



## **Mobilizing Data on Immigrants in the Labour Market: The Experience of the Toronto Immigrant Employment Data Initiative**

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York University

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Toronto Immigrant Employment Data Initiative (TIEDI)

Presentation to the Metropolis National Conference  
Vancouver, March 24<sup>th</sup> 2011

# What is TIEDI?



Social Sciences and Humanities  
Research Council of Canada

Conseil de recherches en  
sciences humaines du Canada

Canada

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## Some TIEDI Partners:



YMCA of Greater Toronto  
 Toronto Catholic District School Board  
 Delta Family Resource Centre  
 COSTI  
 South Asian Family Support Services  
 Newcomer Women's Services Toronto  
 Colour of Poverty – Colour of Change  
 North Etobicoke Local Immigration Partnership  
 Centre for Information & Comm.Services of Ontario  
 Aga Khan Economic Planning Board  
 Canadian Immigrant Integration Program, Assoc. of  
 Canadian Community Colleges  
 Fuerza Latina Community Services  
 Workforce Planning Board

Thorncliffe Neighbourhood Office  
 CONNECT Strategic Alliance, CIITE project  
 Learning Enrichment Foundation  
 North York Central Employment & Social Services, City  
 of Toronto  
 Skills for Change  
 Council of Agencies Serving South Asians  
 Toronto Workforce Innovation Group  
 YMCA Language Assessment & Referral Centre  
 Community Development Halton  
 Future Leaders Institute Project  
 Department of Human Services, Region of Peel  
 Community Impact Research and Innovation Alliance



