

Labour Market Outcomes of Immigrants in Ontario and its Major Cities

Briefing Deck



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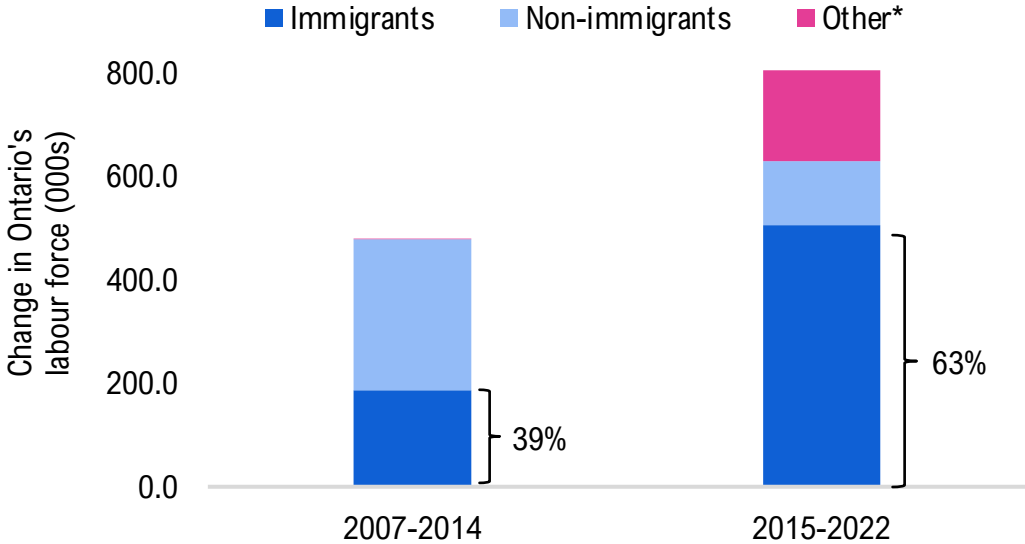
Overview

- Ontario's labour force is broadly comprised of three groups: individuals born in Canada, non-permanent residents, and international immigrants with permanent resident status.
- This report provides details on long-term trends of international immigrants in Ontario's labour market.
- The scope of this report is limited to international immigrants and does not include interprovincial migrants and non-permanent residents like temporary foreign workers or international students.



Ontario's labour force growth increasingly driven by immigration

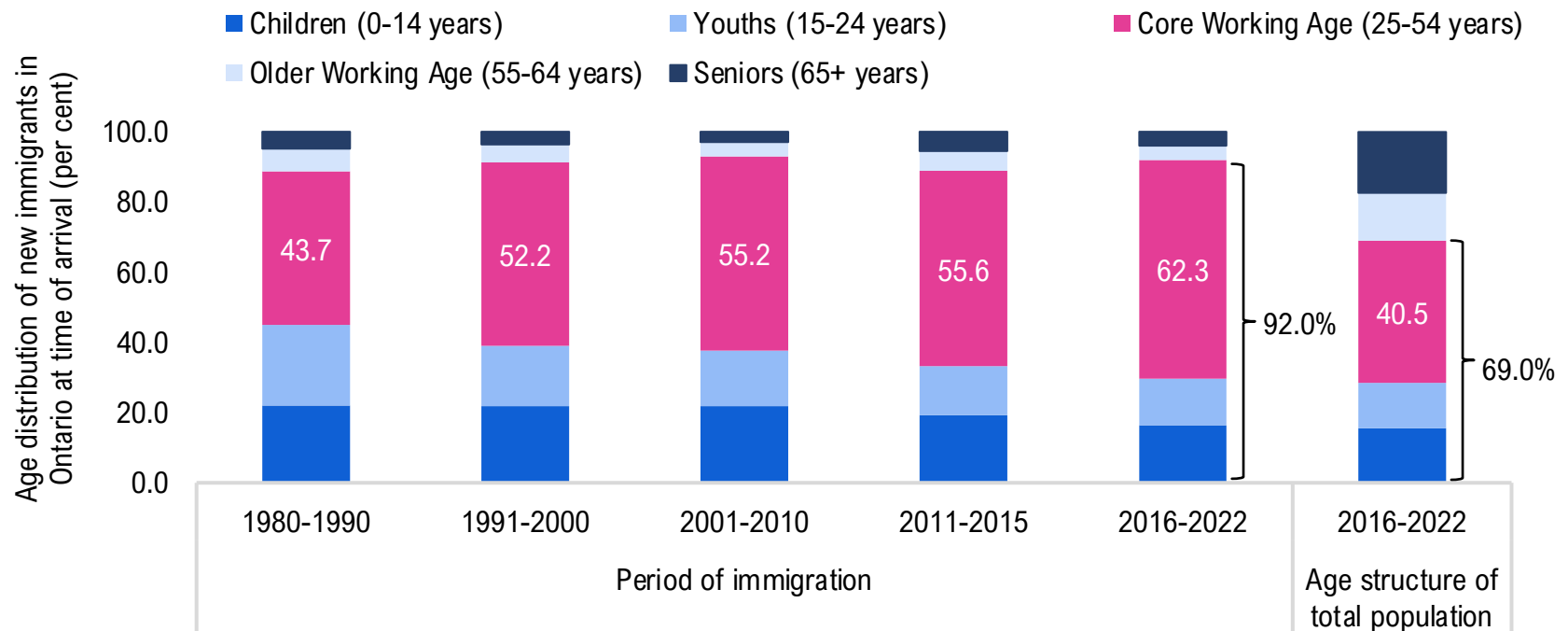
- Since the mid 2010s, immigrants have contributed 63 per cent of the increase in Ontario's labour force, much larger than the 39 per cent share observed from the late 2000s to early 2010s.
- Ontario welcomed a record-breaking 227,424 immigrants in 2022, many of whom will seek employment in the province's labour market.



