



WORLD EDUCATION SERVICES

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PREDICTORS OF NEWCOMER EMPLOYMENT SUCCESS: EVIDENCE AND PRACTICE

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WORLD EDUCATION SERVICES

Founded in 1974, **World Education Services** Inc. is a non-profit organization dedicated to helping people with international education to achieve their higher education and professional goals.

About TRIEC

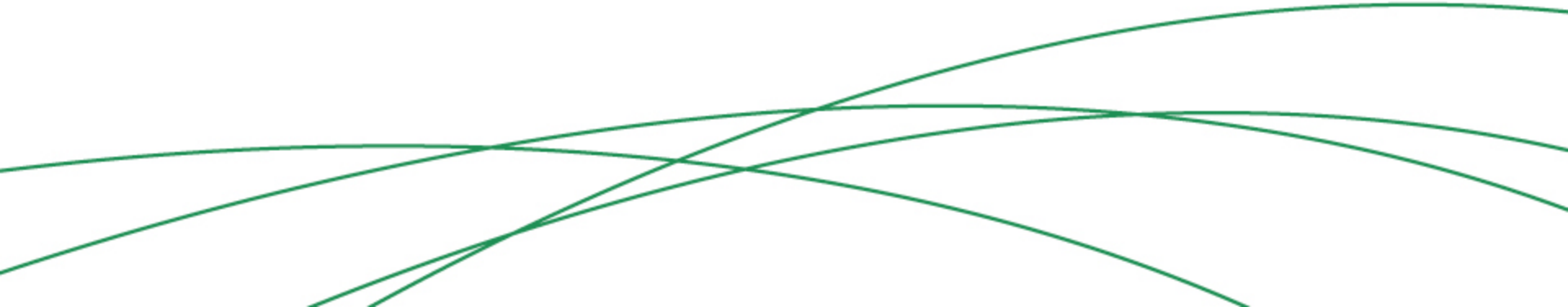
- **Our Vision:** A Greater Toronto Region that prospers by fully engaging the contributions of skilled immigrants
- **Our Mission:** Create and champion solutions to better integrate skilled immigrants in the Greater Toronto Region labour market

Where:

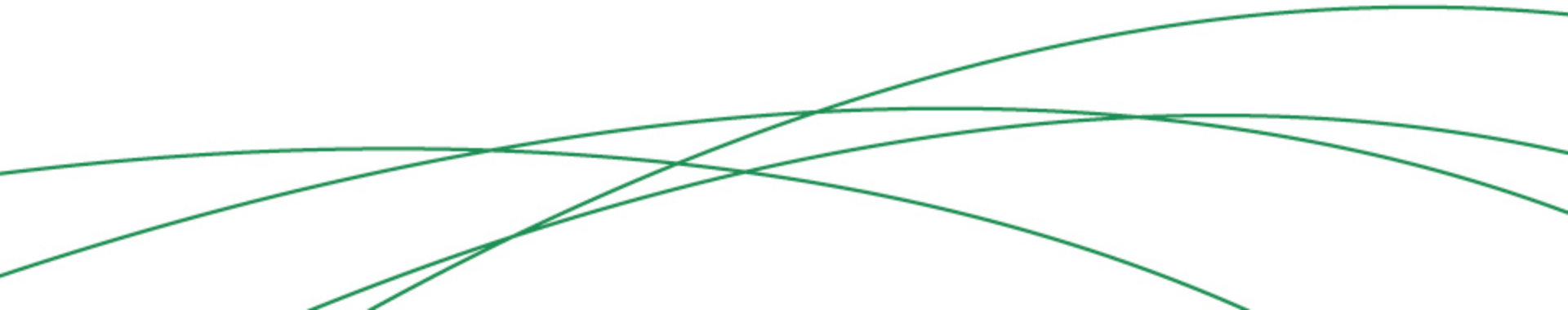
- GTA: Toronto, Peel, York, Durham and Halton
- Working across Canada with national employer partners and local immigrant employment councils



