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What do we know about service use, sense of belonging and discrimination experiences among newcomers to Manitoba?

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*Presentation to Manitoba Labour and Immigration,
Government of Manitoba
06 January 2015*



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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 Manitoba and the rest of Canada with special attention to: **service use, sense of belonging, and ethnic discrimination**

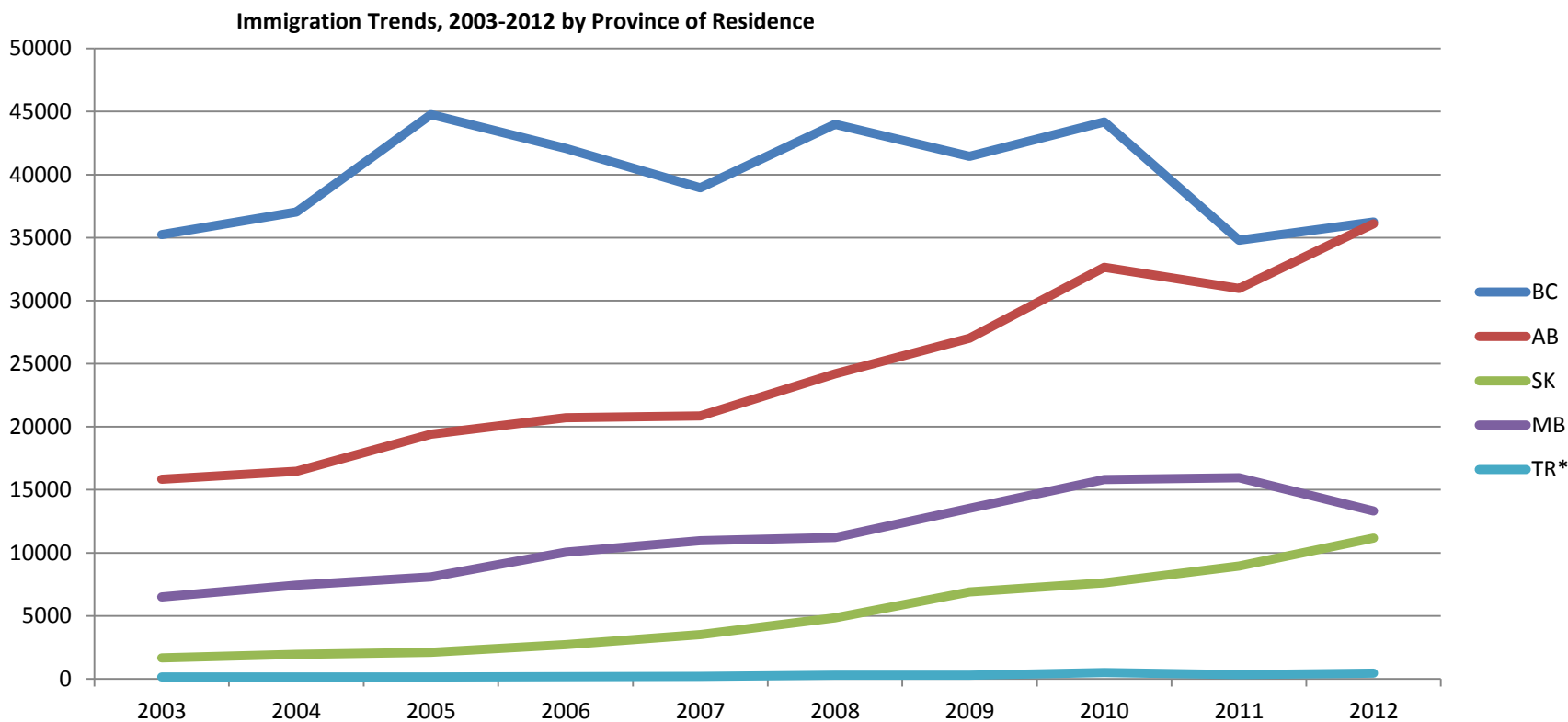
Datasets used

- **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



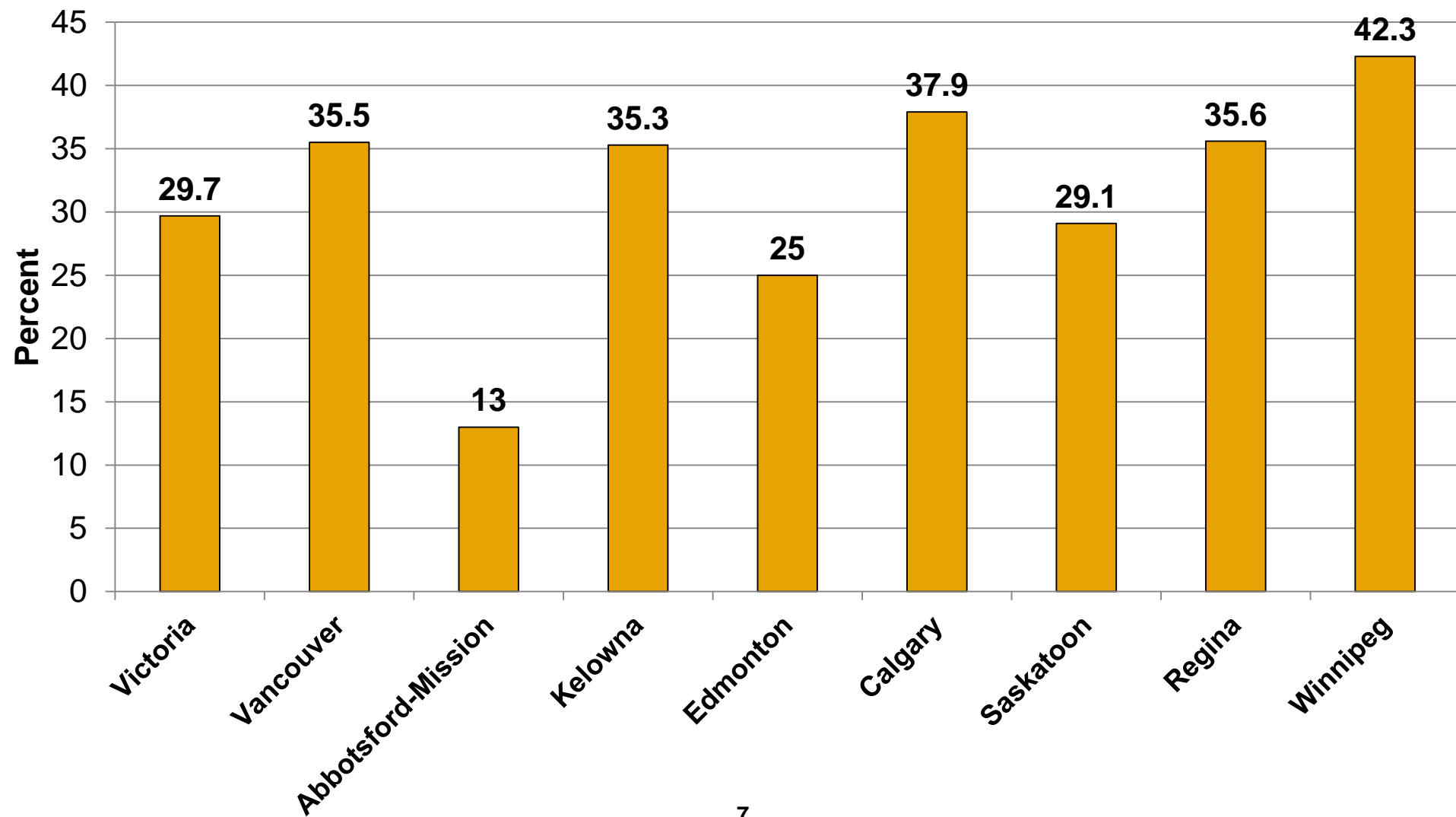
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Settlement Service Use Indicators

