



# Foreign Credential Recognition

## CIC Synthesis Report

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# Foreign Credential Recognition 2009-2013 Synthesis

1. Categories, Criteria, Contexts
2. Various Variables
3. Diverse Determinants
4. Calculating Costs
5. Knowledge Needed

# 1. Categories, Criteria, Contexts

- Shift in provincial destinations
- Provincial variation in immigrant channels
- Changing human capital profile of immigrants and Canadian-born
- Changing policy context

## 2. Various Variables

- **FIELD MISMATCH**

A majority of both Canadian-born and immigrant workers are employed outside their major field of study, but there are major differences among various immigrant groups.

E.g. 46.3% of those with a Canadian degree worked in their field of study, but only 23.7% of those who completed their highest degree in South Asia

(Lo et al. 2010, using 2006 census data).

## 2. Various Variables

- **EDUCATION MISMATCH**

Poorer outcomes than Canadian-born. Worsening mismatch over time.

E.g. % university graduates in mgt and prof occupations:

	<b>1996</b>	<b>2006</b>
MALE – Recent Immigrant (<5yr)	50.4	43.5
MALE – Canadian Born	70.7	70.8
FEMALE – Recent Immigrant (<5yr)	34.6	34.4
FEMALE – Canadian Born	64.5	66.9



## 2. Various Variables

- **EARNINGS**

2005 median earning, for 25-64 age cohort, in full-year full-time employment:

Internationally educated immigrants = \$40,800

Immigrants educated in Canada = \$49,000

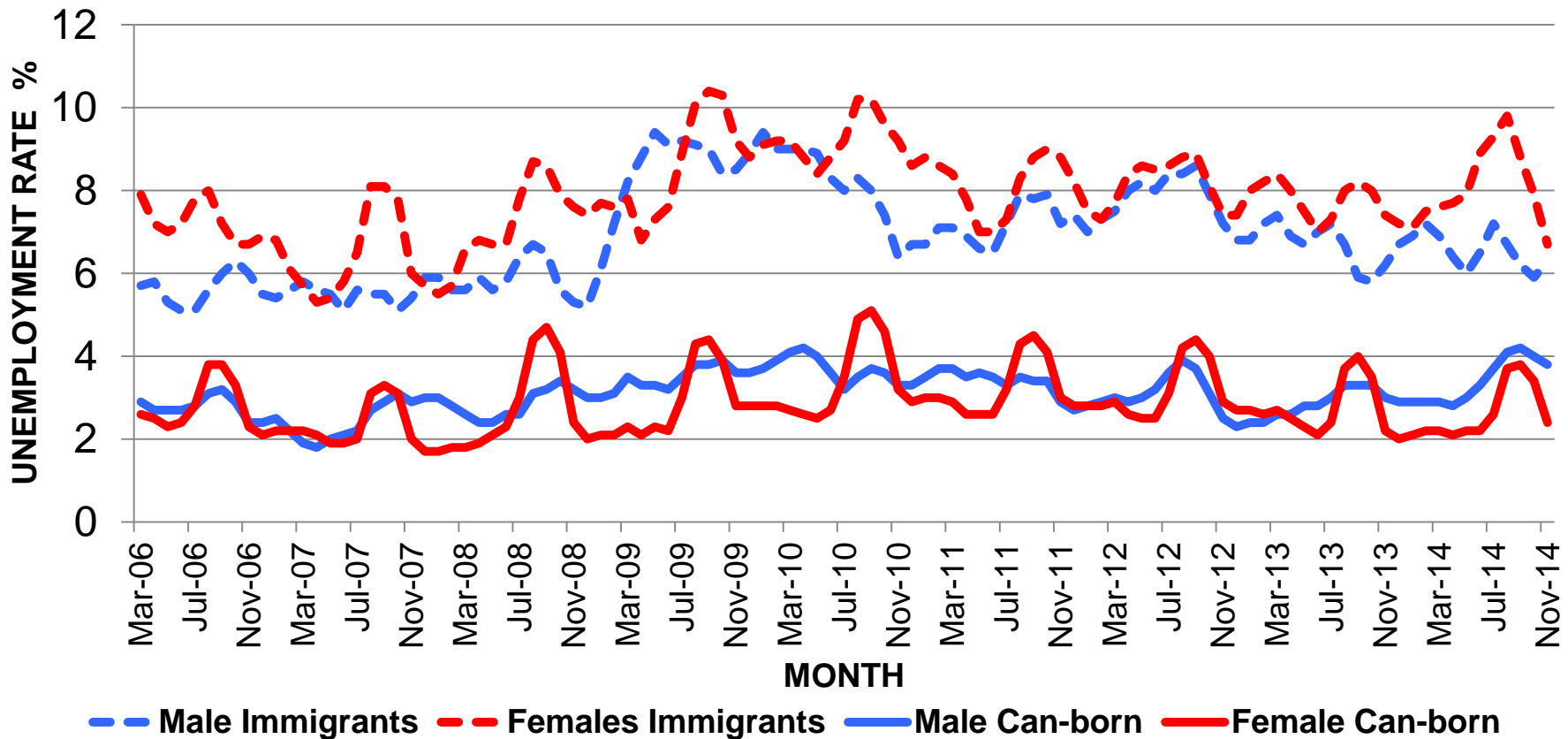
Canadian-born with postsecondary = \$49,300

