
TIEDI Workshop on Barriers to Employment

CERIS, Room 702

January 30, 2009, 9.30am-12.00pm

Purpose of the Workshop

The purpose of this workshop is to follow up on October's Exchange Forum, at which the TIEDI project was introduced and a preliminary list of data needs were identified by community partners. A series of workshops will be held over the next 6 months, each focusing on a different cluster of issues concerning immigrant employment.

This workshop aims to discuss specific data needs related to the *obstacles encountered by immigrants in the labour market* that can be answered using statistics and existing research. Participants will be able to explain their needs and define a set of questions that will be answered in one of the upcoming TIEDI reports.

This meeting will allow you to discuss data needs related to:

- Accreditation and recognition of foreign credentials
- Canadian experience & foreign experience recognition
- Language skills as barriers to employment
- Experiences of discrimination

Prior to the workshop, please prepare your data needs and be ready to discuss them during the meeting. You may even want to discuss potential needs within your organization beforehand. Pages 2-4 of this primer provide a few examples to illustrate the types of data that are accessible. These are included purely to stimulate ideas for discussion.

Format of the Workshop

The workshop will be attended by 4-5 faculty collaborators who have used the relevant databases, and 10 members of partner organizations.

The workshop will start with a brief reiteration of the purposes and scope of the TIEDI project. It will then move to open discussion. The purpose of the discussion will be for community partners to identify their specific data needs and for faculty collaborators to clarify which questions can be answered using the datasets that we have available.

The objective by the end of the workshop will be to have a list of data needs and the corresponding variables that are available in the datasets.

The list of questions and variables will be circulated to all TIEDI partners so that those who were unable to attend the workshop can also provide input.

Data Examples

Example 1

Difficulties encountered by immigrants when looking for employment within 6 months of their arrival in Canada, Ontario

% of immigrants who reported at least one problem when looking for a job: 72.5%	
Most serious problem reported:	
1- Lack of Canadian job experience or references	28%
2- Lack of recognition of foreign qualification or work experience	27%
3- Language problems	19%
% of immigrants who encountered problems but did not receive help: 31.4% ⁽¹⁾	
Type of help needed, but not received:	
1- Counselling or advice	48%
2- Information	40%
3- Financial help	13%

Source: Statistics Canada, 2001, Longitudinal Survey of Immigrants to Canada

In the 6 months following their arrival in Canada, 72.5% of immigrants living in Ontario reported experiencing at least one difficulty when looking for employment.

Among immigrants who encountered problems when searching for a job, 28% said that their most important problem was due to their lack of Canadian job experience or lack of Canadian references. Another fourth (27%) encountered problems because their foreign qualifications or foreign work experience were not recognized. Finally, 19% of immigrants who encountered difficulties when searching for employment had issues related to language.

31.4% of immigrants who faced difficulties when searching for a job did not receive any help. Half (48%) of those who did not receive any help needed counselling or advice. Forty percent needed information, while 13% needed financial help.

⁽¹⁾ The proportion of immigrants who did not receive help was calculated based on the number of respondents who answered 'no help' to the following question:

- We know from talking to other immigrants that some approached people and organizations to get help with this type of problem. From whom did you get help?

Example 2

Unemployment rate (%) of Canadian-born and immigrants by place of education, Toronto

	Non-immigrants		Immigrants	
	Inside Can	Outside Can	Inside Can	Outside Can
Apprenticeship or trades certificate or diploma	5	7.1	6.1	5.9
College, CEGEP or other non-univ. certificate or diploma	4.8	5.8	5.6	6.2
Univ. certificate or diploma below the bachelor level	5	6.3	6.1	6.8
University certificate or degree	3.7	4.3	4.9	7.4
Total	4.3	4.7	5.5	7

Source: Statistics Canada, 2006 Census, Catalogue no. 97-560-XCB2006025

Definitions:

- ‘Immigrants’ include permanent residents and immigrants who have received Canadian citizenship. Non-permanent residents (Work and Study visa holders, refugee claimants and their family) are excluded.
- ‘Non-immigrants’ are Canadian-born.

