Whither Immigration and Settlement in Ontario?

A CERIS Community Panel Discussion

Thursday, March 14, 2019
1:30 pm – 4:00 pm

Toronto Central YMCA, 20 Grosvenor Street, Auditorium (2nd floor), Toronto

Join the conversation online @CERISMetropolis and #CERISpanel

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United Way Greater Toronto  
WORKING WITH COMMUNITIES IN PEEL, TORONTO & YORK REGION
What Does Research Tell Us about an Inclusive Immigrant Settlement Policy for Ontario?

Ideas Based on the IWYS Knowledge Synthesis Reports*

Adnan Türegün
CERIS

CERIS Community Panel Discussion
March 14, 2019, Toronto

* IWYS (Immigrant Women, Youth, and Seniors) is a CERIS project funded by Immigration, Refugees and Citizenship Canada. Other contributors to the reports are Rupaleem Bhuyan, Nancy Mandell, and John Shields, with Jana Borras, Omar Lujan, Janice Phonepraseth, and Catherine Schmidt providing research assistance.
Introduction

In this short presentation, I will be sharing some of the most salient findings and recommendations of a Canadian literature and service review conducted as part of a CERIS research project on immigrant women, youth, and seniors (IWYS).

Although the scope of the review was national, many of its findings and recommendations are relevant to Ontario and other provinces.

My focus will be on settlement service gaps and what is required to fill these gaps.
Our review of the research literature and service landscape has identified three major service gaps for immigrants in Canada:

1. **Stringent eligibility rules for federally funded services exclude large swaths of the immigrant population**, such as citizens by acquisition who were recently permanent residents and migrants who are potential permanent residents (including refugee claimants, most temporary workers, international students, and people without status). Services funded by the provinces, municipalities, and NGOs have more flexible eligibility rules but are far from filling this gap. *In this context, it is imperative that Ontario’s Newcomer Settlement Program continue to cover newcomer populations that are not covered by the national settlement program.*
2. Rooted in the Euro-centric “social gospel” tradition, Canadian settlement services have long been “infantilizing” immigrants and have yet to fully adapt to the increasing racial, ethnic, linguistic, religious, and cultural diversity of newcomer populations.

3. Although research highlights the importance of family as a unit of analysis for settlement outcomes, and although there is a greater recognition of family in service conception and programming, settlement services are still very much organized on the premise of individual outputs and outcomes.
Thematic reports identify numerous service gaps concerning immigrant women, youth, and seniors:

1. For women and seniors, **language training services are particularly hard to access** for reasons of family responsibility, child care, pressure to work, and lack of transportation.

2. The **absence of newcomer older adults and seniors in immigrant-specific employment services** is a glaring gap considering the fact that they do not have government income support either.

3. For youth dealing with instability at home, research highlights the need for **immigrant family-inclusive educational and health services** that address their special circumstances.
IWYS-Specific Gaps: Women

While appreciating the supportive role of settlement services in establishing life in Canada (especially during times of crises such as domestic violence and housing insecurity) and the critical importance of language classes for women with low English- or French-language proficiency, research is critical of services specific to immigrant women on several fronts:

1. **Content:** For example, employment services usually channel women into jobs that do not utilize their skills and experience, thus contributing to their de-skilling.

2. **Accessibility:** Barriers to accessing services include, but are not limited to, the lack of awareness, child care, transportation, and time due to work and family responsibilities.
3. **Eligibility:** Historically targeting the initial years after “landing” in Canada, most settlement services do not take into account precarious immigration status, which often coincides with periods of transition and vulnerability in immigrant women’s lives. These are periods when women need a bundle of critical services, including:

   i. Trauma-informed services that address the effects of war and gender-based violence;
   
   ii. Access to health and mental health services during pregnancy and parenting;
   
   iii. Support for women with a child who has a chronic illness or disability; and
   
   iv. Risk assessment and referral for women seeking safety from domestic violence.
Youth-specific service gaps can be categorized into two groups:

1. **Content:** Studies point to the need for more culturally sensitive and inclusive services to introduce immigrant youth to Canadian health, education, and general support systems, as they and their parents often feel judged and misunderstood by social and human service workers. Research also highlights the lack of adequate housing and transportation as a service gap.

