



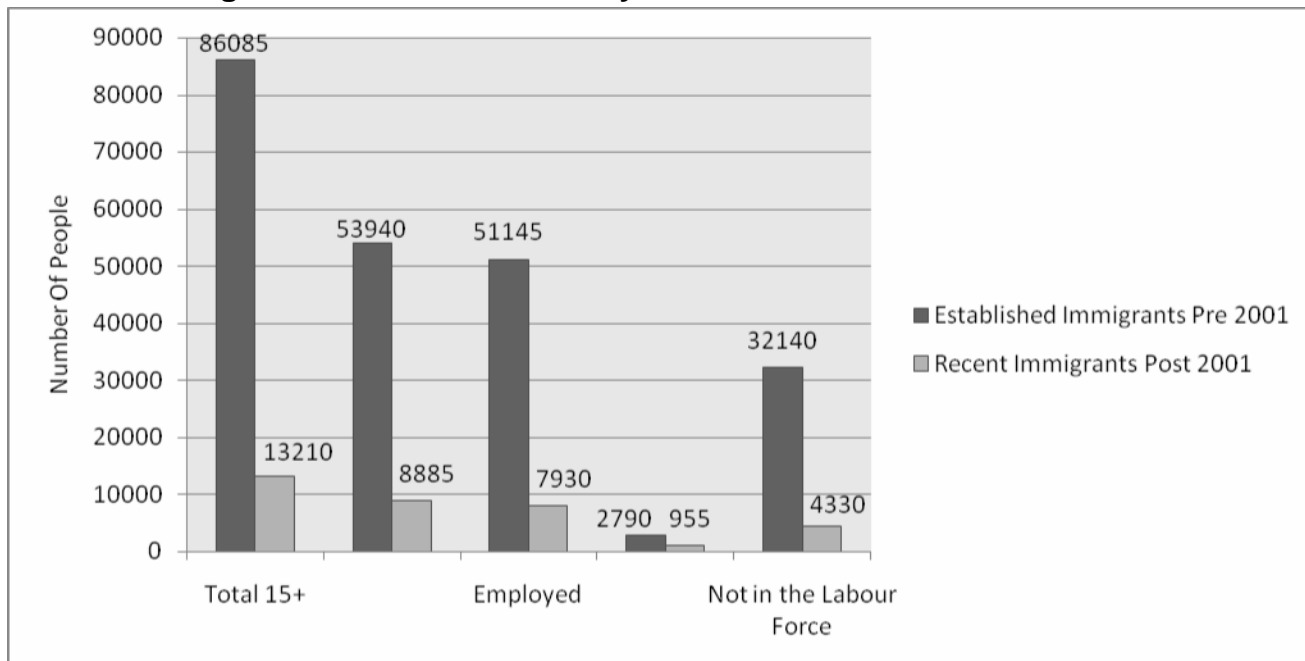
**Workforce Planning Board**  
of Waterloo Wellington Dufferin

## Employment & Income of Immigrants in Waterloo Region

Waterloo Region has a total population of over 500,000 people, and immigrants are an important part of the Region's workforce. Between 2001 and 2006, the number of working age immigrants in the Region increased by over 13,000 people (13%). As of 2006, immigrants represent 26% of the area's total Labour Force or approximately 70,000 people. Their share of the Canadian Labour Force is expected to grow as Statistics Canada estimates that any net growth will be dependent upon immigrants. It is anticipated that Waterloo Region's share of immigrants in the Labour Force will also continue to increase.

