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Using Data to Make Informed Decisions on Immigration Issues

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Objectives of Today's Presentation

- **PROJECT OBJECTIVES:** *to better understand the settlement experiences of immigrants in the western region*
- **TODAY'S OBJECTIVES**
 - To examine the **social connections, employment conditions, FQR and official language proficiencies** of newly arrived immigrants
 - To understand how these outcomes may differ by immigration class, sex, province, urban/rural, language knowledge, place of birth, time of arrival, etc.
 - To provide some evidence of key issues related to successful labour market and linguistic integration

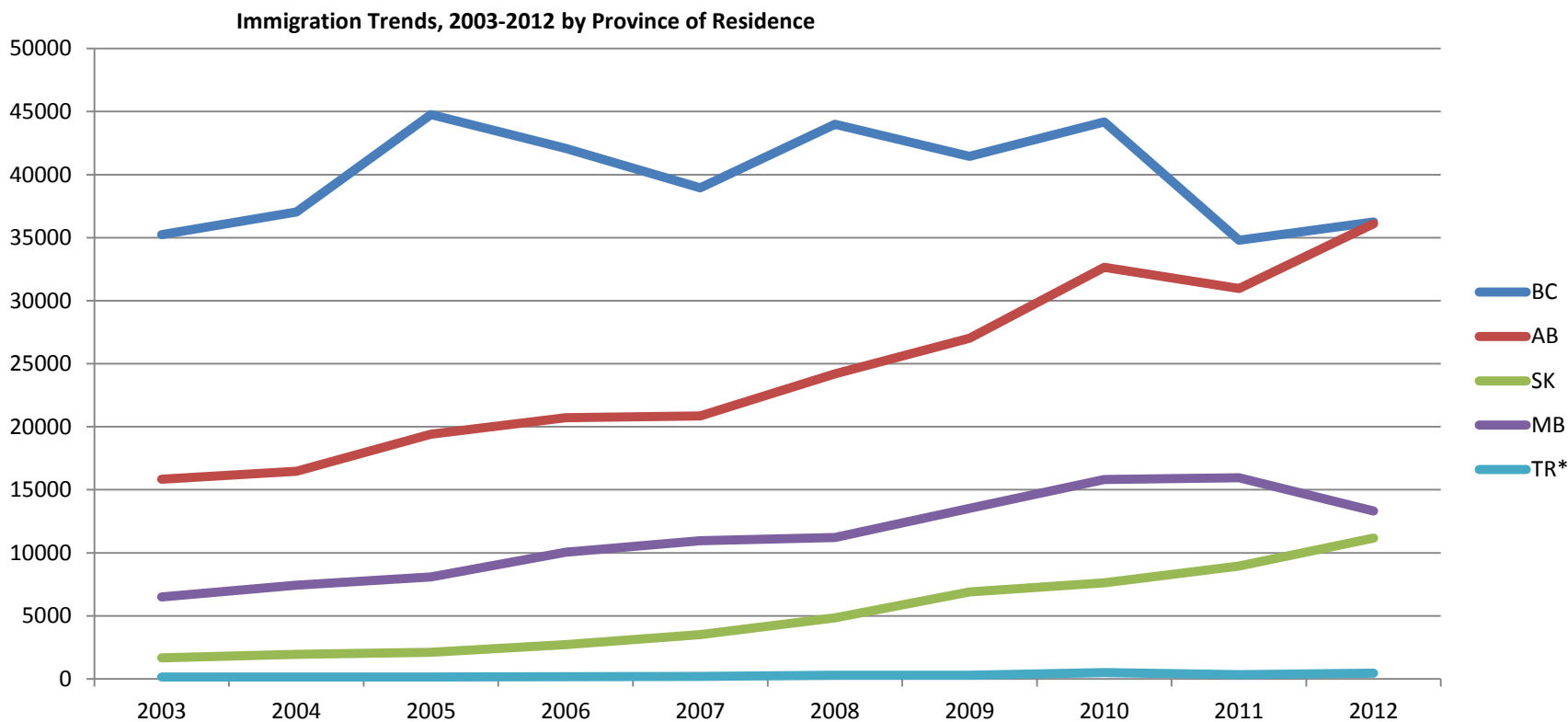
Datasets used

- **Pan Canadian** (N=20,818), **Western Canadian** (N=3006) and **Alberta Settlement** (N=1006) Surveys
 - 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
- 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



