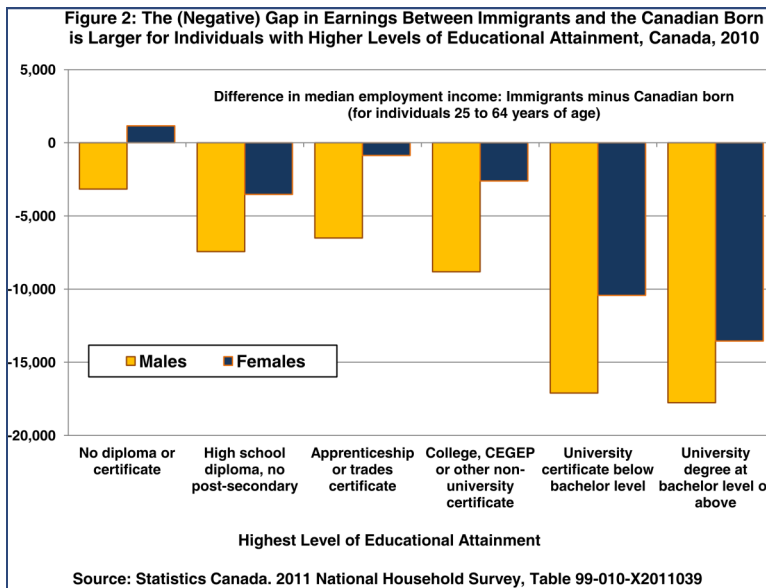
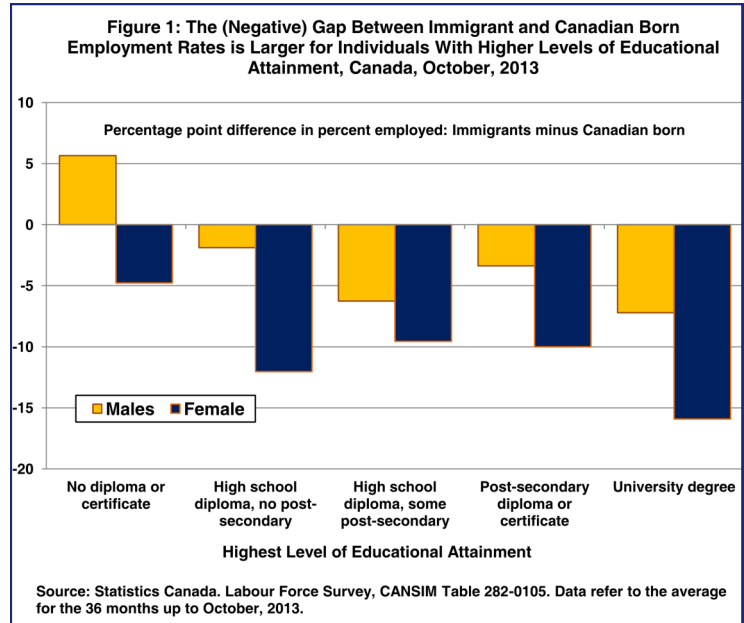


## Immigrants – Earnings by Level of Education

### Employment rates as a function of education level

Canada favours immigrants with higher levels of education. As a result, immigrants now represent 34% of Canadian residents with a university degree – much higher than the immigrant share in other groups of educational attainment<sup>1</sup>.

Immigrants with a university education are more likely to be employed than immigrants with lower levels of educational attainment<sup>1</sup>. However, compared to the Canadian born, the employment gap is larger (i.e. more negative) for immigrants with higher levels of education (Figure 1), because the employment rates of similarly educated Canadian born are even higher.



We turn now to an examination of the earnings of employed immigrants, comparing them with the Canadian born.

