

## International Student Pathways and Supports in Canada

**Denis Gravelle, BA MEd**

STAY. WORK. SUCCEED.

moving higher ed forward

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## Background

- Academia Group – 1997-present
  - Research and Consulting for PSE & Gov.
  - Worked with 75% of public PSE and all levels of Gov in Canada
- Devant – a subsidiary of Academia Group
  - launched in April 2019
  - Dedicated to Internationalization
  - Research, Training and Strategic Consulting for PSE and Communities
  - Help International Students get Jobs!

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## Some relevant data to consider...

- Sources
  - IRCC
  - MCI
  - Open Data Canada
  - StatsCan
  - Canadian Bureau for International Education
  - ONCAT
  - Various consultant reports
  - Pearson Education
  - ICEF Monitor

There are data inconsistencies however it's the trends and %ages that are important

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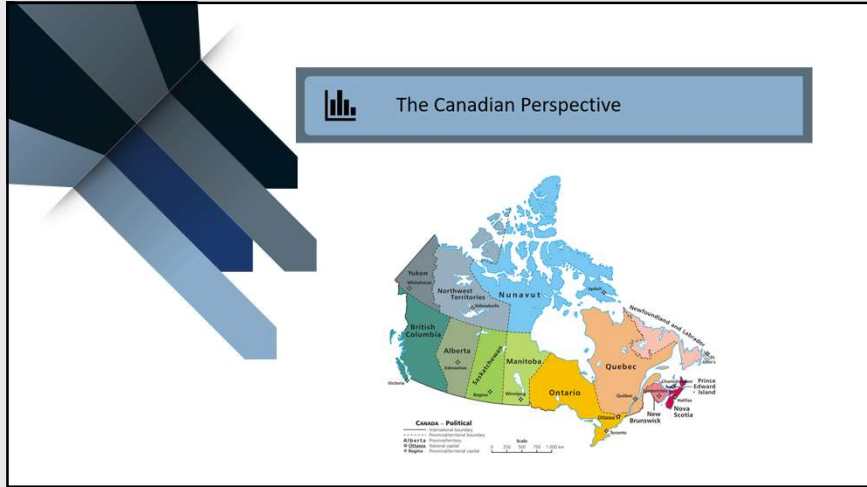
## International Students Stay.Work.Succeed

The Canadian Perspective

The Ontario Perspective

Challenges Leading to Opportunities

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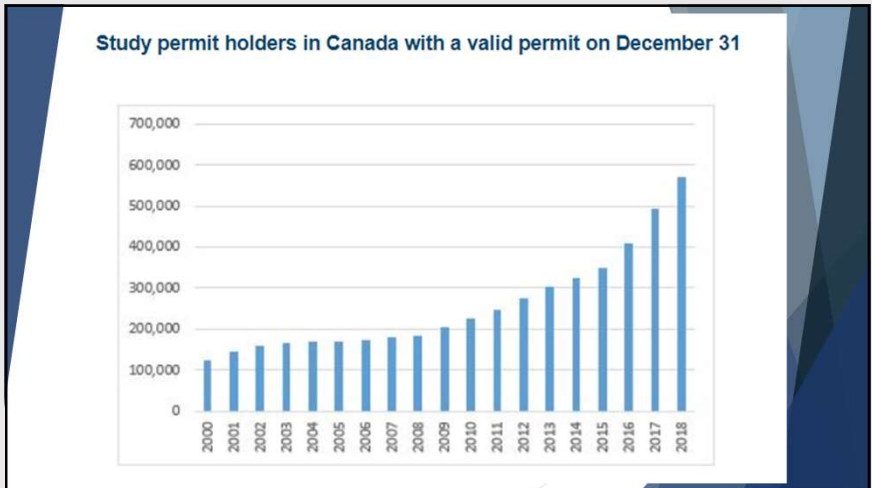
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- ### Who are our International Students
- ESL Schools
  - K-12
  - Post Secondary
    - PCC
    - Colleges
    - Universities

