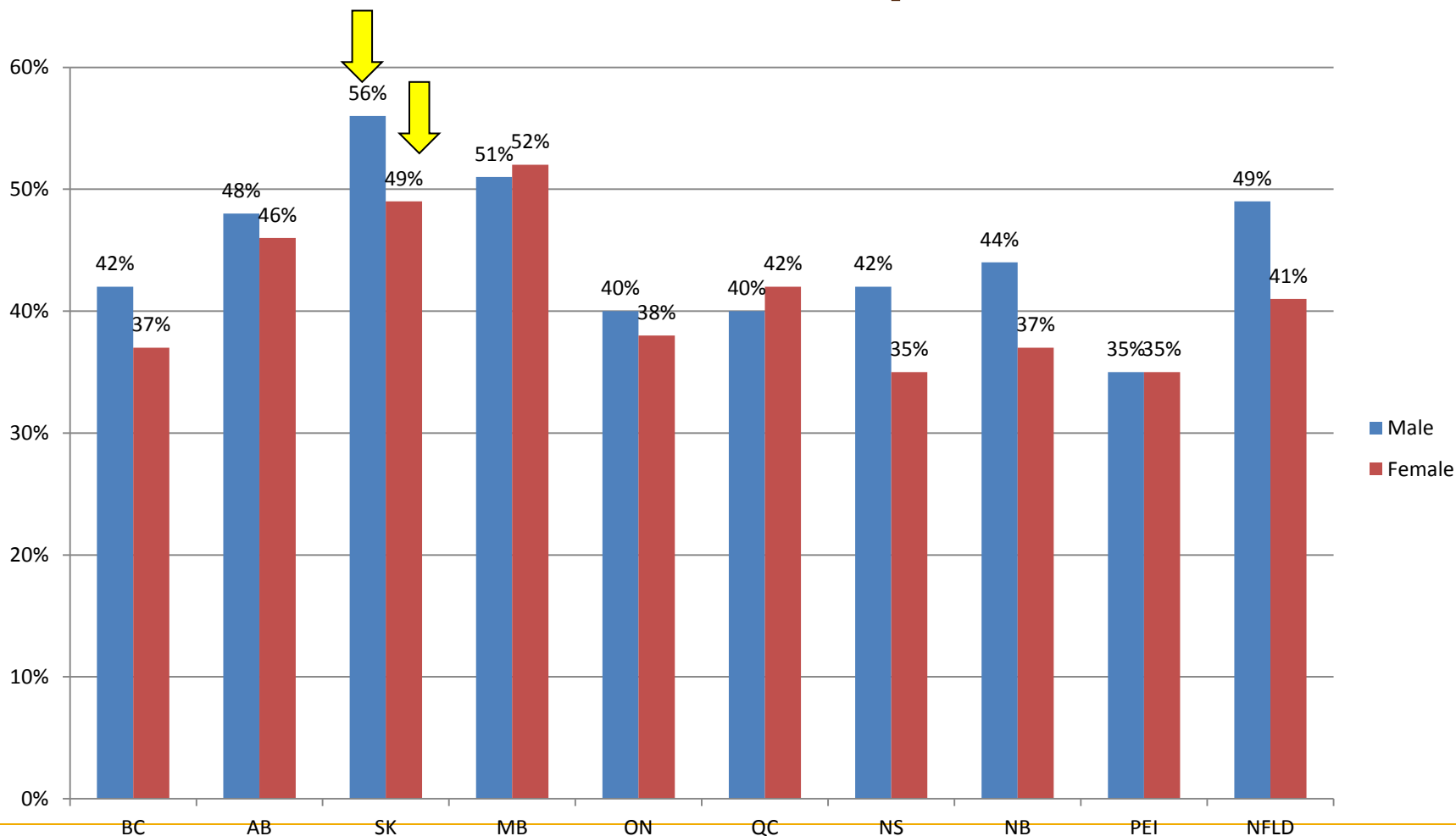


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## Factors influencing employment

	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  $P \leq 0.000$



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## Rural residents in Saskatchewan 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	
<b>Urban</b>	63.3%	41.4%	45.7%	66.6%	881 (56.0%)
<b>Rural</b>	36.7%	58.6%	54.3%	33.4%	692 (44.0%)
<b>Total</b>	431 (100%)	365 (100%)	289 (100%)	488 (100%)	1573 (100%)