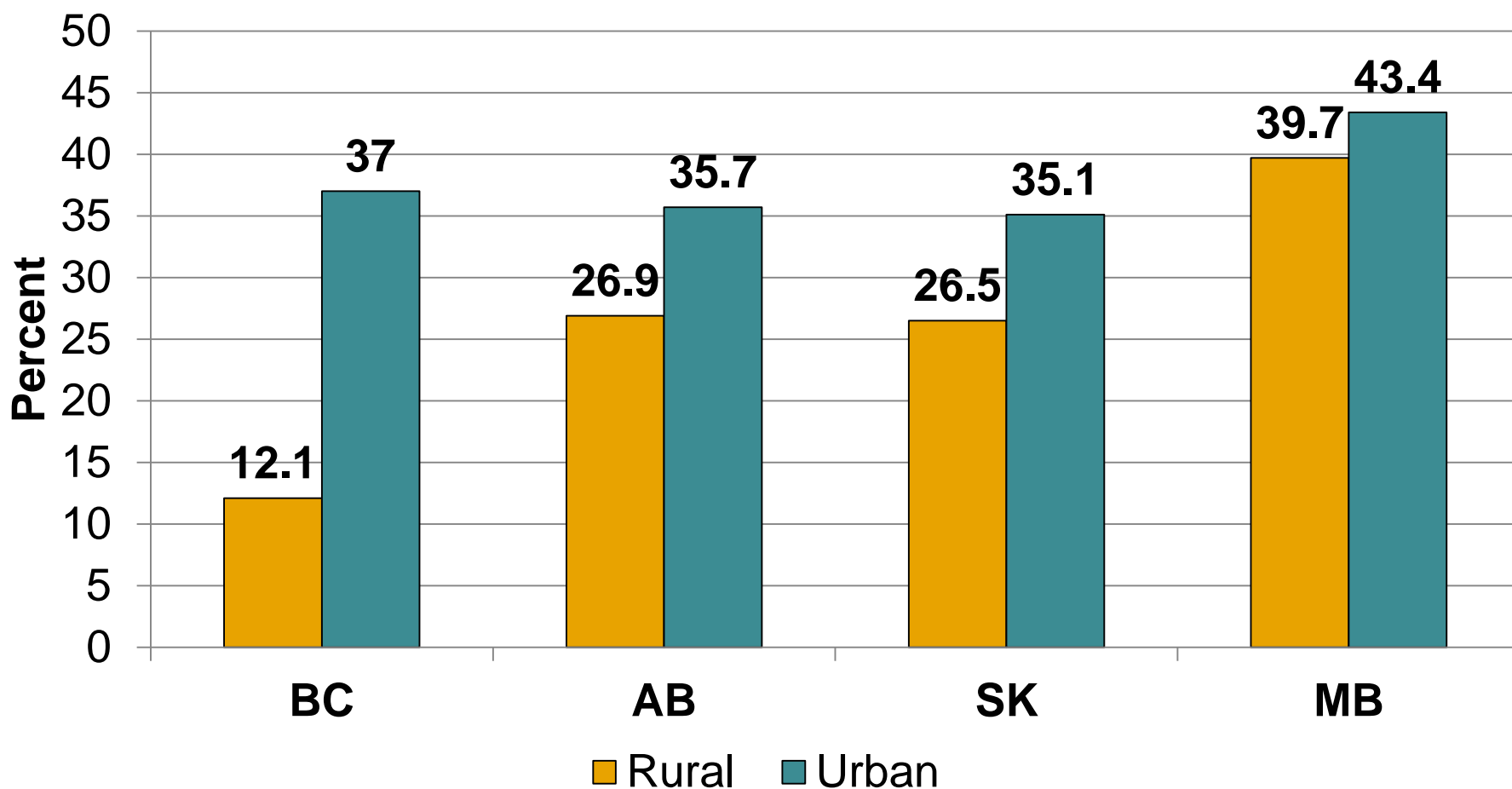


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Service use by urban area



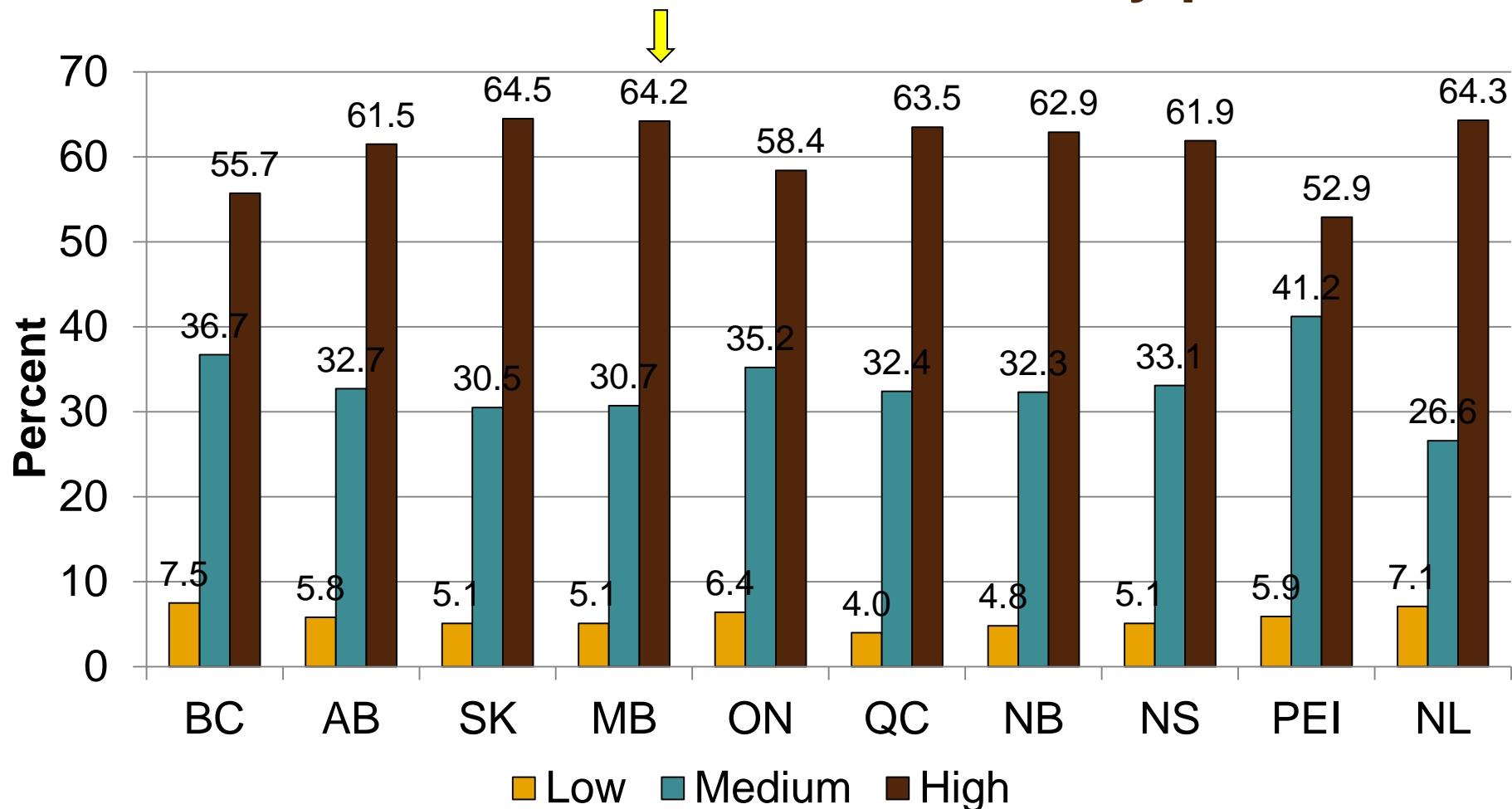
Service use by province and rural/urban



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



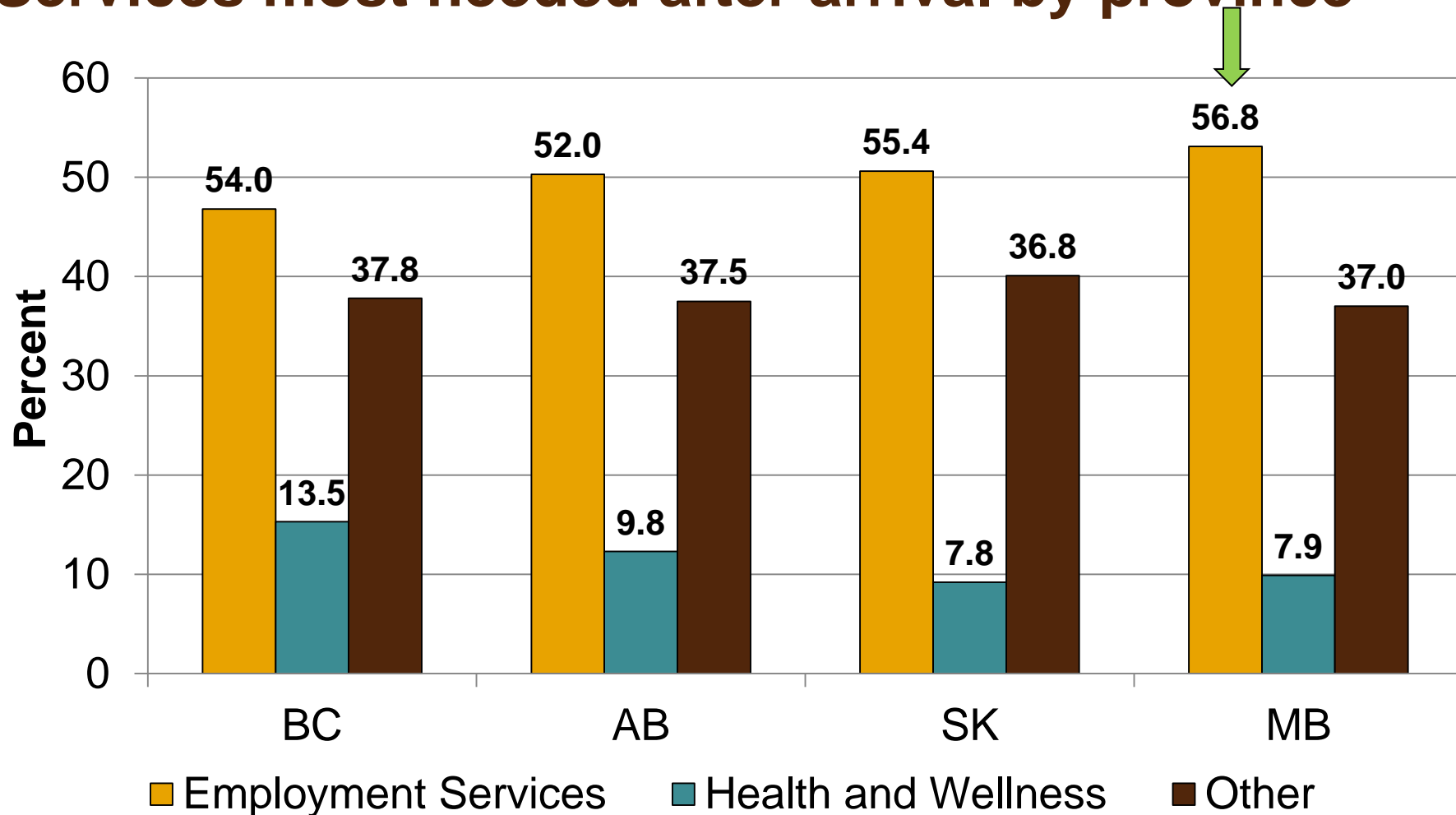
Satisfaction with services received by province



Source: Pan-Canadian Settlement Survey, 2012.
 $\chi^2=74.581$, $df=18$, $P\leq 0.01$



Services most needed after arrival by province



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