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- ### International Students in Canada
- **572,415** international students in Canada at all levels of study in **2018**
  - **154% increase** in international students in Canada **2010-2018**
  - **60%** of international students plan to apply for permanent residence in Canada
  - Canada's international student enrolment target was to reach **450,000** students by **2022**
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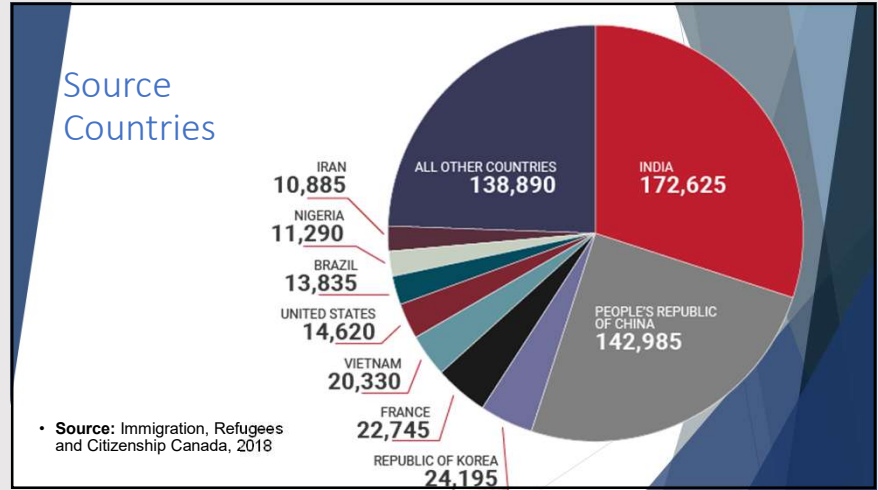
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Top three reasons international students choose Canada

1. The **quality** of the Canadian education system
2. Canada's **reputation** as a tolerant and non-discriminatory society
3. Canada's reputation as a **safe** country



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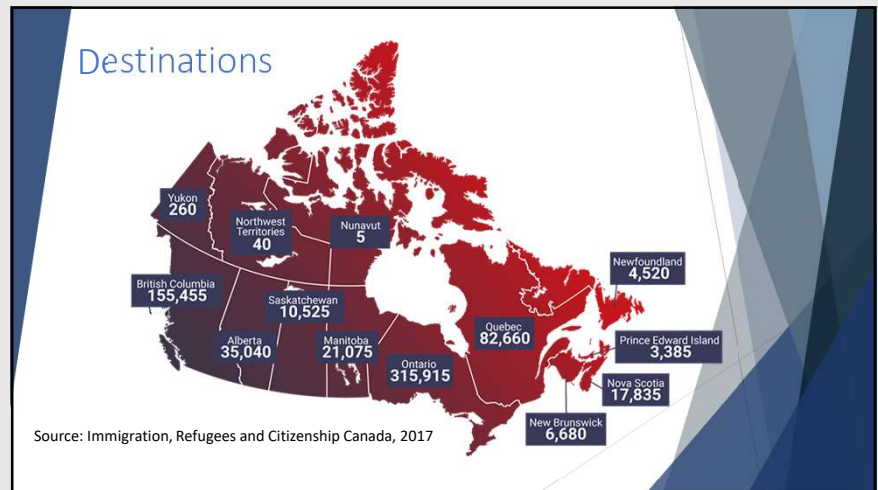
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### Fastest-growing countries of origin 2017-2018

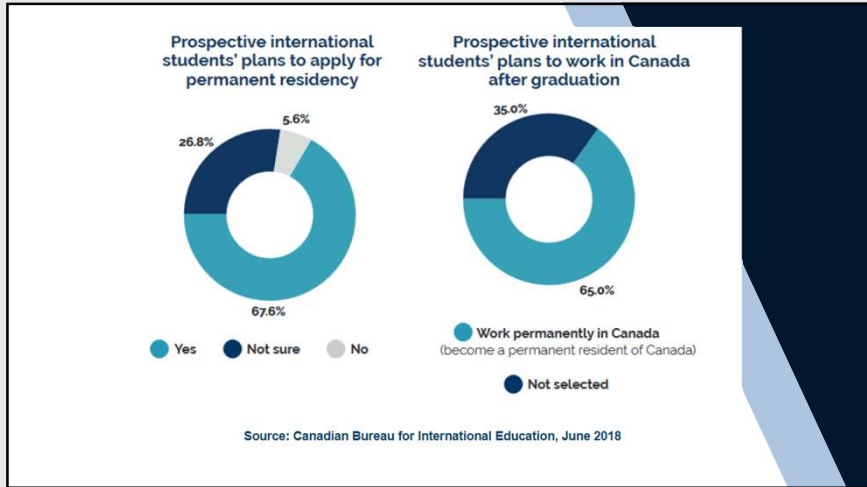
- +53% Bangladesh
- +48% Iran
- +46% Vietnam
- +41% Colombia
- +40% India
- +29% Philippines
- +29% Kenya