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Labour Force Measurements



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AB & SK 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.
 $X^2 = 50.613, df=3, P \leq 0.01$



Rural dwellers perceive greater difficulty finding work to match their training

Difficulty finding work because there are not a lot of jobs available that match my qualifications by rural or urban			
	Rural or Urban Location		Total
	<u>Rural</u>	<u>Urban</u>	
No	58.6%	75.9%	1280 (74.6%)
Yes	41.4%	24.1%	436 (25.4%)
Total	128 (100%)	1588 (100%)	1716 (100%)

Source: WCSS
 $X^2 = 18.679$ df= 1 $P \leq 0.000$.



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



Top Settlement Services used by Newcomers

- **Employment services: 49%**
- Health and wellness programs: 12%
- English Language assessment & instruction: 9%
- Information about living in your province: 8%
- Child and youth programs 6%
- Supportive Counseling: 5%
- Community assistance programs 4%
- Interpretation and translation: 3%

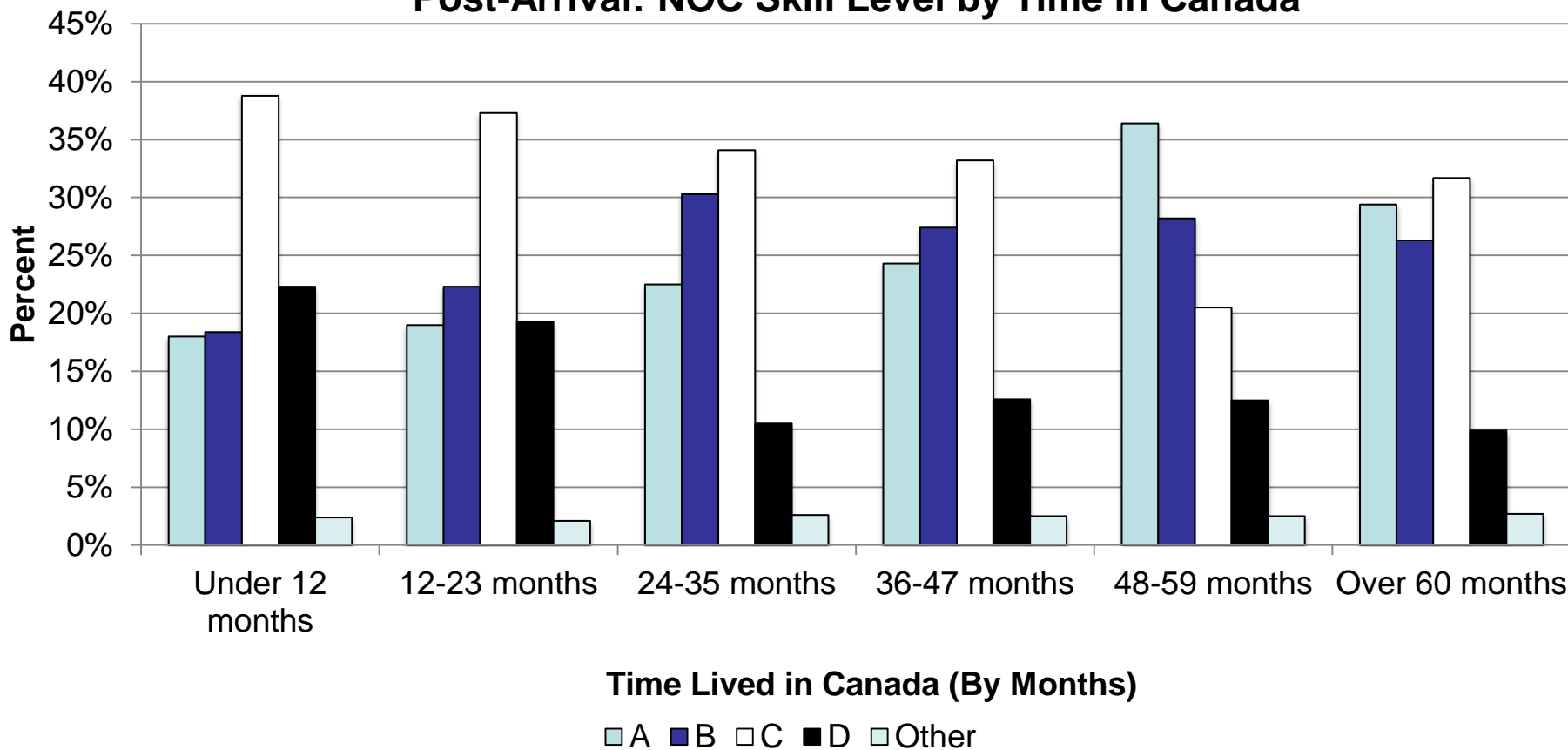
Immigrants (employed) by post-arrival job status (NOC code)