* Includes Canadian citizens born outside of Canada and non-permanent residents.
Note: Shows the change in Ontario's labour force for population aged 15+ years.
Source: Statistics Canada: Labour Force Survey: Table 14-10-0083-01.

An increasing share of recent immigrants are core working age

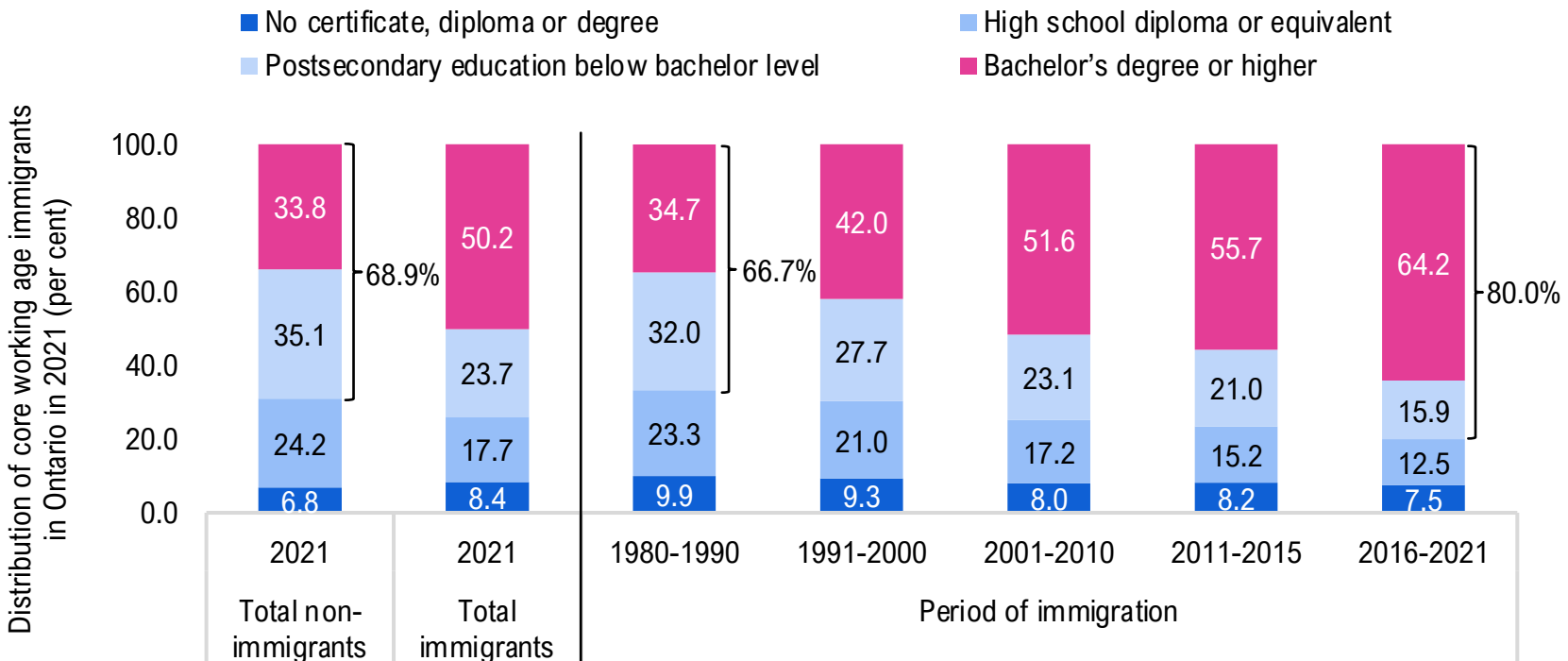
- The age composition of immigrants is younger than that of the total Ontario population.
- The share of core working age immigrants has increased from 43.7% of those who landed in the 1980s to 62.3% of immigrants who landed in 2016-2022.



Source: Statistics Canada: Demographic Estimates: Tables 17-10-0014-01 and 17-10-0005-01.

