

WHAT KIND OF TESTS ARE REQUIRED FOR IMMIGRANTS TO GET HIRED?

By

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KEY POINTS:

- Canadian-born and immigrant groups are required to complete many of the same tests in the hiring process.
- The most common hiring procedure is the personal interview for all groups, across ethnoracial and occupational classifications.
- While most tests were applied at similar rates for Canadian-born and immigrants, we do find occupational categories (e.g. management and healthcare) where the Canadian-born are more likely to require no tests but where immigrants are tested (e.g. security or personality testing) at much higher rates.

INTRODUCTION TO TIEDI

The [Toronto Immigrant Employment Data Initiative \(TIEDI\)](#) seeks to assist organizations whose mandate includes the better integration of immigrants into Toronto's labour force. Such partner organizations include immigrant service agencies and advocacy groups, labour organizations, regulatory bodies, professional associations, training organizations, and credential assessment agencies.

The purpose of the project is to provide organizations with free access to statistical data and analysis on various aspects of immigrant labour market integration. The goal is to help organizations access the quantitative data they need in order to: identify priorities, develop programs and services, compose proposals and reports, and carrying out advocacy and public education endeavours.

TIEDI provides a unique service in which community organizations' data needs are met by a team of academic researchers and student analysts. Our partners define the data that they need - the project is thus driven by their agendas and not by academic research priorities.

TIEDI is based at York University, with a team of academic researchers drawn from York, the University of Toronto, and Ryerson University. Core members of the project team also include representatives of the Ontario Council of Agencies Serving Immigrants (OCASI), the Toronto Region Immigrant Employment Council (TRIEC) and World Education Services. The project is funded by the Social Sciences and Humanities Research Council of Canada under its Knowledge Impact in Society program, and by York University.

The datasets used by the project include a range of large-scale surveys such as the Census, the Longitudinal Survey of Immigrants to Canada, the Ethnic Diversity Survey, the Workplace and Employee Survey, the Survey of Labour and Income Dynamics, the Labour Force Survey and the Permanent Residents Data System.

TIEDI Analytical Reports provide tabulations of data, some brief analysis and contextualization, and some necessary caveats about the limitations of the data and analysis. Since the data presented have not been treated to detailed statistical analysis, any conclusions must be seen as preliminary and as starting points for further, more detailed, research. For free copies of these reports, visit our website at <http://www.yorku.ca/tiedi/pubreports.html>.

For further information, contact the TIEDI Principal Investigator, Dr Philip Kelly (pfkelly@yorku.ca), or the TIEDI Project Coordinator, Stella Park (pstella@yorku.ca).

While the research and analysis are based on data from Statistics Canada, the opinions expressed do not represent the views of Statistics Canada.

RESEARCH QUESTION

What kinds of tests are required of immigrants and Canadian-born during the hiring process? How do these tests vary by ethnoracial group and occupational classification?

BACKGROUND

Previous research has indicated that immigrants often experience difficulties gaining employment in their fields of expertise because of issues related to foreign credential recognition (Citizenship and Immigration Canada, 2010; Brouwer, 1999). Often tests are required of job applicants to demonstrate their knowledge of the work environment or their current skill level, which vary depending on the type of job and the skill set required. Research has shown that an employee's performance in a test of their job-specific skill is often the best gauge an employer can have of the employee's future performance, while a personal interview can help the employer to see if the employee would be a good fit with the firm (Gravelle, 2004).

Other tests are more directed toward the potential employee as individuals, such as drug tests, medical exams, and security checks. Many of these checks are argued to protect employers from their employees and their clients (Cronin, 1993). Personal interviews are the most common of all of these testing methods, and addressing discriminatory practices in the interview process has become important to human resources personnel (Ruhnow, 1992)

Using the Workplace and Employee survey, Akyeampong (2006) explored the prevalence of the use of security checks, medical examinations, and drug tests in hiring processes. He showed that most employees received some testing, the most common being the personal interview. He also noted trends indicating that medical examinations have become less common over the last 20 years of hiring, while security checks were increasing for those in communications and utilities, professional positions and large workplaces. Large workplaces tend to implement more testing procedures. Akyeampong (2006) did not find significant differences in screening processes related to age or sex, but his study did not separate Canadian-born and immigrant groups. Other studies, however, have shown that ethno-racial identities do influence the type of tests that potential employees face in the hiring process prior to, and during, the interview process (Carlsson and Rooth, 2007; Veenman, 2010).