Agenda

- 11:15 a.m. Introductions & Opening Roundtable
 - 11:25 a.m. WES: Who is Succeeding in Canada's Labour Market?
 - 11:45 a.m. TRIEC: The Mentoring Partnership's Evaluation Journey and How it Informed Programming
 - 12:05 p.m. Discussion and Reflection (15)
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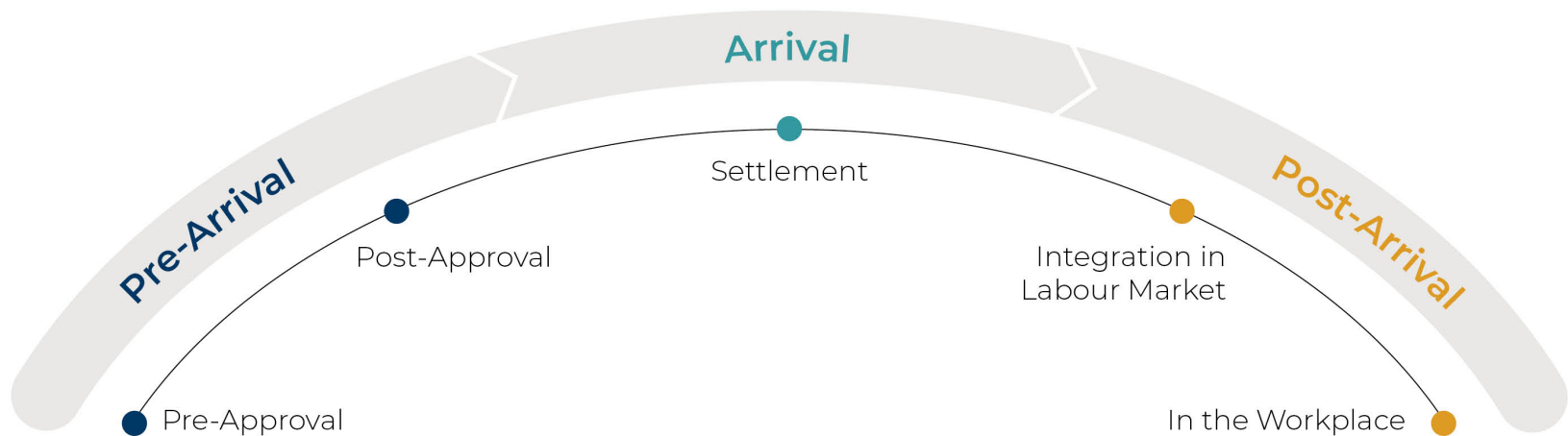
Q: How have you used research
and evaluation evidence to
support program design?



Who is Succeeding in the Canadian Labour Market?

Predictors of Career Success for Skilled Immigrants

From Pre-Arrival to Integration



Our Mission

WES advances the global mobility and integration of people into academic and professional settings by evaluating and advocating for the recognition of international educational qualifications and enabling individuals to fully utilize their education.

WES Research:

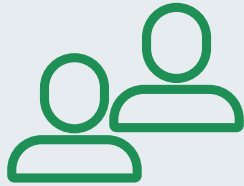
Released December 2019



Visit: wes.org/ca/research

Who is Succeeding:

Purpose of Study



Examine factors affecting the labour market outcomes of skilled immigrants in Canada



