Leveraging immigrant contribution and resilience through brain circulation

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Introduction

- Migration flows are composed by a mixed profile of professionals (Kerr, 2019)

- Qualified workers receive special attention from governments and organizations (Collings & Isichei, 2018)

- Migration can cause brain drain: outflow of human capital is higher than in inflow

- Developing countries more prone to face brain drain (Carr, Inkson, & Thorn, 2005)

- Migration can also drive circulation of knowledge – brain circulation (Carr et al., 2015)

Introduction

- Migration can support knowledge transfer and development

- Contribution of migrants will be influenced by government and organization policies and programs, and migrant characteristics like resilience and integration in a new environment

- Developed countries, like Canada have policies to attract qualified workers – 1.3 million for 2022-2024

- Importance to include sustainability concept on the discussion

- *Brain circulation: Relevance of personal and professional networks for qualified professional immigrant contribution and resilience in a post COVID-19 IT interconnected work environment*
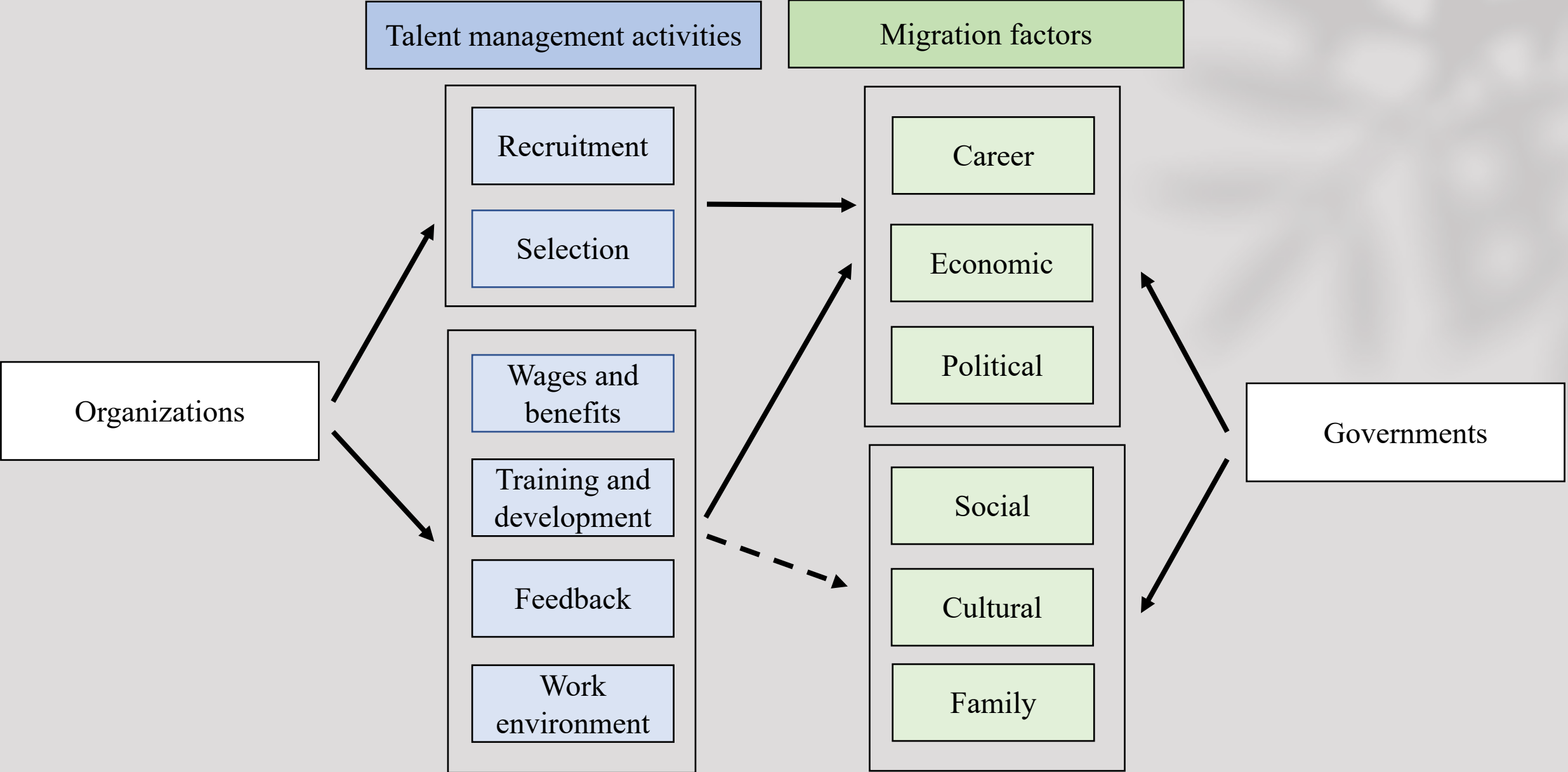
Literature review: Migration of talent

- Higher education migration rates are 3 x higher than rates of secondary education (d'Aiglepierre et al., 2020)

- OECD region receive 54% of migrants worldwide (GMADAC, 2021)

- Migration is a complex phenomena (Singh & Krishna, 2015)

- Negative effects like brain drain

- Positive effects associated with concepts like brain gain, brain bank, brain circulation, talent flow (Latukha et al., 2021)

- Knowledge is dynamic, fluid and mobile (Carr et al, 2005)

- Talent migration can be beneficial for source and receiving countries (Beine, et al., 2008)

Literature review: Migration factors

- Pull and puss factors related to individual, organizational and national level environments (Carr et al., 2005; Wanniarachchi et al,, 2020)

- 6 groups: career, economic, political, social, cultural and family

- Career – perspectives and advancement – most cited and valued ((Baruch et al., 2007)

- Economic – particularly important for qualified workers (Latukha et al., 2021)

- Political – both country and organizational politics (Docquier et al., 2007)

- Social – many aspects of everyday life (IOM, 2003)

- Cultural – similarity in customs, habit, religion, among others (IOM, 2003)

- Family - nuclear and extended family (Kerr, 2019)

- Pandemic impacted pull and push factors (UN, 2020)

Talent management and migration factors

Literature review: Migration

- Emigration trends have become more diverse
- Qualified professionals with nuclear families
- Strategies to deal with migration
- Keeping and bringing back professionals (Korobkov & Zaionchkovskaia, 2012)
- Preventing professionals from emigrating (Clark et al., 2006)
- Promoting the connection between professionals in the source country and professionals that emigrated – knowledge sharing, innovation and resilience (Kenney et al., 2013).
- Integrated talent management strategy – attraction, development and retention of qualified workers
- Addressing sustainability in a wider context
- Importance of qualified workers participation in personal and professional networks – impact on resilience, competencies and capabilities building and development

Methodology

- Qualitative exploratory research using a snowball sample

- Finishing ethics process

- Interviews with 25 Brazilian professionals who, over the past 10 years have chosen to work in Canada or live in Brazil and work for Canadian organizations in Canada

- Semi structured interviews that will be transcribed

- Interview script is based on literature, media news and interviews of a different research

- Qualitative data will be analyzed using a grounded approach (Strauss & Corbin, 1998),

- Will use NVIVO 12 for coding and organizing data

- Workers will be given a gift card of $30 for their time during interview

Will focus on

What kind of virtual personal and professional networks connect Brazilian immigrants to their adopted country, Canada and to their home country of Brazil?

After migrating, what is the varying impact of in person Canadian networks and remotely IT-connected Brazilian networks on the career resilience and professional activity of Brazilian immigrants in Canada?

Implications for global talent managers?

Thank you for your attention

Questions? Suggestions? Advices?

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