

BARRIERS FOR IMMIGRANTS PURSUING EMPLOYMENT IN THE IT SECTOR

And What Employers Can Do About It!

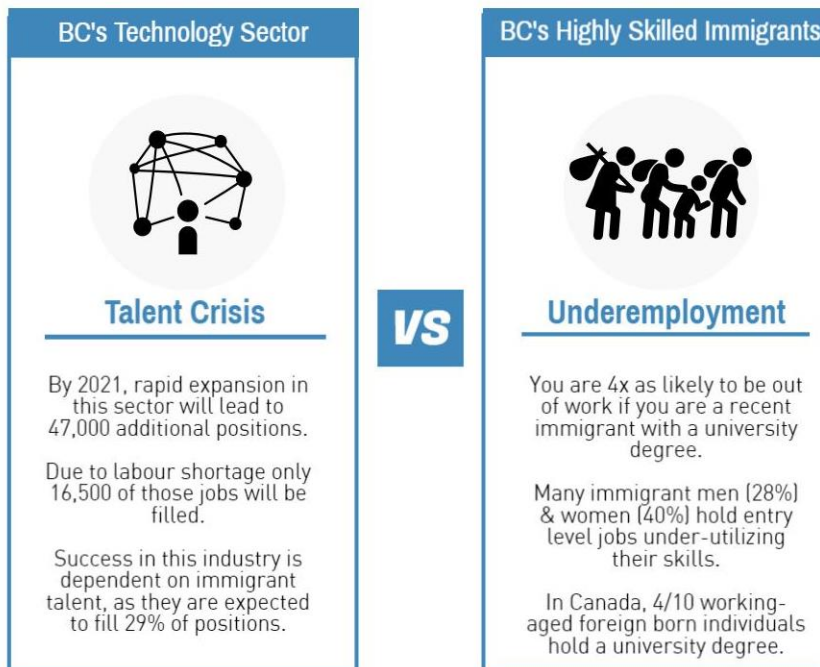
BC's growing tech industry is currently facing a "talent crisis" that is limiting its growth and forcing companies to leave roles unfilled or to consider relocation out of the province.

Ironically, highly-skilled internationally trained workers keep landing in survival and entry-level jobs, or in positions not related to their field of expertise.

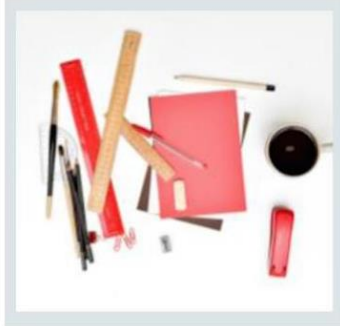
The consequences of both of these phenomena go beyond individual and industry frustration. The BC economy as a whole is impacted.

The following infographic explores the barriers to employment faced by immigrants in the IT sector.

Current Labour Market



Main Barriers to Employment in IT Industry



01 Foreign Credentials & Education are Unrecognized

More than 510,000 immigrant-Canadians are unemployed or underemployed, because their credentials are not being fully recognized.

Unrecognized knowledge and skills of immigrants represent a substantial loss to the economy and a significant burden on new arrivals.

02 Lack of Canadian Work Experience

The majority of internationally trained workers who participated in the focus group reported that their most significant barrier to employment was their lack of Canadian work experience. This additionally impacts their ability to provide local professional references.

This lack of Canadian work experience is linked to unconscious bias in the selection procedure. The Ontario Human Rights Commission now outlines that requiring Canadian experience is prima facie discrimination.



03 Pace of Innovation

Due to taking time to settle in BC, internationally trained workers struggle with keeping up with the pace of changes in innovation in the IT sector.

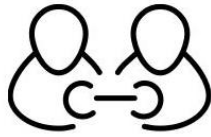
These gaps in their resume and in updated knowledge are a barrier for them staying competitive in BC's talent market.

04 Additional Challenges

Language barriers, unclear job expectations & feedback, appropriate technical training and lack of effective orientation.



What IT Employers Can Do



Inclusive Hiring Processes

Incorporate more inclusive recruiting processes, have a culturally balanced hiring team, and practice culturally appropriate selection processes.



Use Credential Equivalency Tools

The Alliance of Credential Evaluation Services of Canada provides credential assessment services to employers.



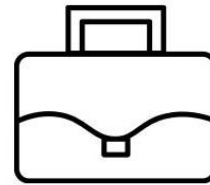
Provide Diversity Training

Enhance diversity awareness among employees to achieve a fair hiring practice and support newcomers to successfully integrate into the office culture.



Have a Mentor Program

Engaging staff in mentoring an internationally trained worker can be developed as part of on-boarding or as a way of supporting & training them.



Provide Paid Internships or Work Placements

Work with Immigrant Serving Organizations (ISOs) in your community to offer internationally trained workers the possibility of building their Canadian work experience.

Contact ICMSE

The S.U.C.C.E.S.S. Individualized Case Management Support for Employers (ICMSE) aims to support you with an innovative approach to increasing diversity and inclusion in your work place.



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Resources & References:

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