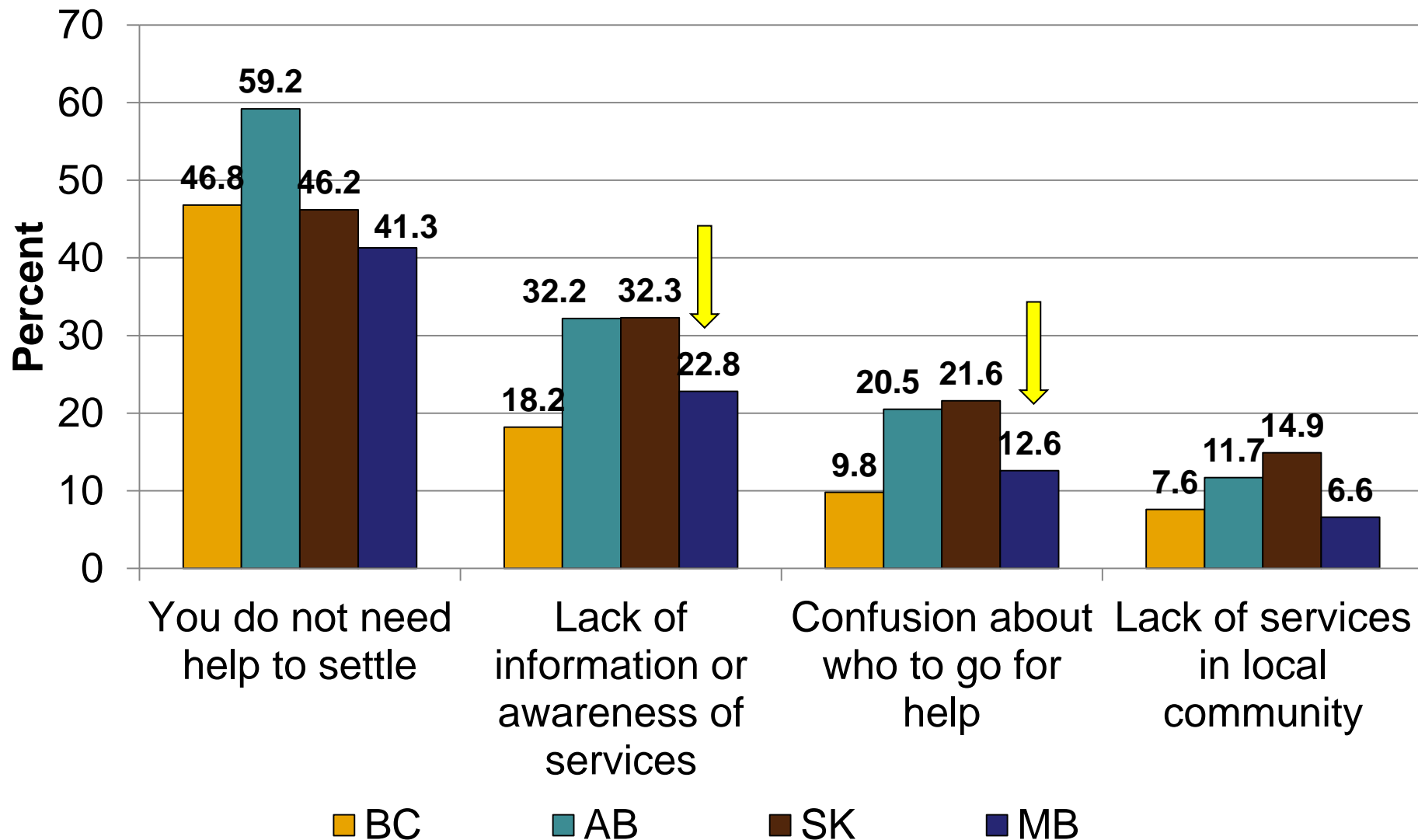


Top-ranked services needed for Manitoba

- 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%



Reasons for not accessing services by province



Settlement Service Use by Province

Service use by province					
	Province of Residence				Total
	BC	AB	SK	MB	
Yes	34.2%	36.2%	33.9%	42.0%	1050 (36.8%)
No	38.1%	41.6%	36.3%	29.21%	1034 (36.2%)
No, but needed them	27.7%	22.3%	29.8%	28.8%	772 (27.0%)
Total	682 (100%)	755 (100%)	641 (100%)	778 (100%)	2859 (100%)