Recent immigrants are arriving with higher education levels

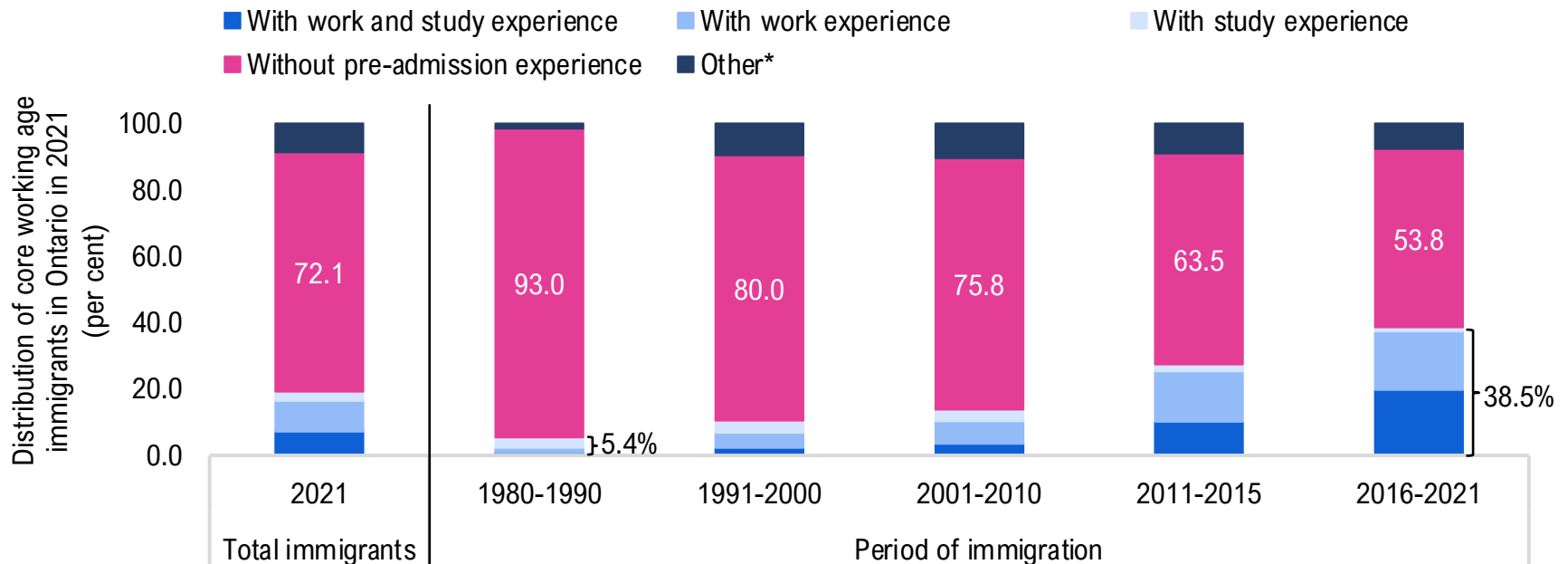
- 80.0% of recent core working age immigrants hold post-secondary education credentials compared to 66.7% of established immigrants and 68.9% non-immigrants.



Note: All bars show the distribution of immigrants aged 25-54 years in 2021. Right five bars categorize all immigrants recorded in the 2021 Census by period of immigration. Numbers may not add due to rounding.
 Source: Statistics Canada: 2021 Census: Table 98-10-0309-01.

An increasing share of recent immigrants have experience in Canada before landing

- 38.5% of recent core working age immigrants have Canadian pre-admission work and/or study experience compared to 5.4% of established immigrants.
- These trends reflect shifts in federal policy in recent decades to recruit more immigrants with higher educational attainment and Canadian work and study experience.



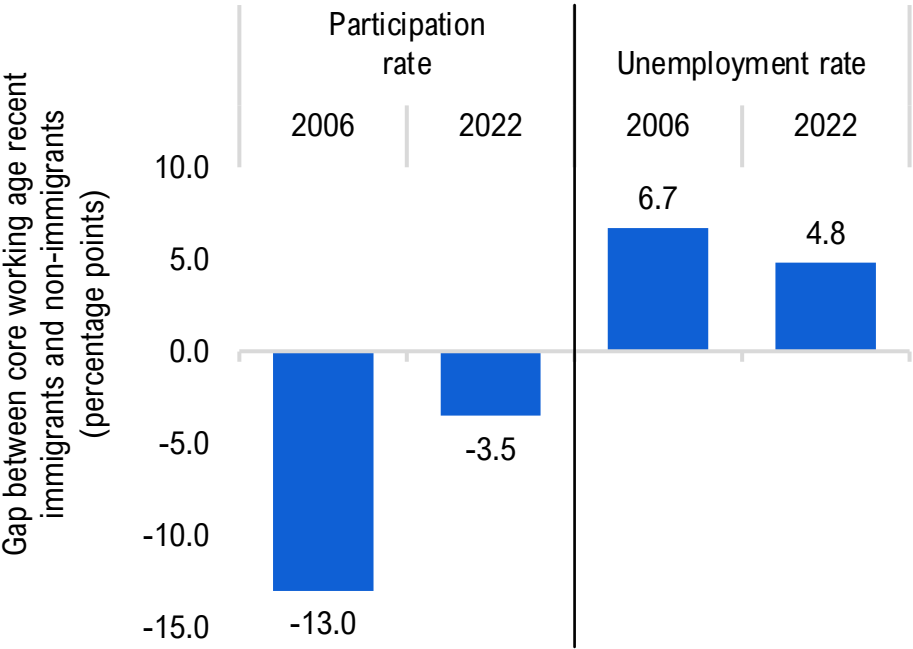
* Includes asylum claims and permits other than work and study.

