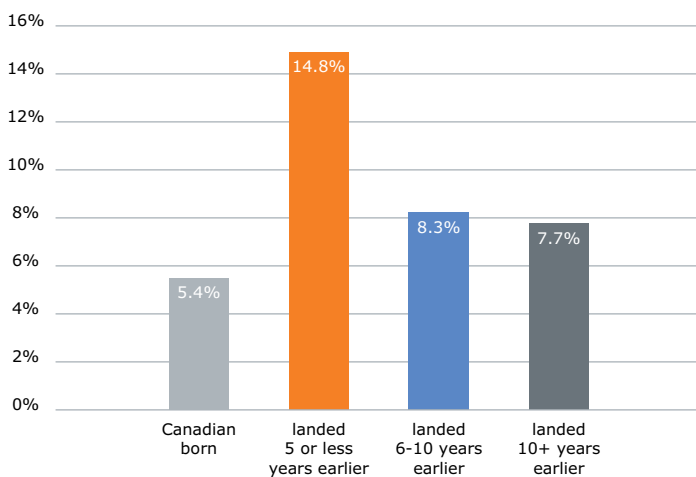


HIO FACT SHEET

Ottawa's Underutilized Immigrant Workforce

The report of the Commission on the Reform of Ontario's Public Services – the “Drummond Report” – points out that “the degree to which Ontario can successfully integrate new arrivals into the province's labour market and social fabric will have a significant effect on Ontario's fiscal fortunes”. Currently however, immigrants coming to Ontario and to the city of Ottawa are experiencing much higher levels of unemployment than the Canadian-born population, even though they are more likely to have post-secondary qualifications. Immigrants are also more likely to work in jobs not commensurate with their skill levels and training. The resulting underutilization of immigrant talent is particularly problematic in the context of slowing labour force growth, looming retirements, and potential skill shortages. The Conference Board of Canada puts the annual national cost of underutilizing immigrant skills between \$4.1 and \$5.9 billion¹.

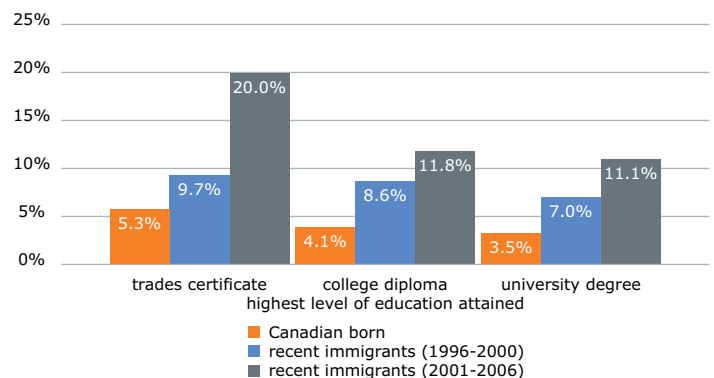
Unemployment Rates, Canadian born and Immigrants aged 25-54 Ontario, 2011



Source: Prepared by Hire Immigrants Ottawa using Statistics Canada, Labour Force Survey

Successful labour market integration is also an issue for immigrants settling in the city of Ottawa. According to the 2006 Census, recent immigrants to Ottawa between the ages of 25 and 54 who had a university degree had an unemployment rate of 11.1%, more than three times higher than their Canadian-born counterparts.

Unemployment Rates, Canadian-born and Immigrants, by Educational Attainment, Ottawa, 2006 Census



Source: Prepared by Hire Immigrants Ottawa using Statistics Canada, 2006 Census, Topic Based Tabulations

What Employers Should Know

Employers often face challenges with the recruitment and integration of skilled immigrants into the workplace. Employers can gain a competitive edge by knowing how to tap into immigrant job networks, assess international educational credentials and work experience, or how to create and implement the human resource strategies that build an inclusive and diverse workforce.

Find out how we can help:
www.hireimmigrantsottawa.ca
info@hireimmigrantsottawa.ca
 613-228-6700

¹ Conference Board of Canada, *Immigrants as Innovators: Boosting Canada's Global Competitiveness*. Ottawa: 2010:30.