- NOC A (senior management and professionals): 27.5%
- NOC B (chef, mechanics, health care attendants): 26.6%
- NOC C (retail, travel/tourism, transit drivers): 30.3%
- NOC D (harvesters, trades helpers): 12.5%



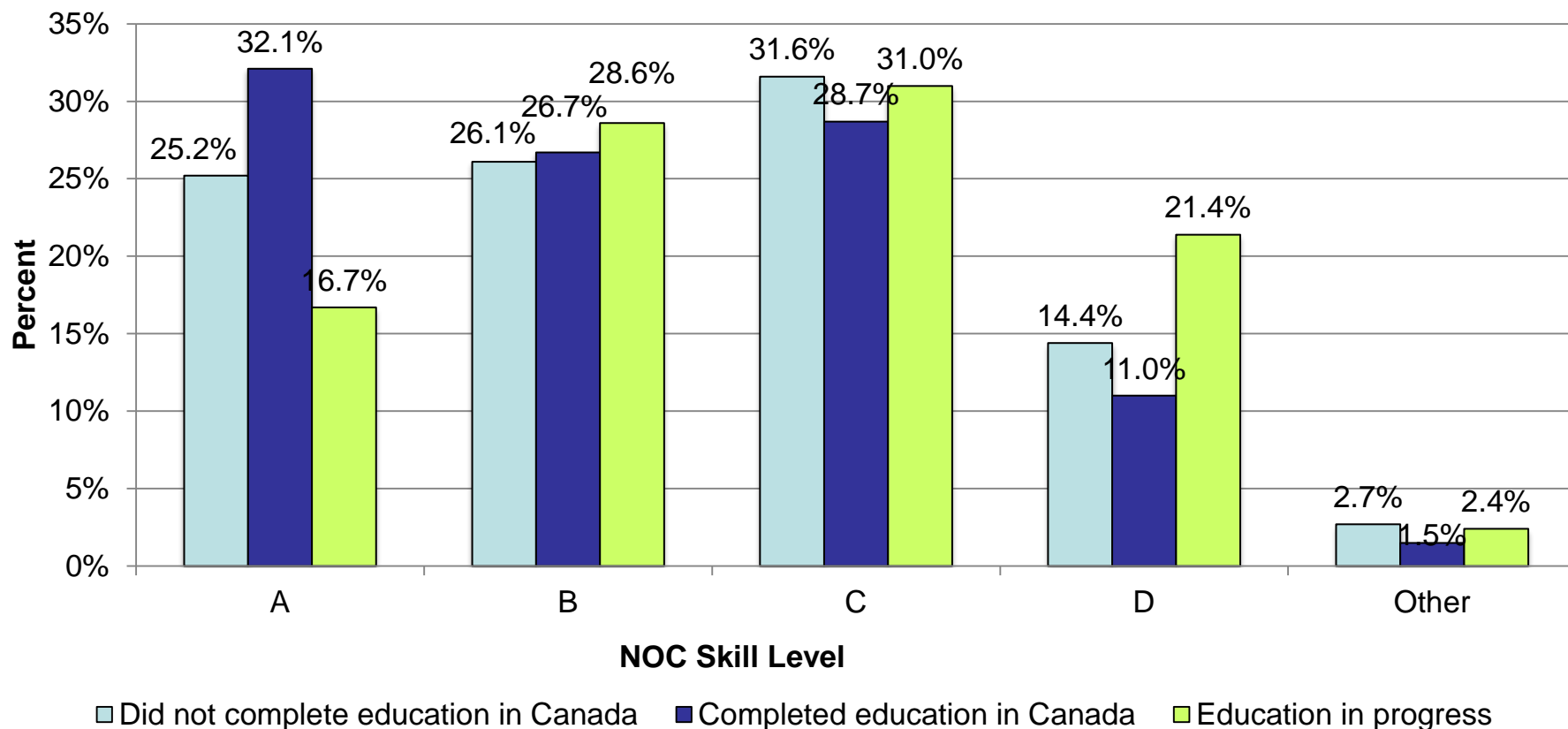
Skill level increases as time in Canada increases