## Data Sources:

Census, 2006

Longitudinal Survey of Immigrants to Canada, 2001-04

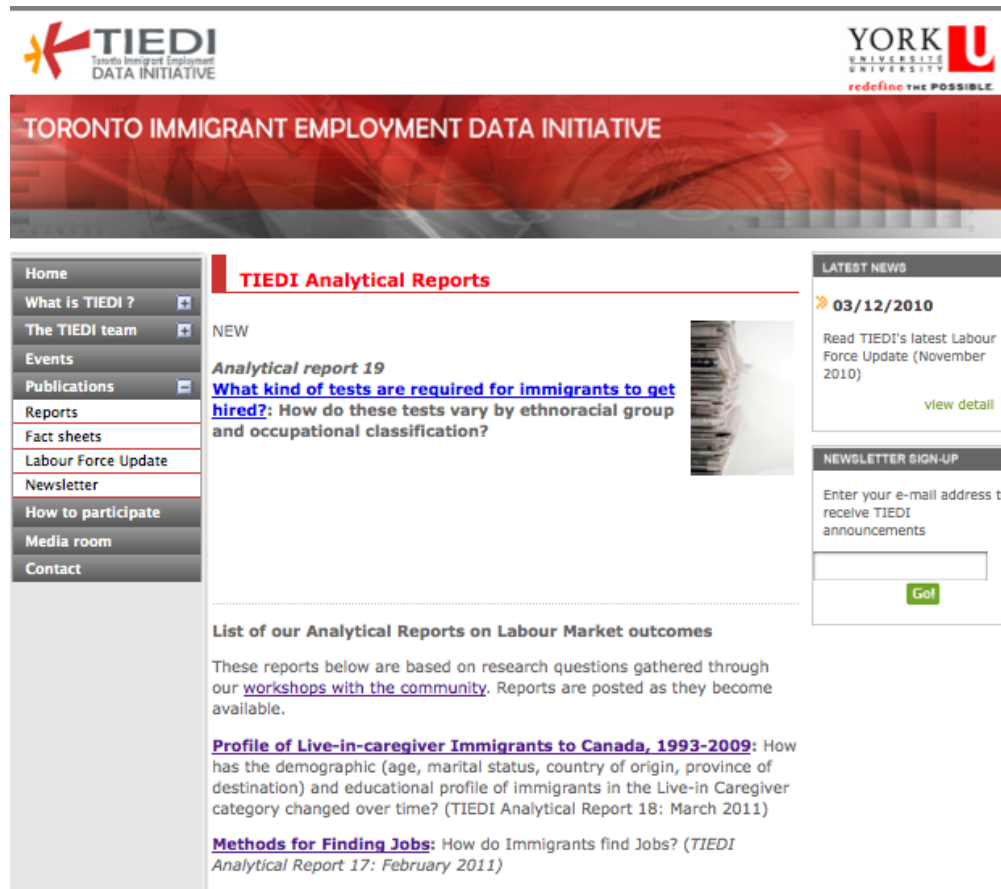
Ethnic Diversity Survey, 2002

Workplace and Employee Survey, 2005

Labour Force Survey, 2006-

Permanent Residents Data System, 1980-2009

## TIEDI Output: Analytical Reports



The screenshot shows the TIEDI website interface. At the top, there are logos for TIEDI and York University. Below the logos is a red banner with the text 'TORONTO IMMIGRANT EMPLOYMENT DATA INITIATIVE'. The main content area is titled 'TIEDI Analytical Reports'. On the left, there is a navigation menu with links: Home, What is TIEDI?, The TIEDI team, Events, Publications, Reports, Fact sheets, Labour Force Update, Newsletter, How to participate, Media room, and Contact. The 'Reports' link is highlighted. The main content area displays a list of analytical reports. The first report is titled 'Analytical report 19' and is dated '03/12/2010'. The report title is 'What kind of tests are required for immigrants to get hired?: How do these tests vary by ethnoracial group and occupational classification?'. There is a 'view detail' link next to the report. Below the report list, there is a section titled 'List of our Analytical Reports on Labour Market outcomes'. This section contains a paragraph explaining that the reports are based on research questions gathered through workshops with the community. It then lists two reports: 'Profile of Live-in-caregiver Immigrants to Canada, 1993-2009' and 'Methods for Finding Jobs'. On the right side of the website, there is a 'LATEST NEWS' section with the same date '03/12/2010' and a link to 'Read TIEDI's latest Labour Force Update (November 2010)'. Below this is a 'NEWSLETTER SIGN-UP' section with a text input field for an email address and a 'Go!' button.

**TIEDI**  
Toronto Immigrant Employment  
DATA INITIATIVE

**YORK**  
UNIVERSITÉ  
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redefine THE POSSIBLE.

**TORONTO IMMIGRANT EMPLOYMENT DATA INITIATIVE**

**TIEDI Analytical Reports**

NEW

**Analytical report 19**  
**What kind of tests are required for immigrants to get hired?: How do these tests vary by ethnoracial group and occupational classification?**

**03/12/2010**  
Read TIEDI's latest Labour Force Update (November 2010)  
[view detail](#)

**NEWSLETTER SIGN-UP**  
Enter your e-mail address to receive TIEDI announcements  
  
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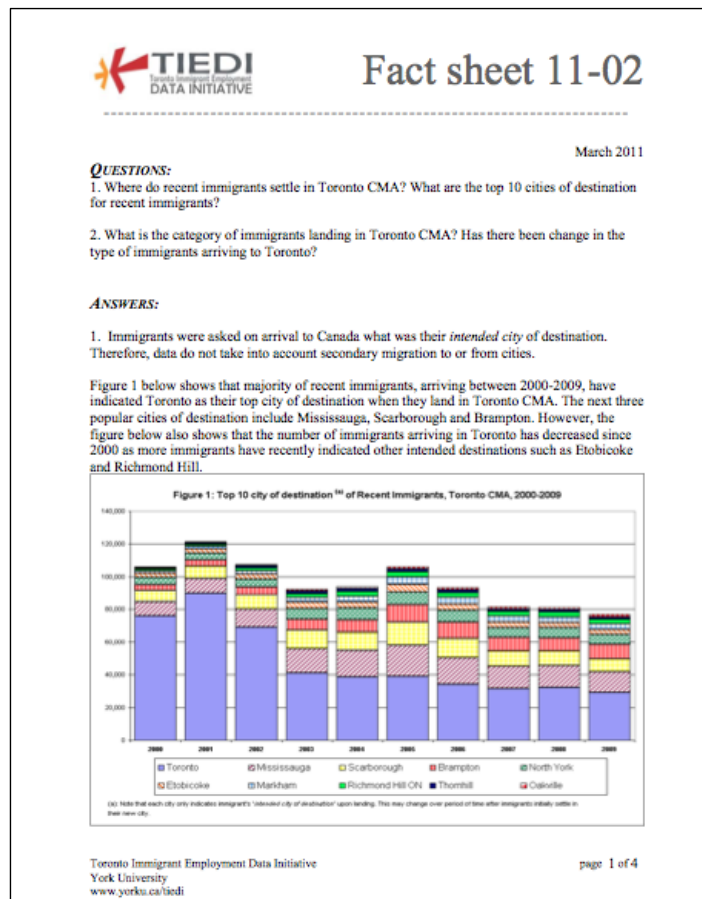
**List of our Analytical Reports on Labour Market outcomes**

These reports below are based on research questions gathered through our [workshops with the community](#). Reports are posted as they become available.