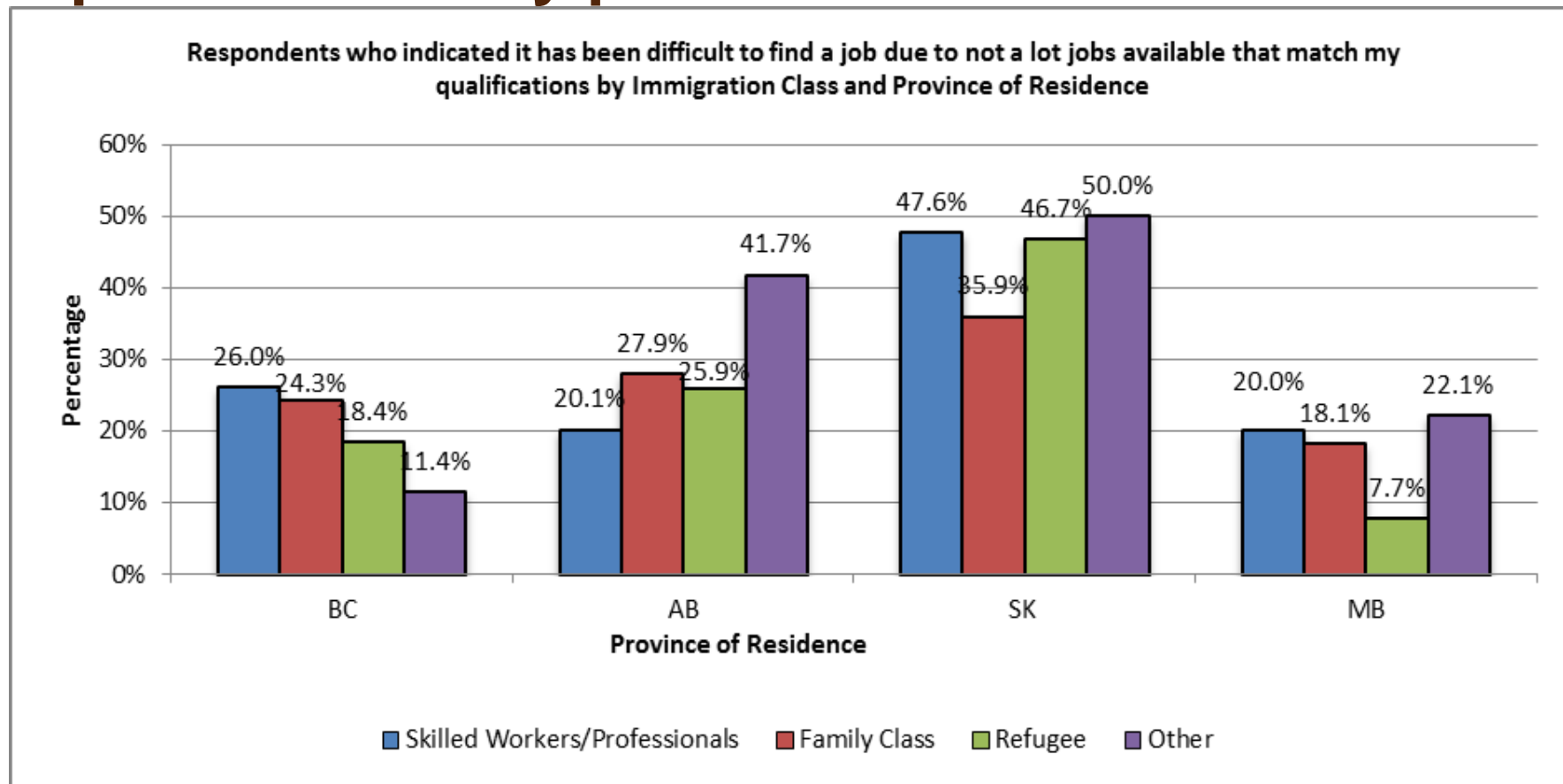
# Even economic class immigrants want better pre-arrival assessment of education

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>	
<b>No</b>	49.1%	54.0%	44.9%	54.5%	66.2%	48.8%	56.0%	60.6%	1481 (51.2%)
<b>Yes</b>	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