Post-Arrival: NOC Skill Level by Time in Canada



Obtaining an education in Canada does provide better job status outcomes

Post-Arrival: NOC Skill Level by Where Education Was Obtained



Change in job status after arrival

- -4 decline: 12%
 - -3 decline: 11%
 - -2 decline: 17%
 - -1 decline 14%
-
- No change: 25%
-
- +1 increase: 8%
 - +2 increase: 6%
 - +3 increase: 4%
 - +4 increase: 4%

54% saw job status declines

22% experienced job status increases

Good language skills mean higher job satisfaction

How satisfied are you with your current job? By English language ability				
	English language ability			Total
	<u>None</u>	<u>Moderate</u>	<u>Excellent</u>	
Not at all satisfied	15.9%	11.0%	9.3%	193 (9.7%)
2	13.0%	8.9%	5.1%	114 (5.7%)
3	27.5%	19.4%	12.3%	269 (13.5%)
4	17.4%	29.3%	24.8%	498 (25.0%)
Extremely satisfied	26.1%	31.4%	48.6%	920 (46.1%)
Total	69 (100%)	191 (100%)	1734 (100%)	1994 (100%)

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Foreign Qualification Recognition



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Where education is attained affects labour market participation

Employment status by where education was completed

	Where Education was Completed			Total
	<u>Outside Canada</u>	<u>In Canada</u>	<u>Education in progress</u>	
Employed	74.1%	66.0%	49.5%	2030 (71.4%)
Unemployed	8.8%	10.9%	7.9%	264 (9.3%)
Not Looking, Student, or Retired	17.1%	23.1%	42.6%	550 (19.3%)
Total	2093 (100%)	650 (100%)	101 (100%)	2844 (100%)

Source: WCSS
 $X^2= 52.641$ df=4 p= 0.000



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.
 $X^2 = 25.979$, $df=7$, $P \leq 0.01$



FQR problems by province of residence

There are not a lot of jobs available that match my qualifications by Province of Residence					
	Province of Residence				Total
	<u>BC</u>	<u>AB</u>	<u>SK</u>	<u>MB</u>	
No (there are jobs)	77.7%	76.1%	60.7%	79.3%	1287 (74.6%)
Yes (hard to find job)	22.3%	23.9%	39.3%	20.7%	439 (26.4%)
Total	458 (100%)	410 (100%)	331 (100%)	527 (100%)	1726 (100%)

Source: WCSS

$X^2=42.630$ df= 4

$P \leq 0.000$



Those educated outside of Canada feel their lack of Canadian experience explains difficulty finding work

