

### 3. Building an international workforce

## Why someone with a PhD applies for a less challenging job

When a newcomer arrives in Canada, employment is a top priority. Finding a job of any kind may be difficult because:

- They have not had time to develop and practice their English skills.
- They may lack the Canadian experience required by many employers.
- They may not yet have been able to obtain professional certification or upgrading in their profession, as this can take a number of years.

For these reasons, many highly-skilled newcomers apply for jobs that are far below their level of education and experience.

Employers with foresight realize that when they hire a newcomer who is overqualified for a position, they are benefiting from a more highly-skilled worker for less pay. In exchange, employers give newcomers a chance to develop language skills and gain an understanding of the Canadian work culture.

### Will newcomers just get Canadian experience here and take a better job?

Like all employees, if newcomers are given the opportunity for job progression and a salary that reflects the level of responsibility and experience they have, they will most likely remain talented and loyal employees for many years to come.

#### Manufacturing Workforce

- ↑ Canada's reliance on immigration for labour force growth is evident within the manufacturing sector. Census data shows that the labour force within manufacturing industries increased by 125,335 between 1991 and 2001, with recent immigrants representing 166% of the sector's net labour force growth.

— *Workforce Profile of the Manufacturing Sector 2004*  
Canadian Labour and Business Centre