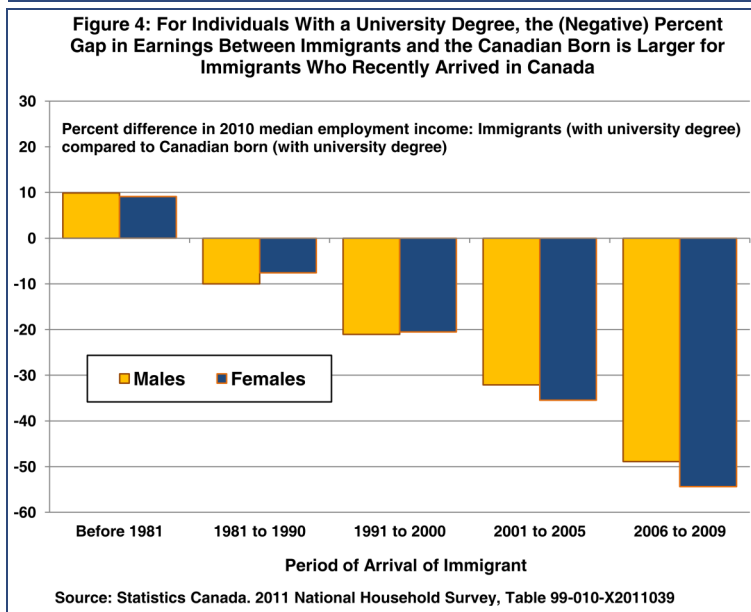
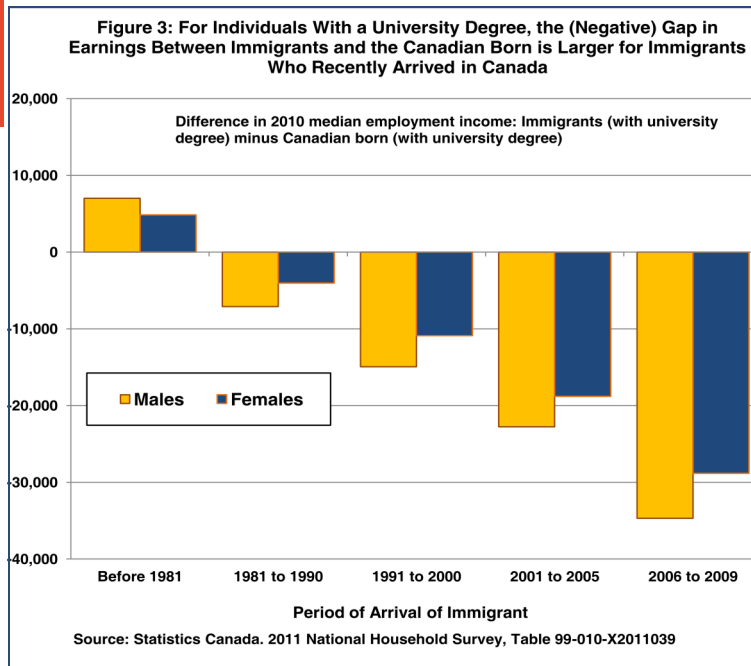
### Earnings as a function of education level

In 2010, male immigrants earned \$7,040 less than did Canadian born men (Table 1). Female immigrants earned, on average, \$3,905 less than Canadian born women<sup>2</sup>. This difference was larger for individuals with higher levels of educational attainment (Figure 2). Among individuals with university degrees, male immigrants earned \$17,759 less than Canadian born males. Female immigrants with a university degree earned \$13,659 less than their Canadian born counterparts.

less than Canadian born males. Female immigrants with a university degree earned \$13,659 less than their Canadian born counterparts.

1. See "Immigrants: Employment Rates by Level of Education" in the [December, 2013 P2P eBulletin](#)

2. Our data on earnings refer to individuals 25 to 64 years of age with some earnings (i.e. with some employment income) in 2010.



*earnings gap is larger for individuals with a university degree.*

- ◆ *For immigrants with a university degree who are employed, the earnings gap is larger for recent arrivals.*
- ◆ *For both males and females with a university degree, the earnings gap of immigrants, compared to the Canadian born, is over 30% for those who arrived after 2001.*

Given the policy interest in attracting immigrants with university degrees, we focus the analysis on this group for successive periods of arrival in Canada (Table 1 and Figure 3). Employed immigrants with a university degree who arrived before 1981 were earning more than the Canadian born in 2010<sup>3</sup>. However, employed immigrants with a university degree who arrived after 1981 were earning less than the Canadian born in 2010<sup>4</sup>. Immigrants with a university degree who arrived in the most recent period (2006 to 2010), had earnings that were about \$30,000 below those of Canadian born individuals with university degrees (\$34,243 less for males and \$28,838 less for females).

This represents a 50% gap – an immigrant with a university degree who arrived in the 2006 to 2009 period earns about one-half what a Canadian born individual with a university degree earns.

### Summary

- ◆ *Immigrants with a university degree are less likely to be employed than Canadian-born individuals with a university degree.*
- ◆ *Among employed immigrants, the*

3. Note that those who arrived before 1981 would have been in Canada for at least 30 years at the time of the 2011 National Household Survey. Thus, many would have considerably more workforce experience than the average Canadian born individual who is 25 to 64 years of age.

4. Recent immigrants would, most likely, have considerably less workforce experience in Canada than comparable Canadian born workers.