Difficulty finding work because I do not have Canadian experience by where education was obtained				
	Where Education was Obtained			Total
	<u>Outside of Canada</u>	<u>Within Canada</u>	<u>Education in progress</u>	
No	54.2%	61.1%	71.8%	977 (53.7%)
Yes	45.8%	38.9%	28.2%	749 (46.3%)
Total	1237 (100%)	411 (100%)	78 (100%)	1726 (100%)

Source: WCSS
 $X^2=13.666$ $df= 2$ $P \leq 0.001$

Newcomers in some provinces are more likely to cite lack of Canadian experience

Difficulty finding work because I do not have Canadian experience by Province of Residence					
	Province of Residence				Total
	<u>BC</u>	<u>AB</u>	<u>SK</u>	<u>MB</u>	
No	64.0%	42.2%	48.9%	66.4%	978 (56.7%)
Yes	36.0%	57.8%	51.1%	33.6%	748 (43.3%)
Total	458 (100%)	410 (100%)	331 (100%)	527 (100%)	1726 (100%)

Source: WCSS

$X^2 = 73.356$ df = 4 $P \leq 0.000$

Note: Territories were removed from this since there were only 15 cases



Newcomers with higher language skills want pre-arrival skill assessment

Assessment of international education and experience as being helpful prior to arrival by English language ability

	<u>English Language Ability</u>					Total
	Poor	2	3	4	Excellent	
No	88.9%	74.0%	59.0%	48.6%	47.9%	1467 (51.1%)
Yes	11.1%	26.0%	41.0%	51.4%	52.1%	1404 (48.9%)
Total	54 (100%)	104 (100%)	315 (100%)	971 (100%)	1427 (100%)	2871 (100%)

Source: WCSS, 2013.
 $X^2 = 68.860$, $df=4$, $P \leq 0.01$



FQR is higher among those with good language skills

How much does your current job let you use the skills you have from your education & training? By English language ability				
	English language ability			Total
	<u>None</u>	<u>Moderate</u>	<u>Excellent</u>	
Not at all	52.5%	35.8%	22.2%	485 (24.5%)
2	4.9%	9.8%	7.9%	159 (8.0%)
3	3.3%	13.5%	10.1%	203 (10.3%)
4	18.0%	12.4%	17.4%	336 (17.0%)
Very much	21.3%	28.5%	42.2%	797 (40.3%)
Total	61 (100%)	193 (100%)	1726 (100%)	1980 (100%)

Source: WCSS
 $\chi^2=55.8$, $df = 8$, $P= 0.000$



Low language ability makes it difficult to find a job that adequately uses your skills

How difficult have you found it to get a job that make use of your qualification?				
By English language ability				
	English language ability			Total
	<u>None</u>	<u>Moderate</u>	<u>Excellent</u>	
Not at all difficult	19.5%	20.1%	30.8%	764 (29.1%)
2	10.9%	8.5%	10.3%	266 (10.1%)
3	7.8%	11.0%	10.5%	274 (10.4%)
4	12.5%	21.2%	15.1%	411 (15.7%)
Extremely difficult	49.2%	39.2%	33.2%	908 (34.6%)
Total	128 (100%)	283 (100%)	2212 (100%)	2623 (100%)

Area of origin contributes to perception that non-Canadian skills are not valued

Difficulty finding work because employers do not accept my qualifications as equal to Canadian qualifications by place of birth

	Place of birth					Total
	<u>North America</u>	<u>Central/ South America & Caribbean</u>	<u>Europe</u>	<u>Asia</u>	<u>Africa</u>	
No	90.2%	69.8%	66.7%	69.8%	78.5%	1234 (71.3%)
Yes	9.8%	30.2%	33.3%	30.2%	21.5%	497 (28.7%)
Total	51 (100%)	106 (100%)	177 (100%)	1160 (100%)	237 (100%)	1731 (100%)



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Language Acquisition



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Language ability by sex-males slightly more comfortable