Overall, immigrants have higher unemployment rates than non-immigrants, whether they studied in Canada or abroad.

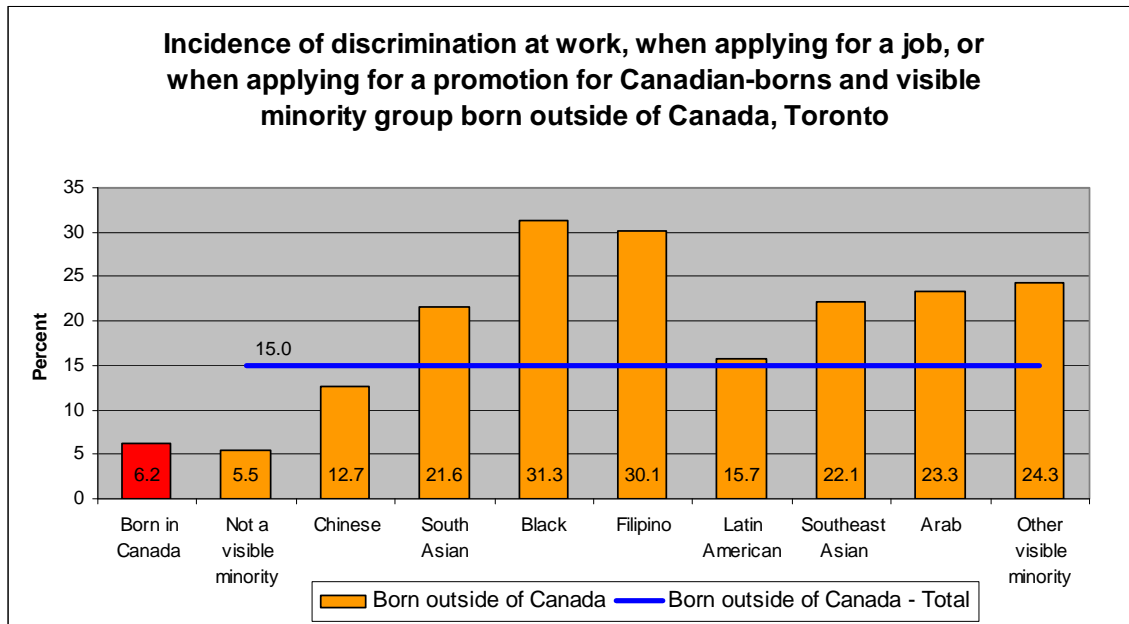
Both Canadian-borns and immigrants with a non-Canadian degree have higher unemployment rates (4.7% and 7%, respectively) than those whose highest degree was granted by a Canadian institution (4.3% and 5.5%). Immigrants with a foreign apprenticeship or trades certificate or diploma are the only exception. Their unemployment rate (5.9%) is lower than immigrants with an equivalent Canadian degree (6.1%) and non-immigrants with an equivalent foreign degree (7.1%).

When comparing unemployment rates across levels of education, university graduates (with a bachelor or above) who have a degree from a Canadian university have the lowest unemployment rates, whether they are immigrants (4.9%) or not (3.7%). On the other hand, immigrants who have a foreign university certificate or degree have the highest unemployment rate (7.4%), followed by immigrants with a university degree below the bachelor level (6.8%). Immigrants with a college, CEGEP or other non-university certificate or diploma have relatively low unemployment rates: 5.6% for those with a Canadian diploma and 6.2% for those with a foreign diploma.

Although data on period of arrival is not included in this table, immigrants who had arrived earlier in Canada had lower unemployment rates. Immigrants with a Canadian degree and who had arrived before 1991 had similar unemployment rates to non-immigrants with a Canadian degree (4.2% for immigrants, compared with 4.3% for non-immigrants). As for those who had a degree from a non-Canadian institution, immigrants who had arrived before 1991 had lower unemployment rates than Canadian-born with a foreign degree (4.2% compared to 4.7% respectively).