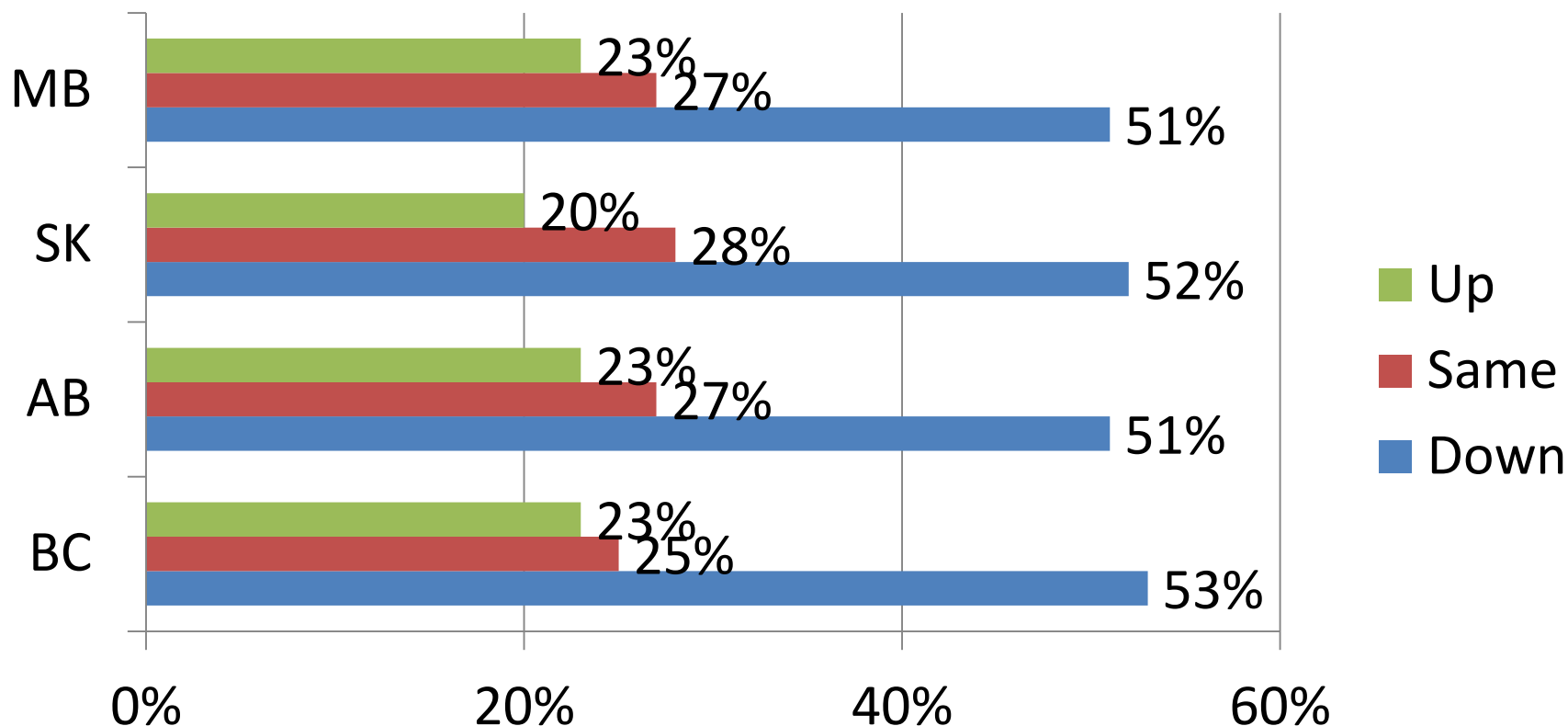


## Post-arrival job status, immigrants compared to Canadian-born

	<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%

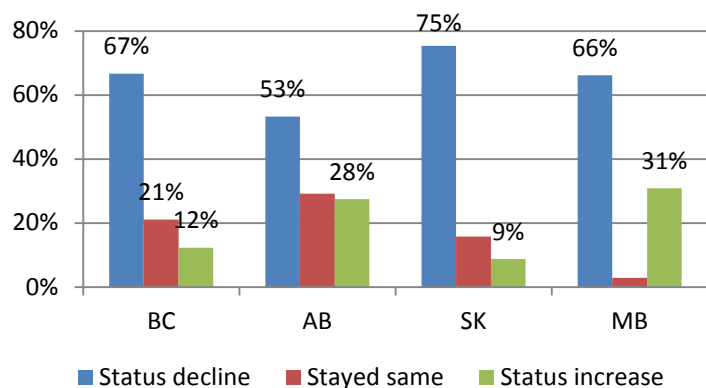
Among university-educated immigrants, 43% of females and 35% of males worked in occupations requiring a high school education or less. **In comparison, only 15% of university-educated Canadian-born worked in occupations requiring high school education or less.**