THE DATA: WORKPLACE AND EMPLOYEE SURVEY, 2005

The Workplace and Employee Survey (WES), conducted by Statistics Canada, is designed to explore a broad range of issues relating to employers and their employees. The survey is unique in that employers and employees are linked at the microdata level; employees are selected from within sampled workplaces.

The WES offers potential users several unique innovations: chief among these is the link between events occurring in workplaces and the outcomes for workers. In addition, being longitudinal, it allows for a clearer understanding of changes over time. The WES also permits the examination of

the effect of workplace characteristics, in addition to industry and firm size effects (Statistics Canada, 2009).

This report uses survey data collected in 2005. It should be noted that the time period leading up to the WES data collection in 2005 was marked by economic growth, strong employment gains, and earnings growth in Canada (Lin, 2008: 5). Existing economic conditions (see Table 1 for basic economic data) and government policies may affect the employment trajectories and experiences of respondents. The outcomes of the respondents presented in this report using WES data may not therefore be comparable to the experiences of all employed immigrants presented using other data sets such as the Census.

Table 1: Economic Performance Indicators, Canada, 2001-2005

	2001	2002	2003	2004	2005	Overall average
Growth in Real GNP	1.8 %	2.9 %	1.9 %	3.1 %	3.1 %	2.6 %
Unemployment Rate	7.2 %	7.6 %	7.6 %	7.2 %	6.8 %	7.3 %

Source: Maslove, 2008: 228

The sample design for workplaces is based on a fixed panel of workplaces; this means that the panel is subject to attrition over time. A second concern with the use of a fixed panel design is the deterioration in the efficiency of the stratification over time as the business universe changes – surveyed workplaces may become less representative of the overall business environment.

There are limitations in using the WES data. The most important of which, for this report, is that the sample size restricts the use of local data. When cases are selected to limit the data to respondents in Toronto, the cell counts become too small for meaningful results. For this reason, the results in this report are for Canada as a whole. The sample moreover excludes most government employees and is thus not directly comparable to other surveys such as the Census.

Definitions: Immigrants are defined here as permanent residents, naturalized Canadian citizens, visa holders and temporary foreign workers. Basically, all respondents who are not Canadian-born are included in the immigrant category.

RESULTS

Table 2 shows the distribution of employed ethnoracial groups in this study by nativity status. The ethnoracial group category is a variable that combines place of birth with a visible minority category. The details of the construction of this variable can be found in the Appendix.

Table 2: Total Employed Population, Canadian-born and Immigrants by Ethnoracial Groups, Canada, 2005

	Total Employed Population		Canadian-born		Immigrants	
	N	%	N	%	N	%
Aboriginal	203,759	1.7 %	197,851	2.0 %	5,907	0.3 %
Arab, West Asian, or North African	124,428	1.0 %	24,981	0.2 %	99,447	4.5 %
Black	126,591	1.0 %	26,192	0.3 %	100,398	4.6 %
East Asian	435,449	3.6 %	109,249	1.1 %	326,201	14.9 %
East Indian	274,768	2.2 %	63,065	0.6 %	211,703	9.7 %
Filipino	119,516	1.0 %	17,812	0.2 %	101,703	4.6 %
Latin American	105,098	0.9 %	20,552	0.2 %	84,546	3.9 %
Southeast Asian	113,584	0.9 %	13,922	0.1 %	99,662	4.6 %
White	9,452,194	77.4 %	8,731,244	87.1 %	720,950	33.0 %
Other visible minority	1,259,924	10.3 %	822,448	8.2 %	437,476	20.0 %
Total	12,215,311		10,027,316		2,187,993	

A notable feature in Table 2 is that among the Canadian-born, 87.1% of the population identified as 'White', but only 33% of immigrants did so. East Asian and East Indian were the most common ethnoracial categories among immigrants.

Table 3 illustrates the distribution of Canadian-born persons and immigrants by Standard Occupational Classification.