2. **Accessibility:** In addition to lack of transportation, the literature lists several other barriers for newcomer youth in accessing, particularly, health and mental health services, including assumptions/biases of health care providers, ethno-cultural differences, isolation, language and communication barriers, and lack of information.
Similar to immigrant women, immigrant seniors face service gaps on three fronts:

1. **Content:** One glaring gap is that immigrant seniors and older adults are largely absent in employment-related settlement services. In our survey of the settlement service landscape, no specific services targeting the labour market participation of either recent or long-term immigrant seniors were found.

2. **Accessibility:** The most salient factor that hampers immigrant seniors’ access to services is their lack of official language capability, which negatively affects navigating public transportation, health care, and settlement and community services. Other barriers to accessing services include geographic isolation, lack of services in recently populated suburban areas, lack of coordination between different jurisdictions, lack of information, and a perceived lack of cultural competency among service providers.

3. **Eligibility:** The most significant exclusionary practice directed against newcomer seniors is the 10-year residency requirement for the federal Old Age Security program.
Our knowledge synthesis reports put forward a series of policy recommendations. Some of the most important recommendations are the following:

1. Build into policy a holistic understanding of immigration and settlement that takes families, not individuals, as the unit of analysis and practice. *Ontario has recognized this to a certain extent by putting “helping newcomers and their families achieve success” as one of the objectives of its 2012 Immigration Strategy.*

2. Create a pathway to permanent residence and citizenship for all classes of temporary migrants.

3. Relax eligibility requirements for federally funded settlement services to allow temporary migrants and recent citizens access.

4. Relax the 10-year residency requirement for immigrant seniors to be eligible for Old Age Security.
Likewise, we propose the following service improvements:

1. Adopt a family-centered approach when conceiving, designing, and delivering settlement services.

2. Pilot employment and self-employment programs for immigrant seniors and expand existing ones, especially those with occupation-specific job placements, for immigrant women and youth.

3. Make language training more accessible and rewarding for immigrant women and seniors by expanding onsite child care, providing transportation subsidies, reaching out to rural communities, organizing flexible class schedules and locations, experimenting with new methods of delivery, and customizing content to diverse needs.
4. In addition to in-school settlement workers, employ cultural brokers to mediate between newcomer students/families/institutions of different cultural backgrounds and facilitate service provision in a school setting.

5. Approach and deliver health and mental health services in a gender-, race-, and culture-sensitive framework.

6. Expand community-based activities, including volunteering, to reduce social isolation among, and increase social support for, all three groups of immigrants.
Some of the many recommendations specific to immigrant women include:

1. Improve accessibility of family reunification and parent/grandparent sponsorship, especially for lower-income families with young children.

2. Reinstate employment equity legislation at the provincial level.

3. Improve regulations and enforcement for occupational health and safety and employment standards to regulate sectors with high proportions of immigrant women (such as caregiving, housekeeping, health care, education, food services, and janitorial services).
4. Establish universal free or low-cost subsidized child care program accessible to all Canadian families.

5. Establish transitional housing that caters to the specific needs of immigrant women.

6. Improve cross-sectoral collaboration among settlement, health, education, and community-based programs to ensure that immigrant women who are being abused find guidance on where to seek help and support services.

7. Raise awareness of perinatal health, midwifery services, and risks for maternal depression in pre- and postnatal services.

8. Settlement services that target immigrant women’s needs must involve immigrant women in the development of programs and services to ensure culturally relevant and meaningful ways to assist with language learning, job assistance, social networking, health care services, support for domestic violence, and child care.
IWYS-Specific Recommendations: Youth

1. Involve immigrant youth in the development of policies and services.

2. Further support the educational development of immigrant and refugee youth.

3. Develop culturally appropriate mental health services.

4. Promote STEM (science, technology, engineering, and mathematics) careers among immigrant youth.
IWYS-Specific Recommendations: Seniors

1. Provide housing support programs to increase recent seniors’ independence.

2. Increase funding for both formal programs and informal supports offered in a variety of local settings as a way to reduce social isolation.

3. Improve access to public transportation via reduced senior fares and volunteer drivers.

4. Implement more “age-friendly” public facilities such as more park benches, better street lighting and signage, wider sidewalks, and more accessible grocery stores, medical facilities, and community centres.