### Employment and Incomes of Immigrants in Waterloo Region

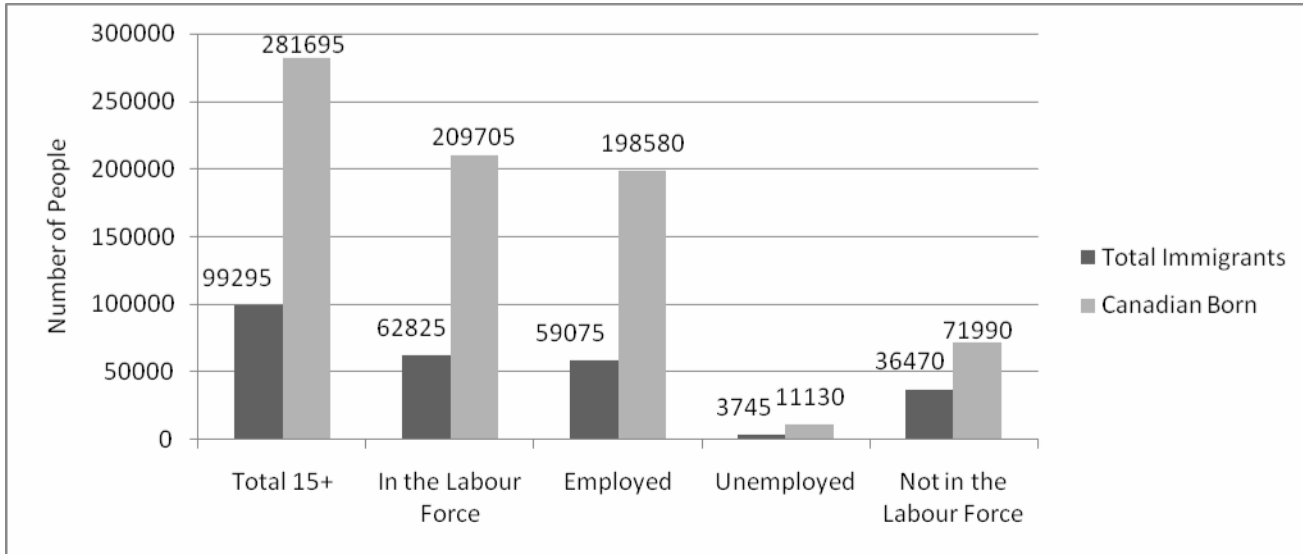
**Chart 1 - Immigrant Labour Force Activity**



Source: Statistics Canada, Census 2006 Special Tabulations, Workforce Planning Board

Among established immigrants, 53,940 (63%) are in the Labour Force and of those 51,145 (95%) are employed. Among recent immigrants 8,885 (67%) are in the Labour Force and of those 7,930 (89%) are employed.

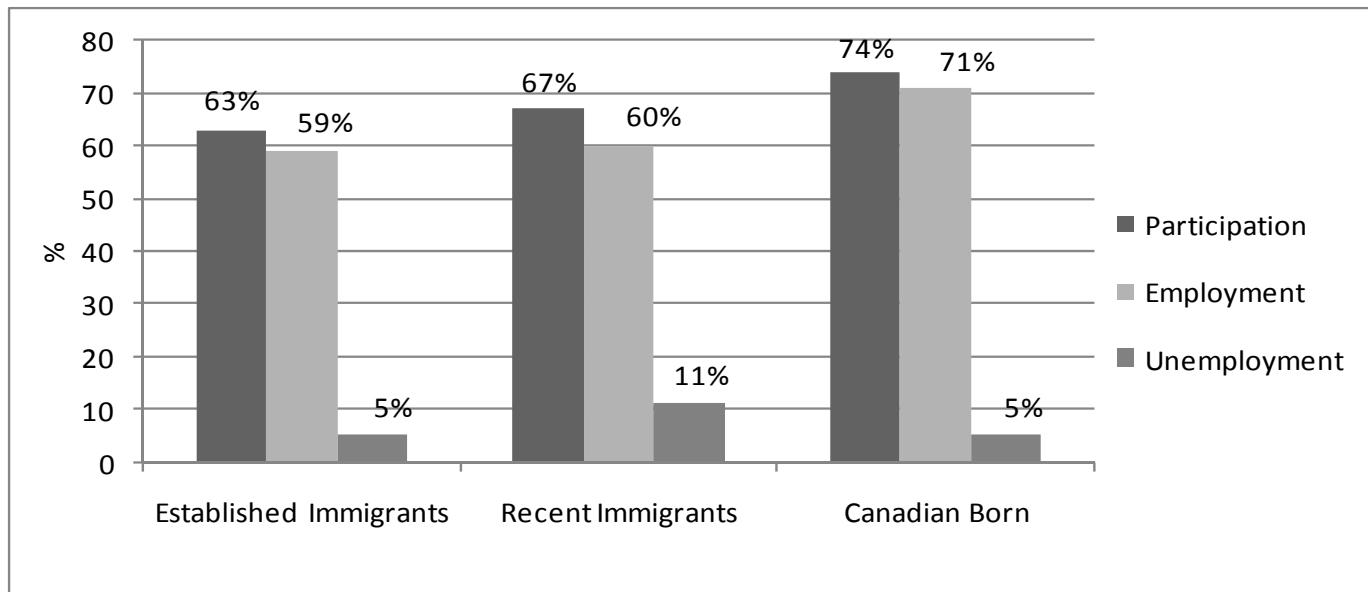
**Chart 2 – Labour Force Activity - Immigrants and Canadian Born**