Table 3: Canadian-born and Immigrants by Occupation, Canada, 2005

	Canadian-born		Immigrants	
	N	%	N	%
Management (A)	1,227,436	12.2	314,108	14.4
Business, Finance and Administrative (B)	2,174,341	21.7	483,860	22.2
Natural and Applied Sciences and Related (C)	493,031	4.9	186,157	8.5
Health (D)	783,191	7.8	166,326	7.6
Social Science, Education, Government Service and Religion (E)	655,810	6.5	98,745	4.5
Art, Culture, Recreation and Sport (F)	214,781	2.1	45,987	2.1
Sales and Service (G)	2,554,495	25.5	462,377	21.2
Trades, Transport and Equipment Operators and Related (H)	1,238,595	12.4	186,610	8.5
Primary Industry (I)	86,721	0.9	n/a	
Processing, Manufacturing and Utilities (J)	598,917	6.0	238,993	10.9

n/a: Data suppressed due to reliability and/or confidentiality issues

This broad description of occupational categories shows the similarity in occupational categories between the Canadian-born population and immigrant population. Of the Canadian-born population, roughly one quarter are in the sales and service field (25.5%), and one fifth are in the business, finance and administrative field (21.7%). Twelve percent are in the management sector and the trades, transport and equipment operators and related field (12.2% and 12.4%, respectively). For

immigrants, the pattern is roughly similar with one fifth in business, finance and administrative positions (22.2%), and one fifth in the sales and service sector (21.2%). Far fewer immigrants were in the trades, transport and equipment operators and related field (8.5%), and far more immigrants were in the processing, manufacturing and utilities, and natural and applied sciences and related fields (10.9% and 8.5%, respectively).

Table 4 shows the distribution of ethnoracial groups across different occupational categories.

Table 4: Ethnoracial Groups by Occupation, Canada, 2005

	Total	Aboriginal	Arab, West Asian, or North African	Black	East Asian	East Indian	Filipino	Latin American	Southeast Asian	Other Visible Minority	White
Management (A)	12.62%	6.70%	16.20%	9.60%	17.40%	14.10%	5.30%	6.00%	10.30%	15.10%	12.40%
Business, Finance and Administrative (B)	21.77%	24.00%	26.20%	29.10%	23.00%	16.60%	30.70%	28.50%	20.20%	22.20%	21.50%
Natural and Applied Sciences and Related (C)	5.56%	3.40%	7.00%	4.20%	9.80%	5.40%	5.80%	6.80%	8.70%	8.30%	5.00%
Health (D)	7.78%	7.70%	7.70%	10.10%	7.50%	11.80%	12.80%	n/a	n/a	7.70%	7.70%
Social Science, Education, Government Service and Religion (E)	6.18%	10.20%	5.20%	3.20%	7.00%	3.50%	n/a	4.80%	0.70%	4.90%	6.50%
Art, Culture, Recreation and Sport (F)	2.14%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	2.00%	2.30%
Sales and Service (G)	24.71%	27.10%	23.70%	21.80%	23.20%	25.60%	18.90%	25.40%	38.00%	23.00%	25.00%
Trades, Transport and Equipment Operators and Related (H)	11.67%	10.60%	5.30%	6.70%	5.50%	7.20%	7.70%	10.70%	4.50%	10.40%	12.60%
Primary Industry (I)	0.71%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0.40%	0.90%
Processing, Manufacturing and Utilities (J)	6.86%	10.40%	8.70%	15.40%	6.60%	16.00%	18.90%	17.80%	17.60%	6.00%	6.20%

n/a: Data suppressed due to reliability and/or confidentiality issues

East Asians have the greatest representation in management occupations (17.4% of East Asians work in management), while in health and business, finance and administrative positions Filipinos are represented at the highest levels (12.8% and 30.7%, respectively). East Asians also have the largest representation in the natural and applied sciences and related fields (9.8%). Among Southeast Asians, 38% are in the sales and service sector. Large proportions of Filipinos, Latin Americans, Southeast Asians, East Indians, and Blacks (ranging between 15.4% and 18.9%) worked in the processing, manufacturing, and utilities sector.

a) Tests for hiring by ethnoracial category

Table 5 shows the most common tests and procedures that employees underwent during the hiring process for their current job ranked in order of the number of reported cases. Respondents could report as many tests and procedures as applied in their case. The choices for hiring methods were given in the Workplace Employment Survey as below, with an additional space given for 'Other' responses.

