

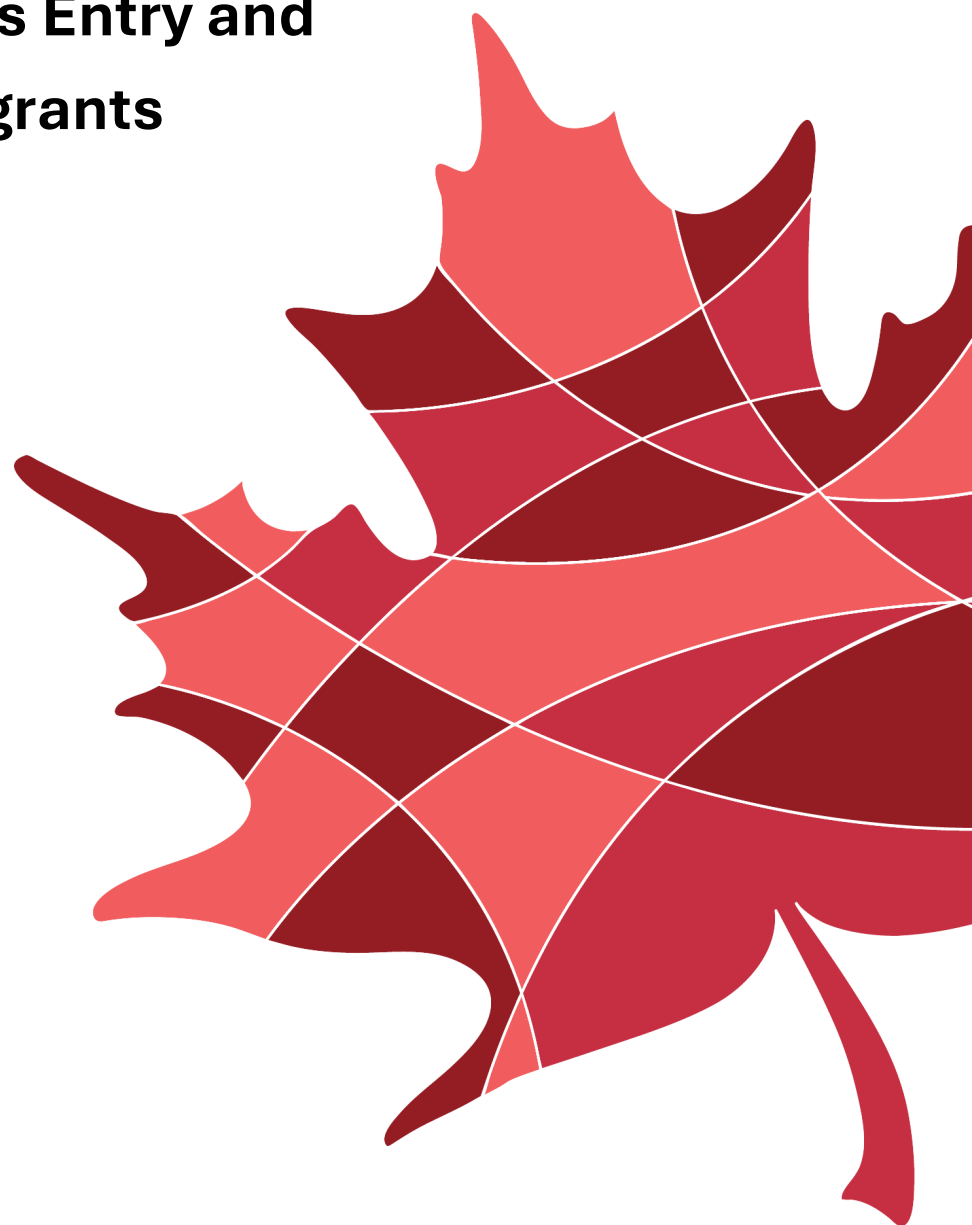
Labour Market Outcomes of Express Entry and Non-Express Entry Economic Immigrants

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Introduction

Outline

This presentation draws on in-house analysis of immigrants' income tax files to address two key questions:

1. How do Express Entry (EE) and non-Express Entry (non-EE) economic immigrants compare in terms of:

- Employment income incidence, a proxy for employment rate
- Employment income levels

2. How does the labour market performance of EE and non-EE immigrants vary by key labour market and immigrant characteristics, including:

- Occupations classified under the Training, Education, Experience and Responsibilities (TEER) system
- Pre-admission earnings as temporary residents (TRs)
- Core human capital factors at admission, such as education and knowledge of official languages

Why do these questions matter?

Inform selection policy and program design: Evidence helps tailor immigration programs to admit candidates with strong potential for labour market success.

Support economic contribution and integration: Understanding which admission characteristics drive better outcomes helps ensure immigration supports Canada's long-term growth.

