

LICENSING OUTPACES EMPLOYMENT FOR INTERNATIONALLY EDUCATED PROFESSIONALS

INTRODUCTION

- » The Office of the Fairness Commissioner (OFC) initiated a study to examine employment match rates of internationally educated professionals.
- » This study is the result of a partnership between the OFC and the Ontario Ministry of Citizenship, Immigration and International Trade.
- » Examined Statistics Canada data for 2006 (Census of Population) and 2011 (National Household Survey) and trends after the implementation of Ontario's fair access legislation over a five year period.

DEFINITION

Employment Match Rate: the total number of people working in the regulated profession divided by the total number of employed people who have completed the related education that would normally lead to licensure in that profession.

FACTS & STATISTICS

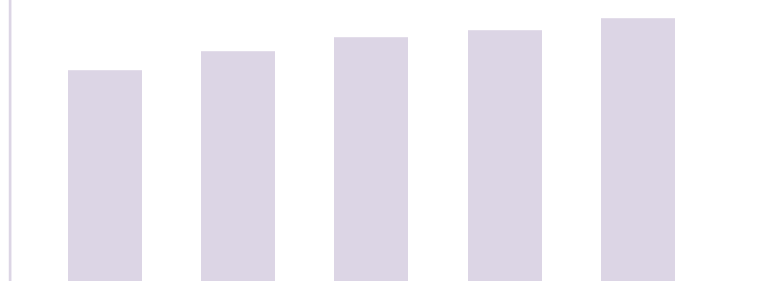


Ontario leads the country in attracting immigrants educated in regulated professions.



The data support positive impact for fair access legislation.

GREW 22.7 PERCENT OVER THE FIVE-YEAR PERIOD



Over the five-year period corresponding to this study, the number of internationally educated license holders grew by a dramatic 22.7 percent.

*Source: data collected from Ontario regulators by the Office of the Fairness Commissioner



In Ontario, improvements in employment have not kept pace with improvements in licensing.

INEQUITIES



In Ontario and Canada, internationally educated immigrants continue to have significantly lower employment match rates than their Canadian born and educated counterparts.



3 of every 4 (75%) internationally educated immigrant professionals are not working in their fields.