Note: All bars show the distribution of immigrants aged 25-54 years in 2021. Right five bars categorize all immigrants recorded in the 2021 Census by period of immigration.

Source: Statistics Canada: 2021 Census: Table 98-10-0318-01.

Recent immigrants faring better in the labour market

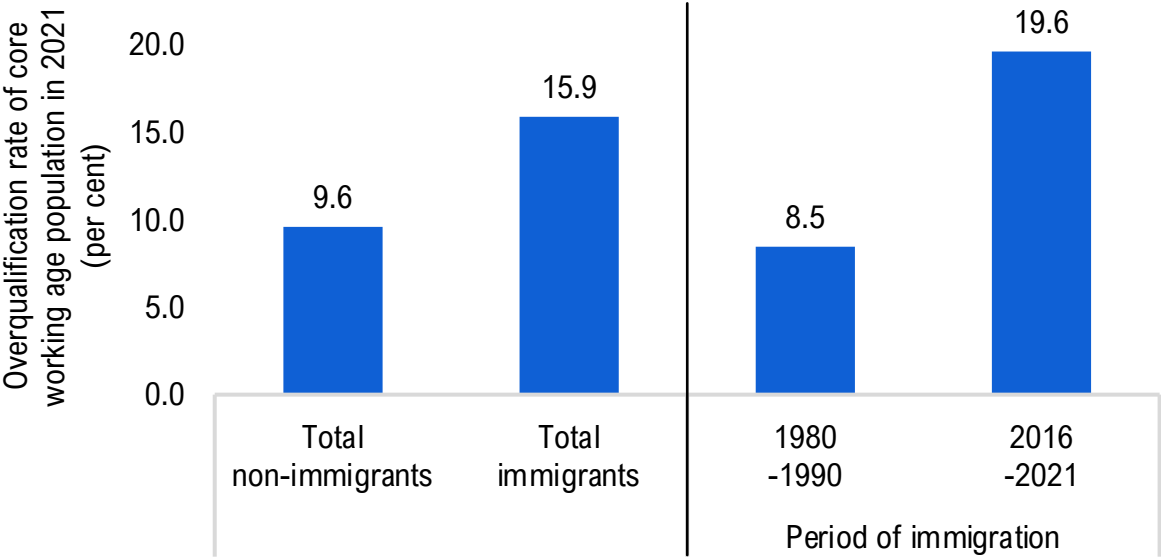
- The gaps in the labour participation rate and unemployment rate between recent immigrants and non-immigrants have narrowed since the mid-2000s.



Note: Shows the differences in the participation rate and unemployment rate of population aged 25-54 years.
Source: Statistics Canada: Labour Force Survey: Table 14-10-0083-01.

Despite labour market improvements, recent immigrants face challenges

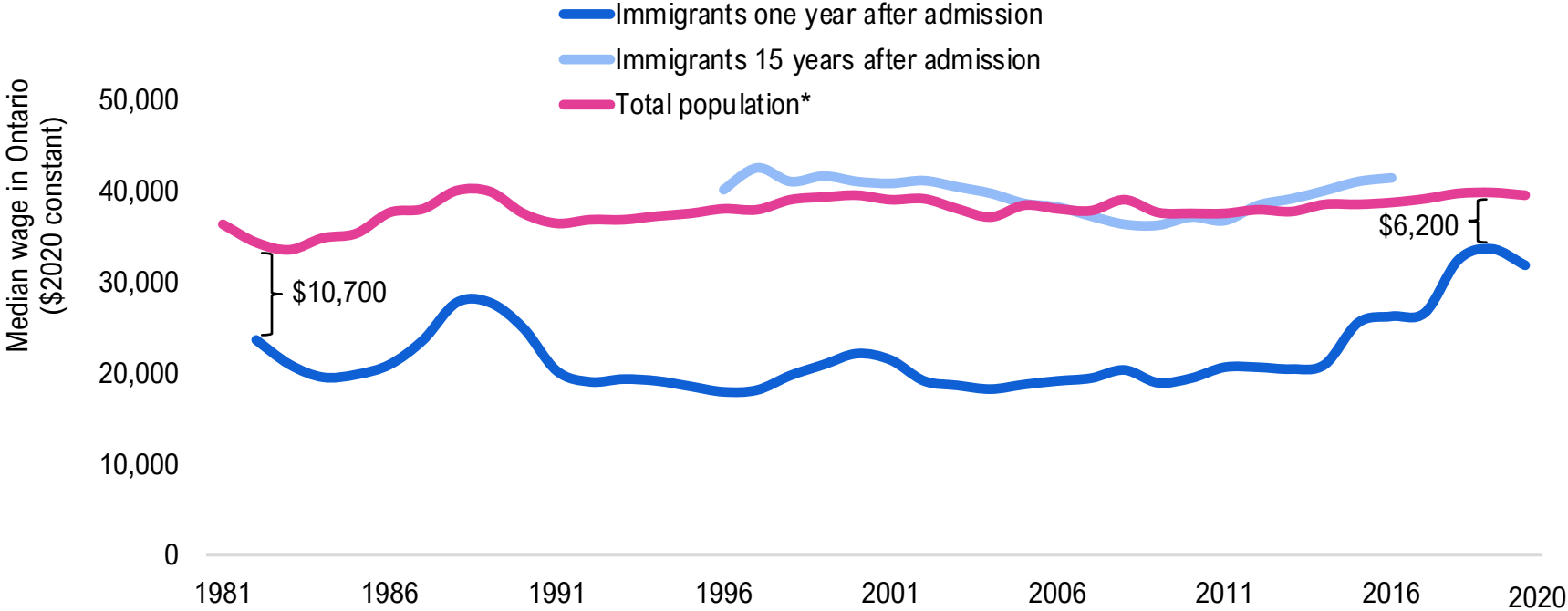
- Challenges remain for immigrants in the labour market, such as higher overqualification rates and barriers to foreign credential recognition.
- 15.9 per cent of core working age immigrants with a university degree were employed in a position requiring no more than a high school education in 2021, higher than the 9.6 per cent of non-immigrants.