Note: Residents of the three territories excluded

Source: WCSS

$X^2=35.236$ $df=6$ $P\leq 0.01$



Service usage highest in MB but women are most likely to need but not receive services

Use of Services by Province of Residence and Sex						
Sex	Use of Services	Province of Residence				Total
		BC	AB	SK	MB	
Male	Yes	31.8%	41.8%	35.6%	41.4%	538 (37.9%)
	No	37.3%	37.8%	35.0%	32.9%	507 (35.7%)
	No, but needed	30.9%	20.4%	29.4%	25.7%	374 (26.4%)
Female	Yes	36.3%	30.5%	31.7%	42.7%	513 (35.6%)
	No	38.8%	45.4%	37.9%	25.7%	528 (36.6%)
	No, but needed	24.9%	24.1%	30.4%	31.6%	400 (27.8%)

Source: WCSS, 2013

$\chi^2(\text{Male}) = 16.989, df=6, P \leq 0.009$; $\chi^2(\text{Female}) = 37.271, df=6, P \leq 0.01$



Refugees most likely to access services

- Family Class
 - Accessed Services: 26.6%
 - **Did not need services: 44.3%**
 - **Needed but did not use services: 29.0%**
- Economic Class
 - Accessed Services: 37.6%
 - Did not need services: 34.5%
 - **Needed but did not use services: 27.9%**
- Refugee
 - **Accessed Services: 57.1%**
 - Did not need services: 25.1%
 - Needed but did not use services: 17.8%



MB has highest rates of service use, but some groups need services but don't receive them

Use of Services by Province of Residence and Entrance Class

Entrance Class	Use of Services	Province of Residence				Total
		BC	AB	SK	MB	
Family Class	Yes	24.5%	24.2%	28.0%	31.8%	26.8%
	No	44.8%	48.5%	43.5%	38.3%	44.0%
	No, but needed	30.7%	27.3%	28.6%	29.9%	29.2%
Economic Class	Yes	37.7%	36.7%	30.1%	45.2%	37.8%
	No	35.4%	40.4%	38.0%	25.8%	34.4%
	No, but needed	27.0%	22.8%	31.9%	29.0%	27.8%
Refugee	Yes	58.1%	56.0%	65.8%	50.0%	57.1%
	No	22.6%	32.8%	11.8%	26.3%	24.8%
	No, but needed	19.4%	11.2%	22.4%	23.8%	18.1%

Source: WCSS, 2013

χ^2 (FC)= 6.159, df=6, **P≤0.406**; χ^2 (EC)= 36.451, df=6, P≤0.01; χ^2 (Refugee)= 15.840, df=6, P≤0.015

Urban dwellers in MB and SK the most likely to need but not receive services

Use of Services by Province of Residence and Rural or Urban

	Use of Services	Province of Residence				Total
		BC	AB	SK	MB	
Rural	Yes	10.8%	28.4%	28.8%	39.7%	28.8%
	No	51.4%	46.3%	41.3%	34.9%	42.8%
	No, but needed	37.8%	25.3%	29.8%	25.4%	28.4%
Urban	Yes	35.5%	37.3%	34.7%	42.5%	37.7%
	No	37.7%	41.1%	35.3%	28.9%	35.6%
	No, but needed	26.8%	21.7%	30.0%	28.6%	26.7%

Source: WCSS, 2013

$\chi^2(\text{Urban}) = 30.798$, $df=6$, $P \leq 0.01$; not statistically significant for rural dwellers



Employed newcomers in SK & MB were the most likely to need but not receive services

Use of Services	Province of Residence				Total
	BC	AB	SK	MB	
Yes	30.4%	36.0%	31.6%	42.2%	719 (35.5%)
No	45.2%	40.3%	37.3%	29.0%	762 (37.6%)
No, but needed	24.5%	23.8%	31.0%	28.8%	547 (27.0%)
Total	425	581	474	548	2028

Source: WCSS, 2013
 $\chi^2(\text{Employed}) = 37.189, df=6, P \leq 0.01;$



Newcomers from Asia the most likely to need but not receive services

	<u>North America</u>	<u>Central/ South America & Caribbean</u>	<u>Europe</u>	<u>Asia</u>	<u>Africa</u>	<u>Total</u>
Yes	16.3%	44.8%	29.8%	36.7%	44.8%	1055 (36.7%)
No	61.0%	32.5%	52.0%	33.3%	30.3%	1039 (36.1%)
No, but needed	22.8%	22.7%	18.2%	30.0%	25.0%	781 (27.2%)
Total	123	194	325	1833	400	2875

Source: WCSS, 2013
 $\chi^2 = 99.069$, $df=8$, $P \leq 0.01$



A slightly higher number of Africans in MB needed but did not receive services

Use of Services by Province of Residence and Birth Country

Birth Country	Use of Services	Province of Residence				Total
		BC	AB	SK	MB	
Asia	Yes	38.6%	36.4%	29.8%	42.4%	667 (36.9%)
	No	28.4%	39.9%	37.1%	27.6%	598 (33.1%)
	No, but needed	33.0%	23.7%	33.1%	30.0%	541 (30.0%)
Africa	Yes	31.7%	40.3%	56.9%	47.1%	178 (44.7%)
	No	53.7%	37.6%	15.3%	23.5%	121 (30.4%)
	No, but needed	14.6%	22.1%	27.8%	29.4%	99 (24.9%)

Source: WCSS, 2013

$\chi^2(\text{Asia}) = 34.672, df=6, P \leq 0.01$; $\chi^2(\text{Africa}) = 25.680, df=6, P \leq 0.01$



Those with weak levels of English fluency are the most likely to need but not access services

- Weak English ability
 - Accessed Services: 49.4%
 - Did not need services: 20.3%
 - **Needed but did not use services: 30.4%**
- Moderate English ability
 - Accessed Services: 43.2%
 - Did not need services: 30.2%
 - Needed but did not use services: 26.7%
- Excellent English ability
 - Accessed Services: 35.0%
 - Did not need services: 38.3%
 - Needed but did not use services: 26.7%



As time in Canada increases, service need decreases

	Length of time in Canada						Total
	<u>Under 12 months</u>	<u>12 - 23 months</u>	<u>24 - 35 months</u>	<u>36 - 47 months</u>	<u>48 - 59 months</u>	<u>60 months & over</u>	
Yes	40.0%	43.5%	34.4%	42.0%	31.0%	31.4%	36.6%
No	26.2%	33.6%	37.9%	33.9%	38.9%	45.0%	36.3%
No, but needed	33.8%	22.8%	27.6%	24.0%	30.1%	23.6%	27.1%
Total	370	464	398	495	743	420	2890

Source: WCSS, 2013
 $\chi^2 = 59.191, df=10, P \leq 0.01$



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Sense of Belonging & Experiences of Racism



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Immigrants in BC have weakest sense of belonging, AB and SK highest

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
 $\chi^2=35.124$, $df=6$, $P\leq 0.01$



Females in BC have the weakest sense of belonging

Sense of Belonging by Province of Residence, Females					
	Province of Residence				Total
	BC	AB	SK	MB	
Weak	6.9%	2.1%	3.6%	4.5%	61 (4.3%)
Moderate	26.9%	17.0%	17.3%	22.9%	303 (21.1%)
Strong	66.3%	80.9%	79.1%	72.6%	1069 (74.6%)
Total	350 (100%)	376 (100%)	306 (100%)	401 (100%)	1433 (100%)