Source: Statistics Canada, Census 2006 Special Tabulations, Workforce Planning Board

62,825 (63%) of all immigrants aged 15+ are in the Labour Force and 59,075 (94%) are employed. 209,705 (74%) of Canadian born aged 15+ are in the Labour Force and 198,580 (95%) are employed.

**Chart 3 –Participation, Employment and Unemployment Rates**



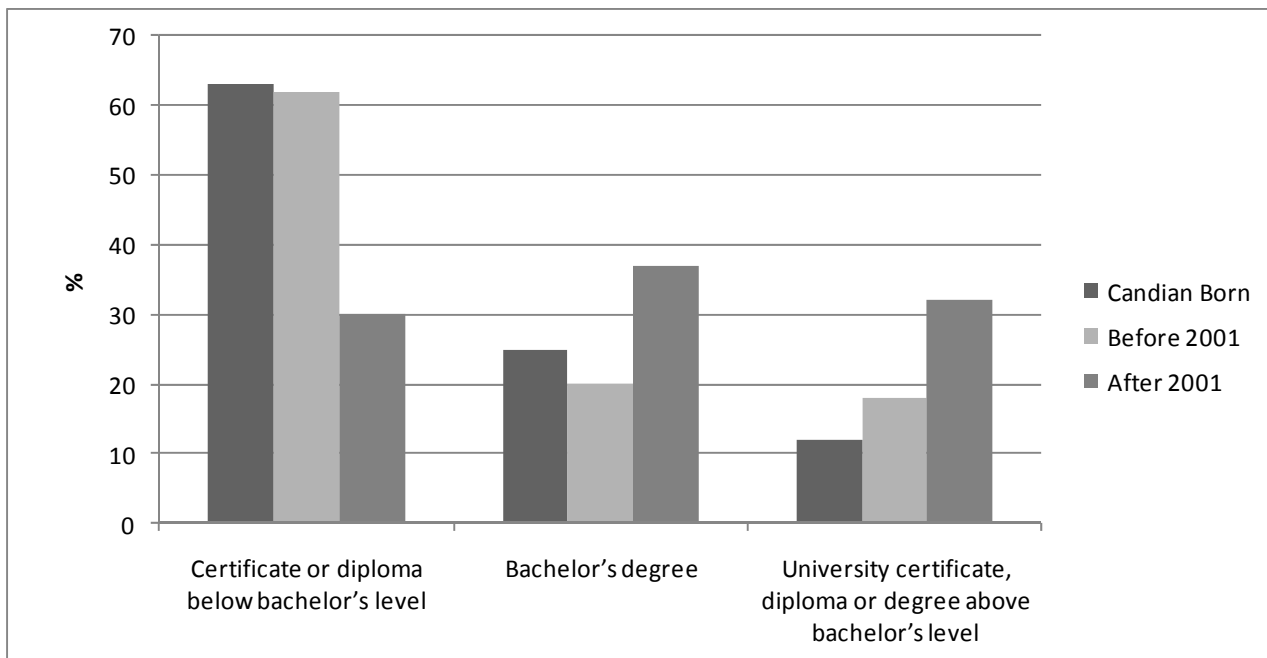
Source: Statistics Canada, Census 2006 Special Tabulations, Workforce Planning Board

The Participation Rate and Employment Rate is much higher for Canadian born than for either category of immigrant. The Unemployment Rate for recent immigrants is more than double that of either established immigrants or Canadian born.