Note: Shows the share of the population aged 25-54 years in 2021 with a university degree holding a position requiring no more than a high school education.
Source: Statistics Canada: 2021 Census: Table 98-10-0443-01.

Immigrants' wages have made progress recently

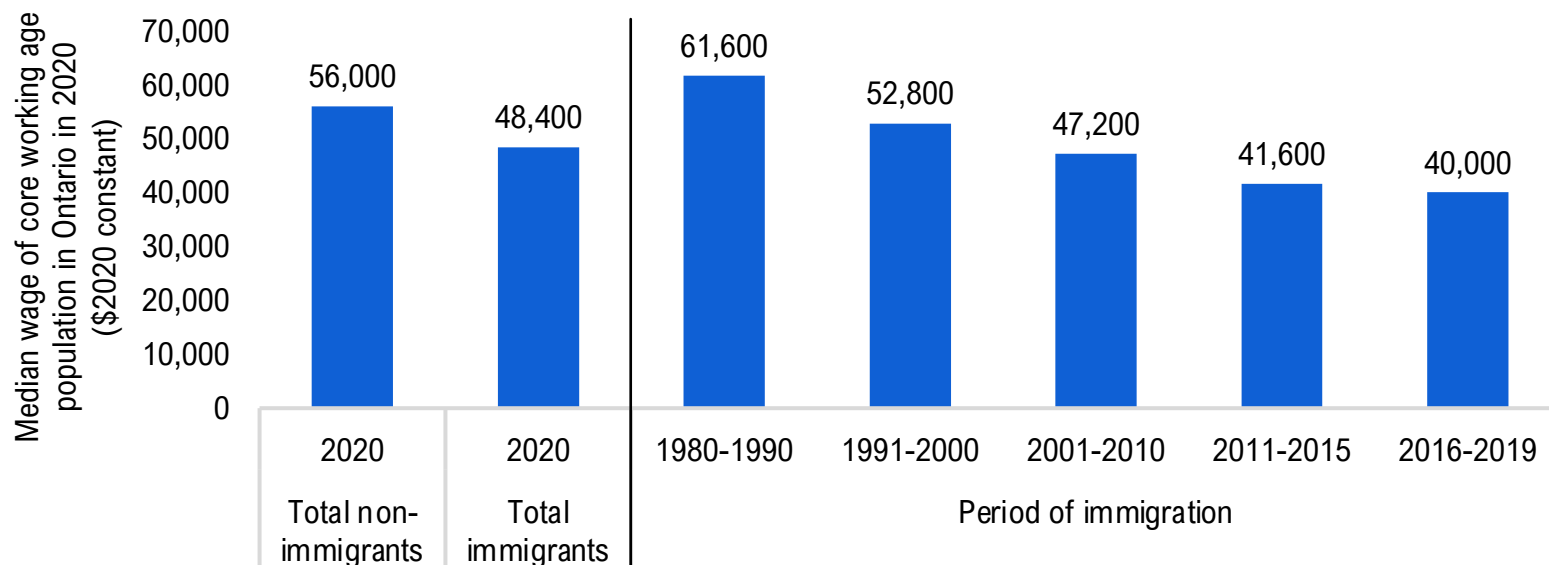
- The difference in real median wage between new immigrants and the total population narrowed from \$10,700 (\$2020 constant) in 1982 to a low of \$6,200 in 2019.
- The gap narrowed rapidly in the late 2010s as labour market conditions recovered and policy changes in immigration selection improved the employment outcomes of immigrants.