Table 5: Most Common Tests or Procedures in Hiring Process of Current Job by Immigrant Status and Ethnoracial Groups (Ranked), Canada, 2005

	Personal Interview	Security Check	Medical Exam	None	Tests For Specific Skills	Test on Job-Related Knowledge	Aptitude or Other Personality Testing	Test on General Knowledge or Literacy Skills	Drug Test	Tests Administered by a Recruitment Agency	Other Type of Testing or Screening
Canadian-born											
Total	1	3	4	2	5	6	7	8	9	11	10
Aboriginal	1	2	3	5	7	4	6	8	10	11	9
Arab, West Asian, or North African	1	2	3	4	6	n/a	5	n/a	n/a	n/a	n/a
Black	1	3	6	2	4	n/a	5	n/a	n/a	n/a	n/a
East Asian	1	3	8	2	6	5	7	4	9	10	11
East Indian	1	2	n/a	6	3	4	7	5	n/a	n/a	n/a
Filipino	1	n/a	n/a	n/a	n/a	n/a	n/a	2	n/a	n/a	n/a
Latin American	1	2	4	3	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Southeast Asian	1	3	n/a	n/a	2	n/a	n/a	n/a	n/a	n/a	n/a
Other visible minority	1	2	4	3	5	6	7	8	9	11	10
White	1	3	4	2	5	6	7	8	9	11	10
Immigrant											
Total	1	2	3	5	4	6	7	8	10	9	11
Aboriginal	1	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Arab, West Asian, or North African	1	2	6	3	5	4	7	8	10	11	9
Black	1	2	6	3	5	9	4	7	11	10	8
East Asian	1	3	5	2	4	6	8	7	9	10	11
East Indian	1	2	4	7	3	5	6	9	10	8	11
Filipino	1	3	2	8	4	5	7	6	9	n/a	10
Latin American	1	3	6	8	2	5	7	4	n/a	9	10
Southeast Asian	1	2	4	6	7	3	5	9	8	10	n/a
Other visible minority	1	2	6	7	4	3	5	8	9	10	11
White	1	3	2	4	5	7	6	8	9	10	11

Table 6 presents the information using actual percentage-based responses for each category.

Table 6: Most Common Tests or Procedures in Hiring Process of Current Job by Immigrant Status and Ethnoracial Group, Canada, 2005

	Personal Interview	Security Check	Medical Exam	None	Tests For Specific Skills	Test on Job-Related Knowledge	Aptitude or Other Personality Testing	Test on General Knowledge or Literacy Skills	Drug Test	Tests Administered by a Recruitment Agency	Other Type of Testing or Screening
Canadian-born											
Aboriginal	84.1	28.4	13.7	10.5	7.6	11	6.4	7.9	1.4	0.9	2.3
Arab, West Asian, or North African	83.8	21.7	17.7	15.2	10.2	n/a	n/a	14.8	n/a	n/a	n/a
Black	69.4	19.5	4	29.2	17.7	n/a	n/a	16.7	n/a	n/a	n/a
East Asian	74.8	15.6	5.2	20.8	6.1	6.8	6.9	5.8	2.6	2.5	1.5
East Indian	81.1	27.3	n/a	9.6	18.4	13.5	11.5	8.3	n/a	n/a	n/a
Filipino	81.7	n/a	n/a	n/a	n/a	n/a	24.1	n/a	n/a	n/a	n/a
Latin American	71.2	28	3.1	19.5	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Southeast Asian	97.6	11.4	n/a	n/a	57.8	n/a	n/a	n/a	n/a	n/a	n/a
Other visible minority	75.8	20.4	12.6	17.6	12.1	12.1	6.8	8.9	3.2	2.1	2.9
White	77.8	15.3	14.5	17.6	10.8	9	5.8	8.5	2.5	1.4	2.3
Immigrant											
Aboriginal	100	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Arab, West Asian, or North African	76.2	28.6	14	21	16.5	16.8	10.3	11.6	1.5	1.1	1.8
Black	73.5	21.1	12.8	20.2	13.9	9	12.5	14.1	1.2	2	9.1
East Asian	81.6	14	10.7	15.9	13.4	9	8.3	5.7	3.7	1.9	0.7
East Indian	88.4	25.5	12.9	8.6	13.9	12.7	7.3	11.2	2.8	8.1	1.3
Filipino	88.9	25.2	26.4	6.6	24.1	21.2	18.1	12.3	6.6	n/a	3.7
Latin American	91.1	12	7.3	5.7	12.9	7.7	9.2	6.6	n/a	3.6	2.5
Southeast Asian	81.3	18.7	12	7	6.9	14.5	3.2	10.2	3.3	2.1	n/a
Other visible minority	84.4	22.5	13.6	12	18.5	20.9	7.4	14.9	3.2	2.6	1.7
White	80	17.9	18.4	14.1	12.4	9.3	6.2	9.8	2.6	2.3	1.4

