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Job-related training of immigrant and older workers

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Backgrounds



- Immigrants' challenges associated with differences in language, culture and labour market networks makes it difficult to acquire job-related training.
- Immigrants with credentials and skills obtained in foreign countries may encounter difficulties getting their qualifications and experience recognized (Lochhead 2002).
- Clear link between job training and productivity growth & job performance.
- Specific Immigrant groups (for example, those who arrived in Canada as adults) trained less (Hum and Simpson 2003).

Research questions

1. To what extent do immigrant employees participate in job-related training?
2. Are there any sub-groups of immigrant employees who show significantly different levels of participation in job-related training?
3. Are there differences in the intensity of job-related training between immigrants and the Canadian-born?
4. Which demographic and labour market characteristics are related to the likelihood of immigrant employees' participation in job training?
5. To what extent do immigrant employees perceive barriers to job-related training?

Data source



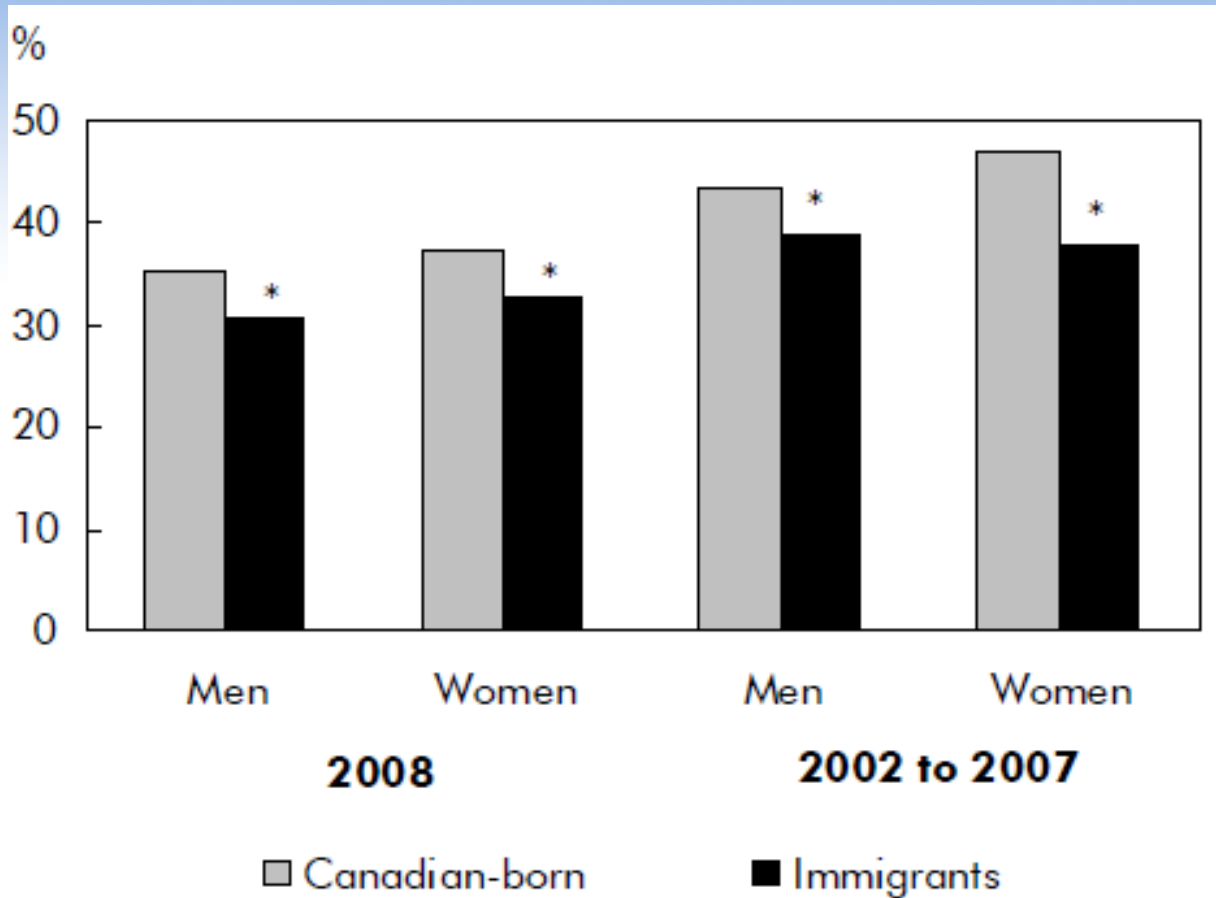
- The Access and Support to Education and Training Survey (ASETS) - 2008
 - Those age 18 to 64 who worked at a job or business at any time between July 2007 and June 2008 (total 17.0 million, immigrants 3.3 million), excluding full-time students.
 - The sample size was 17,500 (immigrant n=2,300).