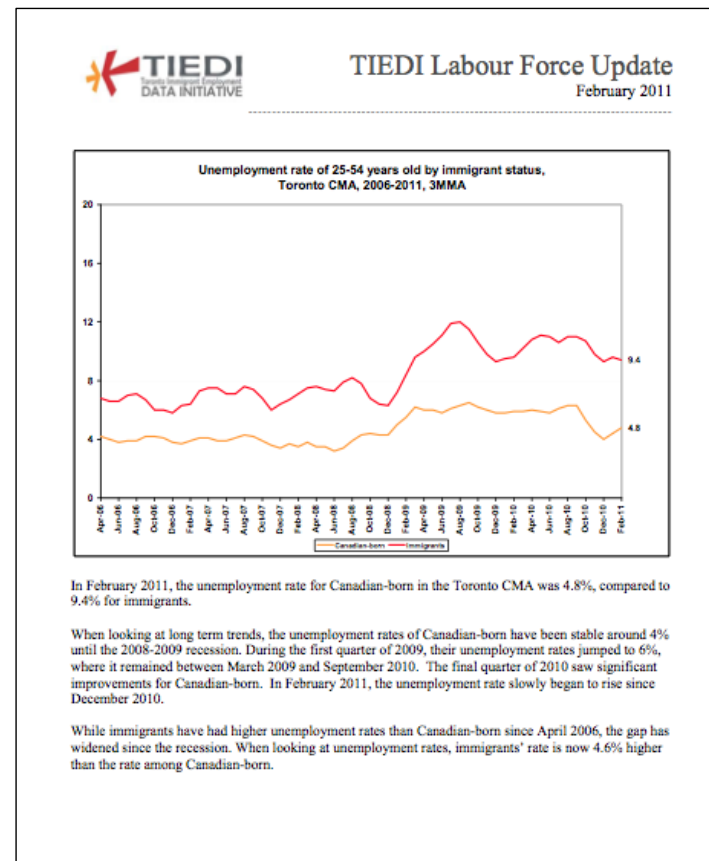
**Profile of Live-in-caregiver Immigrants to Canada, 1993-2009:** How has the demographic (age, marital status, country of origin, province of destination) and educational profile of immigrants in the Live-in Caregiver category changed over time? (TIEDI Analytical Report 18: March 2011)

**Methods for Finding Jobs:** How do Immigrants find Jobs? (TIEDI Analytical Report 17: February 2011)

## TIEDI Output: Rapid Data / Factsheets



## TIEDI Output: Labour Force Update:



## Other dissemination formats

### Plain Language Summary:



**Immigrants who speak English or French earn more**



**What is this research about?**

Past research shows that language skills have a large impact on the ability of immigrants to find high paying jobs in their chosen field. It is thought that some Canadian employers discriminate against immigrants who don't speak English or French very well. Poor language skills may also reduce an immigrant's ability to be productive, which can result in lower earnings. However, although recent immigrants to Canada tend to earn less than the Canadian-born, previous findings show that as immigrants learn English or French, they do better on the labour market – whether they are highly educated or not. This market can be divided into two parts: the general labour market and the ethnic economy. In an ethnic economy, immigrants often work among people of the same ethnic origin. It has been argued that those who work in the ethnic economy remain insulated from the culture of their host country; as a result, they earn less and don't acquire new language skills as quickly as others do.

**What you need to know:**

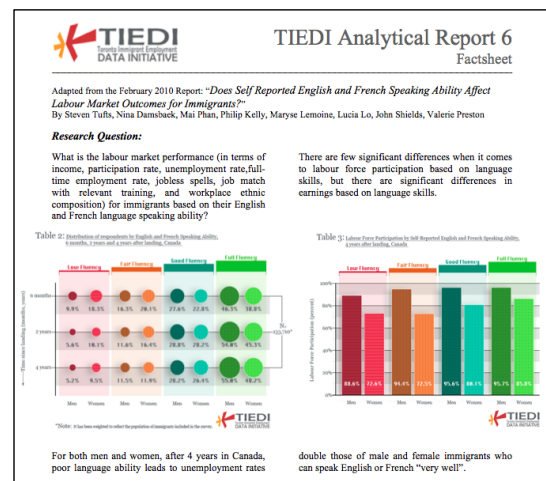
Immigrants to Canada who acquire strong language skills tend to be more successful in the job market than those who don't. Immigrant women tend to do worse than their male counterparts. The gender gap narrows for women with better language skills.

language skills have on an immigrant's success in the job market.