This fact sheet looks at the income and employment issues faced by immigrants to Waterloo Region. The information and statistics in this report come from special tabulations compiled from 2006 Census data for the Workforce Planning Board of Waterloo Wellington and Dufferin.

## Education of Immigrants

Recent immigrants to Canada have higher educational levels than established immigrants and Canadian born. In 2006, 70% of recent immigrants had attained education levels of a bachelor's degree or higher. In comparison, only 40% of established immigrants and 27% of non-immigrants had bachelor's degrees or higher levels of education. Both established immigrants and non-immigrants had 60% of people within their respective groups with education levels below a bachelor's degree.



**Chart 4 - Educational Attainment Among Immigrants and Non-Immigrants**

Source: Statistics Canada, Census 2006 Special Tabulations, Workforce Planning Board

## Top Fields of Study Coming to Waterloo Region

The information in this section is taken from the "[Immigrant Employment by Field of Study in Waterloo Region](#)" report which was released by the Workforce Planning Board of Waterloo Wellington Dufferin in October 2009.

Looking at the education levels of immigrants coming to the area, it is obvious that many immigrants bring with them valuable skills and experience.

To identify which fields of study were most prevalent among immigrants choosing to live in Waterloo Region, a comparison was done of the fields of study for recent immigrants. Table 1 indicates that the top four fields of study among recent immigrants are as follows:

- Architecture, engineering and related technologies (35%)
- Business, management and public administration (19%)
- Mathematics, computer and information technologies (9%)
- Social and behavioural science and law (9%)

**Table 1 - Fields of Study in Waterloo Region**

Fields of Study	Canadian Born	Established Immigrants Before 2001	Recent Immigrants After 2001
Education	6%	4%	3%
Visual and performing arts and communications technologies	3%	3%	2%
Humanities	6%	5%	6%
Social and behavioural sciences and law	12%	9%	9%
Business, management and public administration	21%	18%	19%
Physical and life sciences and technologies	3%	4%	5%
Mathematics, computer and information sciences	5%	6%	9%
Architecture, engineering and related technologies	22%	34%	35%
Agriculture, natural resource and conservation	2%	2%	2%
Health, parks, recreation and fitness	12%	11%	6%
Personal, protective and transportation services	6%	5%	2%