EMPLOYMENT MATCH RATES: ONTARIO



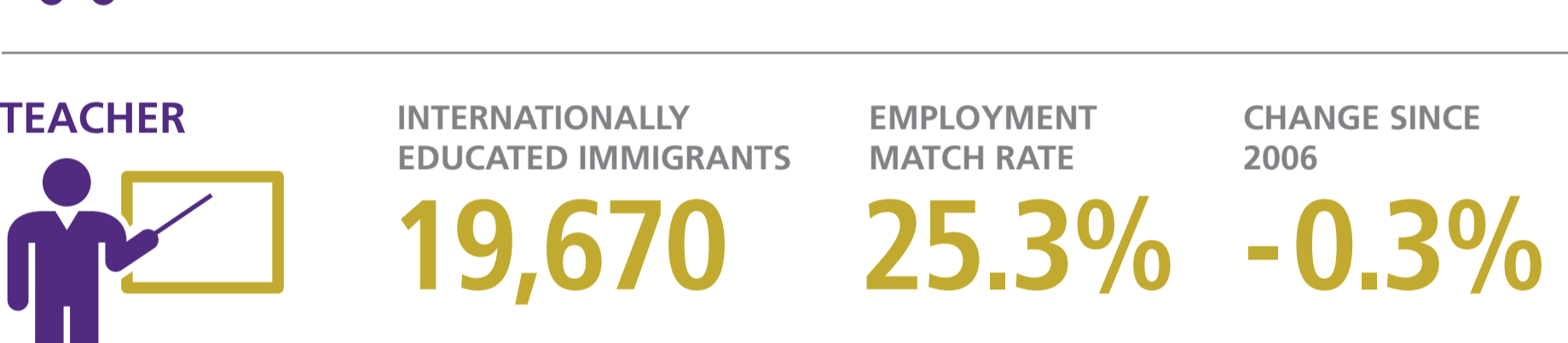
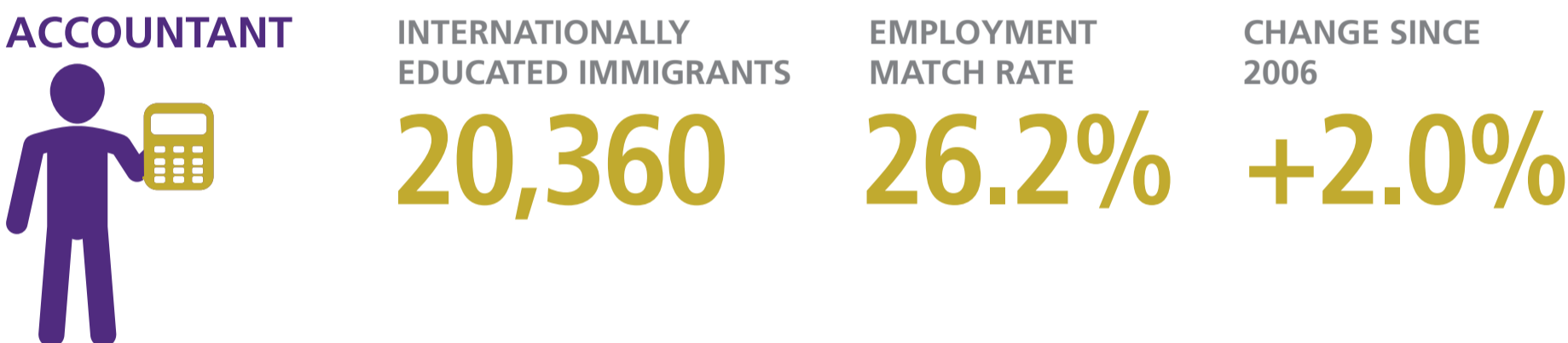
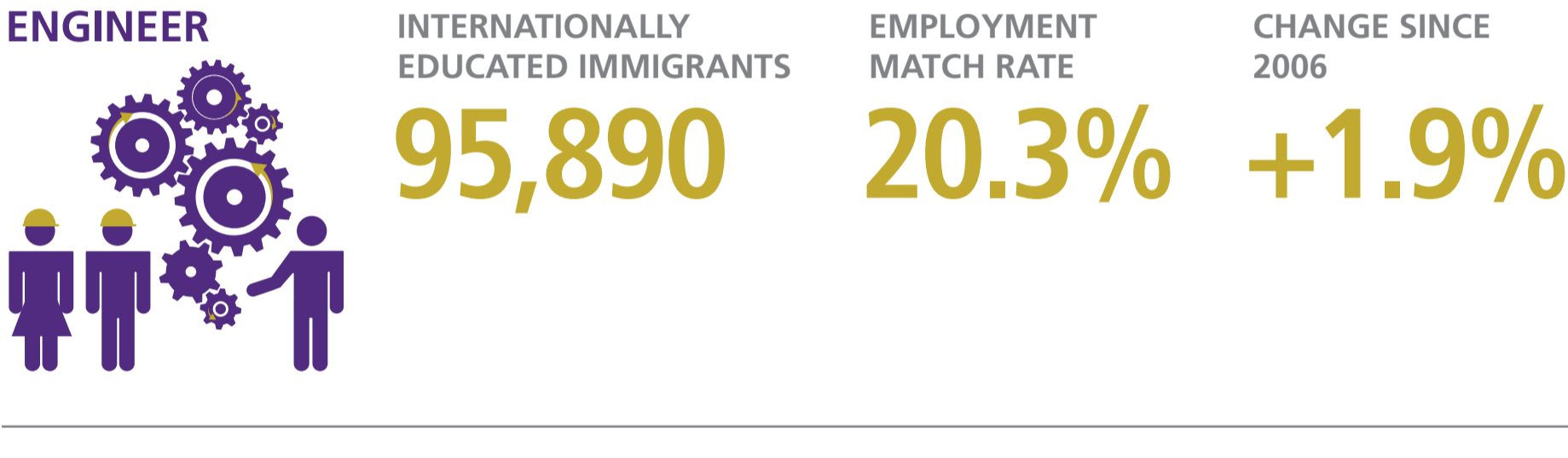
In Ontario, internationally educated immigrants are half as likely to be employed in their profession in comparison with Canadian born and educated.