## Change in post-arrival job-skill match by province

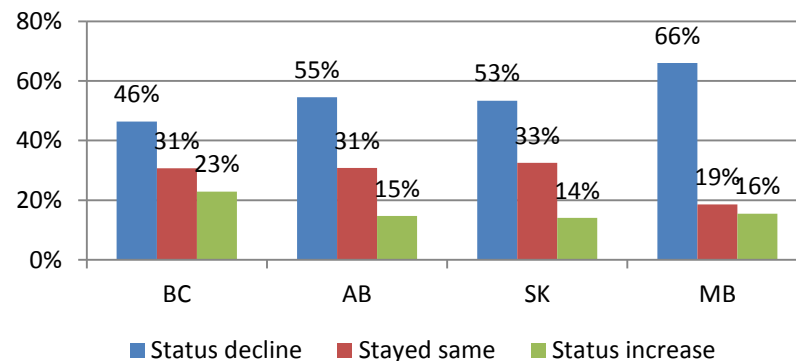


# Job-skill match by province & class

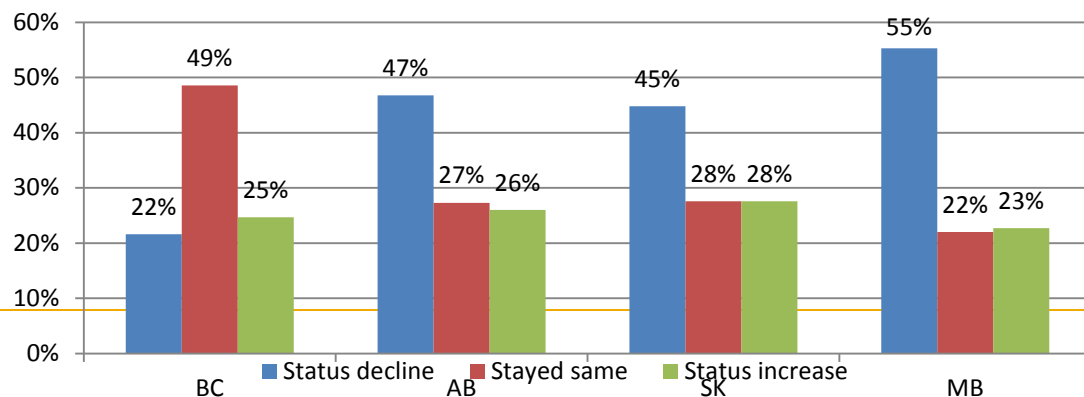
## Refugees



## Skilled Worker & Professional



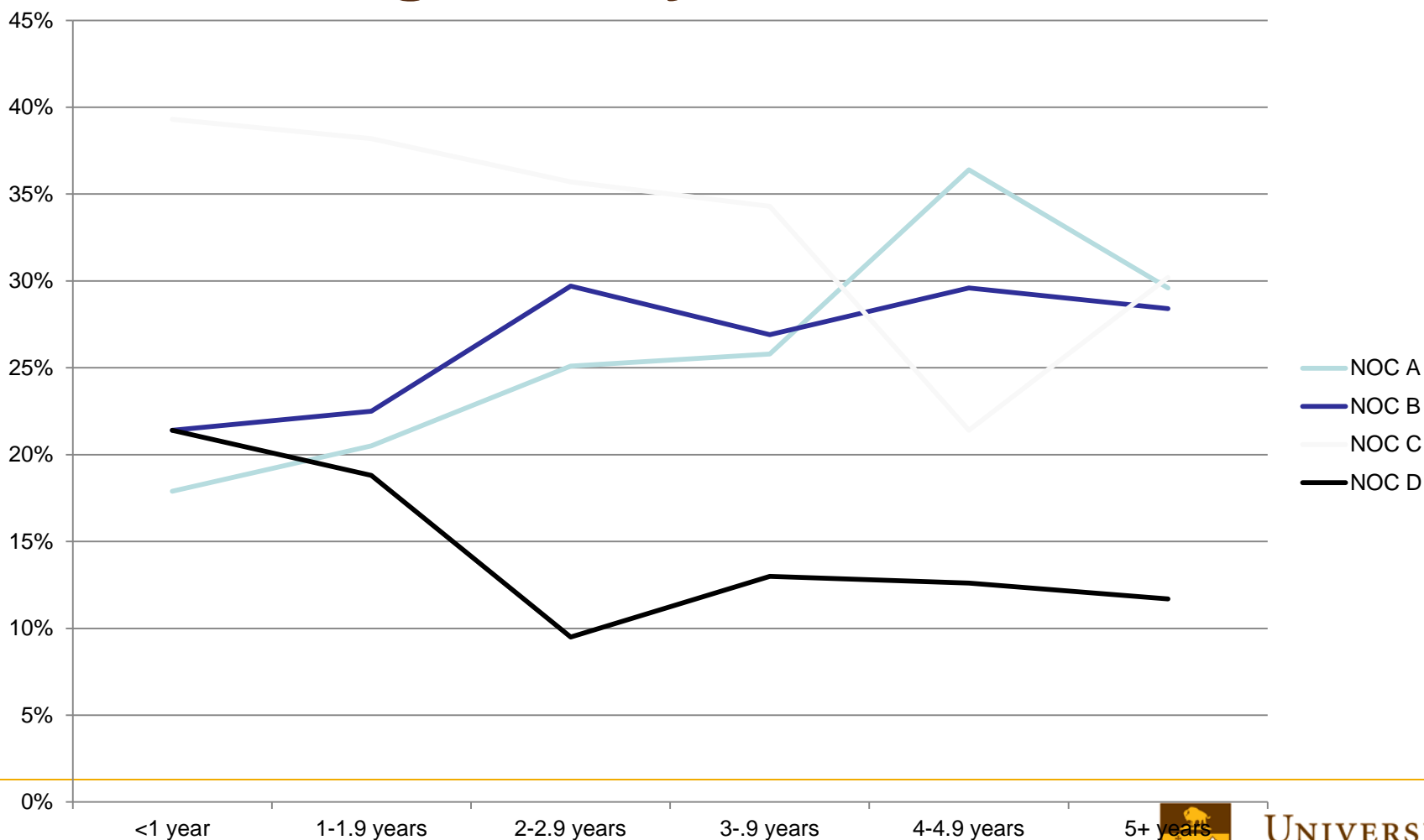
## Provincial Nominees



Family class: no statistically significant differences.



## Job status generally increases with time



## 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



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# Community Integration & Settlement Service Indicators



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## Immigrants in SK & AB have strongest sense of belonging

Sense of Belonging by Province of Residence

	<u>Province of Residence</u>				<u>Total</u>
	<u>BC</u>	<u>AB</u>	<u>SK</u>	<u>MB</u>	
Weak	5.8%	2.5%	3.7%	4.7%	4.1%
Moderate	24.6%	16.7%	16.2%	22.0%	19.9%
Strong	69.6%	80.8%	80.0%	73.4%	75.9%
Total	100%	100%	100%	100%	100%

Source: WCSS, 2013  
 $\chi^2=35.124$ , df=6,  $P \leq 0.01$



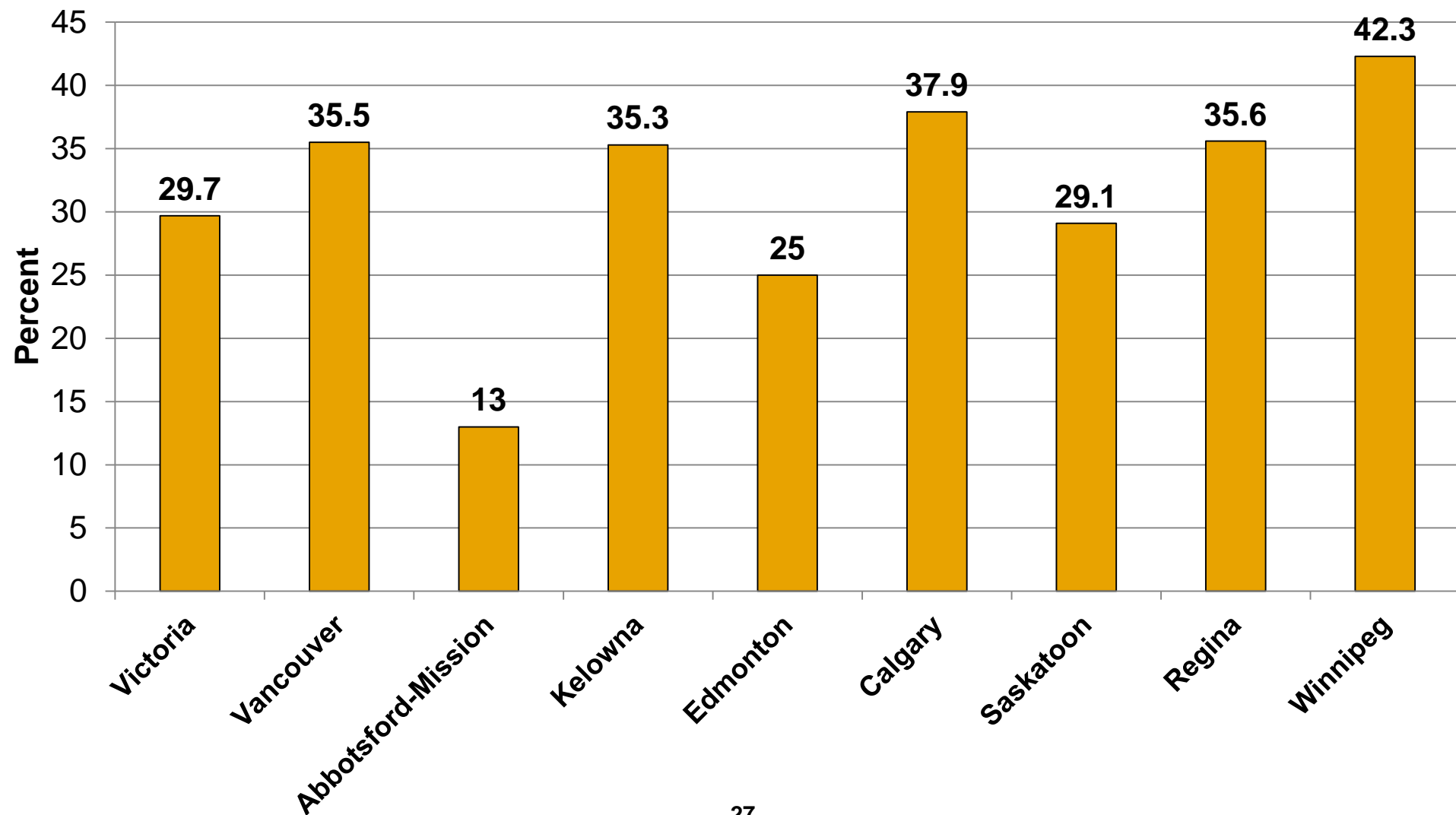
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# Rural dwellers in SK have lowest sense of belonging