Job-related training



- Training activities taken for job or career reasons
- It encompasses structured learning activities and includes courses, workshops, private lessons and guided on-the-job training

Immigrants had lower participation in job training



Source: Statistics Canada, Access and Support to Education and Training Survey, 2008.

Participation (%) in Job-related training by immigrant groups

	Men	Women
Canadian-born (ref.)	35	37
Immigrants	31*	33*
Immigration class		
Family-class	28*	31*
Economic immigrants	34	31
Refugees/others	25*^E	28^E
Citizenship		
Naturalized citizen	32	31*
Non-citizen	20*^E	29*
Age at immigration		
Less than 18	32	34
18 or over	28*	29*
Years since immigration		
10 years or less	26*	24*
More than 10 years	31	34
Country of birth		
US, northern/western Europe	30	38
Other countries	31	32*

Source: Statistics Canada, Access and Support to Education and Training Survey, 2008.

Ratio of predicted probability of participating in job-related training

	Canadian-born		Immigrants	
	Men	Women	Men	Women
Job characteristics				
Terms of employment	1.1*	1.1*	1.2	0.9
Permanent	ref.	ref.	ref.	ref.
Non permanent (ref.)				
Occupation by skill level	1.1	1.0	1.0	1.0
Management	ref.	ref.	ref.	ref.
Occupations requiring university education (ref.)	0.9*	0.8*	0.8	0.9
Occupations requiring college education or apprenticeship	0.8*	0.6*	0.4*	0.6*
Occupations requiring high school education or less				
Workplace characteristics				
Job sector	1.2*	1.2*	1.3	1.0
Public sector	ref.	ref.	ref.	ref.
Private sector (ref.)				
Firm size				
Less than 20 employees	0.9*	0.9*	0.7*	0.7*
20 to 99 employees	0.9	0.9	0.7*	0.9
100 to 500 employees	1.0	1.0	0.7*	0.8
Over 500 employees (ref.)	ref.	ref.	ref.	ref.
Industry				
Goods-producing (ref.)	ref.	ref.	ref.	ref.
Service-producing	1.0	1.1	1.1	1.2*

Source: Statistics Canada, Access and Support to Education and Training Survey, 2008.

Training objectives and satisfaction for training participants

	Men		Women	
	Canadian-born	Immigrants	Canadian-born	Immigrants
	%			
Training objectives¹				
Increase income	9.5	7.6 ^E	5.6	7.8 ^E
Avoid losing job	5.6	5.3 ^E	4.8	6.5 ^E
Meet requirements	43.6	46.6	36.8	31.8
Start own business	1.5 ^E	F	2.1 ^E	F
Perform better at job	72.3	76.0	77.9	78.5
Prepare for first career/find a job	3.7	4.7 ^E	3.1	4.4 ^E
Change careers/get a promotion	7.5	10.9 ^E	6.0	6.0 ^E
Other	2.3 ^E	F	1.7 ^E	F
Training satisfaction				
Satisfaction with training participation	78.0	72.4	75.3	73.1
Satisfaction with training effect	89.2	92.0	87.9	87.3

Source: Statistics Canada, Access and Support to Education and Training Survey, 2008.

Intensity of job-training among training participants

	Men		Women	
	Canadian-born	Immigrants	Canadian-born	Immigrants
	%			
Training hours				
Less than 10 hours	14.3	12.1 ^E	21.3	23.2
10 to 29 hours	31.6	29.4	36.7	36.2
30 to 49 hours	24.4	24.8	21.8	17.1
50 or more hours	29.7	33.8	20.2	23.5
Average hours	55.9	68.3 ^E	42.1	41.9
Number of courses				
1 course	36.0	39.0	32.7	36.5
2 courses	26.3	24.2	26.5	22.9
3 or more courses	37.8	36.8	40.8	40.6
Average	2.6	2.6	2.7	2.8
Employer support				
Any employer support	84.8	81.3	81.4	77.4
Monetary support	79.3	80.5	76.6	72.7

Source: Statistics Canada, Access and Support to Education and Training Survey, 2008.