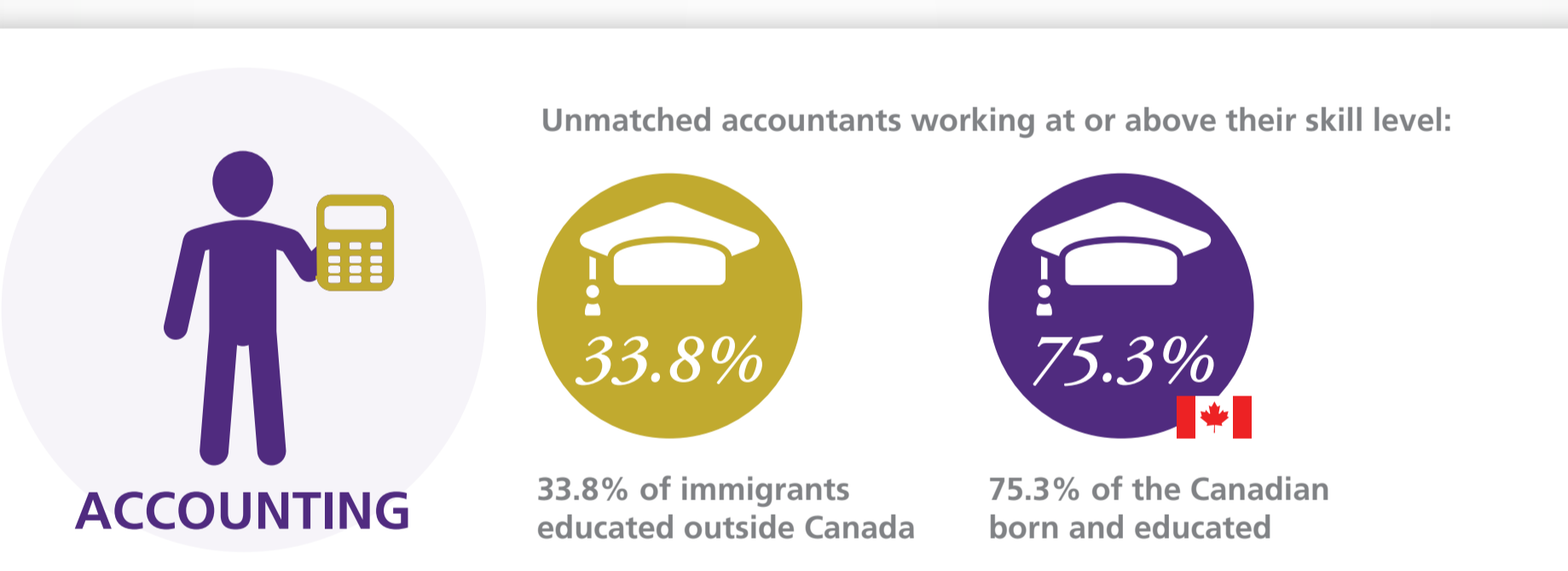
Of those not working in their profession, internationally educated are more likely to be working below their skill level.

Of those not working in their profession, Canadian born and educated are more likely to be working at or above their skill level.