Table 1: Difference in Level of Employment Income for Immigrants by Period of Arrival, Canada, 2010

Highest level of educational attainment	All individuals, 25 to 64 years of age, with employment income	Canadian born	Period of arrival of immigrant						
			All immigrants	Before 1981	1981 to 1990	1991 to 2000	2001 to 2009		
							2001 to 2009 (subtotal)	2001 to 2005	2006 to 2009
<b>Male median employment income in 2010</b> (for males, 25 to 64 years of age, with some employment income)									
All males with employment income, 25 to 64 years of age	47,293	49,086	42,046	52,597	44,354	40,984	35,943	39,687	31,654
No certificate, diploma or degree	33,701	34,362	31,196	37,723	33,532	28,401	25,326	25,980	24,783
High school diploma or equivalent	40,308	42,098	34,662	44,369	36,191	31,623	28,005	29,265	26,627
Postsecondary certificate, diploma or degree (subtotal)	53,511	55,858	47,167	60,107	51,447	47,271	39,138	43,553	33,843
Apprenticeship or trades certificate or diploma	45,674	46,673	40,168	48,664	42,001	37,279	32,026	33,920	30,044
College, CEGEP or other non-university certificate or diploma	50,393	52,306	43,493	54,556	45,295	40,274	33,964	36,408	30,911
University certificate or diploma below bachelor level	50,084	57,540	40,435	56,930	48,186	40,168	33,553	37,156	29,435
<b>University certificate, diploma or degree at bachelor level or above (subtotal)</b>	<b>64,852</b>	<b>70,937</b>	<b>53,178</b>	<b>77,961</b>	<b>63,846</b>	<b>56,003</b>	<b>42,877</b>	<b>48,169</b>	<b>36,243</b>
Bachelor's degree	61,595	67,486	49,090	71,565	58,925	49,877	39,981	44,429	34,120
University certificate, diploma or degree above bachelor level	70,793	79,522	59,965	87,412	72,693	65,777	47,111	53,075	39,516
<b>Earnings difference, compared to male Canadian born</b>									
All males with employment income, 25 to 64 years of age	-7,040	3,511	-4,732	-8,102	-13,143	-9,399	-17,432	-8,382	-9,579
No certificate, diploma or degree	-3,166	3,361	-830	-5,961	-9,036	-8,382	-15,471	-12,833	-15,471
High school diploma or equivalent	-7,436	2,271	-5,907	-10,475	-14,093	-12,833	-22,015	-16,629	-22,015
Postsecondary certificate, diploma or degree (subtotal)	-8,691	4,249	-4,411	-8,587	-16,720	-12,305	-22,015	-16,629	-22,015
Apprenticeship or trades certificate or diploma	-6,505	1,991	-4,672	-9,394	-14,647	-12,753	-23,987	-20,384	-28,105
College, CEGEP or other non-university certificate or diploma	-8,813	2,250	-7,011	-12,032	-18,342	-15,898	-23,987	-20,384	-28,105
University certificate or diploma below bachelor level	-17,105	-610	-9,354	-17,372	-23,987	-20,384	-34,694	-34,694	-34,694
<b>University certificate, diploma or degree at bachelor level or above (subtotal)</b>	<b>-17,759</b>	<b>7,024</b>	<b>-7,091</b>	<b>-14,934</b>	<b>-28,060</b>	<b>-22,768</b>	<b>-34,694</b>	<b>-34,694</b>	<b>-34,694</b>
Bachelor's degree	-18,396	4,079	-8,561	-17,609	-27,505	-23,057	-33,366	-33,366	-33,366
University certificate, diploma or degree above bachelor level	-19,557	7,890	-6,829	-13,745	-32,411	-26,447	-40,006	-40,006	-40,006
<b>Percent difference, compared to male Canadian born</b>									
All males with employment income, 25 to 64 years of age	-14	7	-10	-17	-27	-19	-36	-24	-28
No certificate, diploma or degree	-9	10	-2	-17	-26	-24	-37	-30	-37
High school diploma or equivalent	-18	5	-14	-25	-33	-30	-41	-30	-41
Postsecondary certificate, diploma or degree (subtotal)	-16	8	-8	-15	-30	-22	-39	-22	-39
Apprenticeship or trades certificate or diploma	-14	4	-10	-20	-31	-27	-36	-27	-36
College, CEGEP or other non-university certificate or diploma	-17	4	-13	-23	-35	-30	-41	-30	-41
University certificate or diploma below bachelor level	-30	-1	-16	-30	-42	-35	-49	-35	-49
<b>University certificate, diploma or degree at bachelor level or above (subtotal)</b>	<b>-25</b>	<b>10</b>	<b>-10</b>	<b>-21</b>	<b>-40</b>	<b>-32</b>	<b>-49</b>	<b>-32</b>	<b>-49</b>