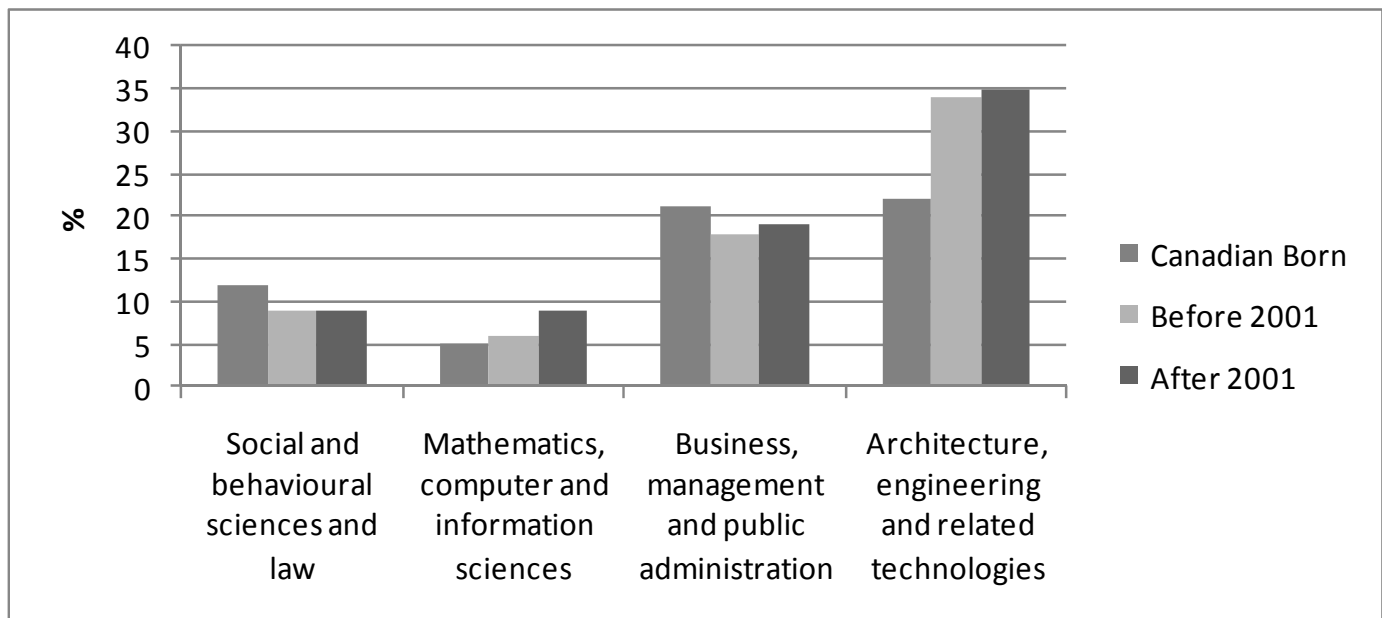
Source: Statistics Canada, Census 2006 Special Tabulations, Workforce Planning Board

Both established and recent immigrants are more highly concentrated in the Architecture, engineering and related technologies category than their Canadian born counterparts. Over one third of all immigrants to Waterloo Region have this educational background.

Business, management and public administration is also a popular field of study with recent immigrants, but the percentage of recent immigrants with this field of study is similar to the other two groups.

The concentration of recent immigrants with a background in Mathematics, computer and information sciences is also much higher with almost 10% of recent immigrants reporting this field of study. Very few immigrants who have studied in the field of Personal, protective and transportation services (2%) are locating to the area. This number is substantially less than the non-immigrants and established immigrants who report this field of study.

**Chart 5 - Top Four Fields of Study**



Source: Statistics Canada, Census 2006 Special Tabulations, Workforce Planning Board

### **Average Salaries of Immigrants based on Educational Attainment**

Immigrants to Waterloo Region are at an income disadvantage compared to Canadian born, despite their higher educational attainments. To determine if time has an impact on the earning potential of immigrants, the average salaries of immigrants at each of the educational attainment levels was compared to the salaries of non-immigrants at each of those levels. The immigrants were further divided into established immigrants (those who arrived before 2001) and recent immigrants (those who arrived after 2001).

Table 2 shows that recent immigrants without less than a bachelor’s degree had an income 41% lower than their Canadian counterparts with the same educational levels in 2006. In monetary terms, recent immigrants are earning 59 cents for every dollar that a non-immigrant earns. This gap narrows for established immigrants who receive 6% less income than Canadian Born with the same education levels.