Training barriers perceived by Canadian-born and immigrant workers

	Men		Women	
	Canadian-born	Immigrants	Canadian-born	Immigrants
Barriers perceived	25.1	30.5*	29.6	34.6*
Types of barriers				
Situational barriers	60.2	68.8*	68.8	73.9*
Conflict with work schedule	29.7	34.9	29.3	25.5
Family responsibilities	18.4	28.8*	31.7	37.8*
Need to work	30.9	36.7*	30.1	29.7
Too expensive	17.4	22.7*	27.4	29.9
Couldn't get a loan	2.3	3.3 ^E	2.6	F
Health reasons	1.7	F	3.3	F
Institutional barriers	24.5	25.2	27.0	26.0
Couldn't find the information	3.4	6.3* ^E	3.2	6.3* ^E
Do not have the prerequisites	3.7	6.0 ^E	3.9	5.0 ^E
No employer support	8.5	7.2 ^E	7.6	7.2
Inconvenient time	12.3	10.5	15.2	14.2
Inconvenient place	6.9	6.9 ^E	10.2	8.5 ^E
Dispositional barriers	25.1	25.5	22.7	19.5
Not sure it is worth it	10.8	10.3	8.6	8.3 ^E
No confidence/interest/motivation	16.5	18.7	16.3	13.3
Other	22.3	15.9*	17.4	16.0

Source: Statistics Canada, Access and Support to Education and Training Survey, 2008.

Subject of job-related course taken by Canadian-born and immigrant employees

	Men		Women	
	Canadian-born	Immigrants	Canadian-born	Immigrants
	%			
Managerial-supervisory training	8.2	8.5 ^E	5.6	6.6 ^E
Computer hardware/software	8.6	16.0 ^{E*}	7.6	8.6 ^E
Apprenticeship/equipment/sales	10.6	5.6 ^{E*}	5.6	F
Professional training	17.5	25.3 [*]	24.9	25.7
Occupational health and safety	17.3	15.4 ^E	11.3	9.6 ^E
Group decision-making/problem solving/ team building/communication	2.5 ^E	5.7 ^E	4.4	8.3 ^E
Orientation/personal development/basic skills/language	8.7	7.1 ^E	12.8	14.1 ^E
Other	26.5	17.3 ^{E*}	28.0	25.9



Summary of findings

- Immigrant workers were significantly less likely to receive training than their Canadian-born counterparts.
- Training rates were even lower among family-class immigrants and those who arrived as adults, within the past 10 years, from countries other than the United States and northern and western European countries, and those who had not yet obtained their citizenship.
- Those working in lower-skilled jobs or small workplaces were also less likely to take training.

Summary of findings continued



- Immigrant employees who did participate in training reported similar levels of employer support and satisfaction with training to Canadian-born workers.
- Among those who took training, the intensity did not differ between foreign- and Canadian-born employees.
- A greater proportion of immigrant workers identified situational factors as barriers to job-related training.

Conclusion



- Immigrants received less training overall than the Canadian-born, even after controls were in place for individual, job and workplace characteristics.
- Once they do receive training, immigrants report similar benefits to their Canadian-born counterparts.



Additional information:

Job-related training of older workers

Backgrounds



- Given recent economic trends, job-related training is increasingly important to older workers who wish to continue working.
- Job-related training would help maintain their employability and productivity.
- For employers, the retention of older workers is one response to workforce aging, particularly where skill shortages may come into play.
- Data indicate that the tenure of newly hired older workers is also increasing, so that employers have a longer time to recoup training expenses through productivity gains.

Research questions



- Are there differences in the participation rate in job-related training activities between older (55 to 64) and core-age (25 to 54) employees?
- Are certain older workers more likely to participate in employer-supported job training than others?
- How has the participation of older workers in employer-supported training changed over time?