TOP THREE FIELDS OF STUDY FOR INTERNATIONALLY EDUCATED IMMIGRANTS

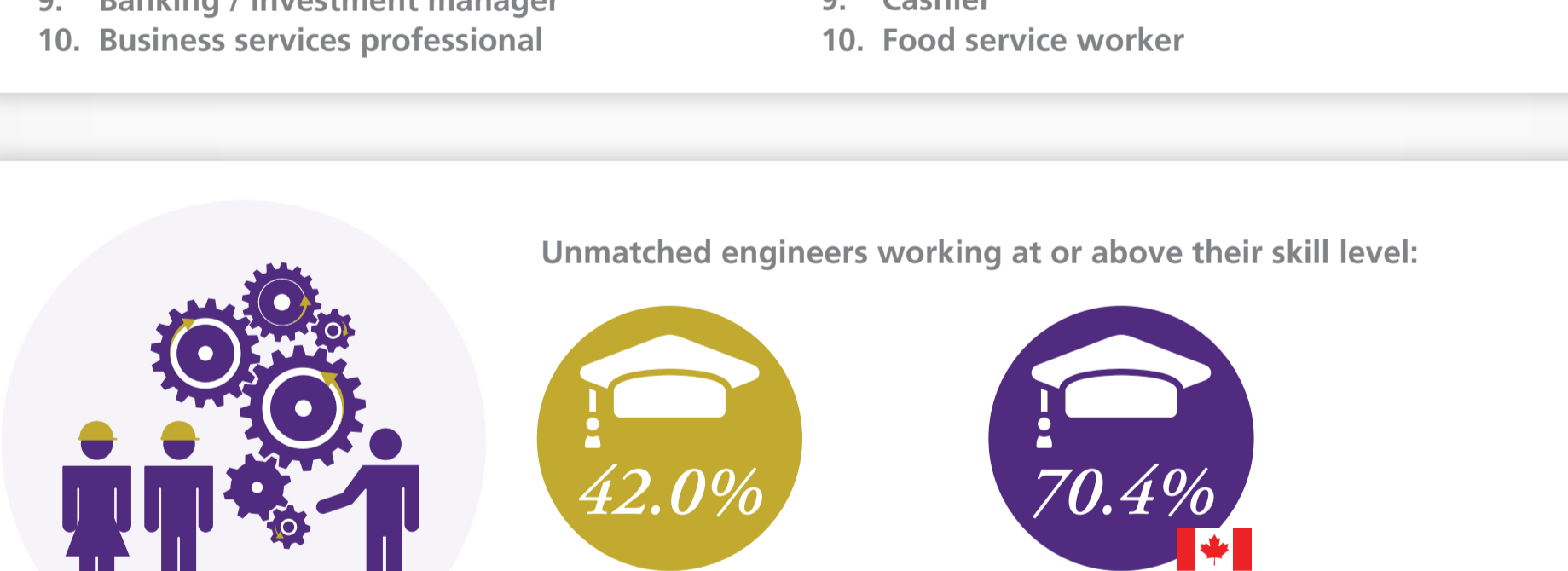


EXAMPLES OF ALTERNATIVE OCCUPATIONS



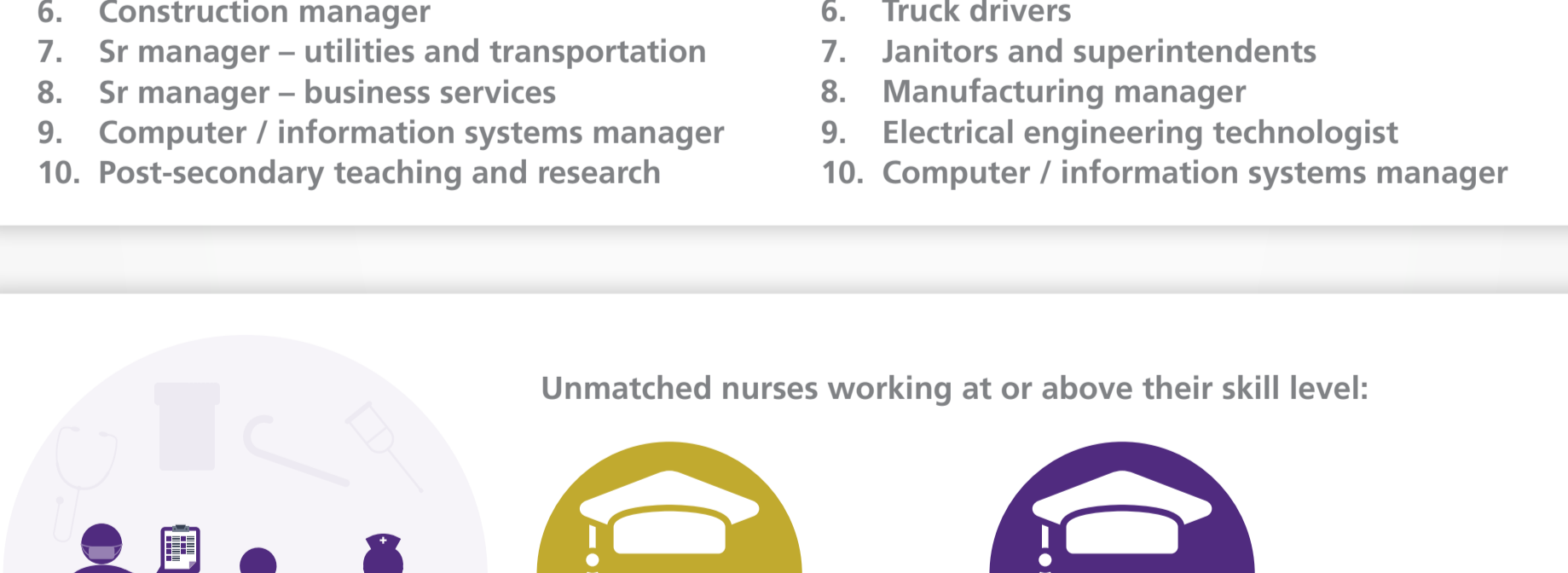
Top ten alternative occupations for unmatched accountants, Ontario, 2011

Canadian born and educated	Foreign born and educated
1. Financial manager	1. Accounting clerk
2. Financial / investment analyst	2. Bookkeeper
3. Senior manager – business services	3. Financial manager
4. Accounting clerk	4. Financial / investment analyst
5. Financial officer	5. Retail salesperson
6. Bookkeeper	6. Financial officer
7. Senior manager – utilities and transportation	7. Office clerk
8. Senior manager – trade and other	8. Retail trade manager
9. Banking / investment manager	9. Cashier
10. Business services professional	10. Food service worker