**Table 2 – Average Salaries of immigrants and non-immigrants in Waterloo Region**

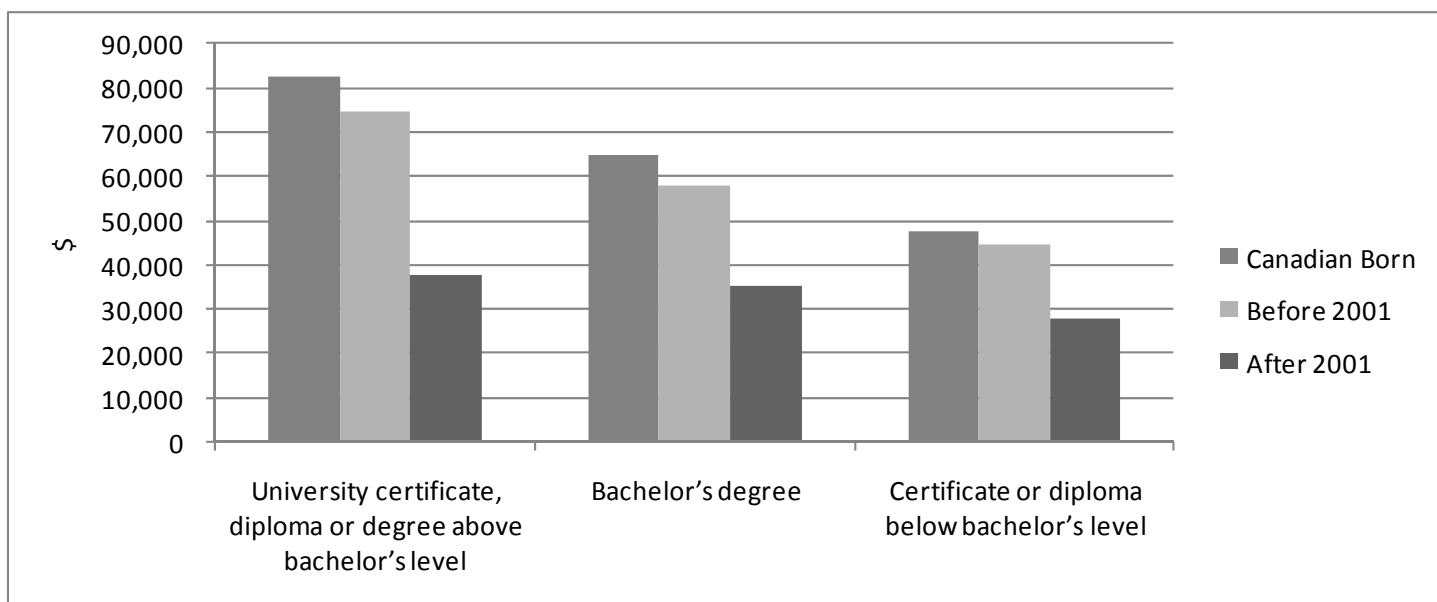
Educational Attainments	Canadian Born	Established Immigrants before 2001	Recent Immigrants after 2001	% change between non- and established immigrants	% change between non- and recent immigrants
Certificate or diploma below bachelor’s level	\$47,495	\$44,433	\$28,041	-6%	-41%
Bachelor’s degree	\$64,583	\$57,942	\$35,388	-10%	-45%
University certificate, diploma or degree above bachelor’s level	\$82,710	\$74,797	\$37,685	-10%	-54%

Source: Statistics Canada, Census 2006 Special Tabulations, Workforce Planning Board

This gap widens with increased educational attainment. Recent immigrants with bachelor's degrees earn 45% less than Canadian Born counterparts. In comparison, this income difference is 10% for established immigrants. The largest difference in income is among recent immigrants with educational attainment levels higher than a bachelor's degree. These immigrants are receiving 54% less income than non-immigrants which translates into 46 cents for every dollar that a non-immigrant earns.

It appears that this income differential becomes greater the more recent an immigrant is and affects immigrants who have higher educational levels. Many recent immigrants who are also highly educated are likely working in low paying jobs, "survival jobs", which are not a fit for their skills and educational qualifications.

**Chart 6 – Average salaries of immigrants and Canadian born in Waterloo Region**



Source: Statistics Canada, Census 2006 Special Tabulations, Workforce Planning Board

### Average Salaries of Recent Immigrants in Waterloo Region

To determine what type of impact time has on the salaries of recent immigrants to the Region, a comparison of recent immigrants was done based upon year of arrival and educational attainment levels. These results are presented in table and chart form.