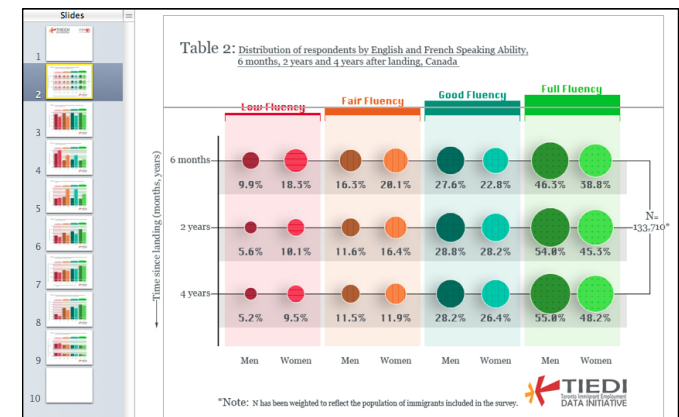
**What did the researchers do?**

The Toronto Immigrant Employment Data Initiative (TIEDI) set out to determine how immigrants to Canada perform in the job market based on their language skills. Researchers with TIEDI looked at data from the Longitudinal Survey of Immigrants to Canada (LSIC). The LSIC is a joint undertaking of Statistics Canada and Citizenship and Immigration Canada. More specifically, it is a comprehensive survey that studies new immigrants at three different

### Graphic factsheet:

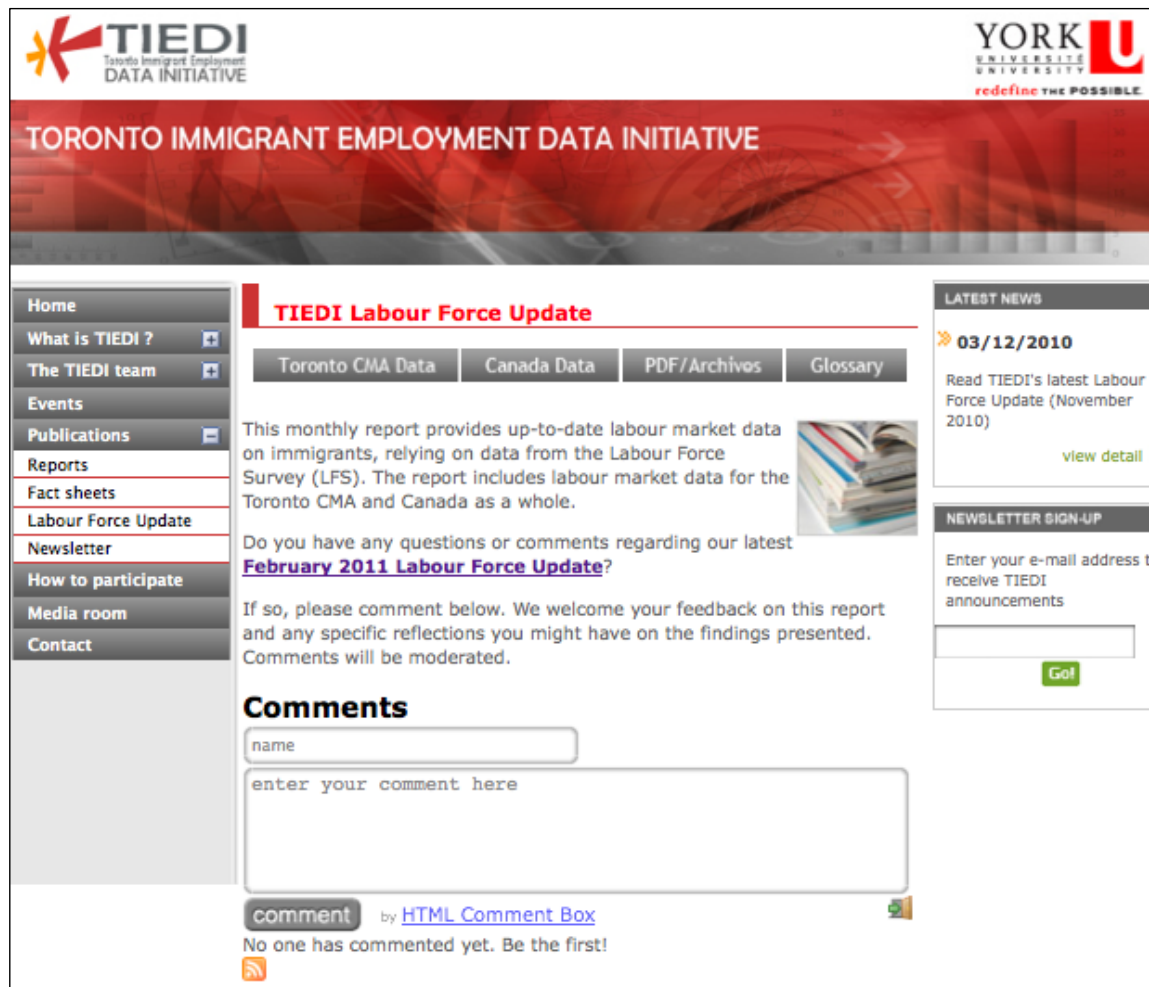


### Powerpoint slides/notes:





## Feedback:



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### TORONTO IMMIGRANT EMPLOYMENT DATA INITIATIVE

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#### TIEDI Labour Force Update

Toronto CMA Data | Canada Data | PDF/Archives | Glossary

This monthly report provides up-to-date labour market data on immigrants, relying on data from the Labour Force Survey (LFS). The report includes labour market data for the Toronto CMA and Canada as a whole.

