

**Name of organizer:** **Larry Colle**  
 Organisation: Office of the Fairness Commissioner  
 E-Mail:

Title of workshop: Deteriorating Economic Outcomes of the Internationally Trained

Format of Workshop: Roundtable  
 Theme: Economic and Labour Market Integration

---

**Name of First Presenter:** Professor Tony Fang  
 E-mail address:  
 Organisation: York University  
**Title:** **Professor**

**Name of Second Presenter:** Hon. Jean Augustine, PC  
 E-mail address:  
 Organisation: Office of the Fairness Commissioner  
**Title:** **Commissioner**

**Name of Third Presenter:** Grace-Edward Galabuzi  
 E-mail address:  
 Organization: Ryerson University  
**Title:** **Professor**

**Name of Fourth Presenter:** Nick Noorani  
 E-mail address:  
 Organisation: Founding Publisher, Canadian Immigrant magazine  
**Title:**

**Name of Fifth Presenter:** Elizabeth Ruddick (TBC)  
 E-mail address:  
 Organisation: Citizenship and Immigration Canada  
**Title:** **Director General, Research and Evaluation Branch, CIC**

**Abstract:** Education levels of immigrants are going up, but their salaries and job prospects have remained poor. Concerns over how best to reverse this trend have generated a substantial stream of literature seeking to better understand the nature of the obstacles facing Canada's newest immigrants. Speakers explore the puzzling and stubborn reality of skilled immigrants' unemployment, over-representation in jobs below their skill level and lower salaries, in comparison with the domestically-trained. The roundtable will also explore how very recent newcomers (in Canada less than five years) and recent immigrants (in Canada from five to 10 years) are also affected disproportionately affected by the recession. Various policy options and best practices that may help recent immigrants overcome barriers and achieve successes in the Canadian labour market will also be discussed.

**Summary:** In this workshop, speakers will identify issues and suggest solutions from their fields of expertise:

- Tony Fang
  - Associate professor of Human Resources Management and Industrial Relations at York University and a research associate with the Centre for Industrial Relations and Human Resources Management at University of Toronto
  - Speaks about the liability-of-foreignness on job success of immigrant job searchers
- Hon. Jean Augustine, PC
  - Fairness Commissioner, Province of Ontario
  - Shares results of her office's study of the first-hand experiences of international and Canadian applicants to the regulated professions
- Grace-Edward Galabuzi
  - Associate Professor, Department of Politics and Public Administration, Ryerson University
  - Shares data on the employment gaps between immigrants and non-immigrants and discusses how economic success is divided along racial lines
- Nick Noorani
  - Founding Publisher, Canadian Immigrant magazine
  - Will explore how recent and very recent immigrants are often the first victims of an economic recession due to seniority and other factors

- Elizabeth Ruddick
  - Director General, Research and Evaluation Branch, Citizenship and Immigration Canada
  - Shares the federal government's understanding of the issue and the policies it is pursuing to address them