

The Conference  
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# Risk and Reward

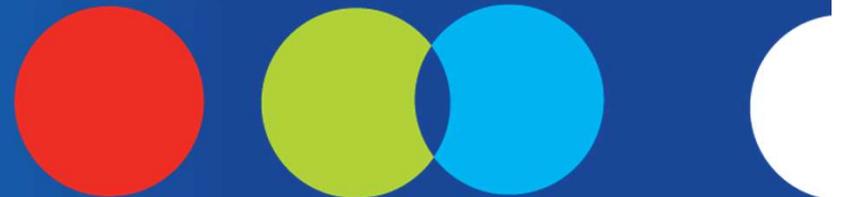
An Industry Analysis of COVID-19 Impacts on Immigrant Employment

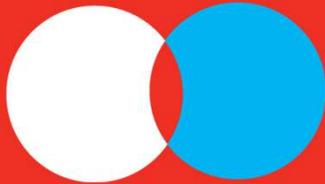
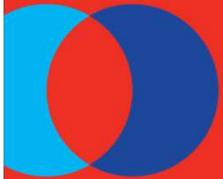
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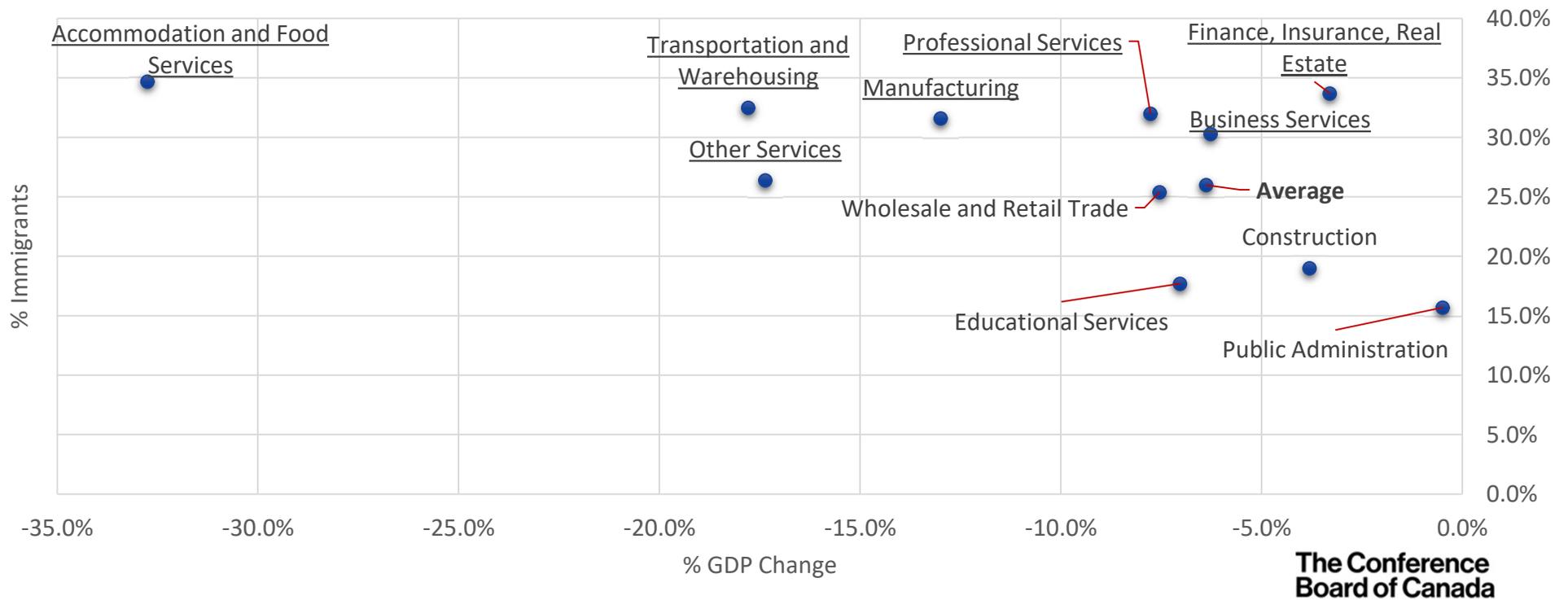
# Risk and Reward

1. There is significant alignment between the sectors most impacted by COVID-19 and the sectors that employ the most immigrants.
2. As a result, immigrants have and will be disproportionately impacted by ongoing the economic recession.
3. High immigration levels bode well for future economic growth, but arrivals in the next couple years will face exacerbated barriers.
4. Efforts should be made to optimize selection, assess newcomer economic outcomes, and enhance settlement supports.

# Unfortunate Alignment



## GDP Change and Immigrant Representation by Industry



# Exacerbating Problems



- This exacerbates ongoing issues of under and unemployment amongst newcomers.
- Immigrants, particularly immigrant women and recent immigrants have faced disproportionate job loss.
- Even as some sectors have recovered, immigrants have returned in smaller numbers.
- Will employers be quick to hire newcomers when the economy starts to recover?



# A Bold Levels Plan



The immigration levels plan lays out the government's targets for intake across all categories of immigration over three years.

	2016	2017	2018	2019	2020
Plan	305,000	320,000	310,000	330,800	341,000
Actual	296,370	286,510	321,055	341,175	184,000
<b>Difference</b>	-8,630	-33,490	11,055	10,375	-157,000

The new plan continues growth trends in spite of COVID-19.

	2021	2022	2023
Pre-COVID Plan	351,000	361,000	N/A
Updated Plan	401,000	411,000	421,000

The government is focused on recovery and regionalization.

"Put simply, we need more workers, and immigration is the way to get there," Minister Marco Mendicino

We need to carefully watch how newcomers fare.

"There is danger that lengthy spells of unemployment, especially for those new to the labour market, can have long-term 'scarring effects' on future employment prospects..." Shields and Alob, 2020

## Tourism in Focus



- What has happened to newcomer workers during the recession?

- What is the trend of recovery and will the sector be the same?

- Greater need than ever, but also great opportunity.

- Balancing labour market needs and long-term resilience

# A Three-Pronged Response



1. Immigration programs should make greater effort, even temporarily, to align more newcomers with greater employment certainty.
2. Settlement service funding should grow with the intake of PRs, but employment services warrant special attention.
3. Immigrants who arrive during COVID should be monitored as a cohort, both to best serve them and to learn about economic settlement.



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