Data sources



- **ASETS (2008)** : This study includes individuals age 25 to 64 for analysis, with a sample size of 16,900, representing a population of 18.3 million (the sample size of employees is 11,300).
- **Sample sizes for earlier cycles of AETS are as follows:**
 - AETS 1992 32,200 (age 55 to 64, N=5,200)
 - AETS 1994 29,500 (4,900)
 - AETS 1998 23,700 (3,800)
 - AETS 2003 24,200 (4,900).

Adjusted odds ratios for participating in job-related training

	Job-training activities			Employer-supported training		
	All	Men	Women	All	Men	Women
	odds ratio					
Age						
25 to 54 (ref.)	1.00	1.00	1.00	1.00	1.00	1.00
55 to 59	0.60*	0.50*	0.71*	0.66*	0.55*	0.77*
60 to 64	0.52*	0.53*	0.48*	0.58*	0.54*	0.63*

* significantly different from the reference group (ref.) at the 5% level

Source: Statistics Canada, Access and Support to Education and Training Survey, 2008.

Intensity of job-training activities among participants

	Men		Women	
	25 to 54	55 to 64	25 to 54	55 to 64
Courses¹				
Average hours	58.0*	33.9	42.6*	31.8
Average number	2.6	2.6	2.7	2.8
Programs²				
Average hours	499.0	430.1	397.1	266.3
Average number	1.1	1.2	1.2	1.3

* significantly different from those age 55 to 64 at the 5% level

1. Refers to courses and workshops not leading to a formal education credentials.

2. Refers to activities in formal systems of education leading to formal credentials.

Source: Statistics Canada, Access and Support to Education and Training Survey, 2008.

Adjusted odds ratios for participating in employer-supported job training for older employees

	Job characteristics model			Workplace model			Total model		
	All	Men	Women	All	Men	Women	All	Men	Women
Sociodemographic characteristics¹									
odds ratio									
Age									
55 to 59 (ref.)	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
60 to 64	0.85	0.86	0.77	0.91	0.96	0.81	0.92	0.95	0.80
Personal income									
Less than \$25,000	0.24*	0.08*	0.31*	0.19*	0.07*	0.28*	0.27*	0.09*	0.40
\$25,000 to \$49,999	0.35*	0.41*	0.26*	0.29*	0.29*	0.32*	0.35*	0.35*	0.33*
\$50,000 to \$74,999	0.64	0.57	0.66	0.63	0.47*	0.86	0.67	0.56	0.77
\$75,000 to \$99,999	1.16	1.16	0.99	1.12	1.09	1.25	1.10	1.07	0.98
\$100,000 or more (ref.)	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Education level									
Less than high school graduation	0.30*	0.37*	0.20*	0.30*	0.40*	0.21*	0.33*	0.42	0.21*
High school diploma or its equivalent	0.70*	0.88	0.56*	0.75	0.99	0.61*	0.75	0.93	0.61*
Postsecondary degree, diploma or certificate (ref.)	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Job characteristics²									
Terms of employment									
Permanent (ref.)	1.00	1.00	1.00	...	...	...	1.00	1.00	1.00
Non permanent	0.72*	1.13	0.44*	...	...	...	0.62	0.95	0.37*
Occupation									
White-collar jobs (ref.)	1.00	1.00	1.00	...	...	...	1.00	1.00	1.00
Blue-collar jobs	0.50*	0.52*	0.56	...	...	...	0.82	0.78	0.97
Sales and services	0.54*	0.74	0.43*	...	...	...	0.55*	0.79	0.41*
Workplace characteristics									
Job sector									
Public sector (ref.)	...	...	...	1.00	1.00	1.00	1.00	1.00	1.00
Private sector	...	...	...	0.64*	0.66	0.61*	0.59*	0.63	0.54*
Firm size									
Less than 20 employees	...	...	...	0.68	1.02	0.50*	0.65	0.94	0.51*
20 to 99 employees	...	...	...	1.08	1.25	0.89	1.06	1.12	0.89
100 to 500 employees	...	...	...	0.90	0.94	0.90	0.90	0.91	0.92
More than 500 employees (ref.)...	...	...	...	1.00	1.00	1.00	1.00	1.00	1.00
Industry									
Goods-producing	...	...	...	0.50*	0.54*	0.36*	0.50*	0.57	0.29*
Service-producing (ref.)	...	...	...	1.00	1.00	1.00	1.00	1.00	1.00