Do you have any questions or comments regarding our latest **February 2011 Labour Force Update**?

If so, please comment below. We welcome your feedback on this report and any specific reflections you might have on the findings presented. Comments will be moderated.

#### Comments

name

enter your comment here

**comment** by [HTML Comment Box](#)

No one has commented yet. Be the first!

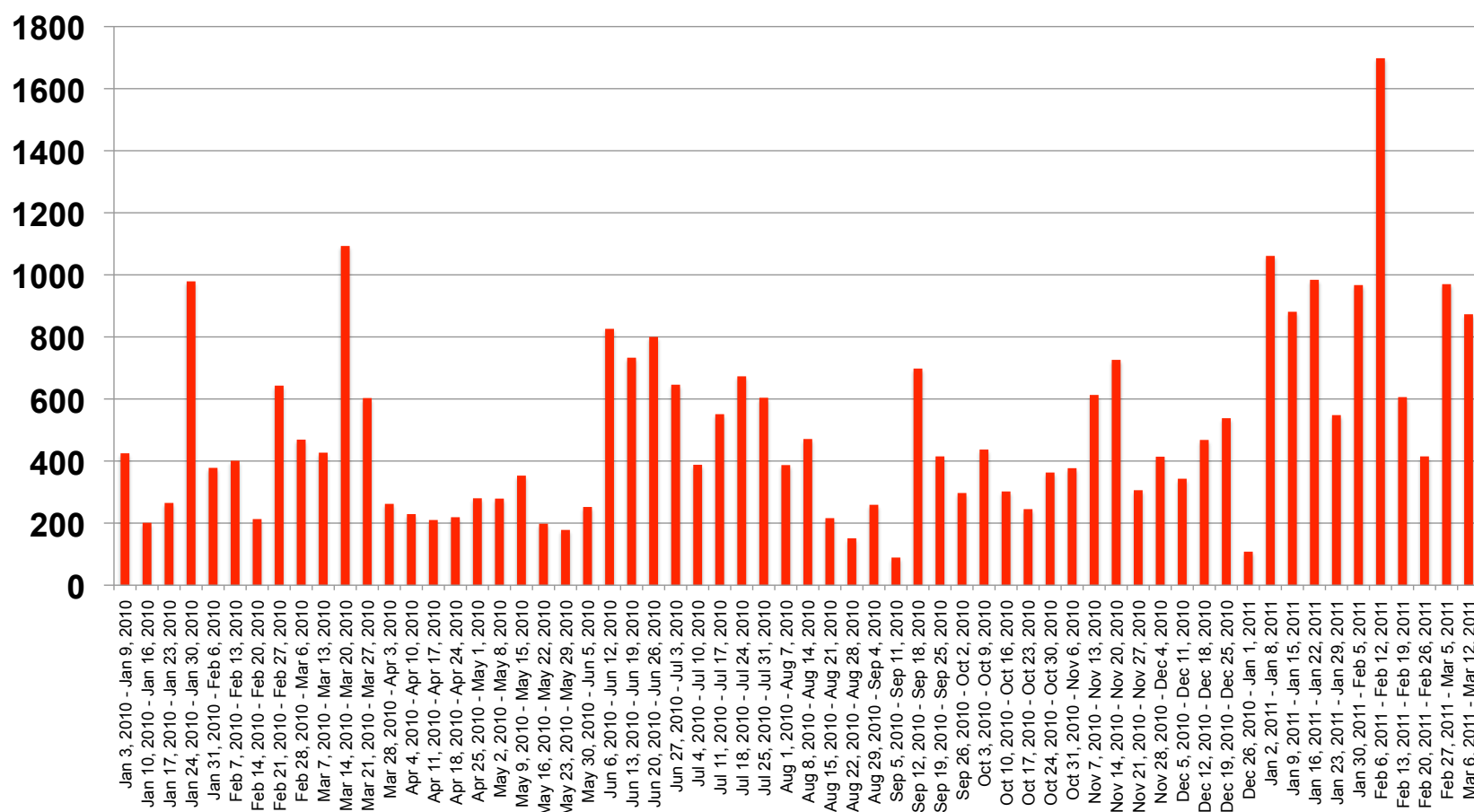
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## Training and Presentations:



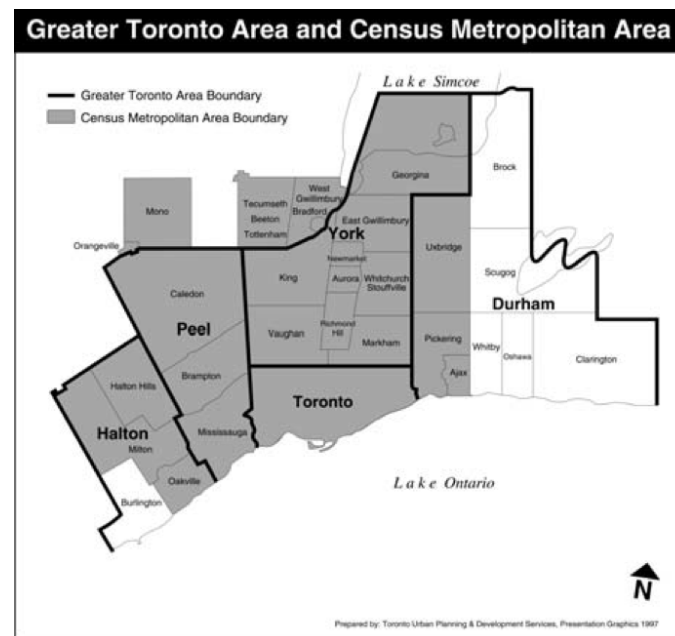
## TIEDI website weekly page views, Jan. 2010 – Mar. 2011