Source: WCSS, 2013
 $\chi^2(\text{Female})= 27.344, df=6, P\leq 0.01$



Rural dwellers in AB & MB have highest belonging

		BC	AB	SK	MB	Total
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%

Source: WCSS, 2013
 $\chi^2(\text{Urban}) = 32.754, df=6, P \leq 0.01$



Refugees in MB have weakest sense of belonging

Sense of belonging by Province of Residence and Entrance Class

<u>Entrance Class</u>	<u>Sense of Belonging</u>	Province of Residence				<u>Total</u>
		<u>BC</u>	<u>AB</u>	<u>SK</u>	<u>MB</u>	
Economic Immigrant	Strong	71.5%	80.6%	80.9%	77.0%	1196 (77.9%)
Family Class	Strong	67.2%	79.7%	81.5%	71.4%	639 (74.1%)
Refugee	Strong	72.6%	83.2%	72.0%	64.2%	255 (74.3%)



Males in MB report the highest levels of discrimination

Experience of Discrimination by Province of Residence and Sex						
Sex	Experience of Discrimination	Province of Residence				Total
		BC	AB	SK	MB	
Male	Sometimes	5.6%	10.4%	8.4%	7.2%	111 (8.0%)
	Always	14.2%	19.5%	16.1%	20.0%	245 (17.6%)
	Total	324	374	335	360	1393
Female	Sometimes	5.2%	11.8%	6.6%	5.9%	105 (7.4%)
	Always	13.2%	19.6%	19.1%	15.4%	237 (16.7%)
	Total	349	372	304	390	1415

Source: WCSS, 2013

χ^2 (Male)= 12.654, df=6, P<0.049; χ^2 (Female)= 24.248, df=6, P<0.01



Refugees in MB have the highest rates of discrimination

Experience of Discrimination by Province of Residence and Entrance Class					
ECONOMIC CLASS	Province of Residence				Total
	BC	AB	SK	MB	
Sometimes	5.3%	10.0%	6.5%	6.5%	109 (7.2%)
Always	16.3%	22.3%	20.8%	17.1%	293 (19.3%)
Total	301 (100%)	399 (100%)	403 (100%)	416 (100%)	1519 (100%)
REFUGEES					
Sometimes		21.3%	9.2%	2.7%	35 (10.5%)
Always	23.0%	23.0%	13.2%	25.7%	71 (21.3%)
	61 (100%)	122 (100%)	76 (100%)	74 (100%)	333 (100%)



Rural Dwellers in AB & MB report the highest rates of discrimination

Experience of Discrimination by Province of Residence and Rural or Urban

	Experience of Discrimination	Province of Residence				Total
		BC	AB	SK	MB	
Rural	Never	91.9%	63.2%	79.6%	74.2%	222 (74.7%)
	Sometimes		14.7%	5.8%	3.2%	22 (7.4%)
	Always	8.1%	22.1%	14.6%	22.6%	53 (17.8%)
Urban	Never	80.4%	70.3%	74.2%	75.8%	1862 (75.2%)
	Sometimes	5.6%	10.5%	7.7%	6.9%	191 (7.7%)
	Always	14.0%	19.2%	18.0%	17.3%	424 (17.1%)

Source: WCSS, 2013

χ^2 (Rural)= 19.265, df=6, P≤0.004; χ^2 (Urban)= 20.530, df=6, P≤0.002



Discrimination is a problem in Canada

- Although 79% of Canadians said they would be comfortable both employing or working for someone of a different ethnic background.....
 - 30% of Canadians agree that "immigrants take jobs from Canadians."
 - 55% agree that immigrants are "very important to building a stable Canadian economic future."
- 75% of Winnipeggers report that the city has a major racial divide

Sense of Belonging and Discrimination

- Manitoba newcomers have a good sense of belonging
 - Trends most closely mirror BC
 - Females have weakest sense of belonging for all provinces
 - Rural dwellers have highest sense of belonging-especially for Manitoba and Alberta
 - Refugees (and to a certain extent) family class immigrants in Manitoba have the lowest sense of belonging
- Manitoba newcomers are among the most discriminated against
 - Males, refugees and rural dwellers are the most likely to report discrimination



Service use

- Manitoba has the highest rate of service use and our newcomers are among the happiest with services
- About one in five newcomers report that they needed but did not access services
 - Has implications for how we reach out to newcomers
 - Family and economic classes the most likely to need and not receive services
 - Females in MB the most likely to need and not get services



Additional Findings, Reports and Information

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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

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INNOVATOR CHALLENGER REBEL VISIONARY

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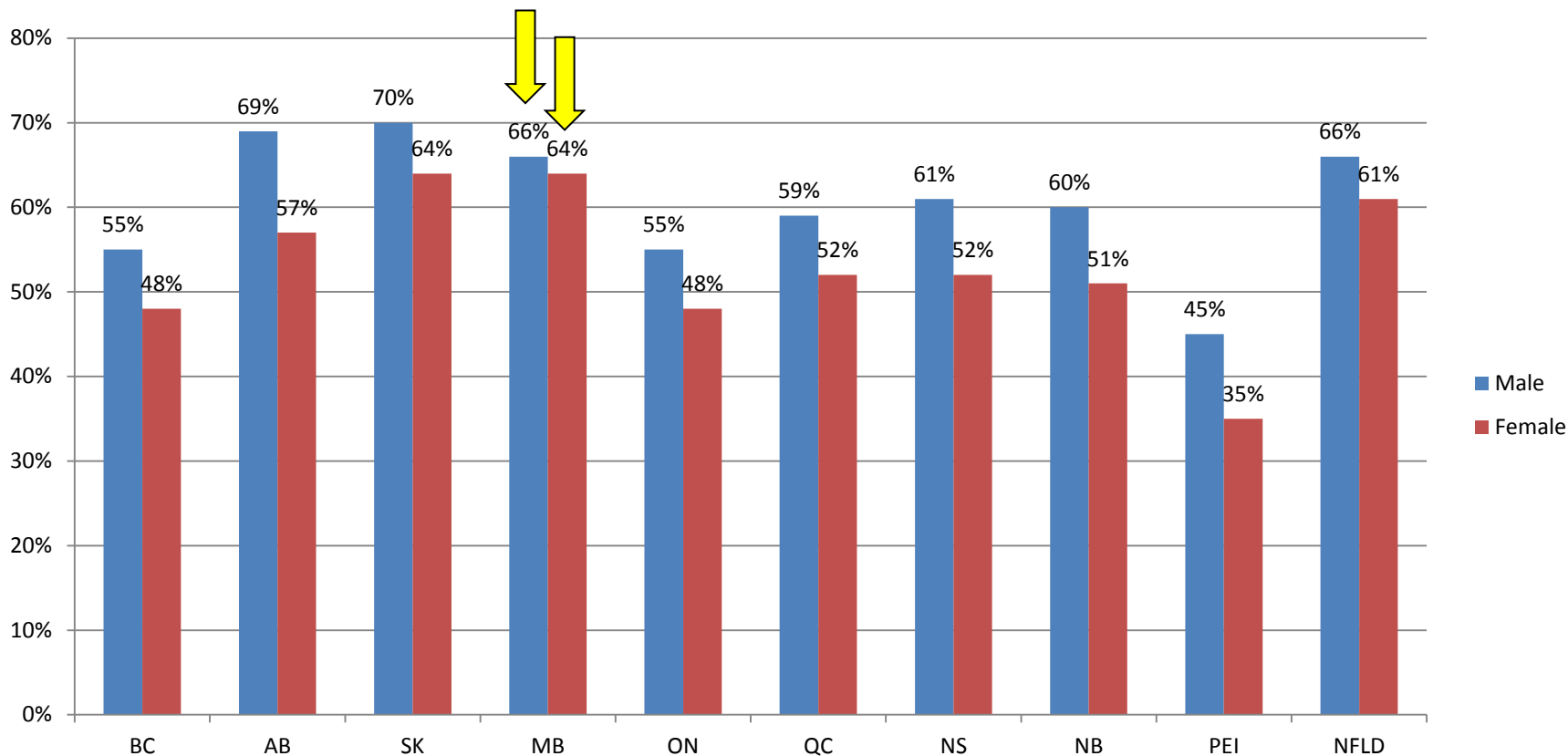
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Labour Force and Foreign Credential Recognition