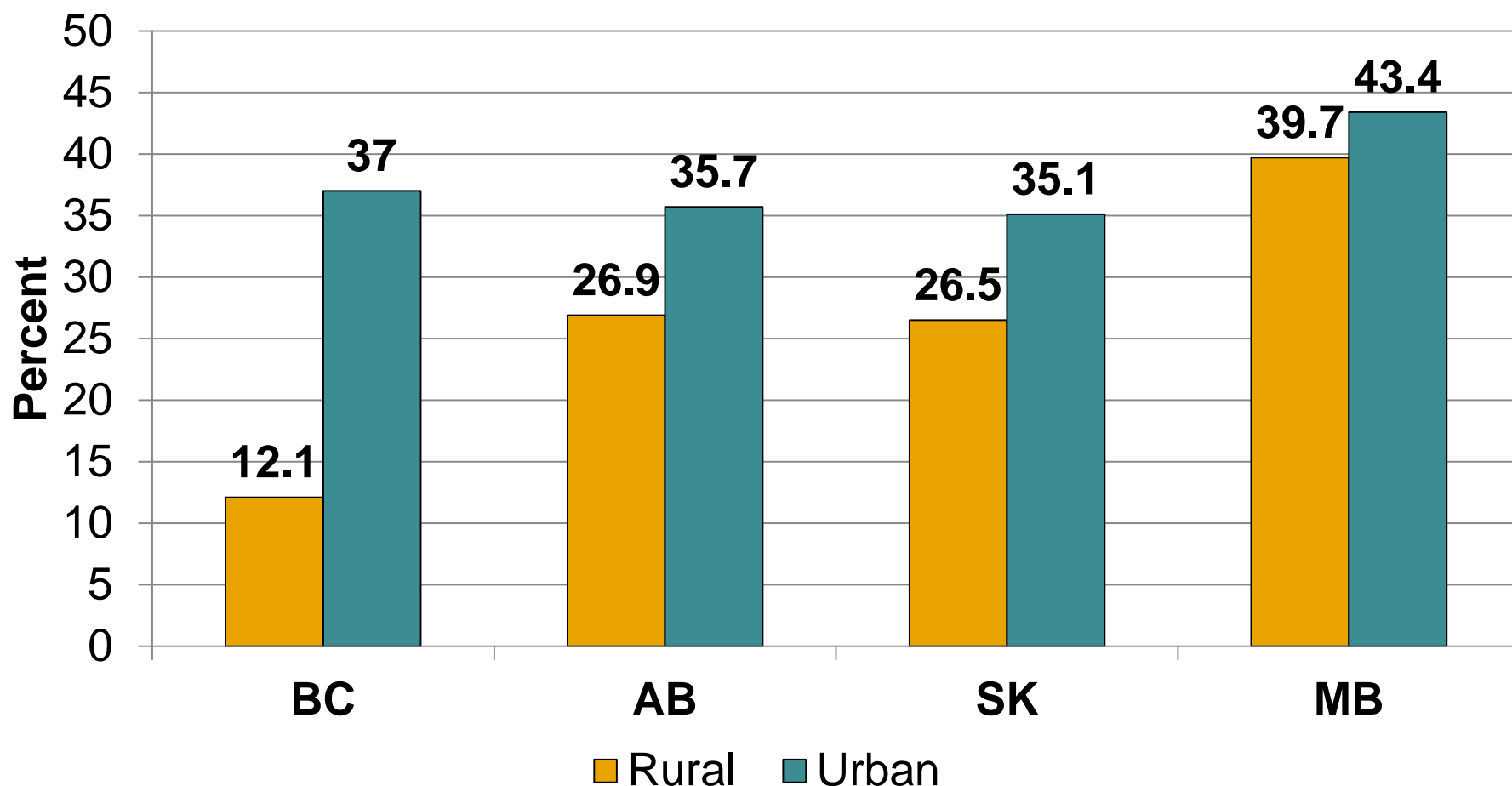
		<u>BC</u>	<u>AB</u>	<u>SK</u>	<u>MB</u>	<u>Total</u>
Rural	Weak	2.7%	1.1%	1.0%	3.1%	1.7%
	Moderate	16.2%	11.6%	20.2%	9.4%	14.7%
	Strong	81.1%	87.4%	78.8%	87.5%	83.7%
	Total	100%	100%	100%	100%	100%
Urban	Weak	6.1%	2.8%	4.3%	4.9%	4.5%
	Moderate	24.9%	17.6%	15.8%	23.3%	20.6%
	Strong	69.0%	79.7%	79.9%	71.8%	74.9%
	Total	100%	100%	100%	100%	100%



