Skilled migrant workers' integration in Canadian workplaces.

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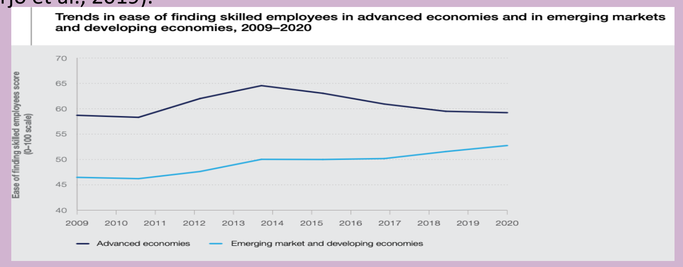
Research Problem

- Advanced and emerging economies are becoming increasingly dependent on internationally mobile professionals with the growing shortages of highly skilled labour and the accelerating forces of globalization.

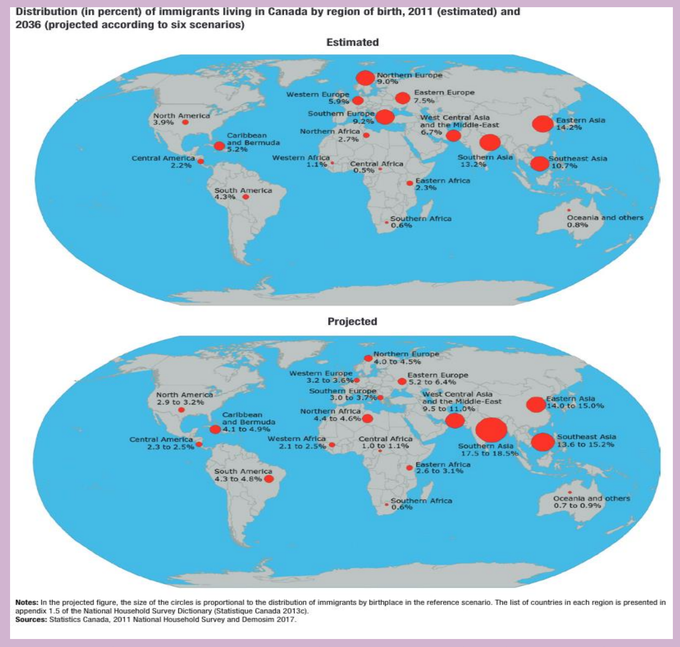
(Harjo et al., 2019).



(Schwab & Zahidi, 2020)

- Finding skilled employees has declined across advanced economies by 7% relative to 2016 while improving across developing economies by 3%.

(Schwab & Zahidi, 2020)



- International migratory increases have continued to drive population growth in Canada. These increases represent an average of 62% to 71% of the projected total population growth increase between 2012 to 2036.

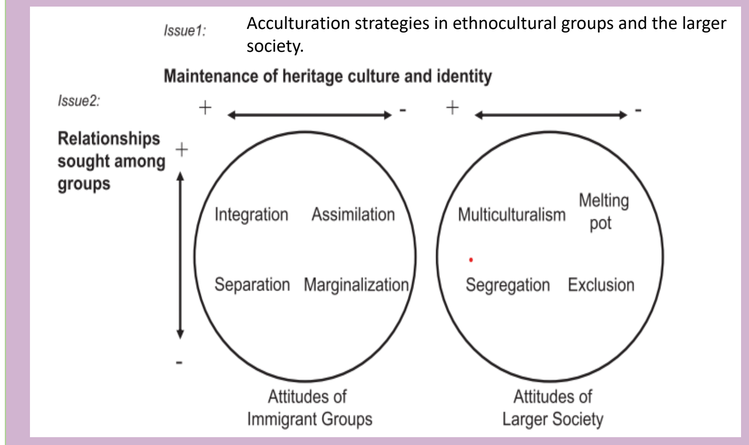
(Statistics Canada, 2017)

Canada's immigration minister insists he's dealing with backlog, amid 'race for global talent'

https://www.thestar.com/news/canada/2022/02/16/canadas-immigration-minister-insists-hes-dealing-with-backlog-amid-race-for-global-tal

Rationale

- Many immigrants encountered challenges that prevented them from securing employment that fully leverages their skills, education, and experiences. (Statistics Canada, 2017)
- Canada's official two-way multiculturalism policy is not reflected in Canadian workplaces, and structural forces of assimilation are evident. Cultural judgments and immigrant cultural capital create barriers to integration (Ertorer et al., 2020b)
- Lack of preparedness of HR staff to accommodate and make efficient use of their teams' diversity. (van Riemsdijk & Basford, 2021)
- Lack of proper integration of Skilled Migrants into the local labour market leads to underemployment and "brain waste," resulting in significant losses for local economies. (Zikic, 2015).



(Sam and Berry,2010)

- The organizational role for the socialization of migrants is essential as organizations are the most critical places where migrants spend considerable time and where they are exposed to multiple cultures.
- Therefore, organizational socialization and the resulting identification leads to a sense of belonging, increased self-esteem and reduced uncertainty resulting in migrants' sense of well-being and motivation to remain in the organization and society. (Grosskopf et al., 2021)

Research Contribution

- Proposes an integrative approach to skilled migrant research that incorporates organizations, skilled migrants and other related interests, thus adding to the body of knowledge on skilled migrants' organizational socialization and integration.
- Contributes to improving organizational diversity equity and inclusion practices.

Research Question

How can skilled migrant workers' integration be enhanced in Canadian workplaces?

- To conduct a review of the state of skilled migrant employment experiences in Canada.
- To explore constraints to the skilled migrant's successful integration in Canadian workforces
- Examine the skilled migrant's experience at multiple levels for interrelatedness and offer a framework for successful integration embedded in diversity, equity, and inclusion values.

Intended Methodology

Quantitative Data Collection and Analysis
Respondents **Skilled Migrants**

→ Identify Results for follow up

→ Qualitative Data Collection and Analysis
HR Professionals and Employments Agents

→ Interpret Results
How Qualitative Explains Quantitative

References

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(Grosskopf et al., 2021)
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