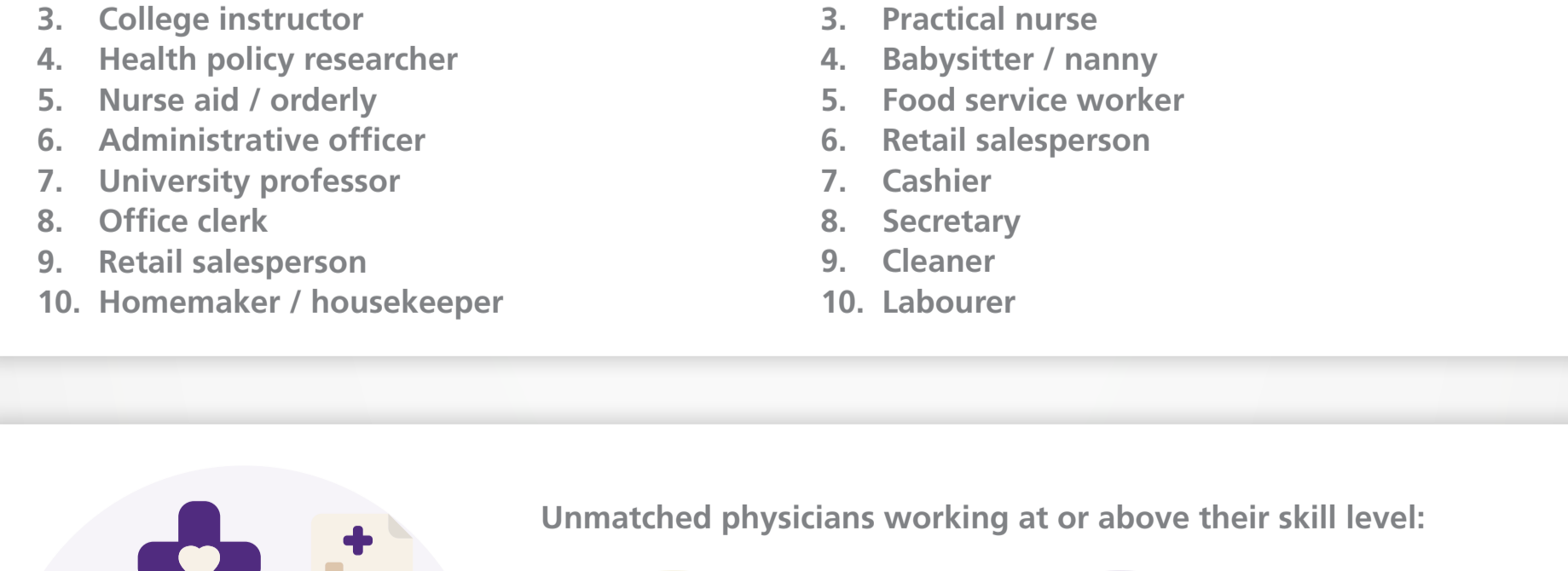
Top ten alternative occupations for unmatched engineers, Ontario, 2011

Canadian born and educated	Foreign born and educated
1. Engineering manager	1. Information systems analyst
2. Software engineer	2. Computer programmer
3. Information systems analyst	3. Software engineer
4. Manufacturing manager	4. Retail manager
5. Computer programmer	5. Retail salesperson
6. Construction manager	6. Truck drivers
7. Sr manager – utilities and transportation	7. Janitors and superintendents
8. Sr manager – business services	8. Manufacturing manager
9. Computer / information systems manager	9. Electrical engineering technologist
10. Post-secondary teaching and research	10. Computer / information systems manager



Top ten alternative occupations for unmatched nurses, Ontario, 2011

Canadian born and educated	Foreign born and educated
1. Health care manager	1. Nurse aid / orderly
2. Head nurse	2. Homemaker / housekeeper
3. College instructor	3. Practical nurse
4. Health policy researcher	4. Babysitter / nanny
5. Nurse aid / orderly	5. Food service worker
6. Administrative officer	6. Retail salesperson
7. University professor	7. Cashier
8. Office clerk	8. Secretary
9. Retail salesperson	9. Cleaner
10. Homemaker / housekeeper	10. Labourer



Top ten alternative occupations for unmatched physicians, Ontario, 2011

Canadian born and educated	Foreign born and educated
1. Health care manager	1. Registered nurse
2. Registered nurse	2. Medical sonographer
3. Elementary / kindergarten teacher	3. Health policy researcher
4. Health policy researcher	4. Nurse aid / orderly
5. Customer service	5. Retail salesperson
6. Retail salesperson	6. Administrative officer
7. University professor	7. Assisting occupations / health services
8. Nurse aid / orderly	8. Office clerk
9. Secondary school teacher	9. Medical laboratory technologist
10. Armed Forces officer	10. Post-secondary teaching and research