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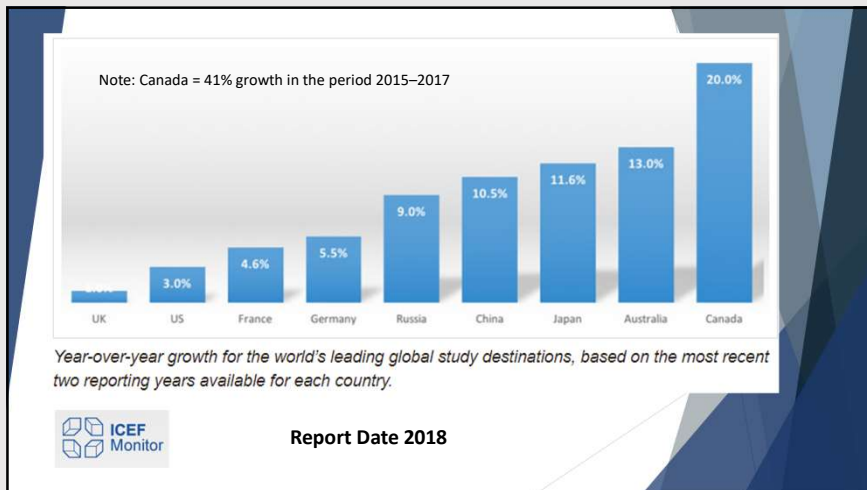


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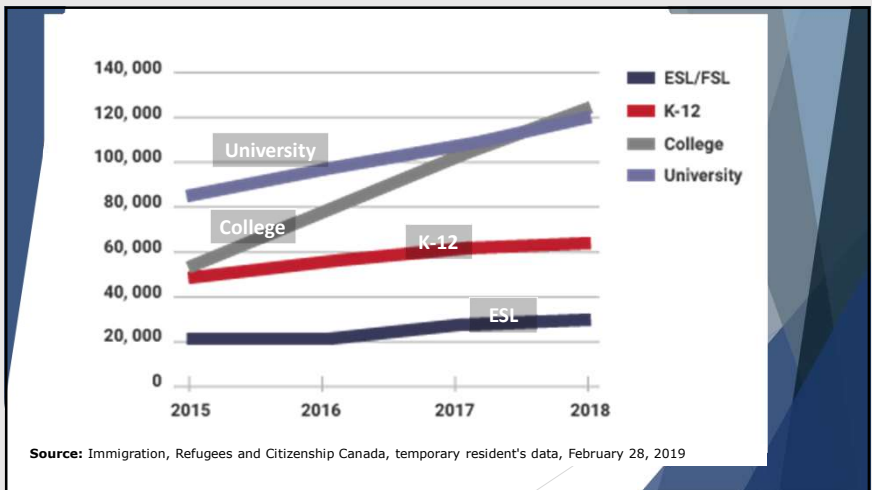
### It would be nice to know...

- % of International Students that go from Study Visa to PGWP to PR to Citizenship
- Difficult to track
- Anecdotally
  - 1:10 Study Visa to PGWP
  - 1:2 PGWP to PR