## Service use by urban area



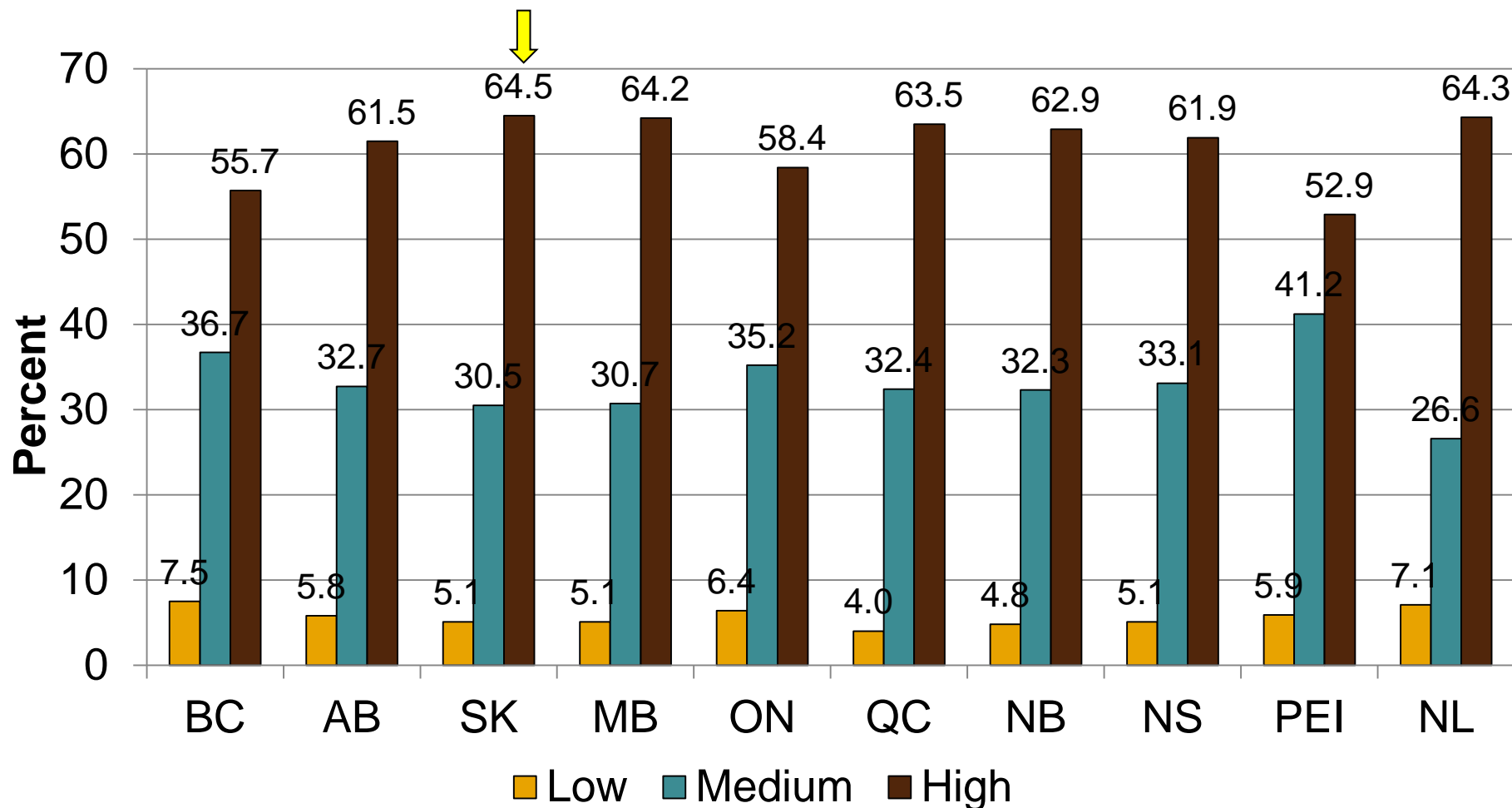
## Service access by province and rural/urban



Source: WCSS, 2013

$\chi^2$  (Rural) = 8.595, df=3,  $p \leq 0.035$ ;  $\chi^2$  (Urban) = 11.945, df=3,  $p \leq 0.01$