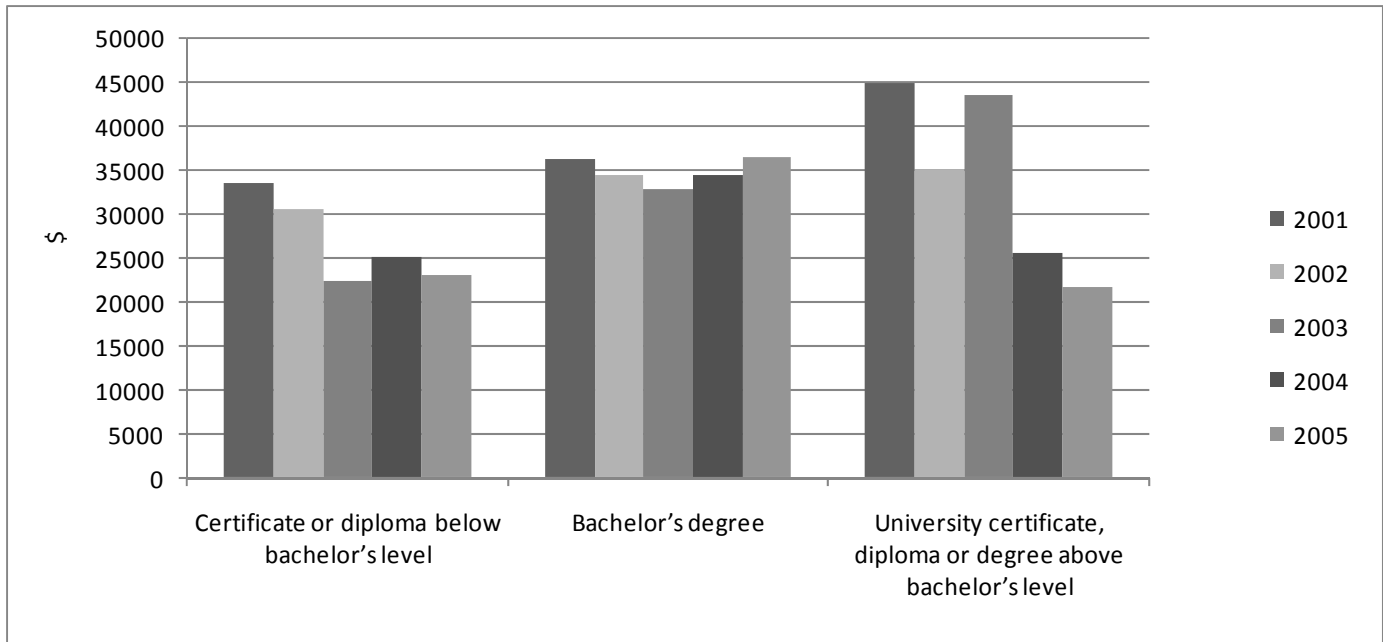
**Table 3 – Average Salaries of Recent Immigrants in Waterloo Region (Arriving between 2001 and 2005)**

Educational Attainments	2001	2002	2003	2004	2005
Certificate or diploma below bachelor's level	\$33,437	\$30,645	\$22,303	\$25,140	\$23,176
Bachelor's degree	\$36,203	\$34,329	\$32,800	\$34,331	\$36,406
University certificate, diploma or degree above bachelor's level	\$44,797	\$35,146	\$43,468	\$25,558	\$21,812

Source: Statistics Canada, Census 2006 Special Tabulations, Workforce Planning Board

As can be seen in Table 3 above, fluctuations are obvious among average salaries. Field of study may have an impact on salary levels. More research is required in this area.

**Chart 7 – Average Salaries of Recent Immigrants in Waterloo Region (Arriving between 2001 and 2005)**



Source: Statistics Canada, Census 2006 Special Tabulations, Workforce Planning Board

As depicted in Table 3 and Chart 7, the average salaries of recent immigrants tend to rise with time for those who have education levels less than a bachelor's degree and those whose education was higher than a bachelor's degree. For example, recent immigrants who arrived in 2005 with education levels less than a bachelor's degree earned just over \$22,000 in 2005. Those immigrants who had worked in the Region for a year (arrived in 2004) saw their income rise to \$25,000 while those who had been in the Region for 4 years (2001 numbers) saw their salaries rise to \$33,000. A similar trend was noted for immigrants with educational attainments higher than a bachelor's degree. A first year immigrant saw an average salary of \$22,000 that rose to around \$45,000 by the fourth year of settlement.