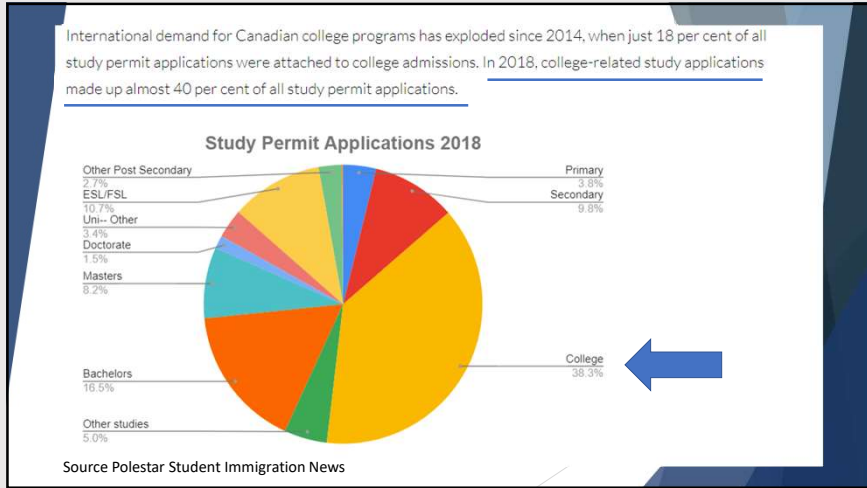
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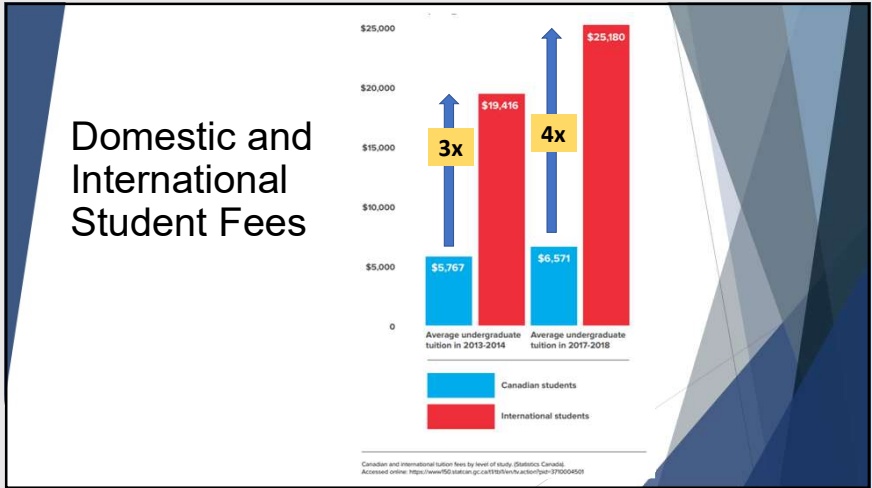
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### Economic impact of international education in Canada – 2017 update

Global Affairs Canada - Roslyn Kunin & Associates, Inc. - December 2017

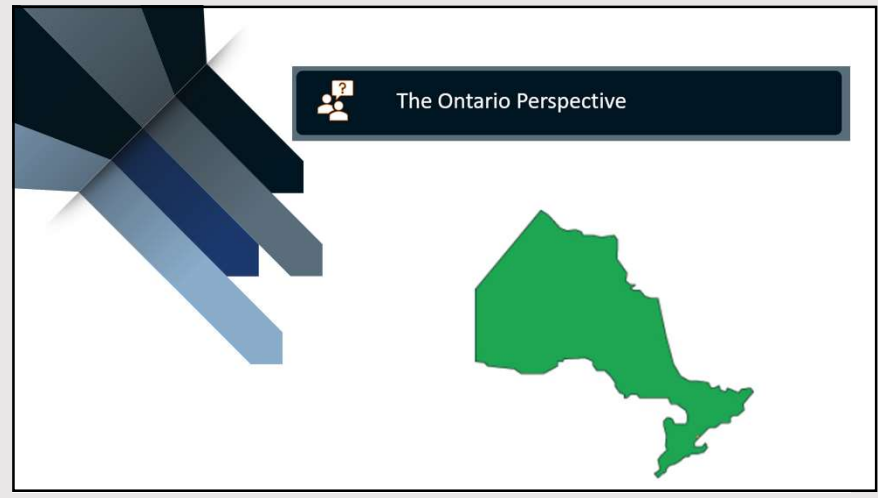
- A study conducted for Global Affairs Canada (GAC) found that “international students in Canada spent around **\$15.5 billion on tuition, accommodation and discretionary spending.**”
- The same study estimated that this contribution to the economy “translates to **168,860 jobs...** supported in the Canadian economy.”