Bachelor's degree	-27	6	-13	-26	-41	-34	-49	-34	-49
University certificate, diploma or degree above bachelor level	-25	10	-9	-17	-41	-33	-50	-33	-50
<b>Female median employment income in 2010</b> (for females, 25 to 64 years of age, with some employment income)									
All females with employment income, 25 to 64 years of age	34,040	35,028	31,123	38,411	34,894	31,208	24,240	27,283	20,875
No certificate, diploma or degree	20,644	20,329	21,483	25,037	23,524	20,879	15,977	16,975	14,456
High school diploma or equivalent	28,332	29,194	25,668	32,997	28,318	23,689	18,979	19,992	17,665
Postsecondary certificate, diploma or degree (subtotal)	38,088	39,439	34,943	43,874	39,829	35,855	26,708	30,183	22,311
Apprenticeship or trades certificate or diploma	25,776	25,948	25,084	29,130	27,882	25,048	19,947	21,587	18,068
College, CEGEP or other non-university certificate or diploma	34,946	35,433	32,820	39,909	36,067	31,160	22,612	24,966	19,994
University certificate or diploma below bachelor level	38,506	42,569	32,140	44,288	39,759	33,880	23,965	26,756	20,976
<b>University certificate, diploma or degree at bachelor level or above (subtotal)</b>	<b>48,557</b>	<b>53,027</b>	<b>39,478</b>	<b>57,869</b>	<b>48,993</b>	<b>42,138</b>	<b>29,917</b>	<b>34,228</b>	<b>24,189</b>
Bachelor's degree	46,072	49,981	37,530	53,524	46,206	39,953	28,422	32,223	23,024
University certificate, diploma or degree above bachelor level	54,401	60,727	42,725	65,754	54,827	47,632	32,176	36,774	25,754
<b>Earnings difference, compared to female Canadian born</b>									
All females with employment income, 25 to 64 years of age	-3,905	3,383	-134	-3,820	-10,788	-7,745	-14,153	-7,745	-14,153
No certificate, diploma or degree	1,154	4,708	3,195	550	-4,352	-3,354	-5,873	-3,354	-5,873
High school diploma or equivalent	-3,526	3,803	-876	-5,505	-10,215	-9,202	-11,529	-9,202	-11,529
Postsecondary certificate, diploma or degree (subtotal)	-4,496	4,435	390	-3,584	-12,731	-9,256	-17,128	-9,256	-17,128
Apprenticeship or trades certificate or diploma	-864	3,182	1,934	-900	-6,001	-4,361	-7,880	-4,361	-7,880
College, CEGEP or other non-university certificate or diploma	-2,613	4,476	634	-4,273	-12,821	-10,467	-15,439	-10,467	-15,439
University certificate or diploma below bachelor level	-10,429	1,719	-2,810	-8,689	-18,604	-15,813	-21,593	-15,813	-21,593
<b>University certificate, diploma or degree at bachelor level or above (subtotal)</b>	<b>-13,549</b>	<b>4,842</b>	<b>-4,034</b>	<b>-10,889</b>	<b>-23,110</b>	<b>-18,799</b>	<b>-28,838</b>	<b>-18,799</b>	<b>-28,838</b>
Bachelor's degree	-12,451	3,543	-3,775	-10,028	-21,559	-17,758	-26,957	-17,758	-26,957
University certificate, diploma or degree above bachelor level	-18,002	5,027	-5,900	-13,095	-28,551	-23,953	-34,973	-23,953	-34,973
<b>Percent difference, compared to female Canadian born</b>									
All females with employment income, 25 to 64 years of age	-11	10	0	-11	-31	-22	-40	-22	-40
No certificate, diploma or degree	6	23	16	3	-21	-16	-29	-16	-29
High school diploma or equivalent	-12	13	-3	-19	-35	-32	-43	-32	-43
Postsecondary certificate, diploma or degree (subtotal)	-11	11	1	-9	-32	-23	-43	-23	-43
Apprenticeship or trades certificate or diploma	-3	12	7	-3	-23	-17	-30	-17	-30
College, CEGEP or other non-university certificate or diploma	-7	13	2	-12	-36	-30	-44	-30	-44
University certificate or diploma below bachelor level	-24	4	-7	-20	-44	-37	-51	-37	-51
<b>University certificate, diploma or degree at bachelor level or above (subtotal)</b>	<b>-26</b>	<b>9</b>	<b>-8</b>	<b>-21</b>	<b>-44</b>	<b>-35</b>	<b>-54</b>	<b>-35</b>	<b>-54</b>
Bachelor's degree	-25	7	-8	-20	-43	-36	-54	-36	-54
University certificate, diploma or degree above bachelor level	-30	8	-10	-22	-47	-39	-58	-39	-58

Source: Statistics Canada. 2011 National Household Survey, Table 99-010-X2011039.

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