* Includes both immigrant and non-immigrant populations.
 Note: Shows wages of population aged 15 and older.
 Source: Statistics Canada: Longitudinal Immigration Database: Tables 43-10-0009-01 and 43-10-0026-01, and Statistics Canada: Canadian Income Survey: Table 11-10-0239-01.

Established immigrants earned higher median wages than non-immigrants

- Among core working age immigrants, only established immigrants who arrived in the 1980s had a higher median wage in 2020 (\$61,600) compared to non-immigrants (\$56,000).
- Established immigrants of younger age groups had higher wages compared to their non-immigrant counterparts.

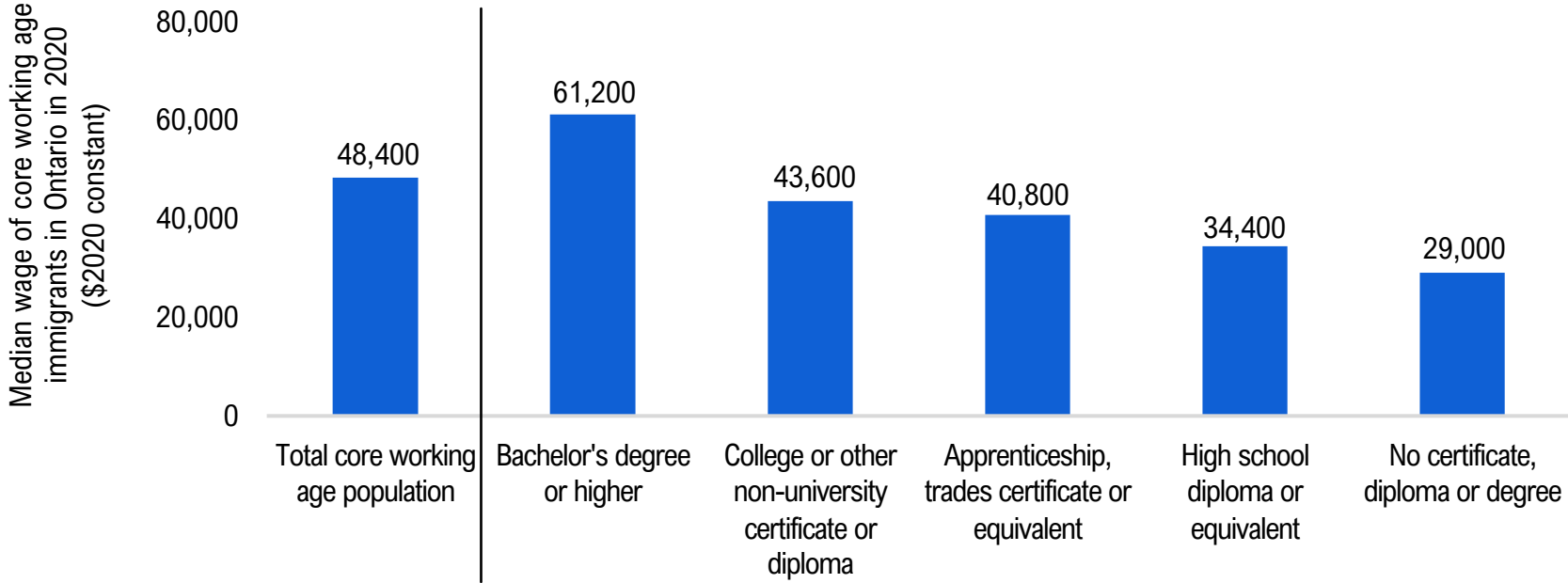


Note: All bars show median wage in 2020 of population aged 25-54 years. Right five bars categorize the median wage of immigrants recorded in the 2021 Census by period of immigration.

Source: Statistics Canada: 2021 Census: Table 98-10-0313-01.

