



TRIEC

Toronto Region Immigrant
Employment Council



TIEDI Exchange Forum: TRIEC pilot project

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About TRIEC

- An initiative of the Toronto City Summit Alliance and Maytree
- A multi-stakeholder council (employers, post-secondary institutions, service providers, community agencies, regulatory bodies and all three levels of government) established in September 2003
- Sustainable relationships with key stakeholders are the foundation to TRIEC's success
- Mission: To find and implement local, practical solutions that lead to meaningful employment for skilled immigrants in the Toronto Region



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TRIEC convenes, catalyzes, and collaborates

Three Objectives:

1. Increase access and availability of services and programs that help skilled immigrants effectively enter the local labour market
2. Work with key stakeholders, particularly employers, to build their capacity to work better with skilled immigrants
3. Work with all three levels of government to increase local coordination of public policy and programming



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Need for data

TIEDI data will help to:

- Clarify the picture about immigrant employment
- Understand how immigrants find employment
- Quantify the economic impact of integrating skilled immigrants into the GTA labour market



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Immigrant underemployment

- The underutilization of immigrants' skills emerged as a major public policy issue in Canada
- Canadian population growth will increasingly rely on immigration, which is expected to account for all net labour force growth by 2011 (Government of Canada, 2002)
- Immigrants have faced declining earnings in Canada over the past 3 decades despite their high levels of education (Picot, 2004)



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Data used for this case study

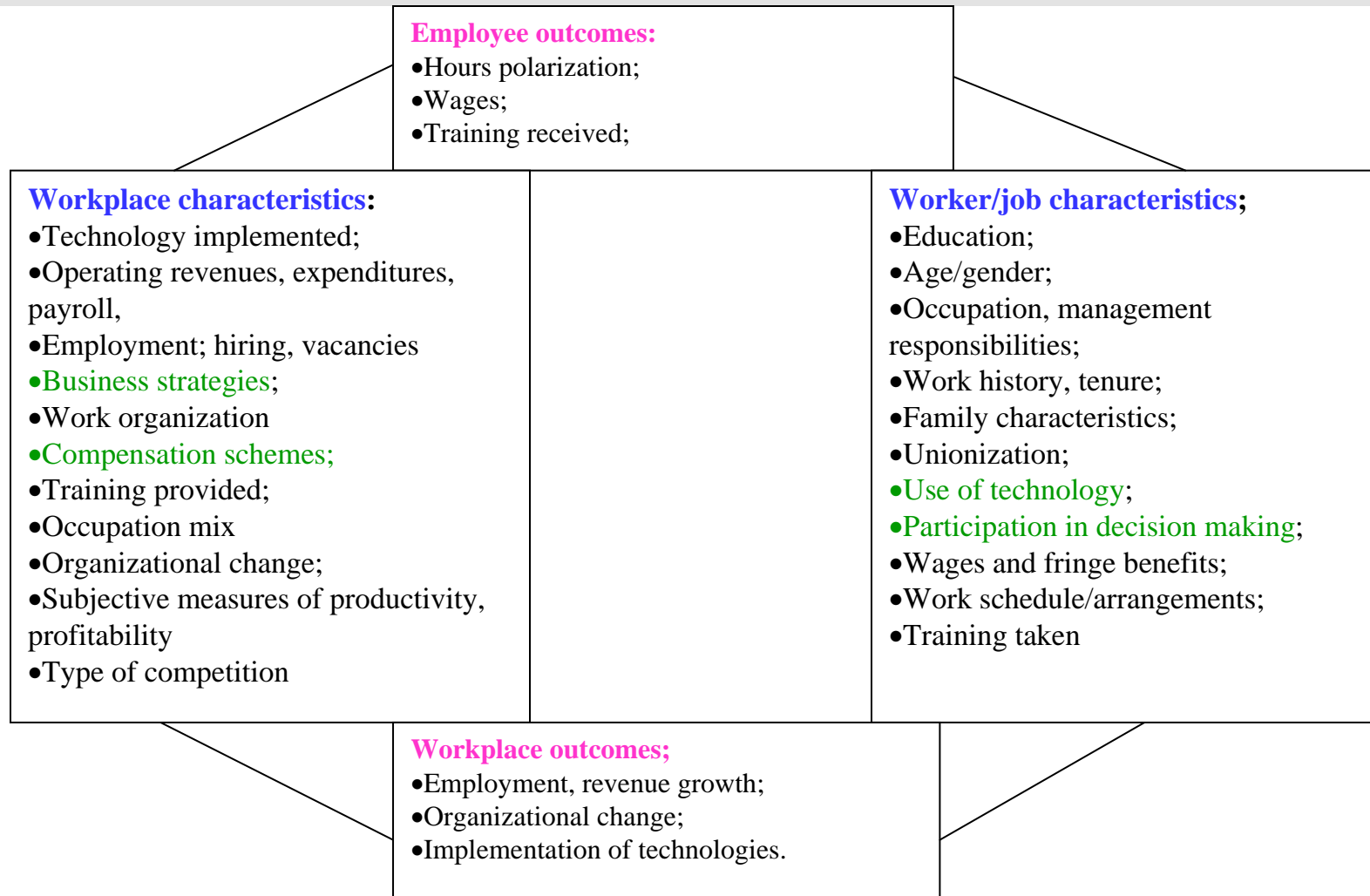
- Workplace and Employee Survey (WES) from Statistics Canada
- Sample size: 24,197 employees within 6,693 workplaces (2005)
- Annual survey, data available from 1999 until 2005 (ongoing)
- It contains detailed employee, job and workplace characteristics