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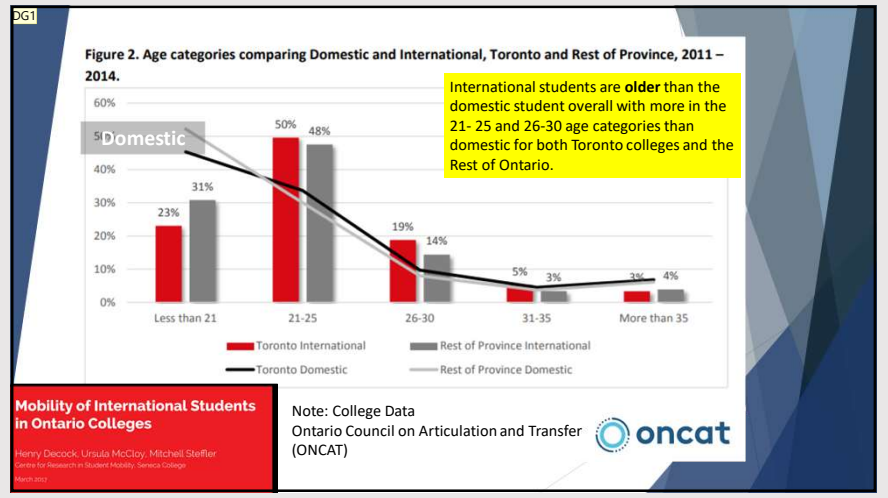
### Turning Point

- **Since November 2016**, Canada has awarded **extra points** to international graduates of Canadian colleges and universities who apply for **permanent residency** through its points-based skilled immigration system

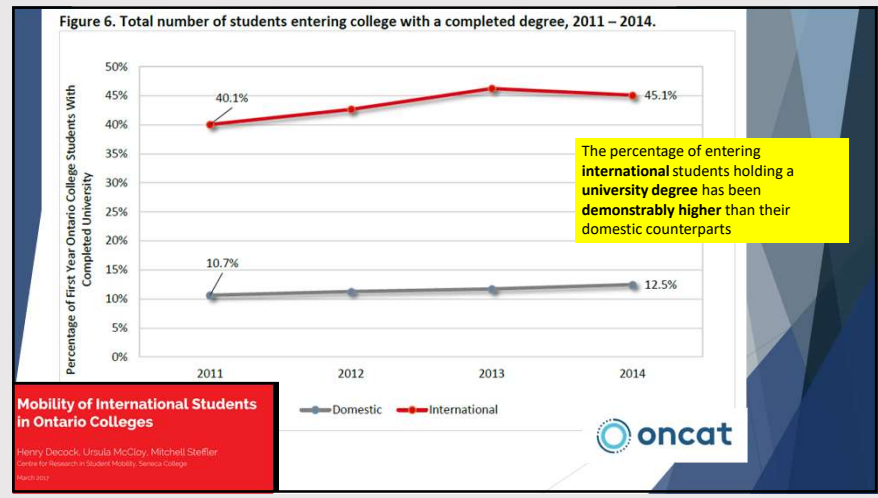
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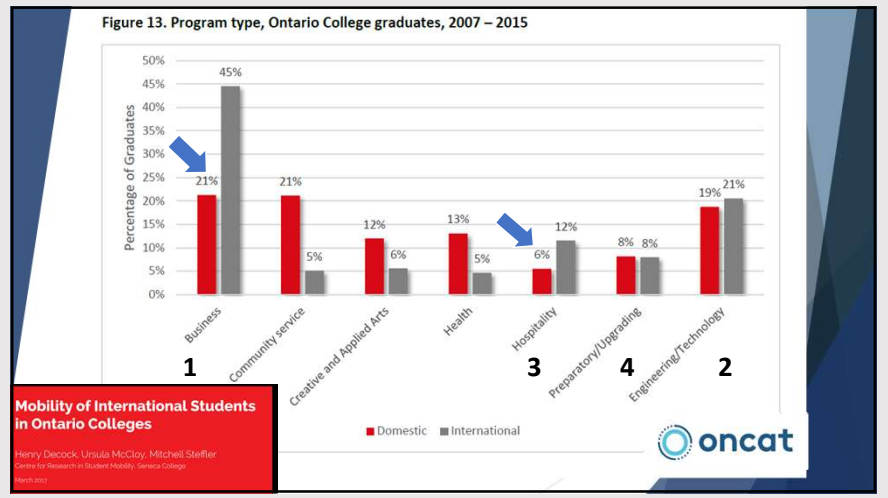
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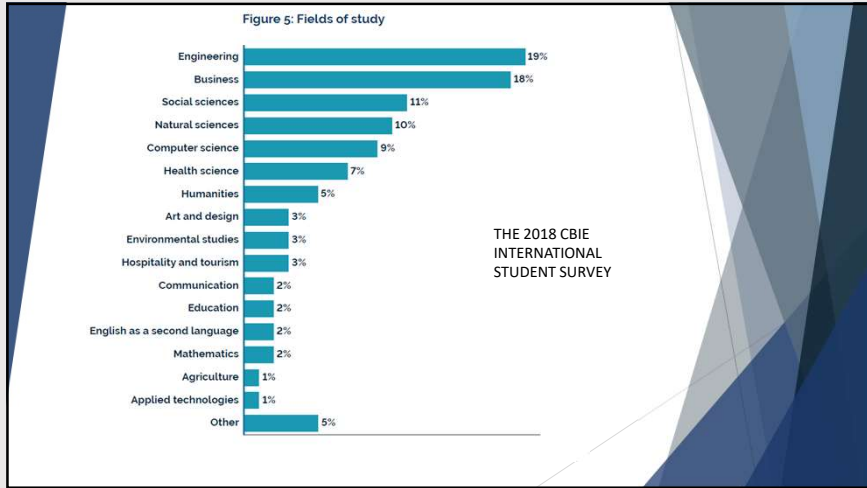