Immigrants with a university degree earn higher median wages

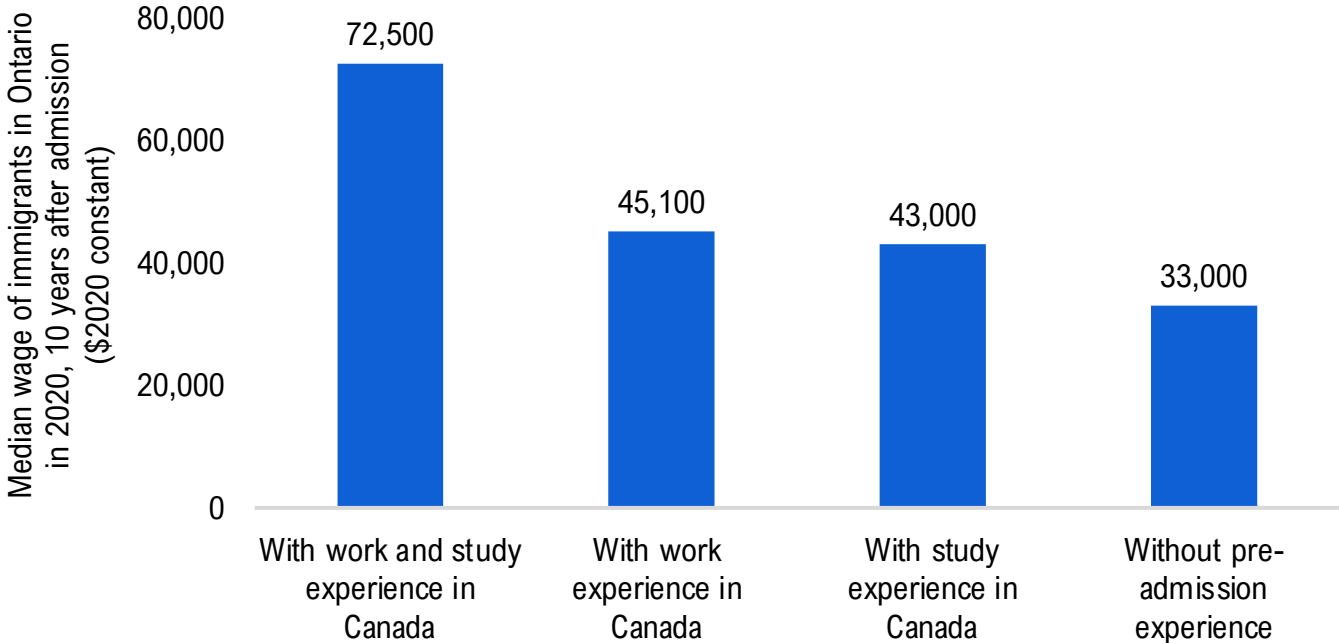
- Core working age immigrants with a bachelor's degree or higher earned the highest median wage among all immigrants in 2020 (\$61,200).
- The earnings advantage is larger for core working age immigrants who studied in Canada compared to those who studied outside Canada.



Note: Shows median wages in 2020 of population aged 25-54 years.
Source: Statistics Canada: 2021 Census: Table 98-10-0313-01.

Immigrants with Canadian experience prior to admission have highest wage

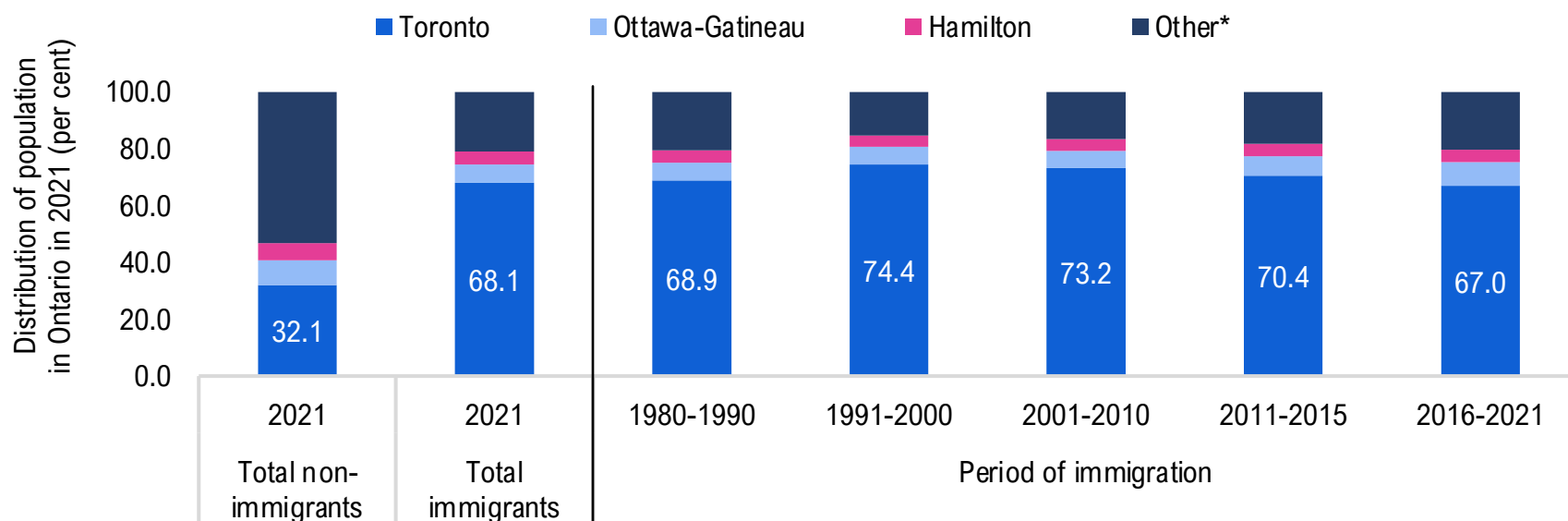
- Immigrants with both Canadian pre-admission work and study experience had the highest median wage 10 years after admission (\$72,500) in 2020, more than twice the median wage of immigrants with no pre-admission experience (\$33,000).



