



**The results are in:
Mentoring improves employment outcomes
for skilled immigrants**

ALLIES and Accenture

2013

Executive Summary:

This report by ALLIES, in partnership with Accenture, examines the effect of mentoring on the employment success of skilled immigrants. They conducted a cross-Canada survey of former mentees, and concluded that mentoring has a significantly positive effect on the employment success of skilled immigrants.

Canada's economy relies on immigration: 250,000 people immigrate to Canada every year, filling skills gaps and contributing to national labour force growth. It is alarming, then, that immigrants face a higher unemployment rate compared to native-born Canadians. The following challenges contribute to that reality:

- Lack of an effective professional networks in Canada, which limits their access to the "hidden job market"
- Lack of understanding of Canadian recruiting norms and effective job search strategies
- Unfamiliarity with Canadian workplace culture and employer expectations in different roles

Mentoring helps to reduce these barriers by connecting skilled immigrants to their Canadian professional counterparts. Mentors provide mentees with access to their professional networks, a greater understanding of Canadian recruitment norms, and increased knowledge of Canadian workplace culture. This report shows that mentoring is working.

Some of the key statistics are:

- Unemployment drops from 73% at the start mentoring to 19% twelve months after mentoring
- The amount of skilled immigrants working in their desired field increased from 27% at the start of mentoring to 71% twelve months after mentoring
- Salaries increased 62% twelve months after mentoring



TRIEC

Toronto Region Immigrant
Employment Council

New Realities. New Opportunities.

Some of the economic benefits of mentoring are:

- Since the majority of mentees secure full-time employment, they gain access to health and other benefits which improve their effective earnings.
- Given that most mentees find employment in their field, they will have an improved earning trajectory—their salaries will grow faster working in fields that properly reward their credentials and experience.
- Newcomers who are better employed consume fewer government services.

Conclusion:

Mentoring is an important tool for skilled immigrants in Canada. It improves immigrants' lives, makes Canadian businesses internationally competitive, and strengthens the economy. Mentoring programs should be expanded to increase their reach, further benefitting business, skilled immigrants, and the economy.