n/a: Data suppressed due to reliability and/or confidentiality issues

** : Percentages do not add up to 100% because respondents could select multiple choices.

As Table 6 shows the personal interview was the most common procedure in the hiring process for all groups in the WES, whether they were born in Canada or elsewhere. At least 7 out of 10

respondents reported having to go through a personal interview. Going through a security check was the second most frequently cited procedure for both Canadian-born and immigrants. In this case, however, the range of those indicating that security check were used varied from a low of 11.4% for Canadian-born South East Asians to a high of 28.6% for Arab, West Asian, or North African immigrants.

Canadian-born respondents were more likely to report that no tests were required compared to immigrants. Nevertheless, about a fifth of Arab, West Asian and North African immigrants, and Black immigrants, got their job without an interview or any type of tests.

More than half of Southeast Asian Canadian-born (57.8%) had been tested for specific skills before being offered their current position, while only 10.8% of Canadian-born Whites were tested in this way and less than 10% of Canadian born Aboriginals and East Asians. Canadian-born East Indians, other visible minorities, and Aboriginals did however report high rates of test taking on job-related knowledge compared to other Canadian-born groups. Among immigrant groups, even higher levels of testing on job-related knowledge were reported in the Filipino, other visible minority, Arab, West Asian and North African and South East Asian groups.

Overall, immigrants reported taking more tests than the Canadian-born, but it is important to note that the different occupational distributions given in Tables 3 and 4 are likely to be part of the explanation for this difference, since different jobs will have different testing requirements.

b) Tests required for Hiring by Occupation

Table 7 shows the most common tests and procedures that employees underwent during the hiring process for their current job, according to Standard Occupational Classifications. Respondents could report all the methods and tests that applied. Responses were ranked in order of the most frequently cited hiring procedures or processes registered by the surveyed population.

Table 7: Most Common Tests or Procedures in Hiring Process of Current Job by Immigrant Status and Standard Occupational Classification (Ranked), Canada, 2005

	Personal interview	Security check	Medical exam	None	Tests for specific skills	Test on job-related knowledge	Aptitude or other personality testing	Test on general knowledge or literacy skills	Drug test	Tests administered by a recruitment agency	Other type of testing or screening
Canadian-born											
Management (A)	1	3	4	2	5	7	6	8	9	10	11
Business, Finance and Administrative (B)	1	2	7	3	3	6	5	8	11	9	10
Natural and Applied Sciences and Related (C)	1	4	2	3	6	7	5	8	9	10	11
Health (D)	1	3	2	6	5	4	7	8	10	11	9
Social Science, Education, Government Service and	1	2	3	5	6	4	9	7	10	11	8
Art, Culture, Recreation and Sport (F)	1	6	5	2	3	4	8	7	n/a	n/a	9
Sales and Service (G)	1	3	7	2	5	4	6	8	10	11	9
Trades, Transport and Equipment Operators and	1	4	3	2	6	5	7	9	8	11	10
Primary Industry (I)	1	5	3	2	8	9	6	10	4	11	7
Processing, Manufacturing and Utilities (J)	1	7	2	3	4	8	5	6	9	10	11
Immigrant											
Management (A)	1	2	7	3	6	5	4	8	11	9	10
Business, Finance and Administrative (B)	1	3	5	4	2	6	8	7	10	9	11
Natural and Applied Sciences and Related (C)	1	3	4	8	4	2	6	7	9	10	11
Health (D)	1	3	2	9	5	4	6	7	7	10	10
Social Science, Education, Government Service and	1	2	4	6	3	5	8	6	n/a	n/a	n/a
Art, Culture, Recreation and Sport (F)	1	n/a	n/a	3	2	5	4	6	n/a	n/a	n/a
Sales and Service (G)	1	2	6	3	7	4	5	8	10	10	9
Trades, Transport and Equipment Operators and	1	3	2	6	4	7	5	9	8	11	10
Primary Industry (I)	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Processing, Manufacturing and Utilities (J)	1	6	2	4	3	5	8	7	9	10	11

n/a: Data suppressed due to reliability and/or confidentiality issues

Table 8 presents the same information using percentage-based responses for each category.