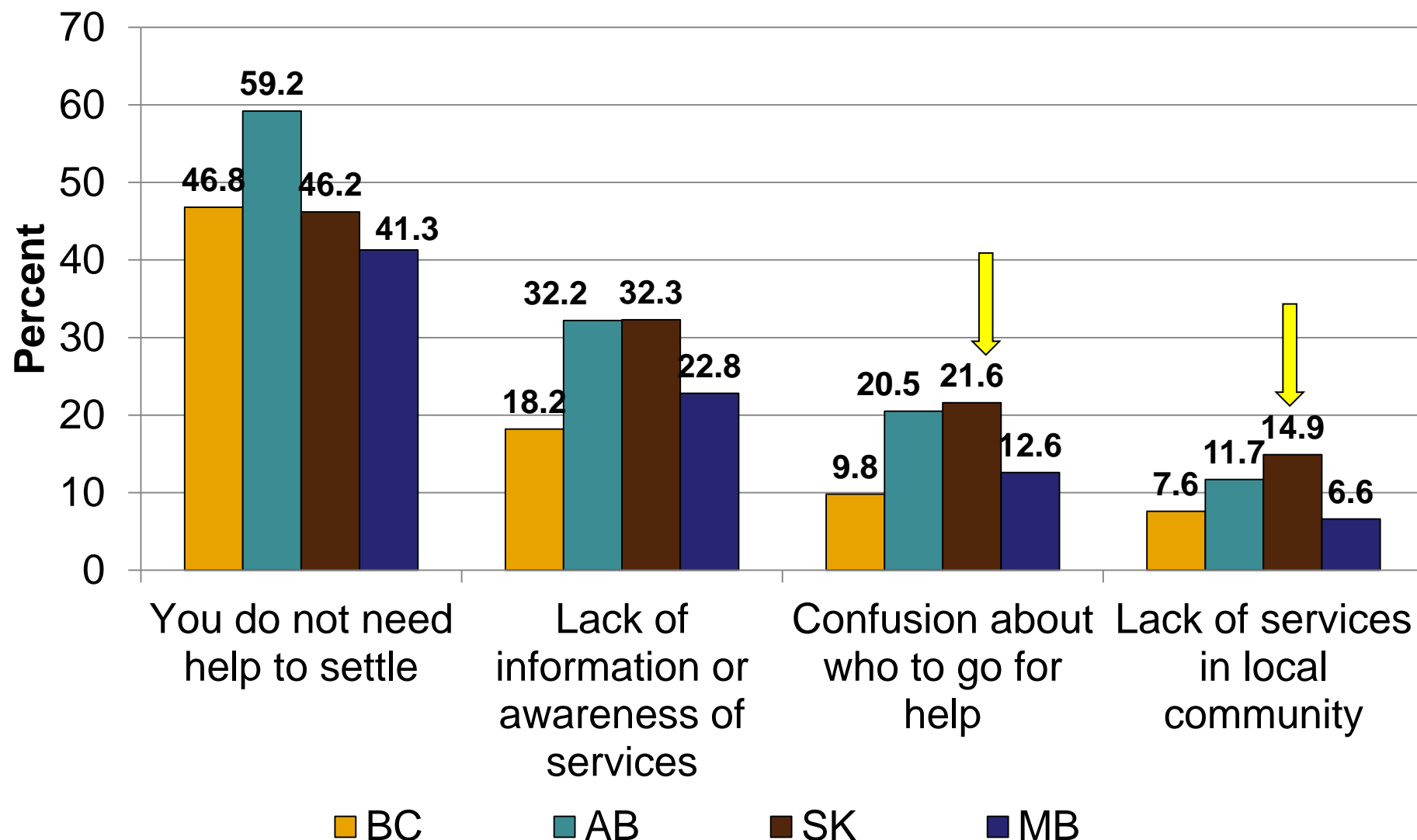
## Satisfaction with services received by province



Source: Pan-Canadian Settlement Survey, 2012.

