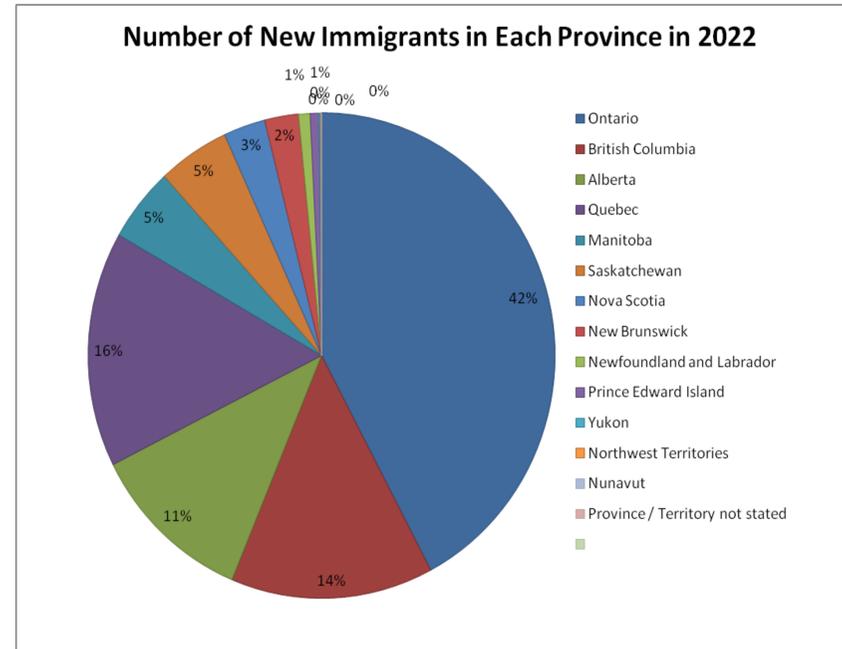


Bridging Gaps: Employment Integration of Visible Minority Immigrants in Ontario

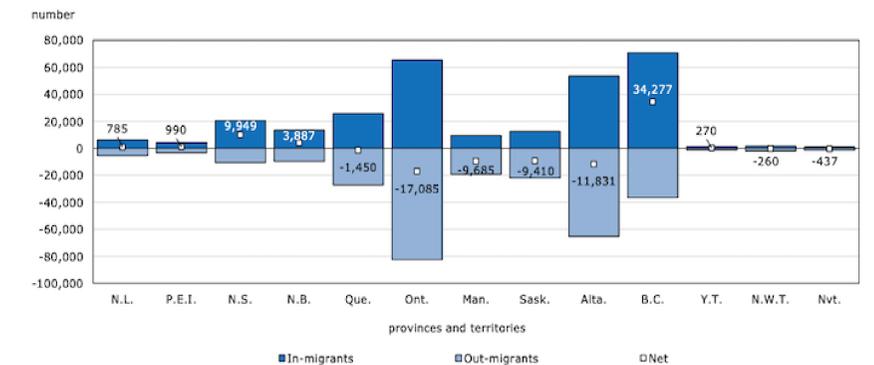
Background

For immigrants to Canada, Ontario remains as the popular destination for their new home. These immigrants bring skills, experiences, diversity, and innovations which are crucial to addressing labor shortages in multiple sectors in Ontario. However, many immigrants encounter a wide range of barriers regarding their socioeconomic integration. In 2020/2021, the province of Ontario experienced the largest net losses (-17085) to interprovincial migration (Statistics Canada, 2022). To address these barriers and capitalize on opportunities, it requires the concentrated efforts of governments, community organizations, employers, and the immigrants themselves.



Source: Plus1News. (2023). Canada Exceeds 2023 Immigration Targets

Interprovincial Migration by province or territory, 2020/2021



Source: Statistics Canada (2022)

Objectives

- Explore the experiences and the challenges of visible minority immigrants in Ontario.
- Support visible minority immigrants in understanding and adopting Ontario workplace culture.
- Offer recommendations to enhance more inclusive and equitable employment opportunities For visible minority immigrants.

Methodology

- A comprehensive review the literature including academic journals, policy and government reports
- Use of thematic analysis to express complex information in a simple and efficient manner.

Table 1: Median Employment Income of Immigrants and Non-Immigrants

Education Level	Visible Minority Immigrants	Non-Visible Minority Immigrants
Total	\$37,600	\$41,600
Post-secondary	43,200	48,000
Bachelor's degree or higher	48,400	58,000
Apprenticeship or Trade certificate	34,800	35,600

Education Level	Visible Minority Canadian Born	Non-Visible Minority Canadian Born
Total	\$39,200	\$40,000
Post-secondary	49,200	49,600
Bachelor's degree or higher	62,000	63,600
Apprenticeship or Trade certificate	43,600	44,000

Source: Statistics Canada (2022a).

Source: Statistics Canada (2022)

Preliminary Research Findings

- Immigrants with foreign degrees and work experiences deal with challenges in having their qualifications recognized which restrict them from their professional integration and access to job opportunities that fit their skills.
- Ontario experiences the highest net loss from interprovincial migration. This demonstrates the deeper issue in province's employment integration, particularly for visible minority immigrants.
- There is a gap in median wage between visible minority immigrants and non-immigrants with the same level of qualification.

Conclusion

The employment integration of the visible minority immigrants in Canada is ongoing and a dynamic process. Ontario is the most favoured destination for immigrants to Canada, with 42.3% picking it as their new home. To make Ontario a beacon of diversity, inclusivity and economic opportunity, community organization and government agencies can increase bridging programs that provide training, mentorship and certification supporting immigrants in their transition to the Ontario job market.

Research Questions

- What specific barriers do visible minority immigrants face in Ontario workplaces?
- How can community organizations and the agencies work together to recognize and improve employment outcomes for visible minority immigrants?