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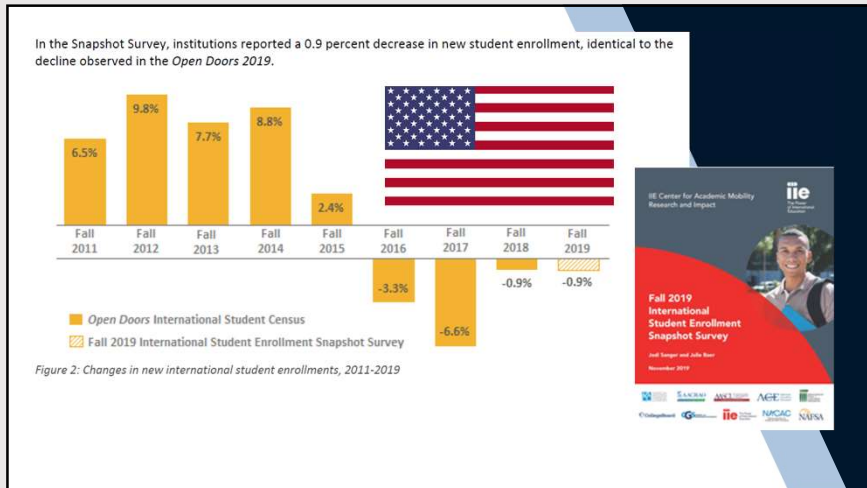




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## The Global Learner Survey

September 2019

Engaged until 17th September

**The 40-year career is giving way to an era of reinvention**

The traditional, linear career path is a thing of the past. People are molding learning and work into what they need it to be in today's world, which means life-long learning and diverse career paths.

**The traditional career path is giving way to a reinvention mindset**

Globally, 70% of people agree that the notion of working for one employer for your entire career is old-fashioned, meanwhile 84% of people globally agree with the statement that 'my career path will be significantly different from my parents or grandparents'.

**Self-service learning not only exists, but will increase**

With ready access to online learning, free online resources, short courses and certifications – versus declining trust in traditional education institutions – people believe that DIY learning is the future.

**Globally, 78% of people think they need to develop their soft skills, such as critical thinking, problem-solving and creativity.**

**Human skills are more important than ever, especially when it comes to tech and automation**

Workers everywhere want to brush up on skills that machines and Artificial Intelligence (AI) can't yet compete with – critical thinking, problem-solving and creativity. Educational institutions aren't yet meeting this need.

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## The Global Learner Survey

September 2019

Engaged until 17th September

- **83%** of Canadians believe the future of education and schools will **increasingly become more self-service,**
- **91%** of Canadian learners say people need to **keep learning or re-training** throughout their career to stay up-to-date.
- **73%** of Canadians like to **reinvent themselves by learning new skills,** and
- **56%** intend to “retire” the traditional concept of **retirement by pursuing a second career** or part-time job, starting a business or taking classes.