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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 $P \leq 0.000$



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%)

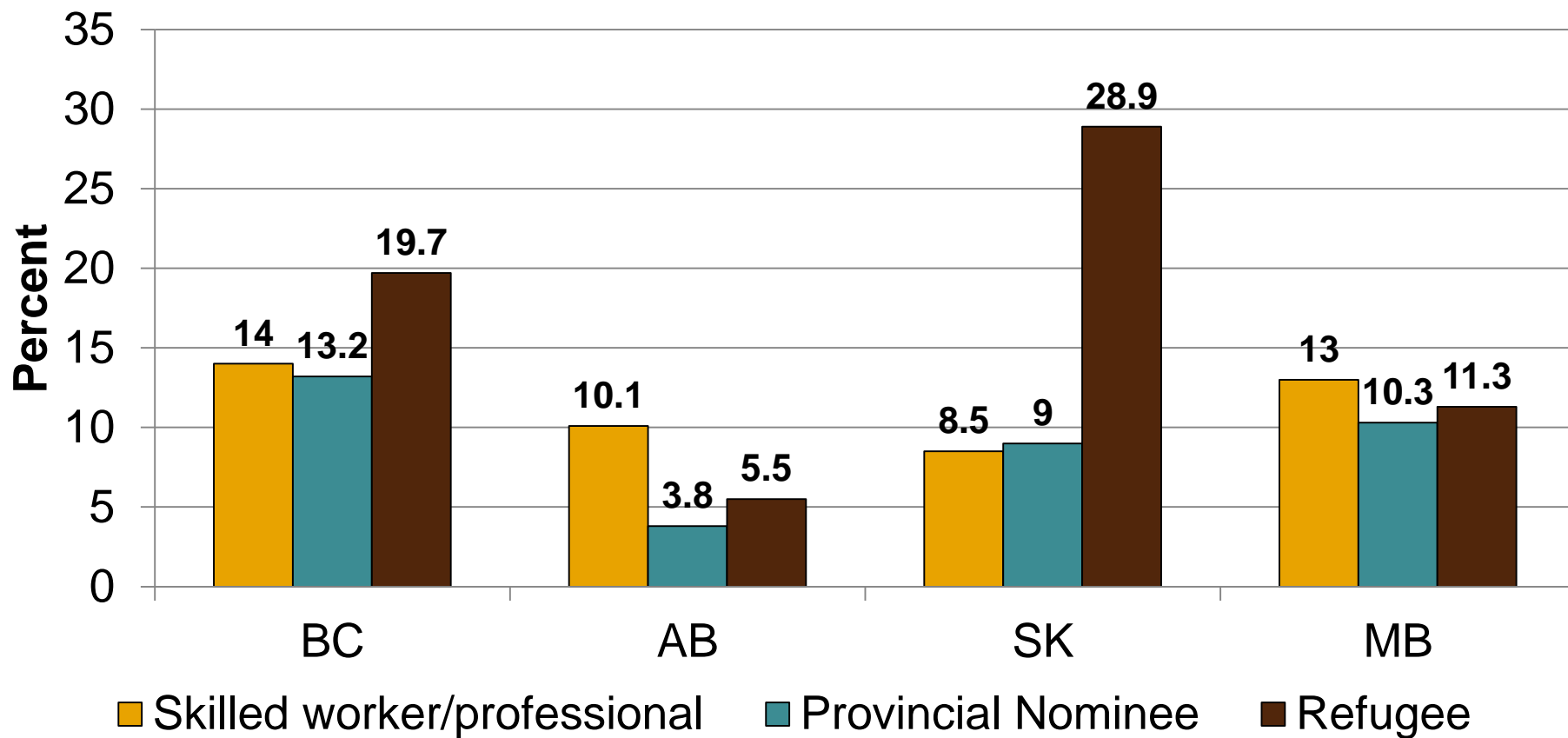
Source: WCSS, 2013.
 $X^2 = 50.613, df=3, P \leq 0.01$



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>	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%)

Unemployment rate by immigrant class & province



Source: WCSS, 2013

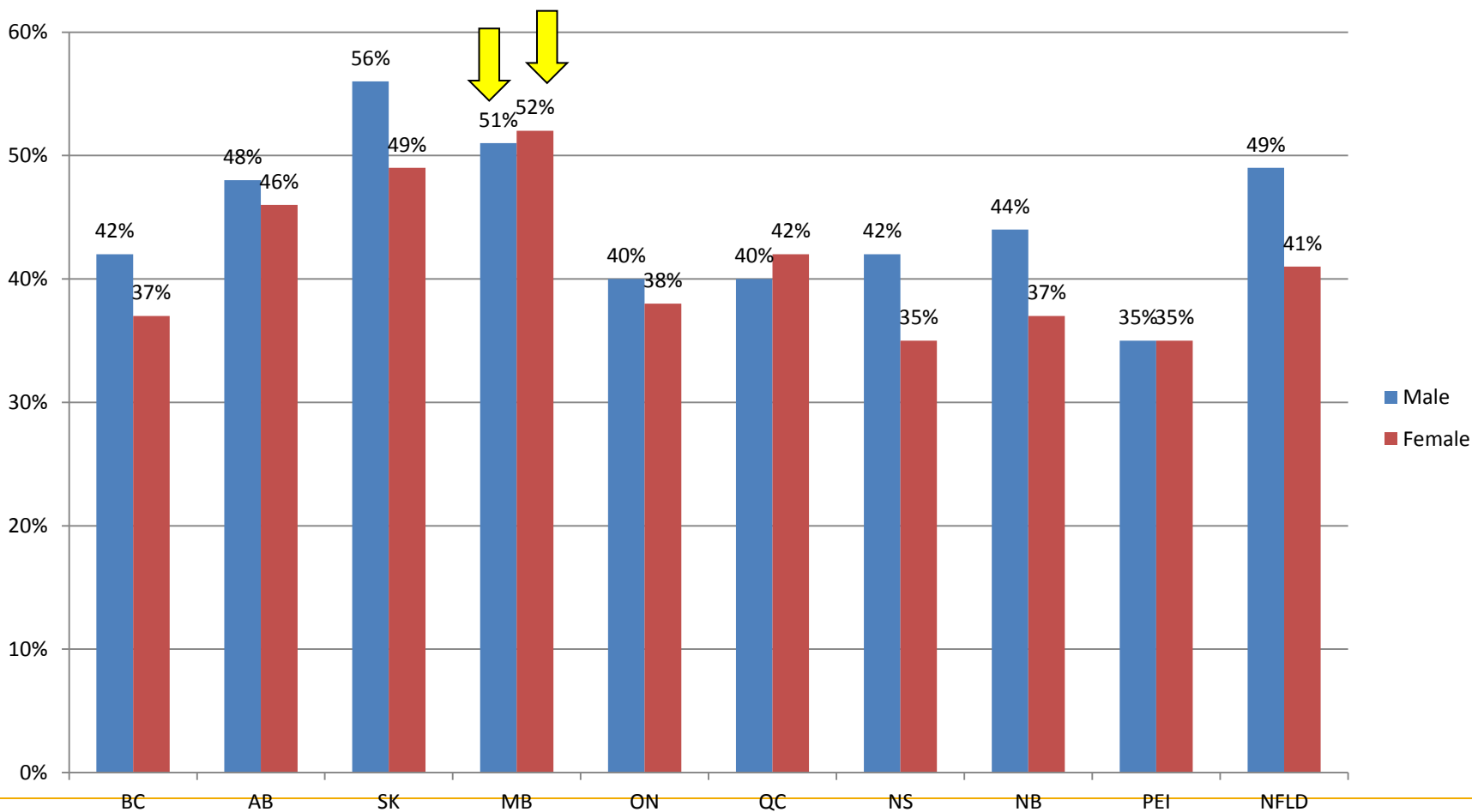
X^2 (SP)=12.672, df= 6, $p \leq 0.05$; X^2 (PN) =23.897, df=6, $p \leq 0.001$; X^2 (R) =39.315, df=6, $p \leq 0.00$



