Professional Integration of Highly Skilled Immigrants

Discussion

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Some Issues

- Barriers to Employment
- Initiatives to Address Barriers
- Employers' Role
- Underemployment

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Barriers

- Language
  - Fluency, accents, communication skills
- Credentials
  - Equivalency, comparability, differences
- Work Experience
  - International, Canadian, workplace skills

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Initiatives to Address Barriers

- Language Training and Assessment
- Credential Assessment
- Bridge Training
- Academic Upgrading
- Internships, Mentoring
- Fairness Commissions

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Employers' role

- Employers are risk adverse
- Large employers are able to engage more sophisticated recruitment techniques
- SMEs employ most of the workforce
- Need to change attitudes and behaviour

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Underemployment

- Immigrants are twice as likely to be underemployed as Canadian educated
- Government support is mostly directed to help people find *any* employment
- People who are out of their profession for more than a couple of years are unlikely to be able to return to it

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