Table 8: Most Common Tests or Procedures in Hiring Process for Current Job by Immigrant Status and Standard Occupational Classifications (percentages), Canada, 2005

	Personal interview	Security check	Medical exam	None	Tests for specific skills	Test on job related knowledge	Aptitude or other personality testing	Test on general knowledge or literacy skills	Drug test	Tests administered by a recruitment agency	Other type of testing or screening
Canadian-born											
Management (A)	73.0	12.8	10.6	23.6	8.9	7.8	8.2	4.7	2.4	1.7	1.2
Business, Finance and Administrative (B)	80.7	16.7	8.8	16.0	16.0	9.4	10.6	8.6	1.5	2.5	1.9
Natural and Applied Sciences and Related (C)	82.6	13.6	17.4	14.1	12.0	9.5	12.5	3.9	2.9	2.1	1.8
Health (D)	82.0	21.7	28.1	9.6	9.8	10.4	5.1	3.8	1.5	0.5	3.6
Social Science, Education, Government Service and Religion (E)	87.4	32.3	23.5	8.6	6.8	13.2	3.1	5.9	1.3	1.0	4.7
Art, Culture, Recreation and Sport (F)	79.3	5.4	7.0	16.4	12.6	9.5	4.1	5.1	n/a	n/a	1.8
Sales and Service (G)	79.0	14.4	6.6	17.3	7.5	8.2	6.8	4.6	1.2	0.5	1.5
Trades, Transport and Equipment Operators and Related (H)	67.5	15.9	21.3	24.4	10.2	11.0	8.8	6.0	6.9	1.1	4.3
Primary Industry (I)	63.3	7.7	16.7	28.3	5.7	3.7	7.4	2.9	8.0	1.5	6.4
Processing, Manufacturing and Utilities (J)	74.0	9.8	28.5	18.6	17.9	8.9	16.7	10.1	5.7	3.5	1.9
Immigrant											
Management (A)	80.5	25.8	10.0	17.2	13.9	14.3	15.7	6.2	1.1	3.5	2.1
Business, Finance and Administrative (B)	84.4	14.1	11.4	11.5	17.0	11.1	9.8	10.4	1.2	5.4	0.6
Natural and Applied Sciences and Related (C)	94.2	15.3	15.0	4.5	15.0	17.5	9.0	5.0	2.8	1.9	1.7
Health (D)	94.8	33.9	39.5	4.2	13.2	19.5	11.1	7.5	7.5	n/a	n/a
Social Science, Education, Government Service and Religion (E)	83.4	26.1	15.2	9.7	16.1	11.7	5.2	9.7	n/a	n/a	n/a
Art, Culture, Recreation and Sport (F)	82.5	n/a	n/a	11.0	11.3	5.1	8.1	2.3	n/a	n/a	n/a
Sales and Service (G)	75.7	20.3	9.4	18.4	9.3	10.6	9.5	6.9	1.4	1.4	1.7
Trades, Transport and Equipment Operators and Related (H)	78.6	21.3	26.1	13.1	21.2	12.4	14.2	8.1	9.1	1.2	3.4
Primary Industry (I)	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Processing, Manufacturing and Utilities (J)	78.4	13.1	15.7	14.1	14.5	14.0	8.3	9.5	4.1	2.6	2.1

n/a: Data suppressed due to reliability and/or confidentiality issues

**: Percentages do not add up to 100% because respondents could select multiple choices.

All occupational groups reported that the most common test or procedure for getting their current position was a personal interview, regardless of immigrant status. However, after this first category the other tests were much more differentiated by occupational classification. As would be expected, different occupations required different tests but the differences in the tests required by Canadian-born and immigrant persons may highlight how the hiring process differs and in what ways.

The first point to note is that for many occupational groupings, the difference between testing levels for Canadian-born and immigrants is relatively insignificant. For example, in business, finance and administration, the percentages reporting different types of testing are similar in most cases across both Canadian-born and immigrants.

In other cases, however, we do find difference emerging. When looking at occupations in management, for example, immigrants are twice as likely as Canadian-born to have to go through a security check (25.8% vs. 12.8%, respectively), while 23.6% of Canadian-born did not have to go through any test or procedures (as opposed to 17.2% of immigrants).

In healthcare occupations the Canadian-born (14.1%) were three times as likely to require no testing at all compared to immigrants (4.5%). A similar pattern is found in trades and transport, where Canadian-born are almost twice as likely to require no testing at all compared to immigrants (24.4 and 13.1% respectively). In the same occupational sector, aptitude or other personality testing was twice as likely to be required of immigrants.