Pearson conducted a survey that captures the opinion of **11,000 learners in 19 countries, including Canada,** on subjects such as quality of their nation's education system, careers, and the future of work and technology.

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## Half of learners in top study destinations say HE fails to prepare for career

Posted on Nov 27, 2019 by Will Holt

Posted in News, under Global

Tagged with Pearson, The Global Learner Survey

Bookmark the permalinks.

Almost half of learners in the US, UK, Australia, Canada, and Europe don't think that higher education prepared them for their eventual career, according to a survey published by Pearson.

Region	Percentage
US	44%
UK	51%
Europe (excl. UK)	45%

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## Are Emily and Greg More Employable than Lakisha and Jamal? A Field Experiment on Labor Market Discrimination

Marianne Bertrand, Sendhil Mullainathan

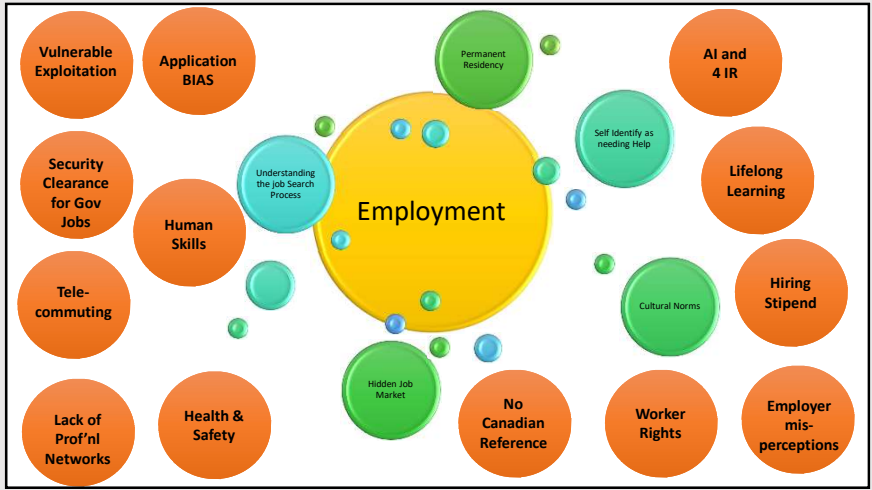
**NBER Working Paper No. 9873**  
**Issued in July 2003**  
**NBER Program(s): Labor Studies Program**

We perform a field experiment to measure racial discrimination in the labor market. We respond with fictitious resumes to help-wanted ads in Boston and Chicago newspapers. To manipulate perception of race, each resume is assigned either a very African American sounding name or a very White sounding name. The results show significant discrimination against African-American names: White names receive 50 percent more callbacks for interviews. We also find that race affects the benefits of a better resume. For White names, a higher quality resume elicits 30 percent more callbacks whereas for African Americans, it elicits a far smaller increase. Applicants living in better neighborhoods receive more callbacks but, interestingly, this effect does not differ by race. The amount of discrimination is uniform across occupations and industries. Federal contractors and employers who list Equal Opportunity Employer' in their ad discriminate as much as other employers. We find little evidence that our results are driven by employers inferring something other than race, such as social class, from the names. These results suggest that racial discrimination is still a prominent feature of the labor market.

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The screenshot shows a website with a purple and white color scheme. The top section features the text "Human Potential QUANTIFIED LIKE NEVER BEFORE" and "Make predictive talent decisions at every stage of the employee lifecycle with the power of Artificial Intelligence and Industrial/Organizational Psychology". Below this is a "REQUEST A DEMO" button. The middle section has a navigation menu with items like "Home", "Customers", "How it works", "Results", "Outstanding", "Mission", "Blog", and "Login". The bottom section is titled "Hire Faster, Better, Fairer" and describes "Knoekri" as an AI video-based soft skill assessment tool. It includes contact details for 180 John St, Toronto, ON M5T 1X5 and a "Schedule a Demo" button.

