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YORK U
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Leading the World in Learning



TIEDI Exchange Forum: TRIEC pilot project

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TRIEC

Toronto Region
Immigrant Employment Council

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

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*

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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professionnelle

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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Survey content



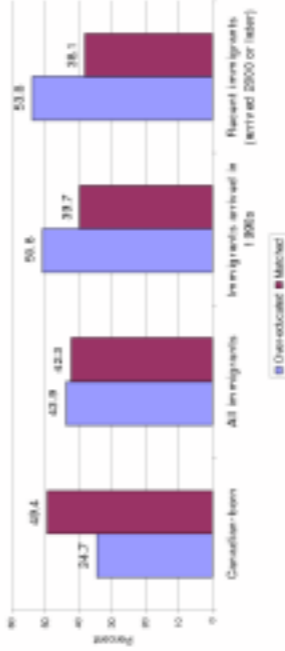


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Transitional Regional
Immigrant Employment Center

Preliminary findings

Incidence of over-education and matched education
Canada



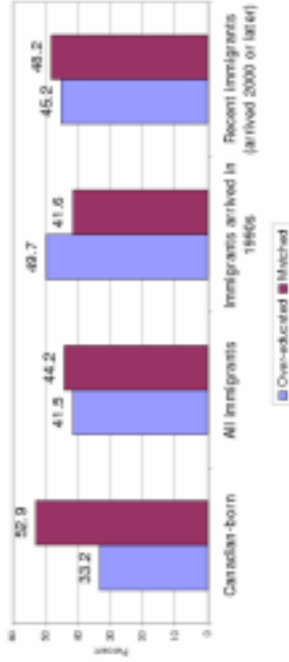


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Preliminary findings

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

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	2.83	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 bachelor certification, operation & maintenance



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Preliminary findings

Incidence of over-education by occupation Canada



■ Canadian-born ■ Immigrants arrived in 1980s ■ Recent immigrants (arrived 2000 or later)

* Requires no trade/certificate, operator & maintenance

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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Economic Council of Canada

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?