

A Comparative Study of Immigrant and Native Employees in the United States and Canada

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Objective: To explore factors associated with the immigrant wage gap consistently found in both the U.S. and Canada

National Immigration Policy Differences:

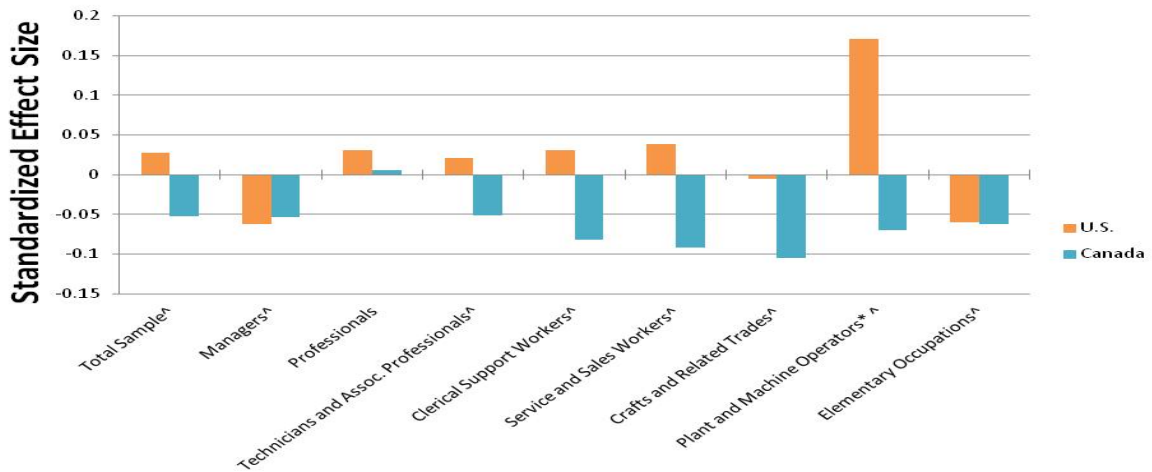
- U.S. – Family Reunification System
 - Majority of documented immigrants are family sponsored; Tend to be younger, less educated and skilled
- Canada – Point Based System
 - Focused on immigrant’s skills and potential contribution to the business community

Potential Factors Related to Immigrant Wage Gap:

- Predictor Variables: Immigrant Status, Years of Education, Literacy & Numeracy Skills
- Control Variables: Years in Position, Hours Worked per Week, Area of Study, ICT Adeptness, Gender, Age

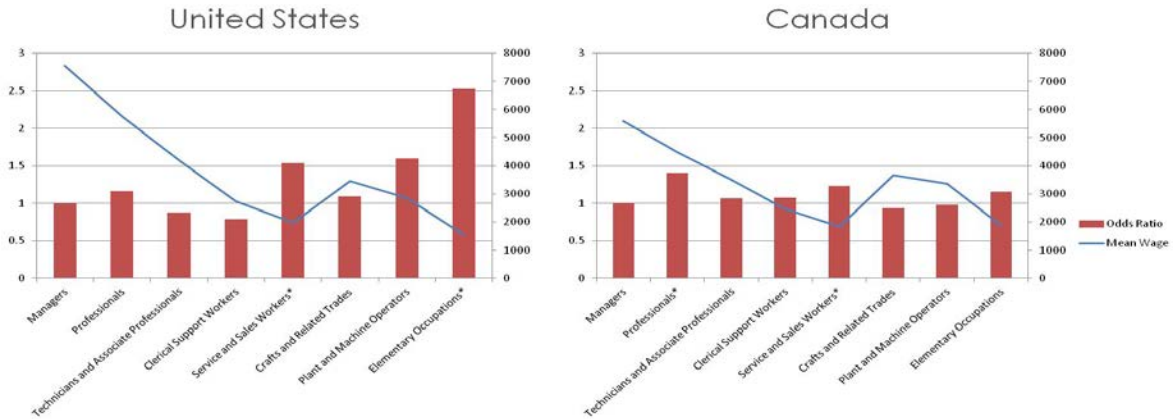
Results:

- Overall Country Sample
 - Initial Immigrant Wage Gap (U.S. = \$282.33; Canada \$233.00)
 - Wage Differential for Complete Model (U.S. ADVANTAGE = \$273.39; Canada GAP = \$333.12)
- By Occupational Field



Implications for the U.S. = Focus on Education:

- Disproportionate concentration of immigrants in low wage fields (see below). Strong relationship between education, skills, and wage in U.S. suggests focus on immigrant achievement gap.



Implications for Canada = Focus on Underemployment:

- Marginal return on education and skills in Canada (especially for immigrants), coupled with the persistent wage gap across occupational fields after all controls are accounted for suggest immigrants in Canada are underemployed. Focus on in-country transition and diversity training.