Medical exams were frequently cited as required for both Canadian-born and immigrant workers in a number of sectors, but differences are apparent in a few instances. In processing, manufacturing and utilities, for example, immigrants were almost twice as likely as the Canadian-born to require a medical exam (15.7% and 28.5% respectively).

CONCLUSIONS

The findings in this report are preliminary. As noted earlier, the WES provides only a snapshot of the labour market at a particular point in time (notably, prior to the recent recession). It is also a limited sample size. A final caveat to note is that the occupational categories used in the report are very broad – for example healthcare covers the full range from surgeons to healthcare aides and support workers. An even more finely detailed analyses would need to compare testing patterns for specific occupations. Nevertheless, some preliminary conclusions are possible.

Hiring methods and required tests for immigrants and Canadian-born persons overall were quite similar. The personal interview was required most often across all ethnoracial and occupational groups for both Canadian-born persons and immigrants. Canadian-born persons reported that they were often not required to take any other tests in the hiring process for their current job. Immigrants did not report this result as often. Security checks were frequently reported in both groups separated by ethnoracial group and occupational classification.

The ranked frequencies by occupational classifications showed how different industries require different tests, but they also show how immigrants are still required to take different tests than Canadian-born persons, although these patterns are highly variable compared to the differences between ethnoracial groups. For most groups, drug tests, tests administered by a recruitment agency, and other type of testing or screening were reported at low levels.

In general, the findings can be summarized as follows:

- Canadian-born and immigrant groups are required to complete many of the same tests in the hiring process.
- The most common hiring procedure is the personal interview for all groups, across ethnoracial and occupational classifications.
- While most tests were applied at similar rates for Canadian-born and immigrants, we do find occupational categories (e.g. management and healthcare) where the Canadian-born are more likely to require no tests but where immigrants are tested (e.g. security or personality testing) at much higher rates.

APPENDIX

RELEVANT QUESTIONS FROM WES SURVEY QUESTIONNAIRE:

1. **4 (b)** – When you were first hired, were you required to take: (Check all that apply)
 - a. Tests for specific skills (for example typing or manual dexterity)
 - b. Test on general knowledge or literacy skills
 - c. None
 - d. Aptitude or other personality testing
 - e. Security check
 - f. Medical examination
 - g. Drug test
 - h. Tests administered by a recruitment agency
 - i. Any other type of testing or screening
 - j. Personal interview
 - k. Test on job-related knowledge

2. **5** – What is your job title?

3. **6** – What are your most important activities or duties?

4. **46** – Were you born in Canada?

5. **46 (a)** – In what year did you immigrate to Canada?

6. **55** – Canadians come from many ethnic, cultural and racial backgrounds. From which groups did your parents or grandparents descend? (Check all that apply.)
 - a. Canadian
 - b. American
 - c. British (from England, Scotland, Ireland, etc.)
 - d. French
 - e. Any other European groups
 - f. Arab (from Egypt, Jordan, Lebanon, Iraq, etc.)
 - g. Black (from Africa, Caribbean, Haiti, U.S.A., Canada, etc.)
 - h. Chinese
 - i. East Indian (from India, Pakistan, East Africa, etc.)
 - j. Filipino
 - k. Inuit (Eskimo)
 - l. Japanese
 - m. Korean
 - n. Latin American (from Mexico, Central America or South America)
 - o. Métis
 - p. North American Indian (First Nations, Aboriginal persons, Native Peoples)
 - q. North African (from Egypt, Morocco, Algeria, etc.)
 - r. South East Asian (from Burma, Cambodia, Laos, Viet Nam, etc.)
 - s. West Asian (from Syria, Turkey, Afghanistan, Iran, etc.)
 - t. Other, specify

The derived variable from question 55 used in this report follows the following categorization:

Aboriginal = Inuit (Eskimo) or Métis or North American Indian

East Asian = Japanese or Korean or Chinese

Arab, West Asian or North African = Arab or West Asian or North African

White= Canadian or British or American or French or Any other European groups

All other categories are as above

Questionnaire: http://www.statcan.gc.ca/imdb-bmdi/instrument/2615_Q1_V7-eng.pdf

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FURTHER READING

Screening Job Applicants

<http://www.statcan.gc.ca/pub/75-001-x/10506/9200-eng.pdf>