Ease of Language Use by Sex			
	Sex		Total
	Male	Female	
Difficult	2.5%	3.7%	616 (3.1%)
Somewhat difficult	3.5%	4.6%	798 (4.0%)
Neither difficult nor easy	8.4%	10.0%	1826 (9.2%)
Somewhat easy	25.8%	25.8%	5106 (25.8%)
Easy	59.8%	55.9%	11440 (57.8%)
Total	9672 (100%)	10114 (100%)	19786 (100%)

Source: PCSS, 2012.
 $\chi^2=63.076$, $df=4$, $P \leq 0.00$



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
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%)

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>	
No	70.7%	59.7%	1738 (60.9%)
Yes	29.3%	40.3%	1116 (39.1%)
Total	304 (100%)	2550 (100%)	2854 (100%)

Source: WCSS, 2013.
 $\chi^2 = 13.797$, $df=1$, $P \leq 0.01$



Newcomers with good language skills use fewer services

Service use by English language ability				
	English Language Ability			Total
	<u>None</u>	<u>Moderate</u>	<u>Excellent</u>	
Accessed services	49.4%	46.6%	34.7%	1028 (36.8%)
Did not access services	50.6%	53.4%	65.3%	1766 (63.2%)
Total	156 (100%)	292 (100%)	2346 (100%)	2794 (100%)

Source: WCSS, 2013
 $\chi^2 = 26.869$, $df=2$, $P \leq 0.01$



Effect of rural/urban location & language on accessing services

Service use by English language ability & rural/urban location					
		English Language Ability			Total
		<u>None</u>	<u>Moderate</u>	<u>Excellent</u>	
Rural	Accessed services	25.0%	33.3%	27.8%	82 (28.0%)
	Did not access services	75.0%	66.7%	72.2%	211 (72.0%)
	Total	8 (100%)	12 (100%)	273 (100%)	293 (100%)
Urban	Accessed services	49.7%	47.5%	35.7%	933 (37.8%)
	Did not access services	50.3%	52.5%	64.3%	1532 (62.2%)
	Total	143 (100%)	278 (100%)	2044 (100%)	2465 (100%)

Source: WCSS, 2013

χ^2 (Rural) = .209, df=2, $P \leq 0.901$; χ^2 (Urban) = 23.392, df=2, $P \leq 0.01$



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>	
BC	Accessed services	51.2%	42.6%	34.2%	232 (36.2%)
	Did not access services	48.8%	57.4%	65.8%	409 (63.8%)
AB	Accessed services	60.0%	51.5%	32.0%	258 (34.6%)
	Did not access services	40.0%	48.5%	68.0%	487 (65.4%)
SK	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

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

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



Service use by language and immigration class

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

Language ability positively influences belonging

Sense of belonging by English language ability				
	English Language Ability			Total
	<u>None</u>	<u>Moderate</u>	<u>Excellent</u>	
Weak	10.9%	4.5%	3.7%	119 (4.2%)
Medium	31.4%	30.4%	17.8%	565 (20.0%)
Strong	57.7%	65.1%	78.5%	2148 (75.8%)
Total	156 (100%)	312 (100%)	2364 (100%)	2870 (100%)

Source: WCSS, 2013
 $\chi^2 = 64.64, df=2, P \leq 0.00$



Language ability positively influences community attachment

Community integration by English language ability				
	English Language Ability			Total
	<u>None</u>	<u>Moderate</u>	<u>Excellent</u>	
Not well integrated	15.4%	2.0%	1.5%	63 (2.3%)
2	16.1%	12.8%	5.8%	198 (7.1%)
3	18.8%	17.4%	14.2%	411 (14.8%)
4	18.1%	23.8%	27.2%	733 (26.4%)
Well integrated	31.5%	44.0%	51.3%	1375 (49.5%)
Total	2555 (100%)	71 (100%)	2333 (100%)	2780 (100%)

Source: WCSS, 2013

$\chi^2 = 178.41, df=8, P<0.00$



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?

Sources

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- Research assistants: Janine Bramadat, Palak Dhiman, Tamara Edkins University of Manitoba

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