

Employment mismatch experiences of racialized, skilled immigrants during their first 15 years in Canada

Abstract

This research, part of the Major Research Paper (MRP) requirement for the MA ISS program, examines employment mismatch experiences of racialized, skilled immigrants during their first 15 years in Canada. This research project will use a qualitative methodological approach to conduct in-depth, semi-structured interviews with racialized, skilled immigrants in Ontario who have experienced employment mismatch. This paper will identify factors contributing to various types of employment mismatch; explore impacts of employment mismatch on job satisfaction and dissatisfaction, social and economic wellbeing, and career trajectory; and discover areas of policy improvement to address employment mismatch. It will also examine significant barriers in racialized immigrants' settlement and integration journey into the Canadian labour market. Considering that impacts of employment mismatch include professional downgrading, deskilling, underemployment, downward mobility and low wages, research to better understand and address employment mismatch experiences of immigrants is essential.

Biography

Sjarif Jonathan Ismail studied Quebec Civil Law and Canadian Common Law at the University of Ottawa, and he practiced immigration law in Ottawa and Toronto. He has assisted Canadian companies and organizations in obtaining work authorization for their employees. He has also helped individuals secure temporary and permanent resident status in Canada. As a student in Immigration and Settlement Studies at Ryerson University, he is interested in exploring labour market and job-education mismatch issues impacting immigrants in Canada.