Inform Canadian policy and practice with respect to skilled immigrants



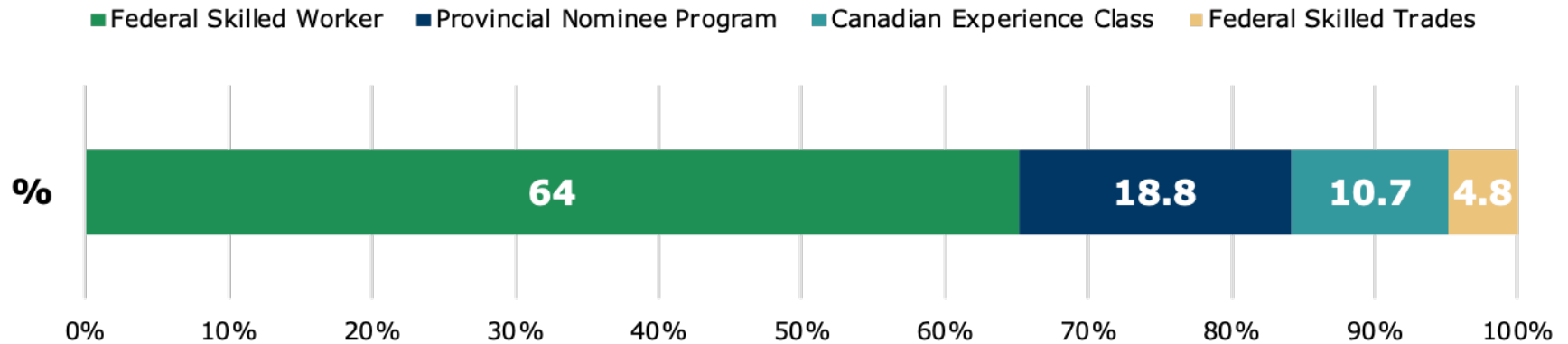
Increase awareness among prospective immigrants of factors associated with labour market success

Survey Respondents

- 2018 survey of individuals who had **applied to WES** for an Educational Credential Assessment (ECA) 2013–15
 - **26,395** respondents
- Final sample: 6,402 (25%)
 - **Admitted to Canada** as a permanent resident through one of the skilled immigrant categories (now included in the Express Entry system)
 - **Residing in Canada** at the time of the survey (2018)

Profile of Survey Respondents

Immigration Category



Top Three Countries of Origin



India
32.3%



Philippines
10.8%



Nigeria
8.5%

Profile of Survey Respondents (Continued)

90%

had post-secondary degree

71%

30-39 years; 8.3% were under 30

82%+

Had high levels of English proficiency (self-reported)

49%

Nearly half reported that their profession was regulated in Canada; 14.4% were 'not sure'

21%

reported that they had experience in Canada prior to obtaining permanent residency

56%

Majority residing in Ontario

Employment Barriers

Main Barriers to Employment	Frequency (%)
Lack of professional connections	48.5
Employers do not accept qualifications and experience	30.8
Foreign education is not recognized	25.2
Lack of licensure in Canada	17.9
Résumé/CV and/or cover letter writing skills	15.1

Employment Outcomes

80.3%
employed

Most employed in **permanent jobs** (78.7%). However, **less than half** (47.2 percent) were working in the same sector as they were pre-migration

Significant Predictors of Employment Rates

Gender:

Males 1.6 times
more likely to be employed

Age:

Younger respondents were
more likely to be employed

Canadian experience:

Having experience or education
in Canada **doubled the**
likelihood of being employed

English proficiency:

Those with higher proficiency
were **more likely** to be employed

Use of employment services:

Those who used post-
immigration supports were **more**
likely to be employed

Licensure:

Professionals in regulated fields
were **less likely** to be employed

Significant Predictors of Employment Rates

International work experience:

Employment rates **declined** as years of international work experience increased