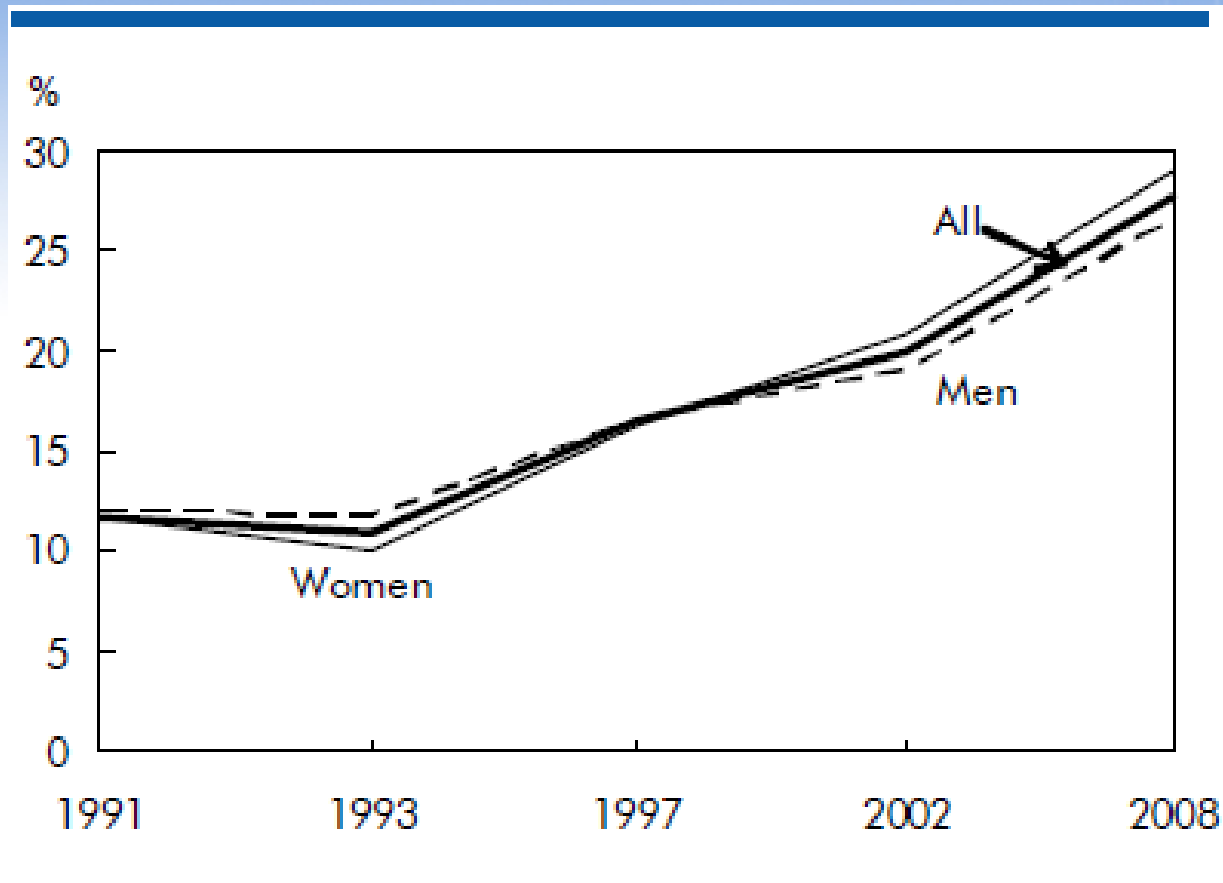
* significantly different from the reference group (ref.) at the 5% level

