

Immigrant Skills & Employment Post COVID19

Issue Statement: Given the recent changes in working conditions due to the Covid-19 pandemic, reform is needed to address digital illiteracy and credential recognition among immigrants.

Immigrant Categories

- Recent Immigrant:** a person who obtained a landed immigrant or permanent resident status up to 5 years
- Long Term Immigrant:** a person who has resided in Canada for over 5 years

Employment Trend

Skill Level	Immigrants	Total Labour Market
Low	37%	70%
Medium	33%	48%
High	30%	38%

Unemployment Rate By Sector

- Accommodation and food services at 17.8%
- Information and Technical Services at 12.9%
- Agriculture at 10.7%
- Business - Sale 9.9%
- Construction at 9%

Employment Rate of Migrants by Skill Level

	2019	2020
No Certification	61.2%	55.4%
Diploma or Certification	83.5%	76.7%
University Degree	83.4%	79.8%

*Data gathered OECD - Canada, pertains to individuals ages 25 -54 from 2019 & 2020

Canada's Growing & In-Demand Industries

Growing Industries

- Agriculture
- Energy
- Technology
- Services
- Manufacturing



Immigrant Employment Concentrate

- Agriculture
- Accommodation & Food Services
- Wholesale & Retail
- Construction
- Professional & Technical Services

Note: These industries are also the main industries of Canada

Digitization of the Labour Market

- The **shift to virtual work** in the labour market has an increase in demand for higher-skilled workers.
- The trend toward remote work would **pose employment issues on immigrants** in the **low income and digital literacy** categories, particular for immigrants who are ESL



Essential & Competing Skills

- Literacy - official language(s) proficiency
- Communication
- Versatile and transversal
- Computer Basic Literacy
- Professional certification

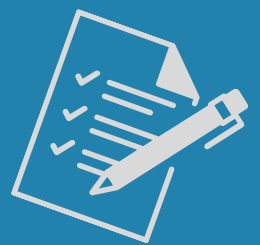
Asset

- Professional Network
- Family & Immediate contact in Canada
- Artificial Intelligence Knowledge (i.e. coding & programming)
- Working Status

Note: Skills required must match with labour market growing demand and respond to industrial, sectoral, trade, technology and policies.



Policy Options



1. Expansion on Education program:

- Basic Digital Training Class** for Immigrant aside from ESL
- Co-op programs for newcomers to gain experience - **increase their skill level**
- Funding for technology; **remote work equipment**

2. Occupation Match

- Develop programs to **match immigrants and employers; recertify credential** to match with Canadian standards
- Incentivize organizations to **hire immigrants**, especially newcomers

Policy Recommendation

Combate Illiteracy

- Employment and Social Development Programs - ESDC:
 - Allocate additional funds for **basic computer courses** for immigrants.
 - Make computer courses and equipment available to immigrants to **improve their digital skills**.
 - Incentivize organizations to conduct training courses for immigrants employees.

