**Breakout 4 - Improving Newcomer Outcomes – Imperative in Globally Competitive Market for Talent**

**Session at a Glance**

Session Time: 14:45 to 16:15

Meeting Room: Cartier A

Discussion Topics: Alignment of immigration and labour market policies as well as improving labour market programming to better meet the needs of permanent and temporary residents and improving their participation in Canada’s labour force.

Panelists:

* Moderator: **Rob Henderson**, BioTalent Canada
* Panelist 1: **Wendy Luther**, President and CEO, Halifax Partnership
* Panelist 2: **Patrick MacKenzie**, CEO, Immigrant Employment Council of British Columbia
* Panelist 3: **Surranna Sandy**, CEO, Skills for Change

**Key Issues**

* Today, almost 1 in 4 people is or has been a landed immigrant or permanent resident in Canada. Non-permanent residents represent about 6.5% of the population.
* However, newcomers are more likely to be unemployed in Canada, even after factors such as skill levels are considered.
* In 2023, the unemployment rate of Canadian-born individuals was 4% while that of newcomers was 8%.
* In 2021, of all newcomers, refugees had the lowest labour force participation and employment rates, the highest unemployment rate, and the lowest level of employment income of all newcomers.
* Newcomer participation, employment and unemployment rates improve significantly over time. However, 10 years after becoming an immigrant employment income remains at a relatively low level.
* Labour policies must focus on a human capital approach to drive growth, and immigration will play a key supporting role as part of the solution.
* Immigration pathways could be aligned to both labour strategies and long-term human capital needs across the economy. This includes calibrating approaches for permanent and temporary residents.
* Global competition for attracting and retaining talent makes it imperative that Canada improve newcomers’ success in getting good jobs and opportunities for career progression aligned with their knowledge, skills and interests.

**Government Action**

* The 2024-2026 Immigration Levels Plan, tabled in Parliament on November 1, 2023, projects stabilized levels in permanent resident admissions with targets of 485,000 in 2024 and 500,000 both in 2025 and 2026.
* The 2025-2027 Levels Plan is to be tabled by November 1, 2024. In March 2024, the Minister of Immigration, Refugees and Citizenship announced that beginning in fall 2024, temporary residents will be integrated into the Levels Plan. The Minister also announced a reduction in the number of temporary residents to 5% of Canada’s population by the end of 2026, compared to 6.2% at the end of 2023.
* Transitions from temporary residence to permanent residence will continue to be available through a number of pathways, including through programs under Express Entry. Applicants who meet eligibility criteria can also be invited to apply through Express Entry’s category-based selection.
  + Recently, the Government has launched the Students in the Francophone Minority Communities Pilot program to make access to Canada’s International Student Program fairer for a wide range of international students, and to help Francophone minority communities attract and retain students.
* *Temporary Foreign Worker Program - (TFW to provide input)*
* *Foreign Credential Recognition Program - (ASID to provide input)*
* Future Skills Centre supported Toronto Region Immigrant Employment Council (TRIEC) to undertake Career Advancement for Immigrant Professionals 2.0 (CAIP). It examined how underemployed skilled immigrants could be supported in advancing their careers to match their qualifications and experience and what strategies can be employed to help employers recognize and utilize the full potential of immigrant talent within their organizations.

**Points to Register**

* Immigration has become the main driver of population and labour force growth in Canada.
* However, newcomers are more likely to be unemployed than Canadian-born adults.
* To increase Canada's talent pool and attract and retain international talent, there is a need to invest in improving newcomer success by strengthening pre-arrival supports, foreign credential recognition, integrated settlement, employment supports and career advancement.

**Questions to Raise**

* How can employers bridge the gap between employing highly-skilled newcomers, and the tools and knowledge needed to identify, recruit and retain these newcomers?
* In economic terms, what is Canada losing by not fully utilizing the full potential of newcomers?