## Issues with the TIEDI model (an auto-critique)

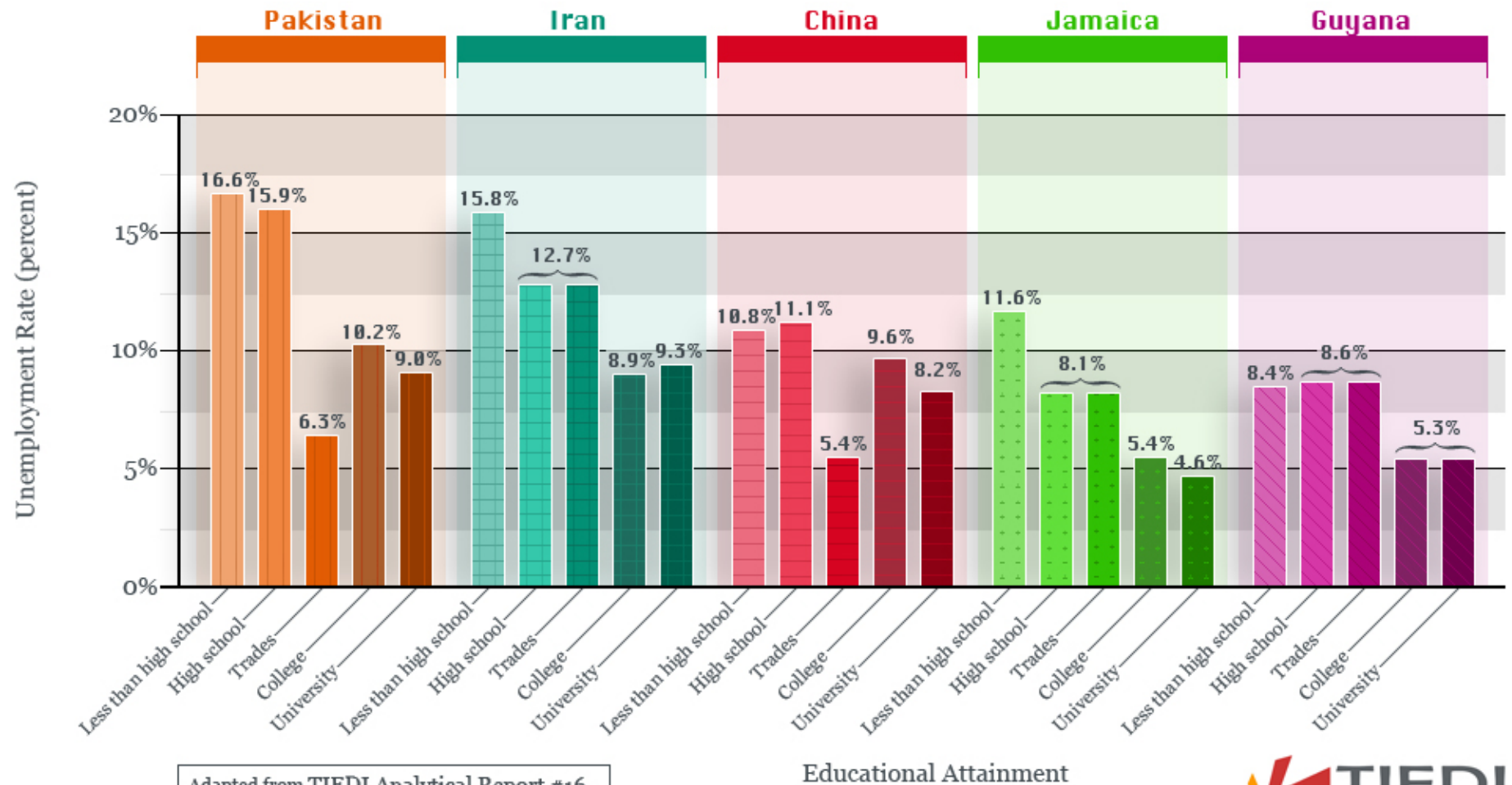
# 1. Mandate Creep





## 2) To Liberate or to Analyze?

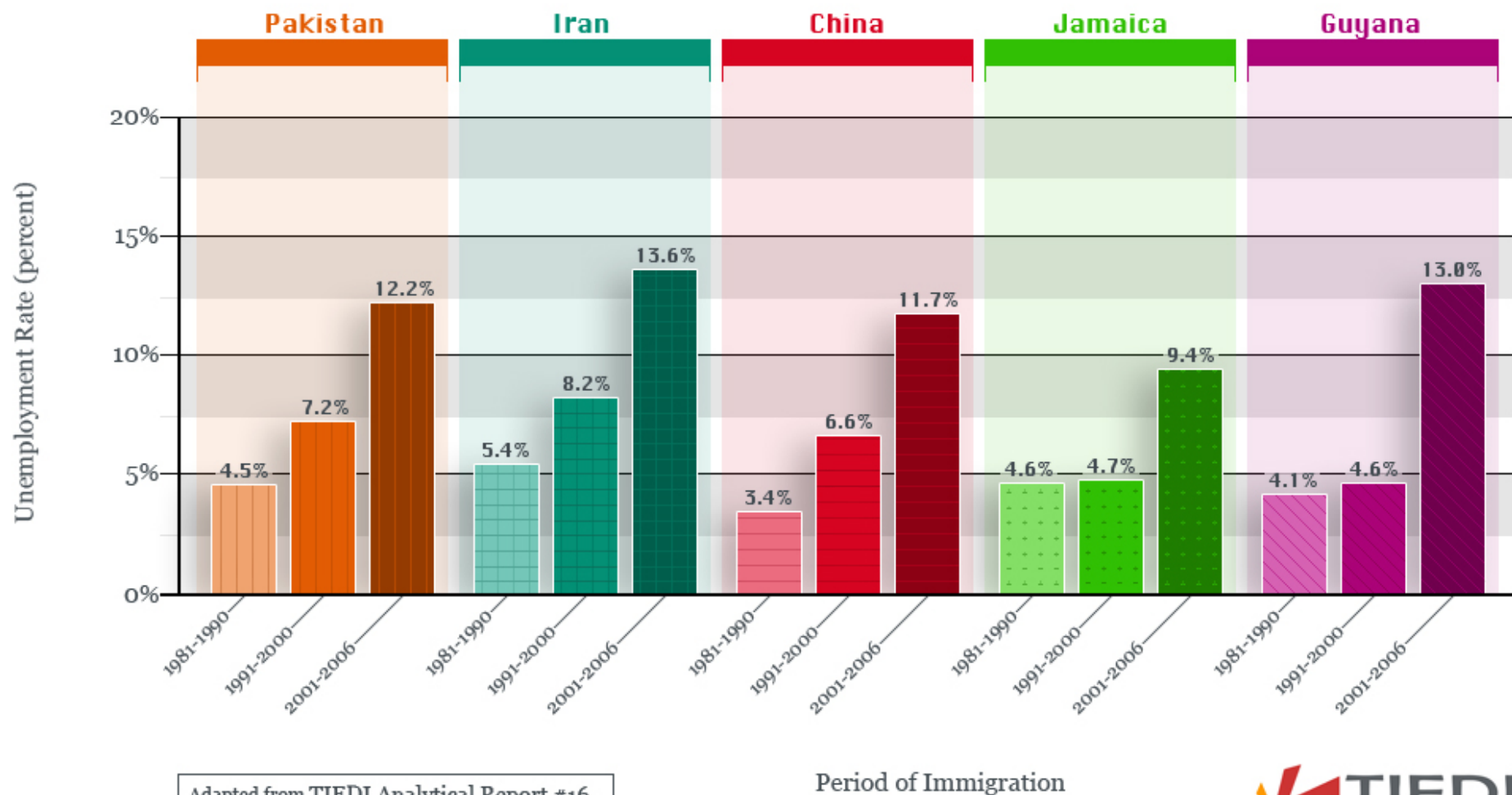
**Figure 3:** Unemployment Rate for Immigrants by Educational Attainment and 5 Selected Countries of Birth, Toronto CMA



Adapted from TIEDI Analytical Report #16,  
Table 6 using data from the 2006 Census.

