



Improving employment match rates: Moving from research to practice

*A joint research study by
Ontario's Office of the Fairness Commissioner and
Ministry of Citizenship, Immigration and International Trade*

Metropolis, Vancouver, March 28, 2015

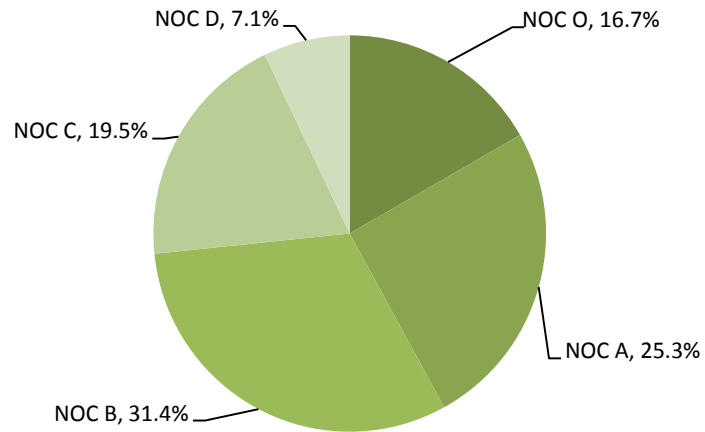
Case studies

Ontario match rates by place of birth and education, 2011

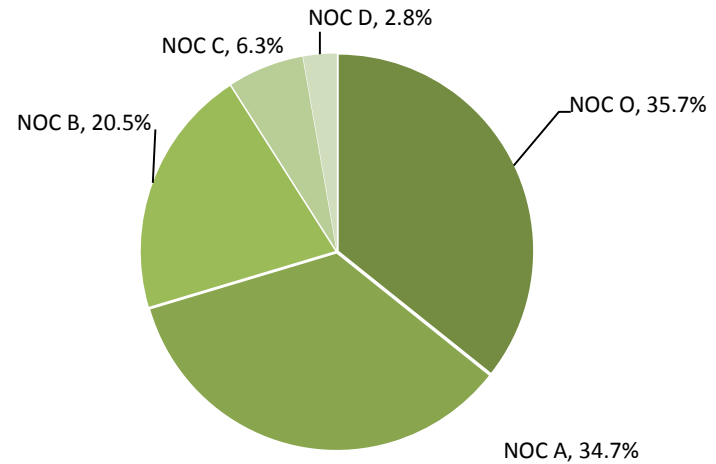
	Canadian born and educated	Internationally born and educated
Engineering	39.0%	20.3%
Medicine	85.5%	36.7%
Nursing	71.2%	53.6%

Engineering

**Skill Level of Unmatched Engineers
(Immigrants educated outside CA)**



**Skill Level of Unmatched Engineers
(Canadian-born educated in CA)**



Legend

- NOC O – Management
- NOC A – Professional
- NOC B - Skilled/Technical
- NOC C – Clerical
- NOC D - Labour

Engineering

Top ten alternative occupations for unmatched engineers, Ontario, 2011

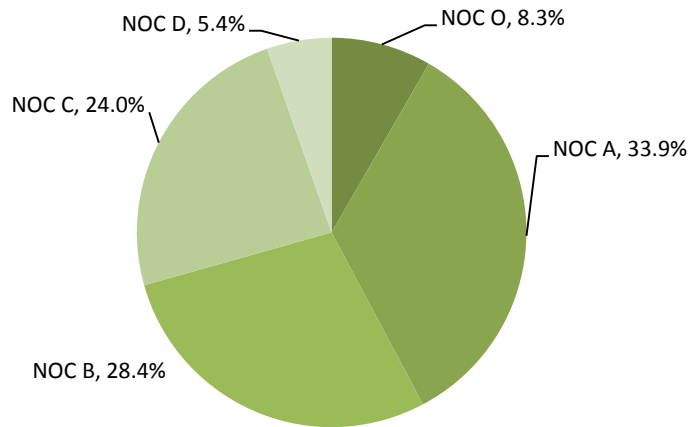
Canadian born and educated	Foreign born and educated
1. Engineering manager	1. Information systems analyst
2. Software engineer	2. Computer programmer
3. Information systems analyst	3. Software engineer
4. Manufacturing manager	4. Retail manager
5. Computer programmer	5. Retail salesperson
6. Construction manager	6. Truck drivers
7. Sr manager – utilities and transportation	7. Janitors and superintendents
8. Sr manager – business services	8. Manufacturing manager
9. Computer / information systems manager	9. Electrical engineering technologist
10. Post-secondary teaching and research	10. Computer / information systems manager

OFC Recommendations to Professional Engineers Ontario *(excerpted from 2014 report)*

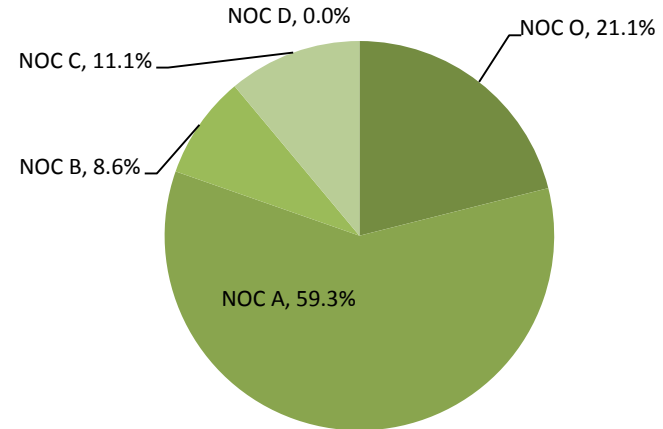
- Engage an assessment expert to review the interview process.
- Continue work with the Canadian Environment Experience Requirement Project.
- Review licensing approaches used by other jurisdictions with large numbers of internationally educated engineers .