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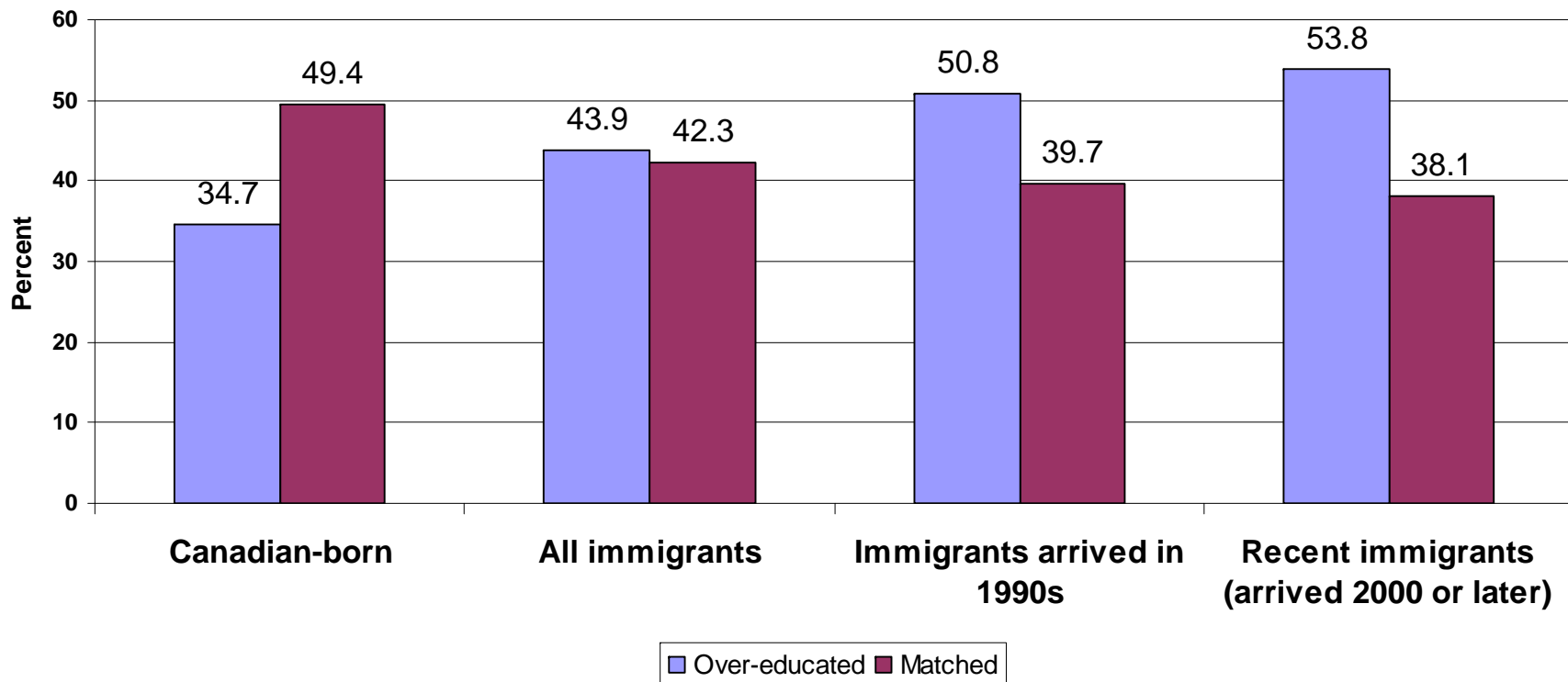
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Survey content