Educational Attainment

**Figure 5:** Unemployment Rate (percent) for University-Educated Immigrants by Period of Immigration and 5 Selected Countries of Birth, Toronto CMA



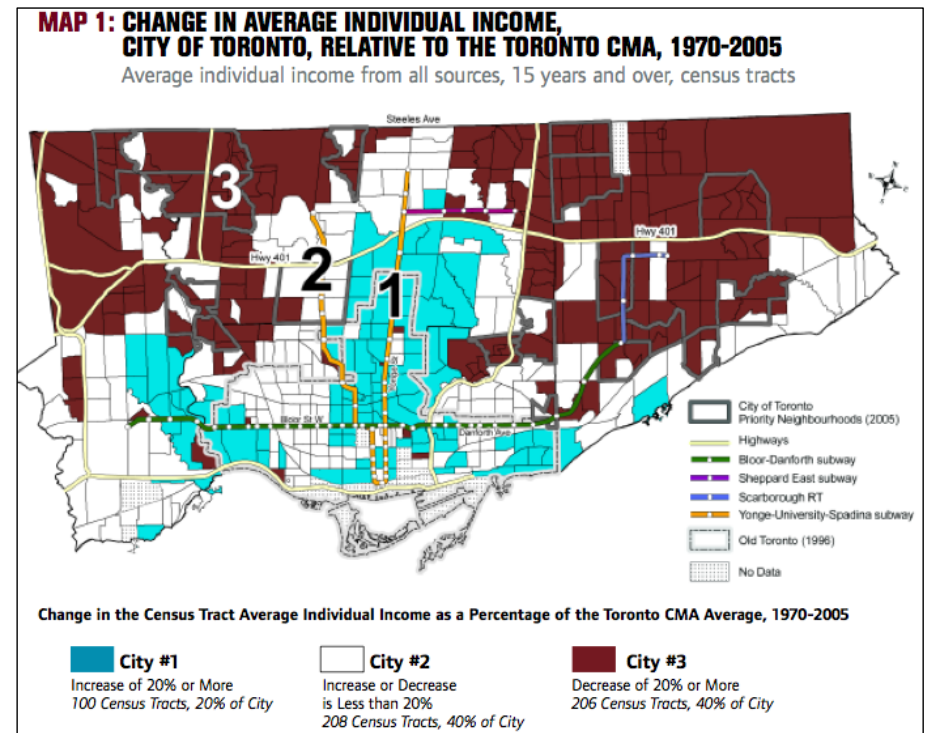
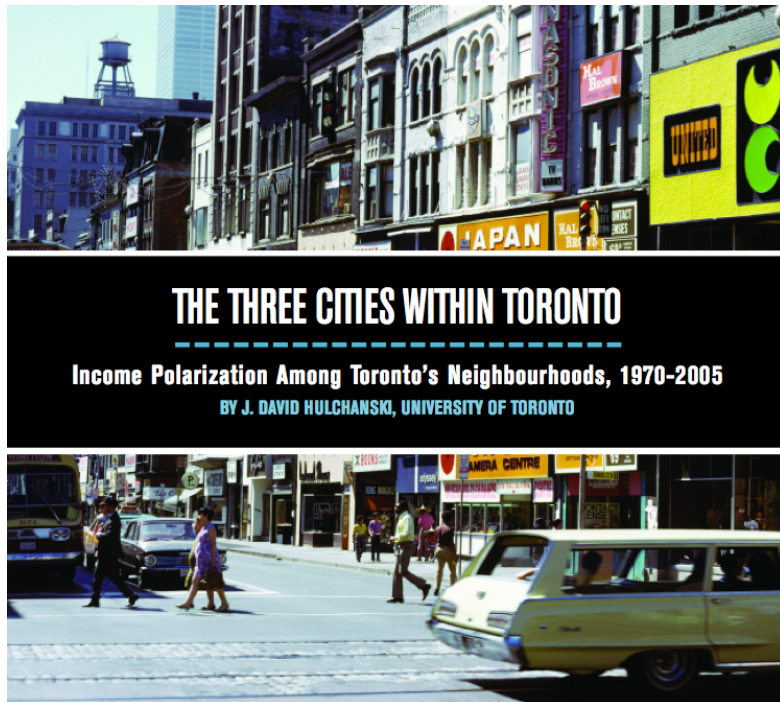
Adapted from TIEDI Analytical Report #16,  
Table 7 using data from the 2006 Census.





3) Does the data tell its own story?

# Constructing an effective narrative, a case study:





4) Closing the loop in terms of policy and practice



## 5) Is TIEDI Replicable?

- Space
- Time

**Unemployment rate of 25-54 years old by immigrant status,  
Canada, 2006-2011, 3MMA**