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 $P \leq 0.000$



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

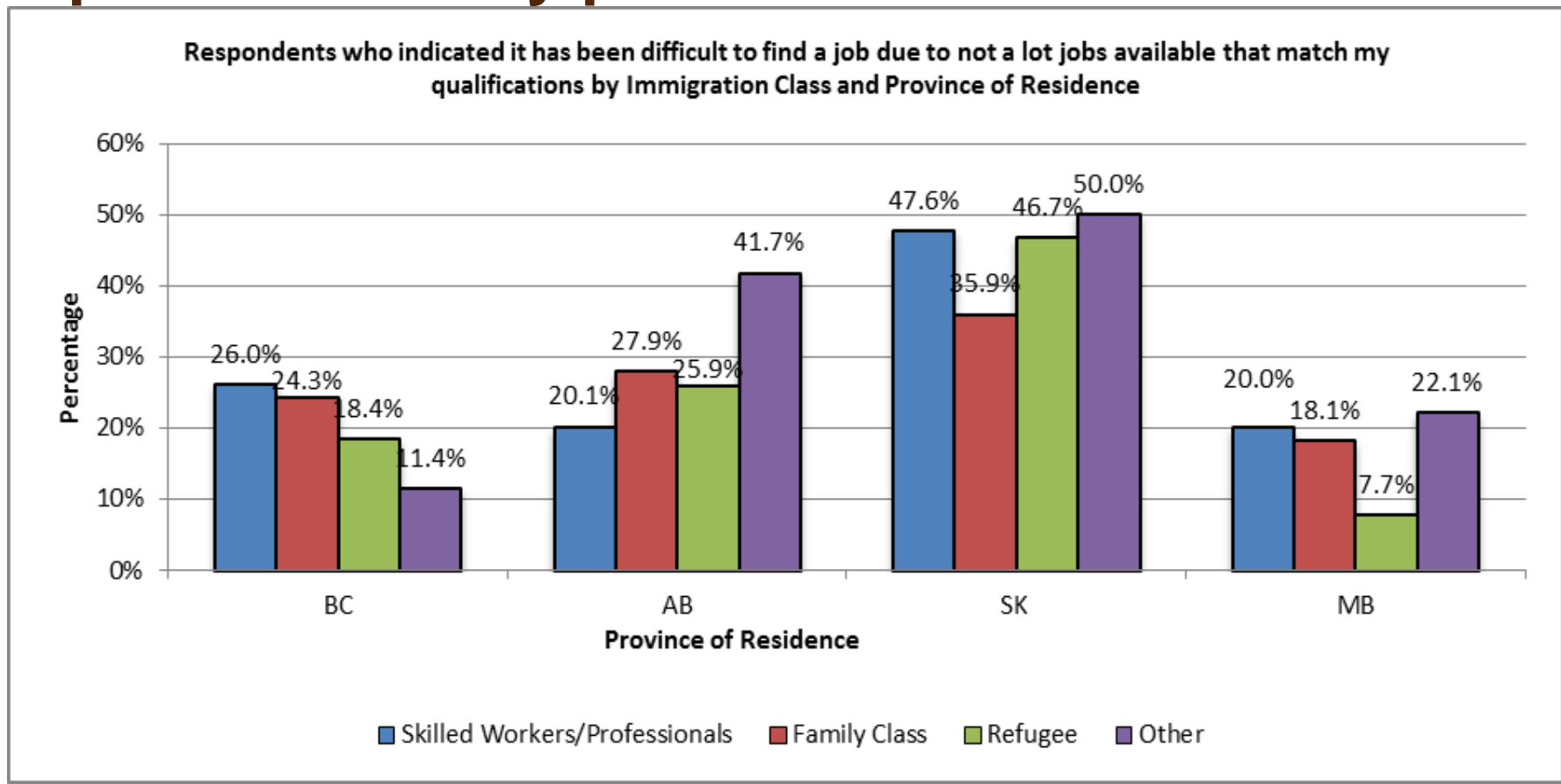
Assessment of international education and experience as being helpful prior to arrival by immigration class