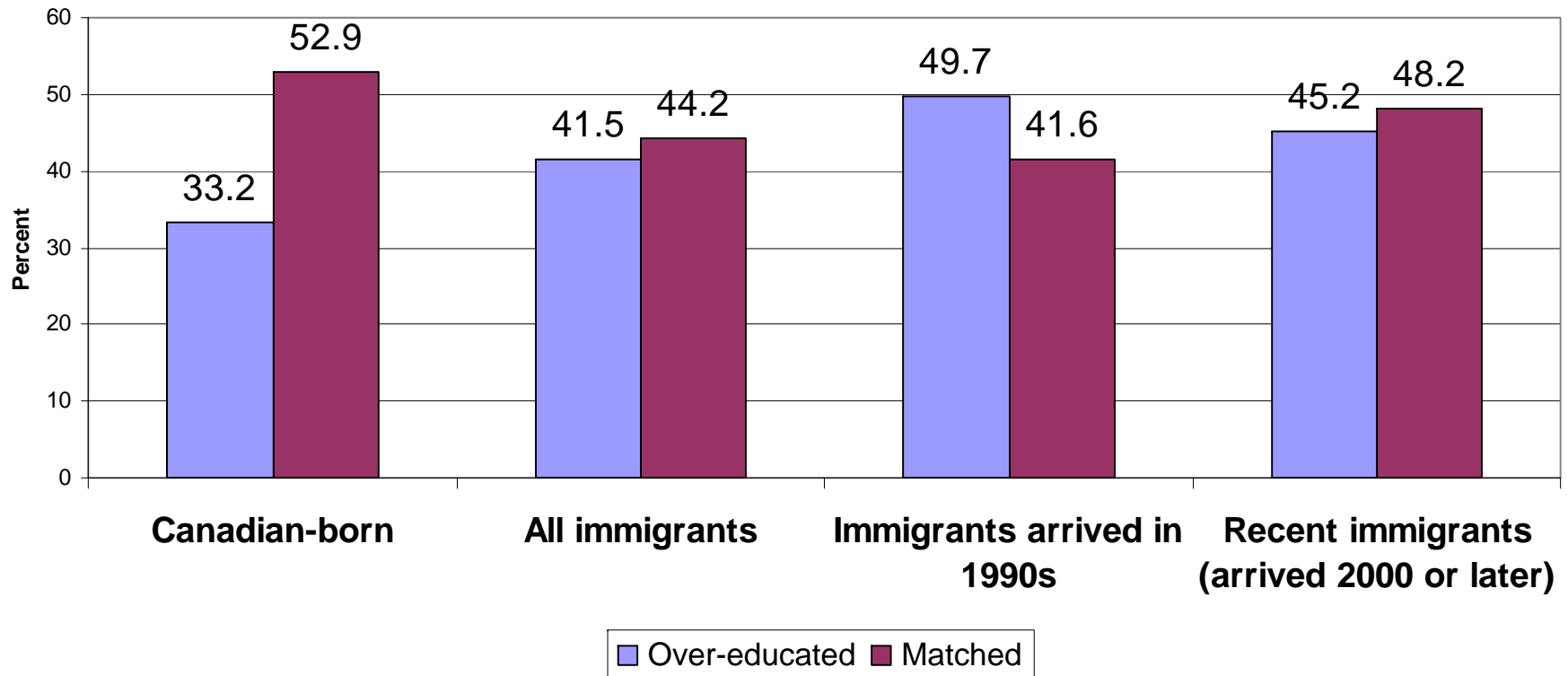
Incidence of over-education and matched education Canada





Preliminary findings

Incidence of over-education and matched education Ontario





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Preliminary findings

Years of over-education

Canada

	Canadian-born	All immigrants	Immigrants arrived in 1990s	Recent immigrants (arrived 2000 or later)
Female	1.4	2.0	2.7	2.7
Male	1.5	1.9	2.1	2.6