67.7% of Canadian-borns with a non-Canadian degree have studied in the United States, followed by the United Kingdom (15.4%).

Example 3



Source: Statistics Canada, 2002, Ethnic Diversity Survey: Public Use Microdata File

Definitions:

- *Born outside of Canada* includes the first generation. For the most part, these are people who are now, or once were, immigrants to Canada. Also included in the first generation are a small number of people born outside Canada to parents who are Canadian citizens. The first generation also includes non-permanent residents, defined as people from another country in Canada on employment and student authorizations, Minister's permits and refugee claimants, and any family member living with them.

Note on discrimination: The Ethnic Diversity Survey provides statistics on reported perceived discrimination. Perception of discrimination is one of the best measures of discrimination available, even though there are still debates about whether perceived discrimination is equivalent to actual or 'real' discrimination.

In Toronto, those who are born outside of Canada are more than twice as likely as Canadian-borns to experience discrimination in the workplace (15% compared with 6.2%, respectively).

First generation who are not members of a visible minority are three times less likely to experience discrimination than all first generation (5.5% compared with 15%). First generation who are not a visible minority have lower incidence of discrimination than Canadian-borns.

As for first generation from a visible minority, Chinese are the least likely to report having experienced discrimination in the workplace (12.7%). They are the only visible minority group reporting lower incidence than all first generation.

About a third of first generation Black and Filipino have reported experiencing discrimination or unfair treatment in the workplace (31.3% and 30.1%, respectively). They are twice as likely as all first generation to experience discrimination, and are 6 times as likely as white first generation to report experiencing discrimination.

Sources of data

Data on problems experienced when searching for employment was taken from a Statistics Canada publication entitled [A Portrait of Early Settlement Experiences](http://www.statcan.gc.ca/pub/89-614-x/89-614-x2005001-eng.htm), available at <http://www.statcan.gc.ca/pub/89-614-x/89-614-x2005001-eng.htm>

The Longitudinal Survey of Immigrants to Canada (LSIC) is a one-time survey that is only available to university-affiliated researchers.

For more information on the LSIC, see <http://www.statcan.gc.ca/imdb-bmdi/4422-eng.htm>

From this website, a list of Statistics Canada publications based on the LSIC is available from the left-hand menu, under 'Links to related products'.

The second example included in this workshop primer are based on 2006 Census statistics available free of charge on the Statistics Canada website. Use the pull-down menus to change the geographic area and select variables, see

<http://www12.statcan.ca/english/census06/shared/redirectproduct.cfm?ips=97-560-XWE2006025>

The graph on incidence of discrimination is based on data from the Ethnic Diversity Survey (EDS). Data from the EDS is limited to researchers affiliated with a university.

For more information on the EDS, see <http://www.statcan.gc.ca/imdb-bmdi/4508-eng.htm>

From this website, a list of Statistics Canada publications based on the EDS is available from the left-hand menu, under 'Links to related products'.

Questions compiled from the Exchange Forum

The following questions concerning barriers for immigrants were raised at the TIEDI Exchange Forum in October:

- What is the effect of language and language training?
- How much time is needed for adjustment relative to time that is allowed?
- What are the results of bridging programs for professionals and others, particularly at university and college level? [*covered in the labour market outcomes workshop*]
- What is the gap between immigrants' expectations about the labour market and their actual experiences in Canada by industry/occupation?
- What kind of information are available to potential immigrants about the labour market in Canada (in their field) prior to immigration? Who is disseminating them? How can we make the information about different sectors, qualifications required etc., more accurate?
- How much of the barriers to employment are due to discrimination, and how is it manifest? i.e. unrecognized foreign credentials and experiences, language (accent), structural factors?
- Is there any way to help the job seeker to have skills recognized and accepted?