

TIME TO CHANGE FOCUS?

A Review of Immigrant Labour Market Barriers, Outcomes and the Role of Employers in Canada



Immigration accounts for three-quarters of Canada's population growth



Immigration targets have increased significantly after the COVID-19 pandemic



Immigrants are expected to fuel post-pandemic economic recovery

The literature shows that immigrants face the following labour market barriers



Devaluation of foreign credentials, particularly for racialized immigrants



Non-recognition of foreign work experience and Canadian experience requirements



Lack of social and professional networks, insufficient language fluency and lack of soft skills

Current research shows the following disparities in labour market outcomes between immigrants and their Canadian-born counterparts



Employment rates have improved but remain lower for immigrants



The earnings gap is relatively unchanged over the past two decades



Underemployment remains a substantial problem for new immigrants

Main takeaway and recommendation:

Current research focuses on how immigrants' deficiencies contribute to their labour market disadvantage. Future research should examine the perspectives, attitudes and behaviours of employers and their role in immigrant labour market outcomes.



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