



Putting Immigrant Skills to Work

Employment Match Rates

in the Regulated Professions

*A joint research study by
Ontario's Office of the Fairness Commissioner and
Ministry of Citizenship, Immigration and International Trade*

Metropolis, Vancouver, March 28, 2015

OFC Research Question

Is fair access legislation having an impact?

- Hypotheses:
 - *Fair access work improved employment match rates for internationally educated professionals. Fairer access to licensing improved access to the labour market.*
 - *The 2008-2009 recession weakened employment match rates for both domestically and internationally educated professionals, with a disproportionate impact on internationally educated immigrants .*

Interpreting the data: A positive impact for fair access legislation

- The data support a positive impact for fair access legislation
 - *Ontario compares favourably with the rest of Canada*
 - *Alberta saw no significant change in disparity 2006 – 2011*
 - *Ontario saw a 1.2% drop in disparity.*
 - *The labour market disadvantage for internationally educated immigrants in Ontario decreased 2006 -2011.*

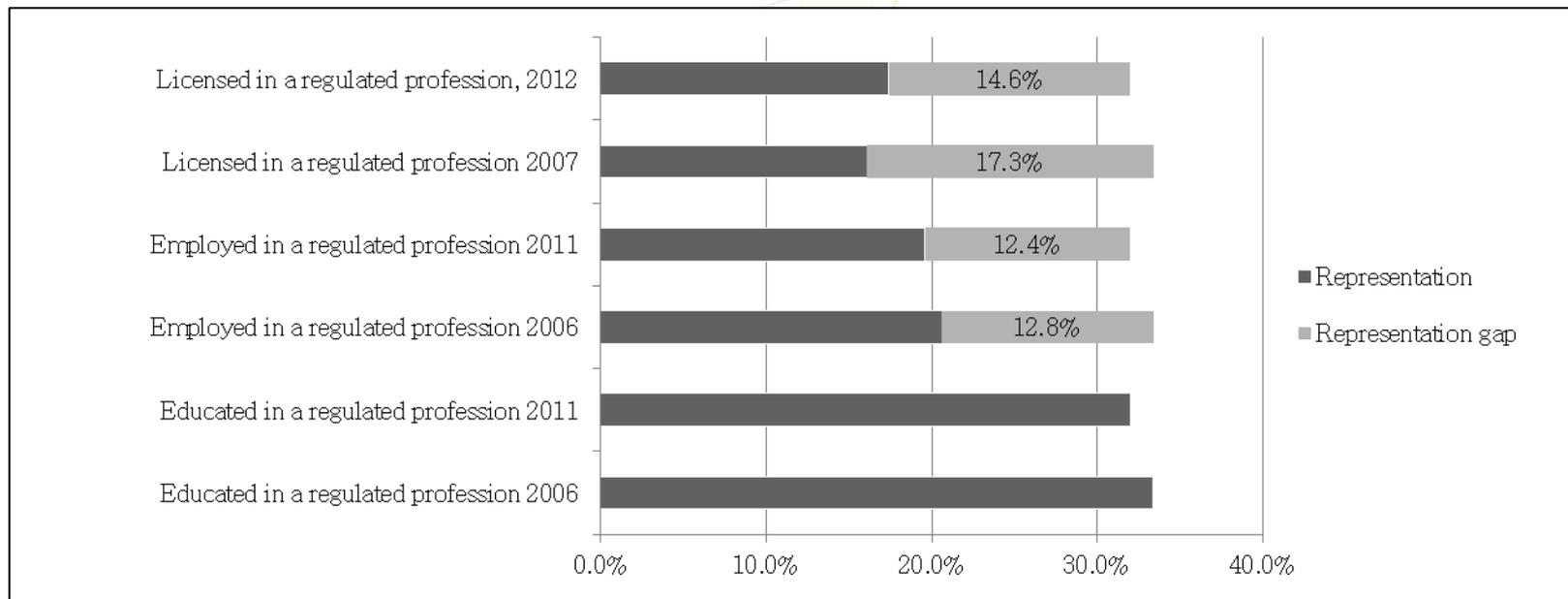
Inequities persist

More work needed to improve immigrant outcomes

- In Ontario and the Rest of Canada, internationally educated immigrants had much lower match rates than their Canadian born and educated counterparts.
- In Ontario, improvements in employment have not kept pace with improvements in licensing.

Comparing licensing and employment

Representation of the internationally educated, Ontario, 2006-07 and 2011-12

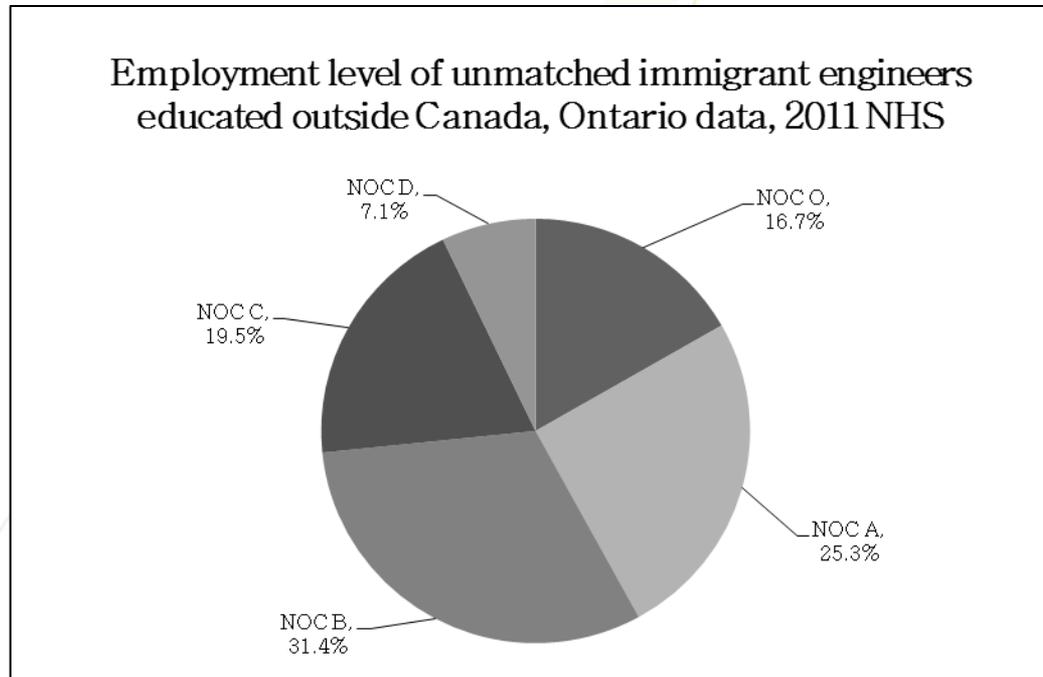


Source: Statistics Canada, Census of Population 2006, National Household Survey 2011; OFC, 2007 – 2008 annual report, OFC database, licensing statistics, 2012

Policy and program implications

- **Fair access work**, and collaboration across fair access jurisdictions, holds promise for addressing continued disparities in licensing
- **Employer engagement** is critical to improve employment match rates for internationally educated immigrations.

Alternative careers



- Specialized advisement services and training supports are needed to improve skills commensurate employment

Pre-arrival information and supports

- Match rates are higher for immigrants with more time in Canada.
- Pre-arrival information, assessment and support
 - *is needed for more informed decisions*
 - *may help to reduce delays in licensing and employment*
 - *will not erase the need for post-arrival bridging and employment services, as well as systemic change to further improve assessment and licensing*
- It is unrealistic to expect all immigrants to be employment ready on arrival.

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