5. Introduce a national advertising campaign that recognizes the political, cultural, economic, and cultural contributions of immigrant seniors to Canada.
We realize that some of the gaps and recommendations we highlight concern areas of federal jurisdiction. However, the provinces, including Ontario, have a large room for maneuver in areas such as education, language training, employment, health, and housing. And, as such, they also have a large responsibility for the settlement and integration of immigrants.
Francophone Immigrant Human Capital and the Future of Immigration in Ontario

THE FRANCOPHONE IMMIGRANTS ASSET
Ontario’s Proven Models and Evidence-Based Ways Forward

L’ATOUT DES IMMIGRANTS FRANCOPHONES
Les modèles à succès de l’Ontario et les voies d’avenir fondées sur des données probantes

Léonie Tchatat, Executive Director, La Passerelle I.D.E. & Co-Chair, FWDC
Thursday, March 14th, 2019
Toronto Central YMCA
La Passerelle-I.D.É.

A focus on Job Creation and Employment Matching for Francophone immigrants in Ontario

Notre mission | Our mission

- Favoriser l’intégration et le développement économique des immigrants francophones
- Créer des opportunités d’emploi à la demande pour les talents bilingues francophones
- Offrir des programmes de formation sur mesure pour répondre aux besoins des talents bilingues francophones dans divers secteurs
- Favoriser l’apport des talents bilingues francophones à contribuer à la croissance économique de la région par des approches novatrices
- Développer des stratégies visant à accroître la participation des immigrants bilingues francophones sur le marché du travail en Ontario
- To foster integration and economic development for francophone immigrants
- Create in-demand job opportunities for Francophone bilingual talent
- Provide opportunities for educational programs for Francophone bilingual talent in diverse sectors
- Foster opportunities for Francophone bilingual talent to contribute to the continued economic growth of the region
- Develop strategies for attaining greater inclusion of Francophone bilingual immigrant talent in the workforce in Ontario
The Ontario Immigration Strategy and Francophone Immigration

• All communities in Ontario must be able to benefit from immigration to the province.
  ○ An explicit commitment to the Franco-Ontarian community.
  ○ An understanding of the Franco-Ontarian community as a host community and beneficiary, just like other Ontarian communities.
  ○ The same needs: demographic (an ageing population) and economic (workforce renewal).

• Target: 5% Francophone immigration every year
Francophone Immigrant Human Capital: An asset for Ontario

• Francophone immigration constitutes an advantage for the province as a whole.

• The Francophone market in Canada: almost 8 million people.

• Ontario businesses of all backgrounds can aim for an excellent interface with the Canadian Francophone market.
Francophone Immigrant Human Capital: An asset for Ontario

International trade en français : a significant yet untapped potential

• Mowat Centre: « Diaspora Nation »

• The international Francophonie accounts for 20% of the world’s trade exchange.

• Africa, the fastest growing economies. Including Francophone Africa.
Proven models and assets: the Francophone Workforce Development Council

- A multi-partite advisory table:
  - Senior representatives of various Ontario ministries and the City of Toronto
  - Senior representatives of major employers from various industries: financial services, telecommunications, transportation, hospitality, IT
  - Postsecondary educational institutions: Seneca, Centennial, Humber colleges.

- The demand is there, and effective responses are offered:
  - Consultation and research with employers: in-demand job profiles, required competencies and skills.
  - Development and offer of tailored training programs and placements.
  - Program graduates are placed in timely manner in response to identified demand.
Francophone Immigrant Human Capital: An asset for Ontario

Proven models and assets: the Francophone Human Capital Forum

• An annual multi-stakeholders event:
  • Senior representatives of various Ontario ministries and the City of Toronto
  • Senior representatives of major employers from various industries:
  • Postsecondary educational institutions
  • Community organizations
  • Francophone immigrant youth

• Consultation, debate and recommendations:
  • Presentation of research results
  • Discussions by sector (government, employers, education, community, youth)
  • Recommendations (for funding approaches, program design and delivery, intersectoral collaboration and synergy, etc.)
An evidence-based approach

- Multiples methodologies, including stakeholder engagement

- Secondary and primary research: 2016, 2017, 2018
  - Research commissioned to Mercer
  - Original research by La Passerelle-I.D.É.