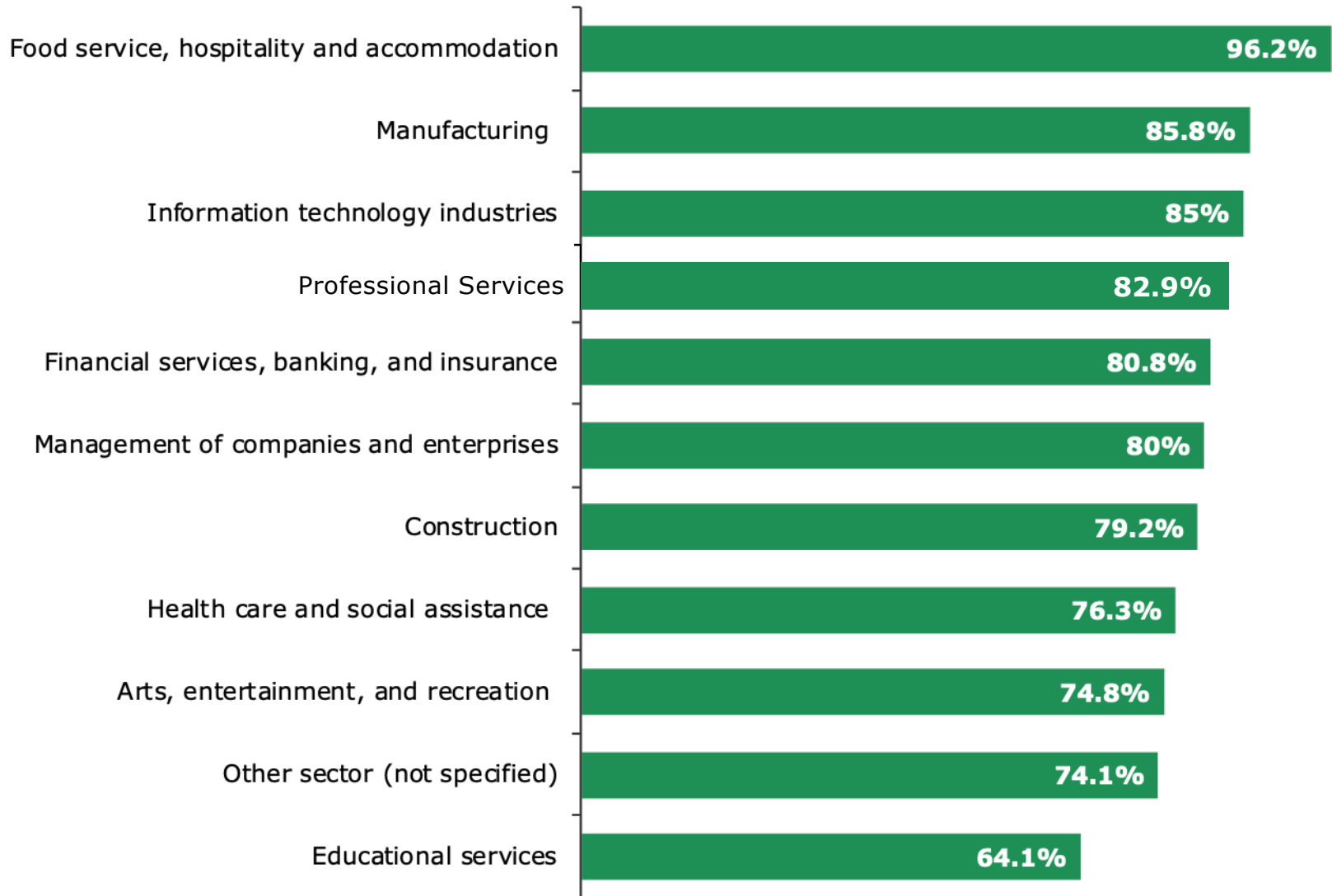
Level of degree:

Employment rates **declined** at each successive degree level

Sector prior to immigrating:

Respondents who previously worked in food services were eight times **more likely** to be employed than those in other sectors

Employment Rates by Pre-Migration Sector



Commensurate Employment

91.4%

hoped to stay in the same profession

39.1%

had jobs with
duties mainly
**similar in type
and complexity**
to their pre-
immigration jobs

54.1%

used 'a lot' of
previous job
experience in
their current job

50.3%

were working in a
job requiring
educational
credentials **in
their discipline
and at their
degree/diploma
level**

Significant Predictors of Commensurate Employment

Gender:

Males **more likely** to be working in commensurate employment

English proficiency:

Higher levels of English **associated with** commensurate employment

Canadian experience:

Those with education or experience in Canada were **more likely** to be working in commensurate employment

Sector:

Survey respondents who worked in the IT and professional sectors prior to immigrating were **more likely** to be working in commensurate employment

Licensure:

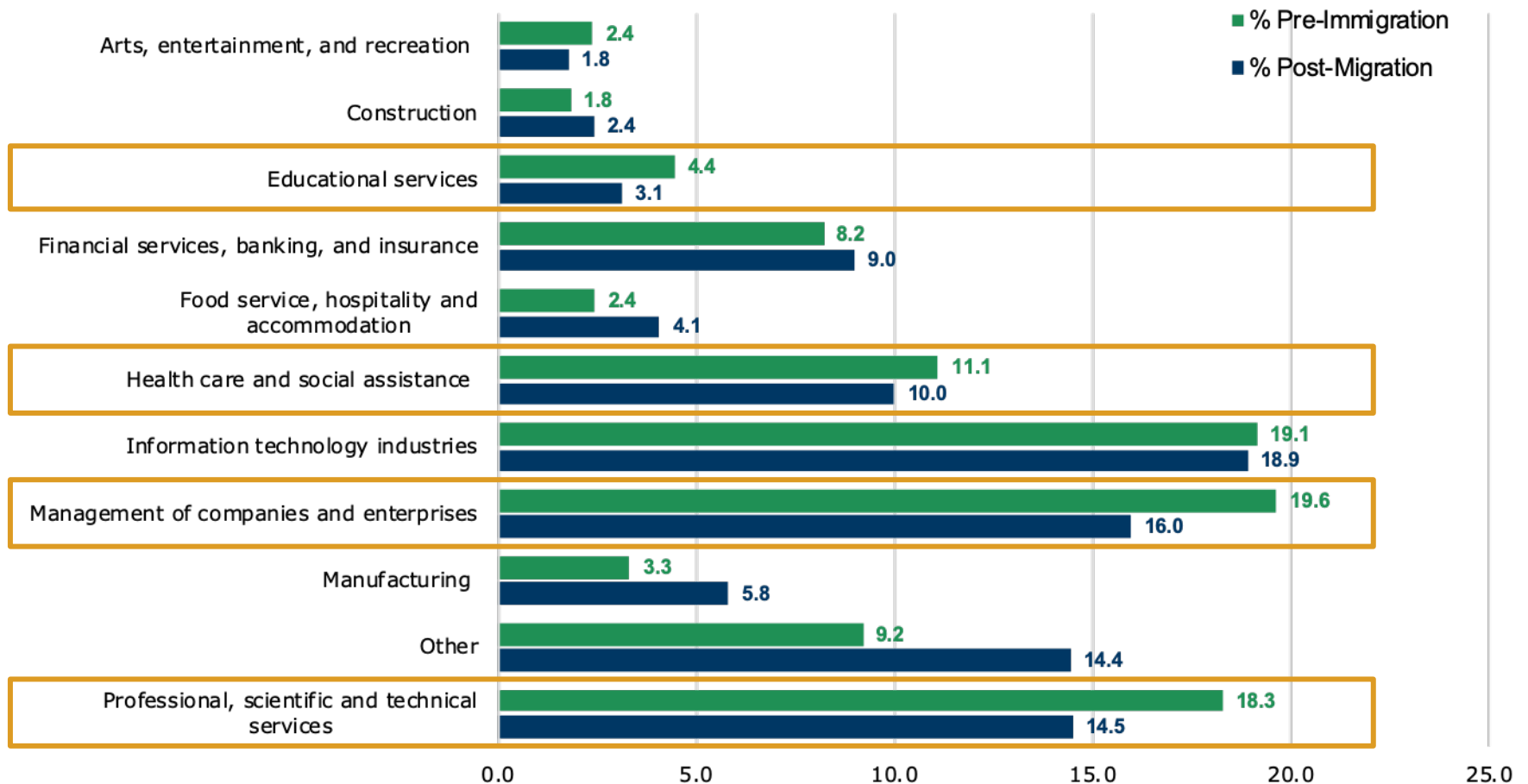
Regulated professionals were **less likely** to be employed in commensurate employment

Country of degree:

Those whose highest degree was obtained in the U.S. were **more likely** to be working in commensurate employment