Medicine

**Skill Level of Unmatched Physicians
(Immigrants educated outside CA)**



**Skill Level of Unmatched Physicians
(Canadian-born educated in CA)**



Legend

- NOC O – Management
- NOC A – Professional
- NOC B - Skilled/Technical
- NOC C – Clerical
- NOC D - Labour

Medicine

Top ten alternative occupations for unmatched physicians, Ontario, 2011

Canadian born and educated	Foreign born and educated
1. Health care manager	1. Registered nurse
2. Registered nurse	2. Medical sonographer
3. Elementary / kindergarten teacher	3. Health policy researcher
4. Health policy researcher	4. Nurse aid / orderly
5. Customer service	5. Retail salesperson
6. Retail salesperson	6. Administrative officer
7. University professor	7. Assisting occupations / health services
8. Nurse aid / orderly	8. Office clerk
9. Secondary school teacher	9. Medical laboratory technologist
10. Armed Forces officer	10. Post-secondary teaching and research

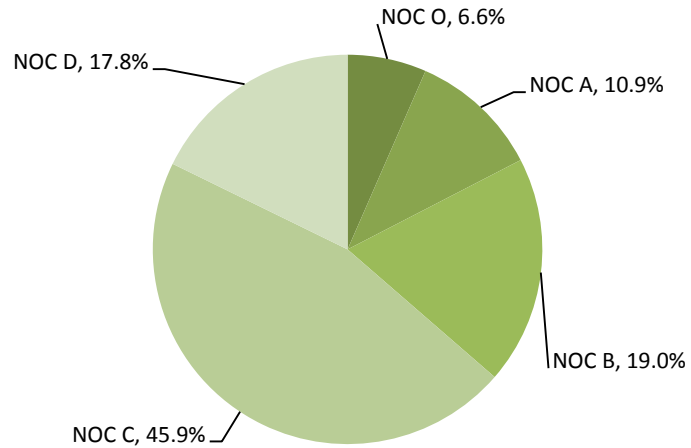
OFC Recommendations to the College of Physicians and Surgeons of Ontario

(excerpted from Dec. 2013 report)

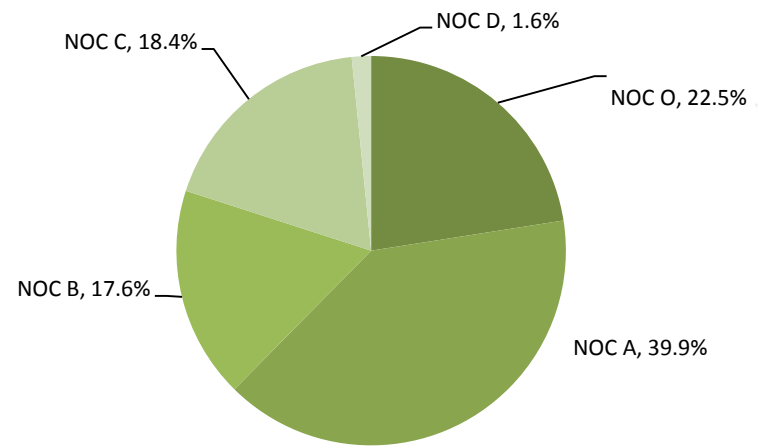
- Continue to explore policies for expanding routes to registration.
- Encourage the Ministry of Health and Long-Term Care to work with stakeholders to provide additional practice-ready assessment and training positions.
- Provide information about non-clinical opportunities that may help internationally educated applicants to familiarize themselves with the Ontario healthcare system.

Nursing

**Skill Level of Unmatched Reg Nurses
(Immigrants educated outside CA)**



**Skill Level of Unmatched Reg Nurses
(Canadian-born educated in CA)**



Legend

- NOC O – Management
- NOC A – Professional
- NOC B - Skilled/Technical
- NOC C – Clerical
- NOC D - Labour

Nursing

Top ten alternative occupations for unmatched nurses, Ontario, 2011

Canadian born and educated	Foreign born and educated
1. Health care manager	1. Nurse aid / orderly
2. Head nurse	2. Homemaker / housekeeper
3. College instructor	3. Practical nurse
4. Health policy researcher	4. Babysitter / nanny
5. Nurse aid / orderly	5. Food service worker
6. Administrative officer	6. Retail salesperson
7. University professor	7. Cashier
8. Office clerk	8. Secretary
9. Retail salesperson	9. Cleaner
10. Homemaker / housekeeper	10. Labourer

OFC Recommendations to the College of Nurses of Ontario *(excerpted from 2014 report)*

- Be more transparent and explicit about the scoring methodology for the OSCE.
- Evaluate the OSCE for ongoing relevance and necessity.
- Work with relevant stakeholders to develop an integrated approach to bridging education for immigrant nurses.
- Commit to timelines for responding to applicants' inquiries and communicate the timelines on the CNO website.

Contact

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