- Francophone Human Capital Forum: presentation of research results to stakeholders, discussion and recommendations
Francophone Human Capital Development

Job postings in Ontario’s top metropolitan areas
Human Capital Research: 2016

Future Francophone employment growth vs. overall Ontario growth... opportunities in finance and insurance, IT and healthcare.
Top industries with greatest employment demand

**All job postings**

1. Retail Trade
2. Finance and Insurance
3. Professional, Scientific, and Technical Services
4. Manufacturing
5. Health Care and Social Assistance
6. Accommodation and Food Services
7. Wholesale Trade
8. Administrative and Support and Waste Management & Remediation Services
9. Other Services
10. Information

**Job postings requiring French**

1. Finance and Insurance
2. Health Care and Social Assistance
3. Professional, Scientific, and Technical Services
4. Retail Trade
5. Wholesale Trade
6. Information
7. Manufacturing
8. Other Services
9. Administrative and Support and Waste Management & Remediation Services
10. Educational Services
**Technical Skills**

- Technical skills (e.g. VoIP, networks, wireless)
- Metrics and analytics for telecom networks
- Software Skills (e.g. network design, user interfaces, network security)
- Ability to learn and adapt to company specific software
- Microsoft word, excel and outlook

**Interpersonal Skills/Competencies**

- Ability to handle extreme deadlines
- Attention to detail
- Prioritizations skills
- Communication skills (written and oral)
- Teamwork
- Managing multinational teams
- Business acumen
- Working in a fast-paced environment
- Customer service and care
- Problem solving
- Decision making
- Customer service and care
- Business acumen
- Judgment, flexibility & attention to detail
- Multitasking, continuous learning, teamwork
- Effective communication
**Human Capital Research: 2017**

**Transportation Employers**

### Technical Skills

- Ability to scan gauges and digital readouts for operating data, and ability to locate data, such as specifications, classifications and costs, in complex tables
- Microsoft word, excel and outlook
- Certificate of Qualification as a Partsperson as administered by the College of Trades and the Ministry of Colleges and Universities
- Completed Workplace Hazardous Materials Information System (WHMIS) training
- License, etc.
- Knowledge of the Ontario Human Rights Code and Related Orders
- Numerical proficiency (Ability to add, subtract, multiply and divide fractions; analyze angles and distances in plane figures, etc.)
- Ability to use diagnostic equipment for vehicle maintenance
- Ability to use specialized industry software
- Engineering experience
- Computer sciences and IT Knowledge

### Interpersonal Skills/Competencies

- Communication & interpersonal skills
- Decision making skills, particularly under severe time constraints
- Problem solving skills
- Analytical skills
- Numerical proficiency
- Spatial orientation
- Flexibility and adaptability
- Assertiveness and forward-thinking skills
- Ability to work with weights and heights
- Ability to work outside in all weather conditions
- Service orientation; ability to work under stress; high level of adaptability; ability to build connections
- Judgment, flexibility & attention to detail
- Multitasking, continuous learning, teamwork
- Effective communication
- Dealing with difficult customers
## Human Capital Research: 2017

### Hospitality Employers

<table>
<thead>
<tr>
<th>Technical Skills</th>
<th>Interpersonal Skills/Competencies</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Culinary skills</td>
<td>• Building connections</td>
</tr>
<tr>
<td>• Computer skills</td>
<td>• Multitasking</td>
</tr>
<tr>
<td></td>
<td>• Attention to detail</td>
</tr>
<tr>
<td></td>
<td>• Technical and language skills</td>
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<tr>
<td></td>
<td>• Flexibility</td>
</tr>
<tr>
<td></td>
<td>• Leadership</td>
</tr>
<tr>
<td></td>
<td>• Communication</td>
</tr>
<tr>
<td></td>
<td>• Geographic knowledge of specific area</td>
</tr>
<tr>
<td></td>
<td>• Organizational, decision-making skills</td>
</tr>
</tbody>
</table>
## Jobs requiring French-speaking skills