However, for recent immigrants with a bachelor's degree, the story is different. Immigrants who were new to the Region in 2001 averaged \$36,000 in 2005. This salary remained pretty stable throughout each of the immigrant arrival groups with people who had arrived in 2001 making approximately the same amount as new arrivals. More research is required to examine the reasons for this.

## For more information:

- For [more information about immigrants in Waterloo Region](#), including other fact sheets, reports, census bulletins and links, see the Region of Waterloo website ([www.region.waterloo.on.ca](http://www.region.waterloo.on.ca)) and use the search function for “immigrants in Waterloo Region”.
- For more information about employment and income of immigrants see the full report (“[Immigrant Employment by Field of Study in Waterloo Region](#)”, October 2009) by the Workforce Planning Board of Waterloo Wellington Dufferin ([www.workforceplanningboard.com](http://www.workforceplanningboard.com)), in partnership with the Waterloo Region Immigrant Employment Network.
- For more information on census statistics, please refer to the Statistics Canada’s website ([www.statscan.gc.ca](http://www.statscan.gc.ca))
  - The Census provides reliable data on a wide variety of topics and is conducted every five years. The most recent census was conducted in May 2006.
  - To see a table giving an extensive profile of immigrants and recent immigrants please refer to Statistics Canada’s website ([www.statscan.gc.ca](http://www.statscan.gc.ca)) and select “Census”. In the search box enter the catalog number 97-564-X2006008 (Immigrant Status by Selected Variables).
  - Statistics Canada has more detailed data tables under “Topic-Based Tabulations”. Please refer to [www12.statcan.gc.ca/english/census06/data/topics/Index.cfm](http://www12.statcan.gc.ca/english/census06/data/topics/Index.cfm) or go to the Statistics Canada website and select “Census”, then “Data Products”, and then “Topic-based Tabulations”.
  - Other census data can be found on the Statistics Canada Highlight tables. To access this data refer to: [www12.statcan.gc.ca/census-recensement/2006/dp-pd/hlt/index-eng.cfm](http://www12.statcan.gc.ca/census-recensement/2006/dp-pd/hlt/index-eng.cfm) or go to the Statistics Canada website and select “Census” then “Data Products”, and then “Highlight Tables”
- For data maps with 2001 and 2006 Census data see the [Canadian Social Data Strategy Regional Data Atlas](#) at [www.csd-sacass.ca/data](http://www.csd-sacass.ca/data)

## Definitions:

Labour Force – Population aged 15+ actively pursuing employment

Employed – Involved in paid work

Unemployed – Not currently in paid work and actively pursuing employment

Not in the Labour Force – Population aged 15+ not actively pursuing employment

Canadian Born – Non Immigrants born in Canada

Established Immigrants Pre 2001 – Those immigrants who arrived in Canada before 2001

Recent Immigrants Post 2001 – Those immigrants who arrived in Canada after 2001

Participation Rate – Percentage of population aged 15+ in the Labour Force

Employment Rate – Percentage of Labour Force involved in paid work

Unemployment Rate – Percentage of Labour Force not currently in paid work and actively pursuing employment

## Notes:

1. All data is 2006 Census data by Statistics Canada, unless otherwise indicated. Reference: Statistics Canada. *Census 2006* [Special Tabulations].
2. Take care when interpreting the data presented in this fact sheet. Statistics Canada randomly rounds numbers to multiples of five to increase confidentiality, having a larger impact on smaller data numbers.

This fact sheet was researched and written by the [Workforce Planning Board of Waterloo Wellington Dufferin](#). These fact sheets were created for the Waterloo Region Local Immigration Partnership – a collaboration between many community organizations and citizens. The fact sheets were funded by [Citizenship and Immigration Canada](#).

To see [additional fact sheets in this series about immigrants in Waterloo Region](#), visit the Region of Waterloo website ([www.region.waterloo.on.ca](http://www.region.waterloo.on.ca)) and use the search function for “immigrants in Waterloo Region”, or call the Region of Waterloo at 519-575-4400.