Note: Shows wages of population 15 years of age and older.
Source: Statistics Canada: Longitudinal Immigration Database: Table 43-10-0026-01.

The majority of Ontario's immigrants settled in Toronto

- Toronto attracted 67.0% of recent immigrants coming to Ontario, disproportionately larger than the 32.1% share of the total provincial non-immigrant population residing in the city.
- Toronto retained on average 82.1% of its immigrants 10 years after admission, far higher than other major Ontario cities.



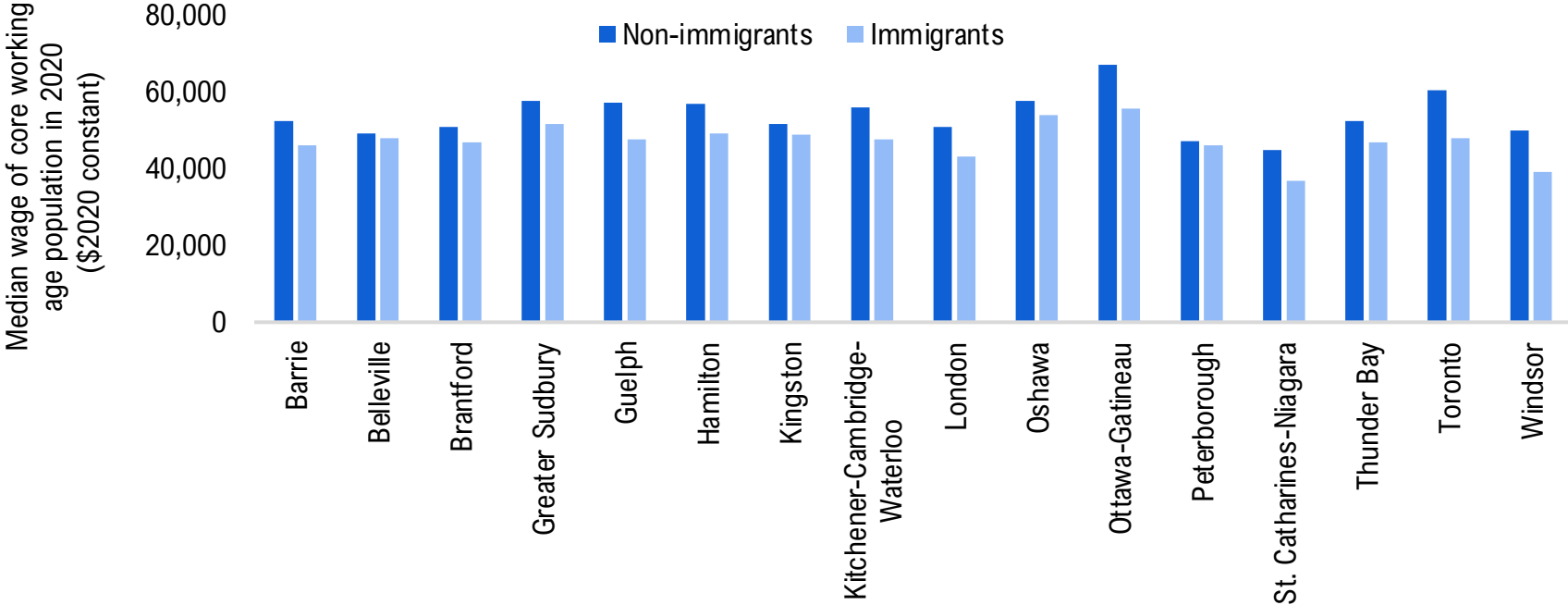
* Other includes the Ontario CMA's of Barrie, Belleville, Brantford, Greater Sudbury, Guelph, Kingston, Kitchener-Cambridge-Waterloo, London, Oshawa, Peterborough, St. Catharines-Niagara, Thunder Bay and Windsor, and the area outside of CMA's.

Note: All bars show the distribution of population in 2021. Right five bars categorize all immigrants recorded in the 2021 Census by period of immigration. The Toronto CMA includes most of the Greater Toronto Area.

Source: Statistics Canada: 2021 Census: Tables 98-10-0318-01 and 98-10-0347-01.

Immigrants in all major cities in Ontario earned lower median wages than non-immigrants

- In Ontario, core working age immigrants in Ottawa-Gatineau earned the highest median wage in 2020 (\$55,600 vs. \$67,000 for non-immigrants), followed by Oshawa (\$54,000 vs. \$57,600 for non-immigrants) and Greater Sudbury (\$51,600 vs. \$57,600 for non-immigrants).



Note: Shows wages of population aged 25-54 years. The Toronto CMA includes most of the Greater Toronto Area. Source: Statistics Canada: 2021 Census: Table 98-10-0313-01.

Thank you!



FAO

FINANCIAL ACCOUNTABILITY
OFFICE OF ONTARIO

2 Bloor Street West, Suite 900
Toronto, Ontario, M4W 3E2
416.644.0702

info@fao-on.org

fao-on.org