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

## Reasons for not accessing services by province

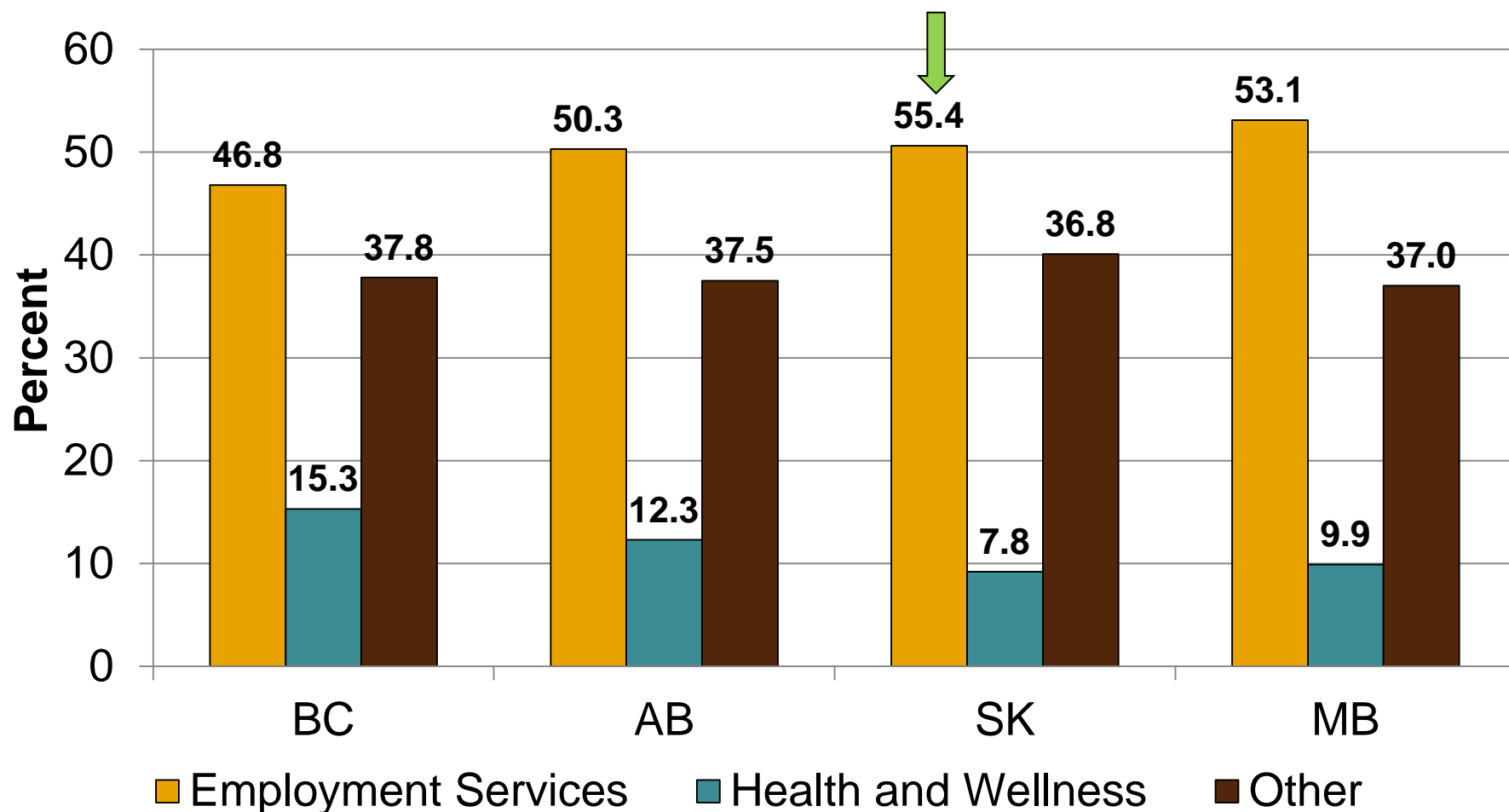


## Almost 1/3 of those experiencing difficulty finding work have not used services

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>	
<b>No</b>	78.6%	71.2%	1268 (74.2%)
<b>Yes</b>	21.4%	28.8%	440 (25.8%)
<b>Total</b>	702 (100%)	1006 (100%)	1708 (100%)

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

## Services most needed after arrival by province



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



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## Top-ranked services needed for Saskatchewan

- Employment services - 55.4%
- Supportive counselling - 8.7%
- Information about living in your province - 8.3%
- Health and Wellness - 7.8%
- English language assessment and instruction - 5.9%
- Programs to connect you with members of the local community - 5.3%
- Interpretation and Translation - 4.3%
- Programs to help your children - 3.4%



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# Language Indicators



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## Urban dwellers prefer pre-arrival language assessment

Desire for pre-arrival language assessment & training by rural/urban			
	Rural or Urban		Total
	<u>Rural</u>	<u>Urban</u>	
<b>No</b>	70.7%	59.7%	1738 (60.9%)
<b>Yes</b>	29.3%	40.3%	1116 (39.1%)
<b>Total</b>	304 (100%)	2550 (100%)	2854 (100%)

## Service use by language and province of residence

Service use by English language ability & Province of Residence

		English Language Ability			Total
		<u>None</u>	<u>Moderate</u>	<u>Excellent</u>	
<b>BC</b>	Accessed services	51.2%	42.6%	34.2%	232 (36.2%)
	Did not access services	48.8%	57.4%	65.8%	409 (63.8%)
<b>AB</b>	Accessed services	60.0%	51.5%	32.0%	258 (34.6%)
	Did not access services	40.0%	48.5%	68.0%	487 (65.4%)
<b>SK</b>	Accessed services	54.1%	43.9%	31.3%	211 (33.8%)
	Did not access services	45.9%	56.1%	68.7%	414 (66.2%)

Source: WCSS

$\chi^2$  (BC) = 6.141, df=2,  $P \leq 0.05$ ;  $\chi^2$  (Alberta) = 17.484, df=2,  $P \leq 0.01$ ;

$\chi^2$  (Saskatchewan) = 10.896, df=2,  $P \leq 0.01$



## Service use by language & province of residence

Service use by English language ability & Province of Residence					
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## Service use by language and immigration class

		English Language Ability			<u>Total</u>
		<u>None</u>	<u>Moderate</u>	<u>Excellent</u>	
<b>Family class</b>	Accessed services	34.8%	38.5%	24.1%	225 (26.4%)
	Did not access services	65.2%	61.5%	75.9%	626 (73.6%)
<b>Provincial nominee</b>	Accessed services	84.6%	63.2%	38.4%	248 (40.9%)
	Did not access services	15.4%	36.8%	61.6%	358 (59.1%)
<b>Refugee</b>	Accessed services	75.6%	64.1%	51.4%	189 (57.4%)
	Did not access services	24.4%	35.9%	48.6%	140 (42.6%)

## Why does province of residence matter?

- Structure of immigration policy and settlement funding
  - Changes to the funding and structure of settlement services (moving from a provincially-run to centralized control)
- Demographics are changing
  - More immigrants moving to Canada's west than ever before
  - More immigrants living outside of Canada's largest CMAs
- Labour markets are different
  - Saskatchewan labour market and demographic changes influence job outlook
  - Alberta has been relying on TFWs for much longer than other provinces (TFWs cannot access services)
  - Strong mismatch between skills and job, especially among those living in rural areas

## 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

## How do we better address language readiness?

- Self-report language skills are not a good indicator of real language ability—but we are not aware of any study that can link language scores with labour market outcomes
- Those with lower language skills struggle in the labour market regardless of how much or where they obtained their education
- There are some immigration classes who are more likely to experience poor language skills and have difficulty accessing services. Can we assist them in different ways?

## Additional Findings, Reports and Information

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



[http://umanitoba.ca/about\\_IRW.html](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
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- 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

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