1. Other variables controlled for are marital status, visible minority status and geographic region.

2. Other variables controlled for are working hours, unionization and job tenure.

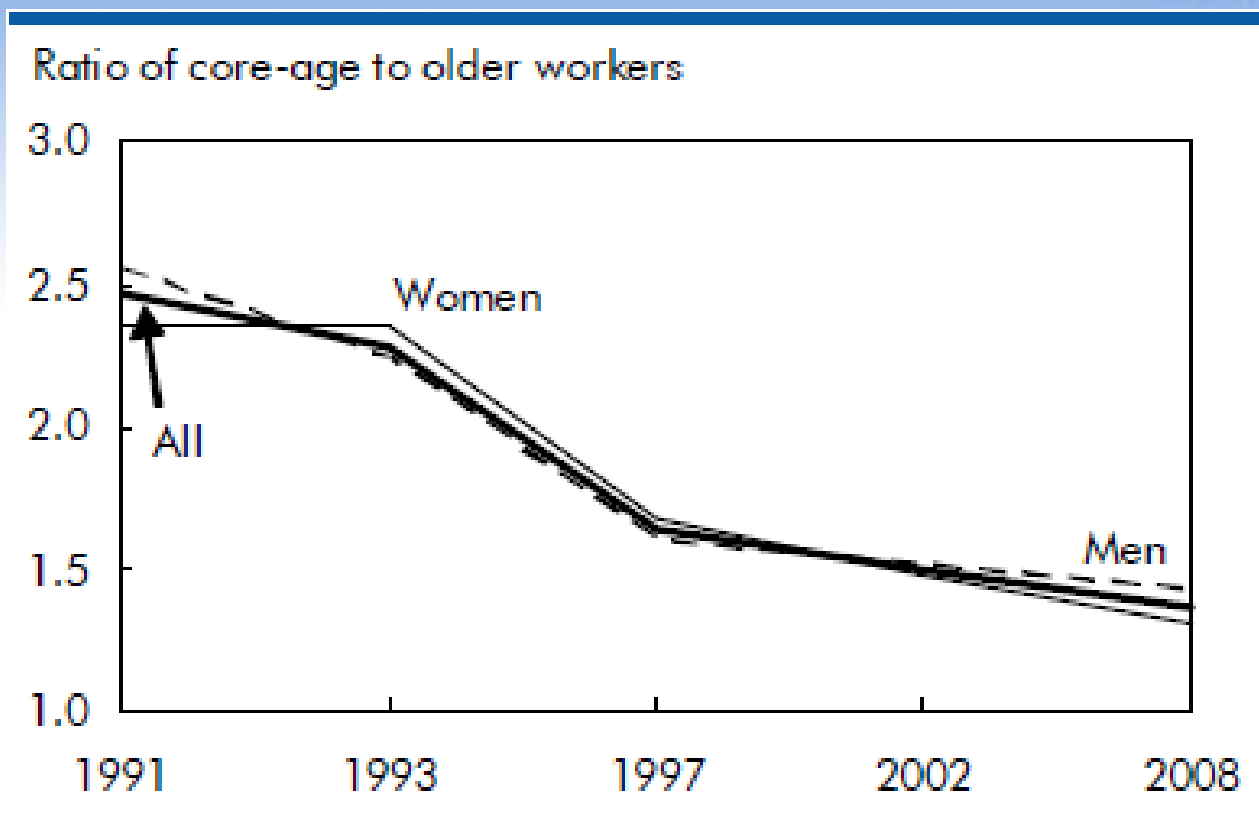
Source: Statistics Canada, Access and Support to Education and Training Survey, 2008.

Employer-supported training of older workers has increased since 1993



Sources: Statistics Canada, Adult Education and Training Survey, 1992, 1994, 1998 and 2003; Access and Support to Education and Training Survey, 2008.

Gap between older and with core age group in employer-supported training has decreased



Sources: Statistics Canada, Adult Education and Training Survey, 1992, 1994, 1998 and 2003; Access and Support to Education and Training Survey, 2008.

Blinder-Oaxaca decomposition on older workers' participation in employer-supported training, 1991 and 2008

	Decomposition
	% points
Raw difference	16.00
Explained portion - Total	9.80
Female	-0.04
Marital status	0.06
Education	5.03
Work hours (part-time/full-time)	-0.19
Employment sector (private/public)	1.58
Industry	1.53
Occupation	1.84

Sources: Statistics Canada, Adult Education and Training Survey, 1992; Access and Support to Education and Training Survey, 2008.

Summary of findings



- Older workers were significantly less likely to take job-related training than their core-age counterparts
- Older workers with lower personal income, less than postsecondary education, temporary employment, sales or service jobs, and those working in the private sector, goods-producing industries were significantly less likely to participate in training than others the same age.
- The training gap between older and younger workers has narrowed over time as the training rate for older workers more than doubled from 1991 to 2008.
- About 62% of the increase in the training participation rate of older workers was attributed to increases in educational attainment and changes in the types of jobs held by more recent cohorts.



**For more information, or to enquire
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