<table>
<thead>
<tr>
<th>Air Transportation</th>
<th>Rail Transportation</th>
<th>Coach/Bus Transportation</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Front line employees including airport agents, call center agents and flight attendants</td>
<td>• Customer Service – In Station: Dealing with front line staff and customers</td>
<td>• Customer Service – In Station: Dealing with front line staff and customers</td>
</tr>
<tr>
<td>• These roles require different types of skills as the tasks are very different. The commonality is that they are all customer-centric.</td>
<td>• Customer Service – Contact Centre: Dealing with front line staff and customers for ticketing</td>
<td>• Ticketing agents</td>
</tr>
<tr>
<td>• Flight attendants</td>
<td>• In Station Service: Information agents on station floor providing information to customers.</td>
<td></td>
</tr>
<tr>
<td>• Contact centre agents</td>
<td>• On Board Service: Includes food &amp; beverage service and handling gate service. Staff might need to deal with issues such as drunkenness, mental health issues of travelers, conflict management or emergency matters.</td>
<td></td>
</tr>
<tr>
<td>• Customer service agents</td>
<td>• Administrative functions in the back office dealing with areas such as food &amp; beverage management</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Corporate communication and promotion</td>
<td></td>
</tr>
</tbody>
</table>
**Human Capital Research: 2018**

**Requirements for success in customer-facing roles**

<table>
<thead>
<tr>
<th>Knowledge</th>
<th>Soft Skills</th>
<th>Work Requirements</th>
</tr>
</thead>
<tbody>
<tr>
<td>• High school diploma</td>
<td>• Required soft skills for the specific role</td>
<td>• Ability to work shifts</td>
</tr>
<tr>
<td>• Past experience in customer service facing roles (able to interact, create a relationship, understand the needs, and provide required level of service)</td>
<td>• High French-English fluency</td>
<td>• Ability to stand for extended periods of time</td>
</tr>
<tr>
<td>• OPS standards for French-English fluency</td>
<td>• Working from home: Ability to be autonomous and work independently</td>
<td>• Air Crew: Ability to work in the air</td>
</tr>
<tr>
<td>• Mathematical skills: Primarily for change-giving</td>
<td>• Ability to deal with different personalities</td>
<td>• Possess a valid passport and Canadian citizenship to get access cards to be able to fly to different destinations</td>
</tr>
</tbody>
</table>
## Human Capital Research: 2018

### Required proficiency levels in French and English

<table>
<thead>
<tr>
<th>Job Clusters</th>
<th>Air Transportation</th>
<th>Rail Transportation</th>
<th>Coach/Bus Transportation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Customer Service – Face-to-face</td>
<td>• Equal fluency in both French and English</td>
<td>• Fluent bilingualism (written and oral)</td>
<td>• Fluency not required</td>
</tr>
<tr>
<td></td>
<td>• Strong enough to understand customer needs and being able to communicate the right information</td>
<td>• Fluency not required</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Low level on ACTFL rating scale (9 pts scale where 9 is superior)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Customer Service – Call Centre</td>
<td>• Equal fluency in both French and English</td>
<td>• Fluent bilingualism (oral)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Advanced-mid level on ACTFL scale</td>
<td>• OPS standards of fluency</td>
<td></td>
</tr>
<tr>
<td>In-Station Service</td>
<td>• Equal fluency in both French and English</td>
<td>• Fluent bilingualism (oral)</td>
<td>• Fluency not required</td>
</tr>
<tr>
<td>On-Board Service</td>
<td>• Ability to translate the pilot’s message on the spot</td>
<td>• Fluent bilingualism (written and oral)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Intermediate-high level on ACTFL scale</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administrative Roles</td>
<td>• Variable depending on role</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Corporate Roles</td>
<td>• Fluent bilingualism (written and oral)</td>
<td>• OPS standards of fluency</td>
<td></td>
</tr>
</tbody>
</table>
A structuring approach

- Increased levels of employer interest and involvement in Francophone immigrant workforce development

- Increased number of employers and industries participating in the Francophone Workforce Development Council and Francophone Human Capital Development Forums

- Targeted, province-wide communication campaigns

- Recommendations stemming from research: development of programs for workforce and entrepreneurship development
Ontario invests

- Funding for the Francophone Human Capital Forum (its 3rd edition took place in February 2019)
- Ministers and Deputy Ministers as keynote speakers at the Forums
- Investment in tailored programs, such as « Tremplin emploi » (Springboard to Employment):
  - Financial Services
  - Telecommunications
  - Hospitality
  - Transportation
Francophone Immigrant Human Capital: An asset for Ontario

3rd Francophone Human Capital Forum (February 2019)

The Francophone Workforce Development Council and the Francophone Human Capital Forum provide effective solutions to complex issues.