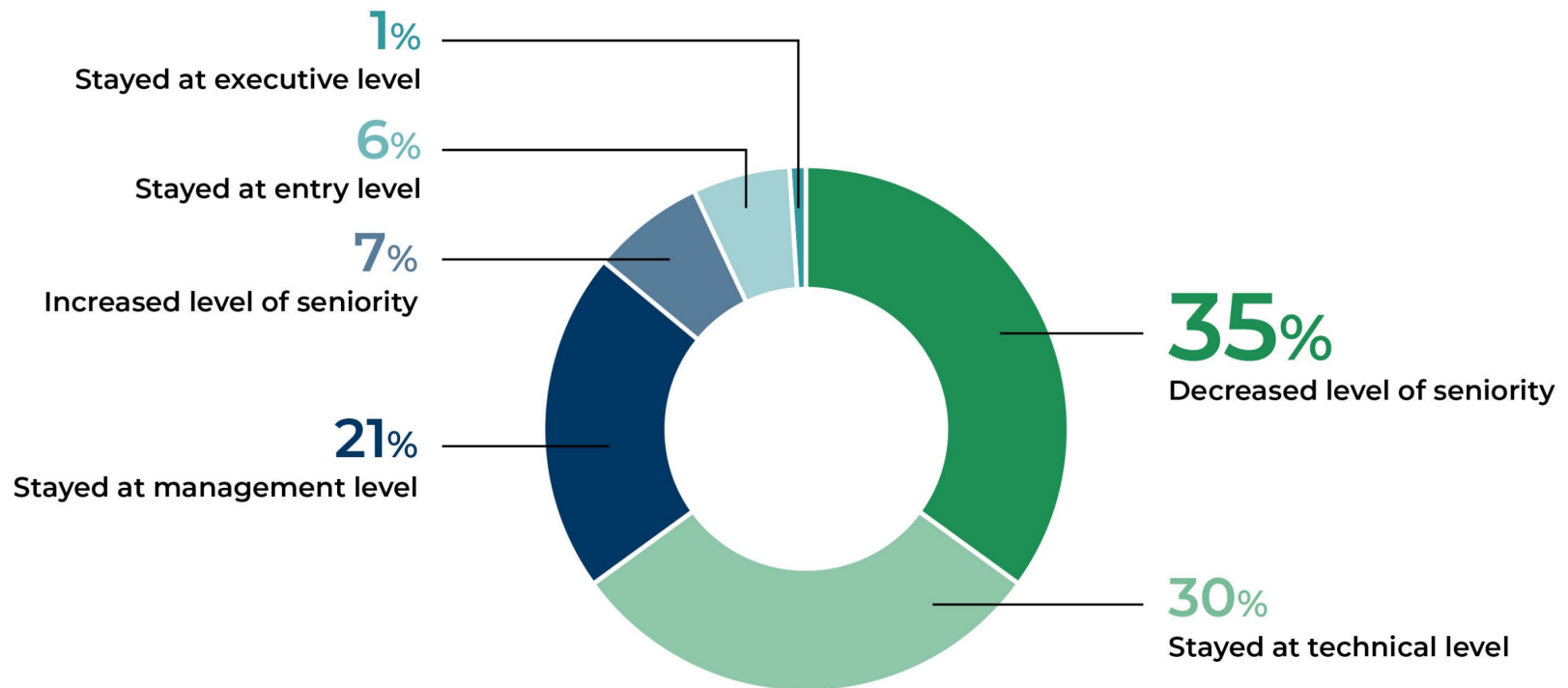
Retention of Job Sector

Pre- and Post-migration Work Sectors



Retention of Job Seniority

35% of respondents experienced a **decrease** in their level of seniority post-migration



Overqualification Rates

Overqualification Rates in University-Educated Canadian Population and WES Survey Respondents aged 25–54

Overqualified Employment Rates	Total	Males	Females
Canadian-born	9.3%	9.3%	9.2%
Recent immigrants (2011–16)	38.1%	32.2%	43.8%
WES survey respondents	31.8%	29.5%	35.9%

Comparisons with Statistics Canada data (2016)

WES survey respondents were **significantly more likely** to be working in **lower-level jobs** (31.8%) compared to the Canadian-born population (9.3%) but less likely than recent immigrants in Canada overall (38.1%)

Next Steps:

Sharpening the Focus on Skills-Commensurate Employment

- **Information:** Provide potential immigrants with a realistic picture of what they may face and how they can prepare
- **Services and intervention:** Build the evidence base on what services and interventions are most associated with commensurate employment
- **Regulated occupations:** Identify new solutions to address persistent barriers
- **Canadian experience:** Inspire employer confidence by enabling a competency-informed approach in assessing immigrants' skills



QUESTIONS AND COMMENTS



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THANK YOU

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