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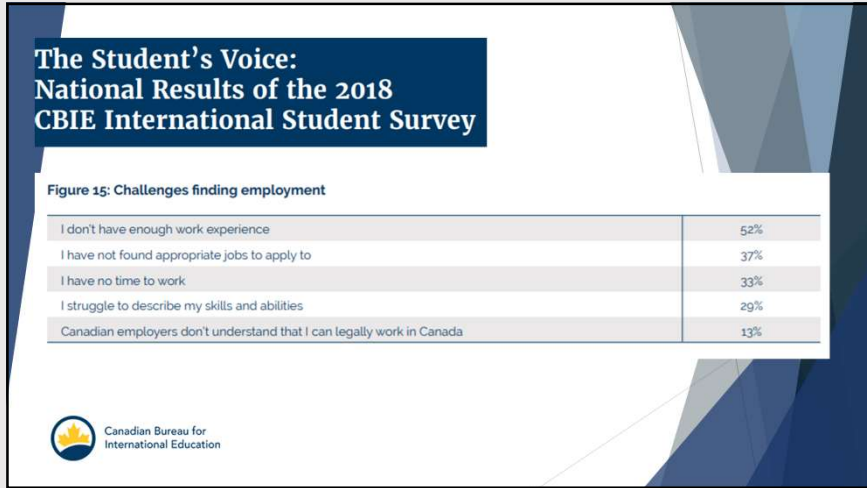
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The screenshot shows a webpage from "ICEF Monitor". The navigation bar includes "Marketing", "Research", "Categories", and "Regions". The main heading is "The link between employment outcomes and recruiting" with a date of "21 Aug 2019". Below the heading, there is a section titled "Short on time? Here are the highlights:" followed by a yellow box containing two bullet points: "Employability is now a top priority among international students when planning for study abroad" and "Many international students, especially those from developing economies, are keenly interested in studying in countries where there is a clear path toward employment after graduation and after that, even permanent residency".

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The slide has a white background with a dark blue header. The title "Finding Work in the Hidden Job Market" is centered and underlined. Below the title, it says "Ryerson Career Development and Employment Centre". The main text is titled "THE HIDDEN JOB MARKET" and states: "80% of all positions are filled *without* employers advertising. These positions are filled by--or created for--candidates who come to an employer's attention through employee recommendations, referrals from trusted associates, recruiters, or direct contact with the candidate."

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Int J Educ Vocat Guidance (2011) 11:221–237  
DOI 10.1007/s10775-011-9212-5

### Career development influences of international students who pursue permanent immigration to Canada

Nancy Arthur · Sarah Flynn

Received: 25 January 2011 / Accepted: 13 October 2011 / Published online: 2 November 2011  
© Springer Science+Business Media B.V. 2011

The Canadian Journal of Career Development / Revue canadienne de développement de carrière  
Volume 12, Number 1, 2013

### International Students' Views of Transition to Employment and Immigration

Nancy Arthur & Sarah Flynn  
University of Calgary

**Acknowledgment**  
Funding for this study was awarded to the first author from the Prairie Metropolitan Centre.

**Abstract**  
This study explored international students' views and experiences of transition to employment and immigration to Canada while they are students and for three years post-graduation. These changes to employment policies were made to increase the qualifications of international students for immigration under the Canadian Experience Class (CEC) visa. Second, the approach taken to documenting international students' transition experiences from university to employment and permanent immigration. First, a brief literature review is provided to expand the rationale for examining the career development of international students. Second, the approach taken to documenting international students' transition experiences from university to employment and permanent immigration. First, a brief literature review is provided to expand the rationale for examining the career development of international students. Second, the approach taken to documenting international students' transition experiences from university to employment and permanent immigration.

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International students generate global economic impact of US\$300 billion

28 Aug 2019

"Overseas education is one of the most significant investments for international students and their families," adds Dr Choudaha. "It is only logical to expect that they would like to make sure that they get optimum return on their investment. As the cost of overseas education (tuition and living) goes up while prospects of career opportunities and immigration decline, many families will start considering alternative destinations. The increased emphasis on 'value for money' is a boon for emerging destinations which are more likely to offer lower tuition and living cost as compared to traditional destinations. One of the ways it will become apparent is the increase in applications and enrollment of international students at non-traditional destinations. Another implication for traditional destinations will be an increase in expectations for information transparency on career outcomes of alumni and advising and coaching services to help international students succeed."

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## Global Mobility and the Competition for Talent

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## Human Skills and Future of Work

- We hire for hard skills yet do we often fire for soft skills?
- Impact International Students as well as Domestic students





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## A BIG Thank You!

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[www.devant.ca](http://www.devant.ca)




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