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Preliminary findings

Years of over-education by occupation

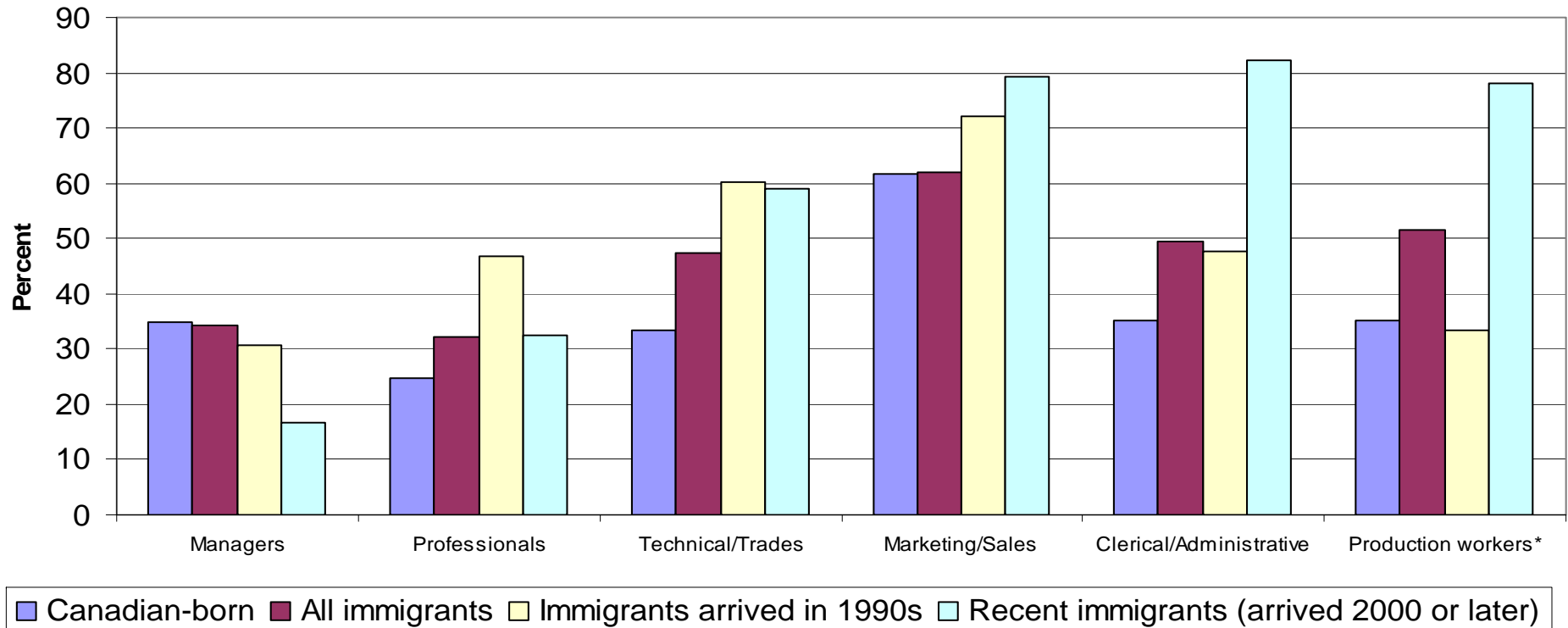
Canada

	Canadian-born	All immigrants	Immigrants arrived in 1990s	Recent immigrants (arrived 2000 or later)
Managers	1.85	1.85	2.26	1.03
Professionals	1.38	1.858	2.75	1.91
Technical/Trades	1.25	1.93	2.63	2.72
Marketing/Sales	2.64	2.94	3.34	3.36
Clerical/Administrative	1.23	1.67	1.81	3.2
Production workers*	1.44	2.53	1.56	4.46

* Requires no trade/certification, operation & maintenance



Incidence of over-education by occupation Canada



* Requires no trade/certification, operation & maintenance



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Preliminary findings

- Incidence of over-education for immigrants most prevalent in:
 - Small and medium sized enterprises (SMEs)
 - Manufacturing and construction industries
- Best matched skills and education for skilled immigrants is found in the education and health services industry
- High incidences of over-education for marketing/sales; clerical/administration; production workers
 - Points to the issue of skilled immigrants taking “survival” jobs
 - Under-representation of recent immigrants in management positions



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Interpreting the data

- Small sample size for some categories
- Data is descriptive in nature – other determinants of over-education beyond occupation, region, industry have not been accounted for
- All-immigrants category includes the 1.5 generation
- Immigrants arriving in the 1990s faced a recession



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WES has other capabilities

- WES includes data on job search methods
 - Internet, help wanted ad, family or friend, Canada Employment Centre, recruitment agency, job fair, on-campus recruitment...
- Variables on job search can be linked to hourly wage, job and income satisfaction, as well as demographic characteristics such as year of arrival of immigrants to Canada



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TRIEC's use for the data

- Preliminary results provide quantitative support for the current analysis of the immigrant experience
- Helps to inform TRIEC's programming and public policy work
- Helps to build the business case to TRIEC stakeholders



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Future lines of inquiry

- How do we begin to measure the economic benefit of integrating skilled immigrants into the labour market?
- Can we use the TIEDI data to achieve this?



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Discussion

Questions?