	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

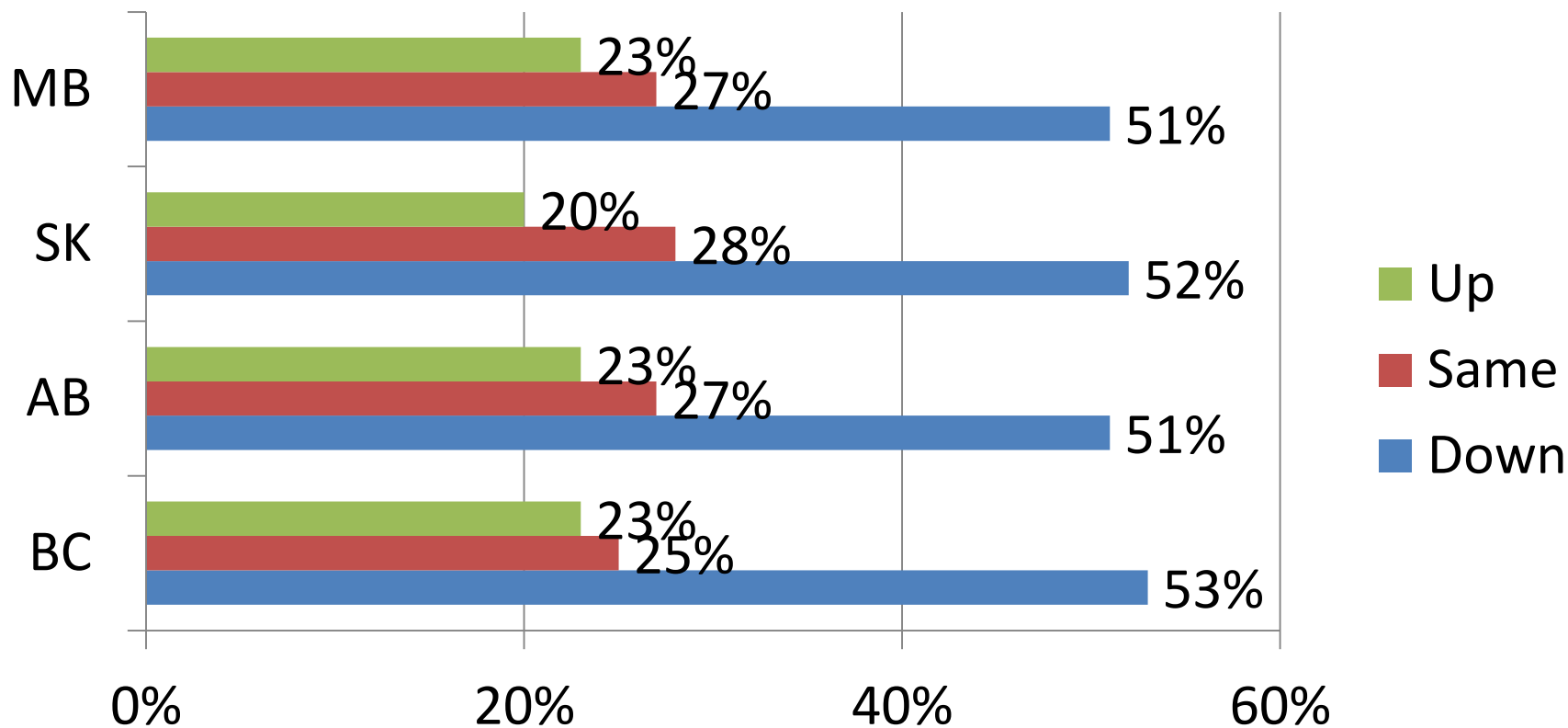


Post-arrival job status, immigrants compared to Canadian-born

	<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%

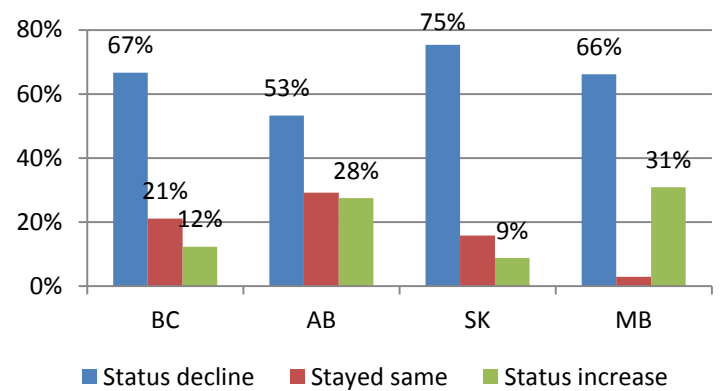
Among university-educated immigrants, 43% of females and 35% of males worked in occupations requiring a high school education or less. **In comparison, only 15% of university-educated Canadian-born worked in occupations requiring high school education or less.**

Change in post-arrival job-skill match by province

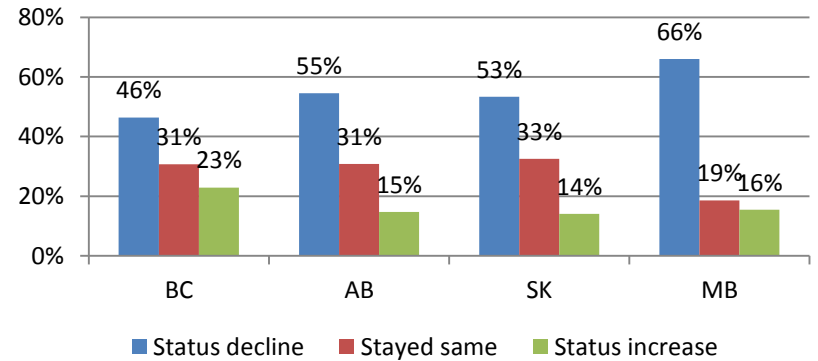


Job-skill match by province & class

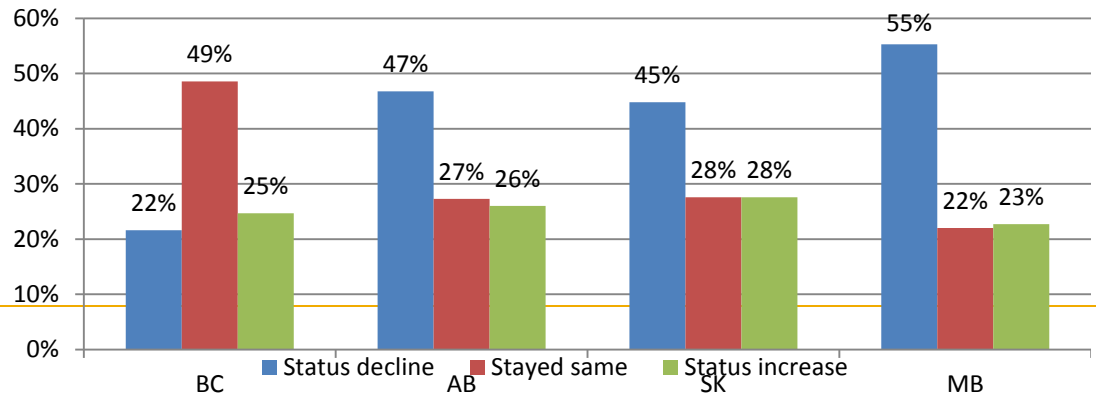
Refugees



Skilled Worker & Professional



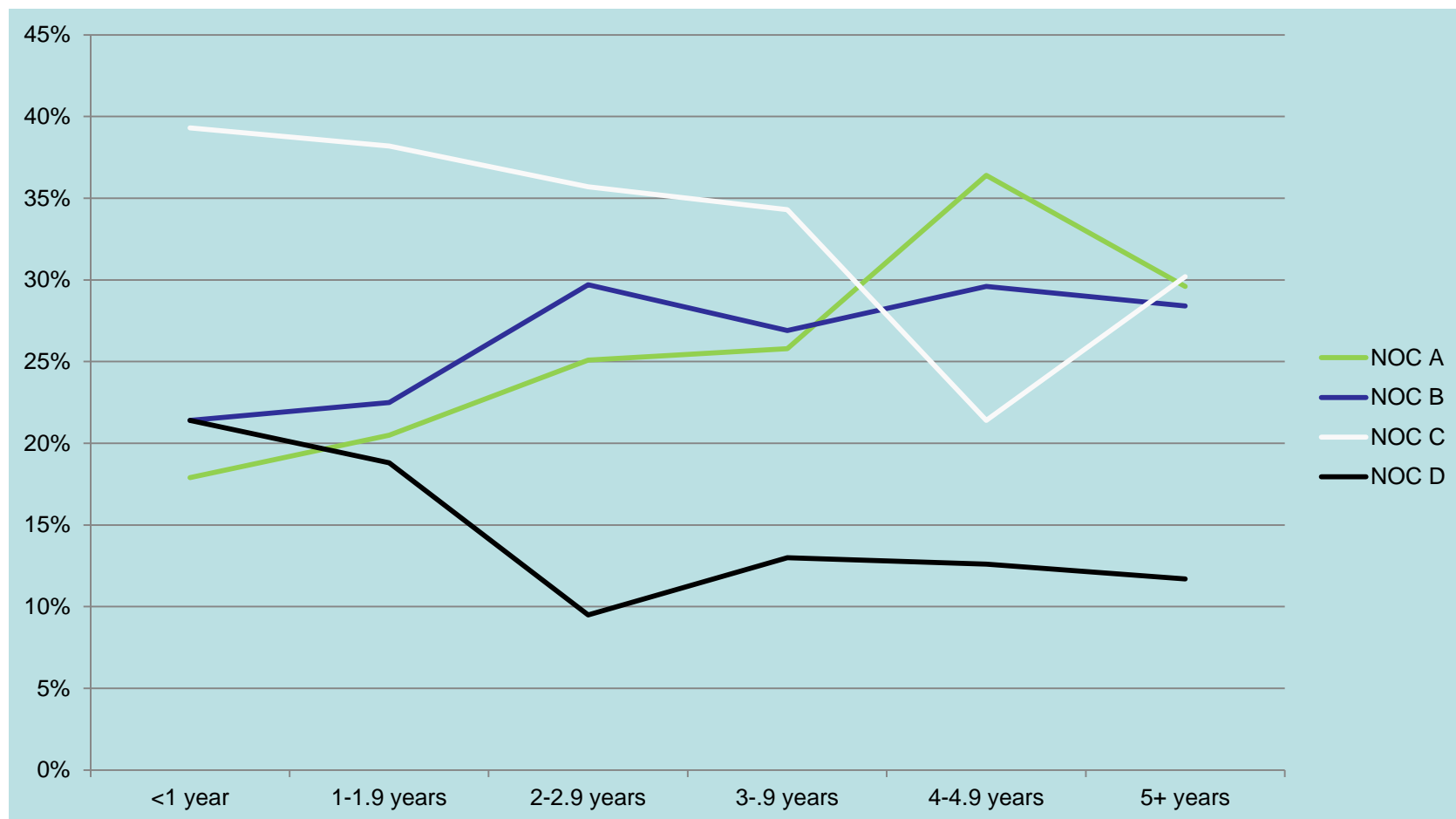
Provincial Nominees



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