

Employer Conditions that Facilitate Congruence between Immigrants' Skill Level and Career

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The aim of this poster is to present a work-in-progress study on employer practices to hire and retain immigrants for professional positions that adequately match these workers' skills, academic qualifications, and experience level. Recently Canada has experienced a constant influx of immigrants from African, Asian, and Middle Eastern countries into the work force and this is reflected in its economic strategy to attract skilled labour. These trends in immigration have resulted in increasing ethnic and cultural diversity in Canada, which needs to be acknowledged and reflected in the employment policies and practices of employers. Researchers have documented a disturbing trend where immigrants are facing deteriorating employment opportunities. Although Canada actively recruits skilled workers, there is a paradox in that the same skills and experiences highly rated during the immigration process are discredited during the job seeking process in favor of Canadian skill and experience. These newcomers often face barriers for securing employment commensurate to their skill level and aspirations, and end up in positions of underemployment or unemployment. To date, vocational research has focused on the responsibilities of the immigrant job-seeker to prepare for employment, as well as on the programs and policies that enable foreign-born workers to better integrate into the work force. Research needs to extend beyond identifying organizational barriers to explore successful policies and practices of employers who hire and retain immigrants in positions that match their skill, academic and experience levels. Consequently, this poster will present themes from the literature related to organizational processes, including employers and their hiring policies which facilitate successful integration.