(Plante 2010)

## 2. Various Variables

- **UNEMPLOYMENT**

**Monthly Unemployment Rate for Degree Holders, Age 25-54,  
Mar. 2006 – Nov. 2014 (3-month average, not seasonally adjusted)**



## 2. Diverse Determinants

- **Country / Region of Origin**

E.g. Unemployment rates for university degree holders:

Immigrants born in Iran = 9.3%

Immigrants born in Pakistan = 9.0%

Immigrants born in Poland = 4.3%

Immigrants born in Jamaica = 4.6%

Immigrants born in Hong Kong = 4.8%

Immigrants born in Philippines = 4.8%

Canadian-born = 3.8%

(Preston et al. 2010, using 2006 census data).



## 2. Diverse Determinants

- **Place of Education**

Immigrants who obtained Canadian credentials after arrival were far more likely (four years after landing) to have found employment related to their field of study or training.

79.7% with training-employment match for those who took a Canadian degree

43.2% for male immigrants who took no further training in Canada.

32.2% for female immigrants who obtained no further training in Canada.

## 2. Diverse Determinants

- **Language Abilities**

Positive correlation between language abilities (either self assessed or tested) and earnings, employment and training /employment match

## 2. Diverse Determinants

- **Field of Study**

Immigrant underrepresentation in regulated professions is greater among those educated in some fields than others.

33.5% of immigrants educated in health, social science and education fields work in regulated occupations, compared to 49.2% of native-born Canadians.

37.85% of immigrants those educated in the natural and applied sciences are in regulated occupations compared to 35.9% of Canadian-born

## 2. Diverse Determinants

- **Time of Arrival and Length of Residence**

Economic recessions had major negative effects on immigrants' earnings levels and earnings growth rates (Abbott and Beach, 2011)

Length of residence matters a great deal in access to regulated professions (Girard and Smith, 2013, using 2006 census data)

## 2. Diverse Determinants

- **Immigration Category**

IMDB data is showing effect of immigration categories with improvements in economic outcomes for skill-assessed economic immigrants

CIC finds an improvement in immigrant entry employment earnings relative to average Canadian employment earnings, from 51% in 2005 to 58% in 2008 (mostly due to improvements among FSW PAs)

(Citizenship and Immigration Canada 2012b).

## 2. Diverse Determinants

- **Gender**

Mean 2005 income for Canadian-born women with a university degree = \$44,278

Mean 2005 income for Canadian-born men with a university degree = \$81,416

Mean 2005 income for immigrant women with a university degree = \$28,346

Mean 2005 income for immigrant men with a university degree = \$44,908

Preston et al. (2010) using 2006 census data for the Toronto CMA

## 2. Diverse Determinants

- **Visible Minority Discrimination**

Studies that control for numerous other human capital variables find a persistent disadvantage faced by skilled immigrants with racialized identities



## 2. Diverse Determinants

- **Prior Work Experience**

For both men and women, the rate of return (in terms of employment match) to pre-immigration labour market experience is significantly negative.

(Goldmann, Sweetman and Warman, 2011, using LSIC data)

## 2. Diverse Determinants

- **Location in Canada**

Immigrants living in a major CMA (Montreal, Toronto or Vancouver) are significantly less likely (34% lower) to obtain a job matching their previous or intended occupation than immigrants who settle elsewhere, even when other variables are controlled

(Frank 2011, 2013, using LSIC data)

# 4. Calculating Costs

- Losses due to lower earnings for immigrants and less access to skilled employment (in constant 2011 dollars):

\$4.80 billion in 1996

\$6.02 billion in 2001

\$11.37 billion in 2006

(Reitz, Curtis and Elrick, 2014 using census data).

# 5. Knowledge Needed

- Much of the new and nuanced understanding of factors affecting employment outcomes is because of better data available in 2005-2010 – now, not so much...
- Qualitative studies in wider range of professional fields and in specific immigrant groups
- Attend to exclusion within a matched field of employment
- What are the inter-generational impacts of poor employment outcomes?

# 5. Knowledge Needed

- Assessing the effects of new services
- Analyzing the impacts of recession
- Tracking the impact of changing patterns of immigration and changing immigration programs