The Hon. Caroline Mulroney
Ontario Attorney General and Minister of Francophone Affairs

Ontario’s current efforts have led to an increase in overseas Francophone immigration applications. The Ontario Immigrant Nominee Program (OINP) has attained its 5% goal.

Michael Reid
Assistant Deputy Minister, Ontario Ministry of Economic Development, Job Creation and Trade
Francophone Immigrant Human Capital: An asset for Ontario

MERCI BEAUCOUP !
Action Plan for moving forward

Creation of a high-level Advisory Group to guide La Passerelle-Î.D.É.’s scale-up activities:

Dr. Catherine Chandler-Crichlow
Executive Director, Career Management & Corporate Recruiting – Ivey Business School at Western University

Mrs. Marie-Lison Fougère
Deputy Minister – Ontario Ministries of Accessibility, Francophone Affairs and Seniors Affairs

Maxim Jean-Louis
President & Chief Executive Officer – Contact North | Contact Nord

Harriet Thornhill
Vice President – RBC Advice Centre and Direct Investing Contact

Jérôme Birot
Vice President – Mobile Broadband Networks & Engineering, Technology Strategy
Immigration and Inclusive Growth

Sunil Johal @johalsunil
Introduction

Why are we talking about inclusive growth now?
Inclusive growth in the digital age
What’s at stake?
Why are we talking about inclusive growth now?

Globalization and the current economic paradigm no longer works for a large portion of society

- Income inequality is at or near record high-levels across advanced economies
- Will the digital revolution make access to well-paying, secure employment more challenging?
Why are we talking about inclusive growth now?

Several issues drag down Canada’s economic growth:

**Income Inequality**
- 1975 – 2007: Top 1% of Canadian earners accounted for 37% of overall pre-tax income growth

**Precarious Work**
- Roughly 1 in 3 Ontarians are now precariously employed

**Wage Stagnation**
- 1997 – 2016: Non-professional and non-management Ontarians have seen essentially no wage growth
Slippery rungs of income ladder

FIGURE 4
Percentage Change in Average Incomes between the Periods of 1976-79 and 2012-15 for Income After Tax (2015 $’s) by Decile | Non-Senior Economic Households, Canada and Ontario

Source: Statistics Canada, Custom Tabulation from Canada Income Survey.
Inclusive growth in the digital age

Projected job losses due to advances in artificial intelligence, robotics, and digital platforms

New technology will eliminate some older skills and jobs, but it will also create demand for new ones
What’s at stake?

- Economic anxiety about future of work
- Anger about inequities caused by current economic approaches to growth

Root causes of populism can be addressed by a thoughtful, inclusive growth agenda.
What’s at stake?

It cannot be assumed that we can reverse - or even offset - pressures towards greater inequality through the mechanisms that have worked in the past.
Why not?

Significant demographic headwinds
Female labour force tapped out
Commodity booms gone?
Uncertain trade opportunities
Women’s employment rate

FIGURE 10
Employment Rate: Men and Women, 25-44, Canada 1976-2017

Source: Statistics Canada, CANSIM Table 282-0002.
What Role can Immigration Play in Generating Growth?

- Higher rates of immigration could drive economic growth
- Better Integration of immigrants could drive more inclusive growth
Key Metrics

**FIGURE 2**

Immigrants as a proportion of total population, by community size - Ontario (2016)

*Outside of all CMAs and CAs*

Source: Census 2016, Highlight Tables (Immigration and Ethnocultural Diversity) and author’s calculations. Based on census metropolitan areas and census agglomerations. Averages are weighted.
Key Metrics

FIGURE 4

Proportion of all immigrants who are recent immigrants (arriving in or after 2001), by community size - Ontario (2016)

*Outside of all CMAs and CAs

Source: Census 2016, Highlight Tables (Immigration and Ethnocultural Diversity) and author’s calculations. Based on census metropolitan areas and census agglomerations. Averages are weighted.
Key Metrics

FIGURE 7

Median employment income of immigrants as a % of that of non-immigrants, by period of arrival (Ontario, 2015), working full-year and full-time

Source: Census 2016 Data Table #43 (Immigration and Ethnocultural Diversity) and author’s calculations.
Policy Questions

• How can more communities be made attractive to immigrants?

• How can we accelerate labour market integration?
  • Soft-skills training
  • Mentorships
  • Foreign credential recognition reform
Thank you

@johalsunil