Data and Methodology

Data Source: Longitudinal Immigration Database (IMDB), linking the Landing File, Express Entry File, and T1FF (personal income tax) file.

Target Population:

- Principal applicants admitted under the economic class between 2015 and 2022
- Includes Federal Skilled Workers, Federal Skilled Trades, Canadian Experience Class, and Provincial Nominee programs
- Excludes individuals with Quebec as their intended province.

Definitions:

- **Express Entry (EE) and non-Express Entry (non-EE) immigrants:** EE immigrants are economic principal applicants admitted through the Express Entry system under FSW, FST, CEC, or PNP, while non-EE immigrants are economic principal applicants admitted outside the Express Entry system under these programs.
- **Incidence of employment income:** A binary indicator (1 or 0) showing whether an individual had positive employment income in a calendar year
- **Employment income:** Includes wages, salaries, commissions, tips, gratuities, and other employment-related earnings

Econometric Models: Two regression models are used to assess labour market outcomes for Express Entry and non-Express Entry immigrants:

- **Model 1:** Logistic regression estimating the **probability of having employment income**
- **Model 2:** Log-linear regression estimating the **level of employment income** among those with positive income
- Both models use the following independent variables: Express Entry indicator, year of admission, immigration program, age, gender, education level, knowledge of official language, intended destination province, source region, TEER skill level at admission, years since admission, and employment income as a temporary resident in Canada.
- Each model is estimated for the full population and separately for Express Entry and non-Express Entry subgroups.

1. How do Express Entry and non-Express Entry immigrants differ in the incidence of employment income?

In 2022 tax year, EE immigrants showed a higher likelihood of employment income than non-EE immigrants for every admission cohort between 2015 and 2021.

Figure 1: Employment income incidence of EE and non-EE economic immigrants in 2022 by admission year

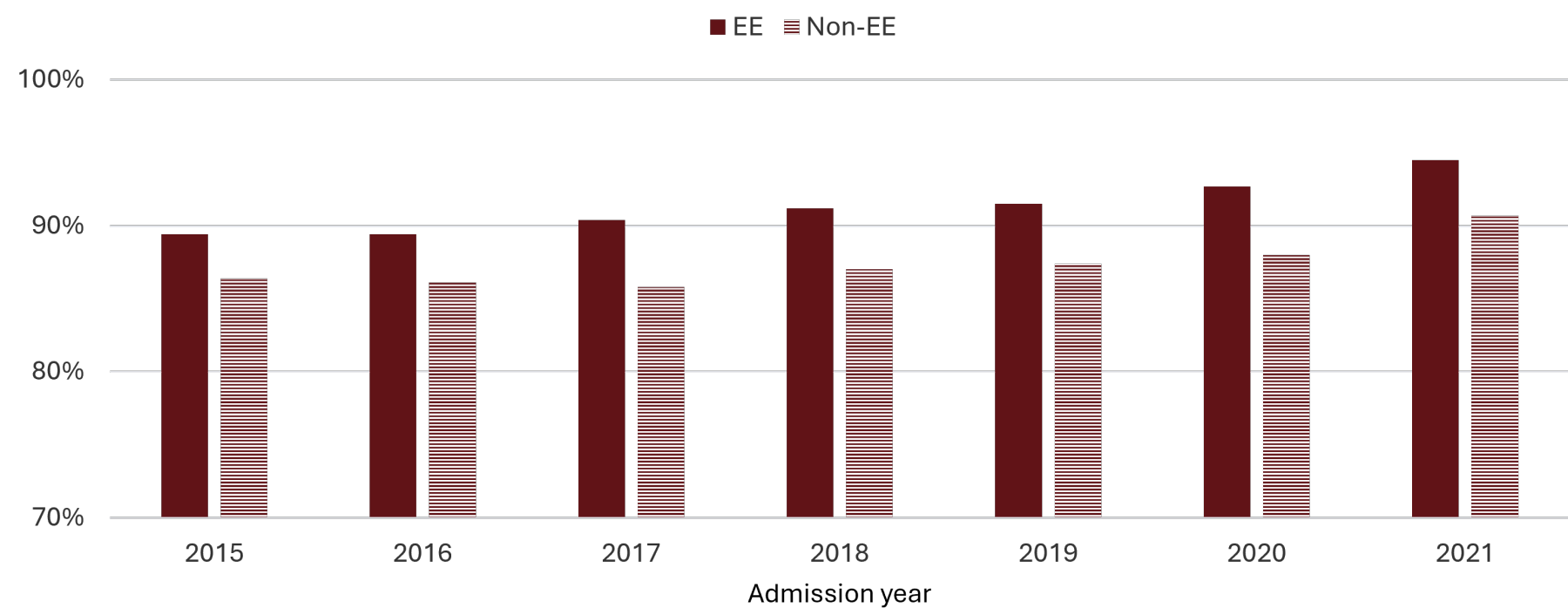
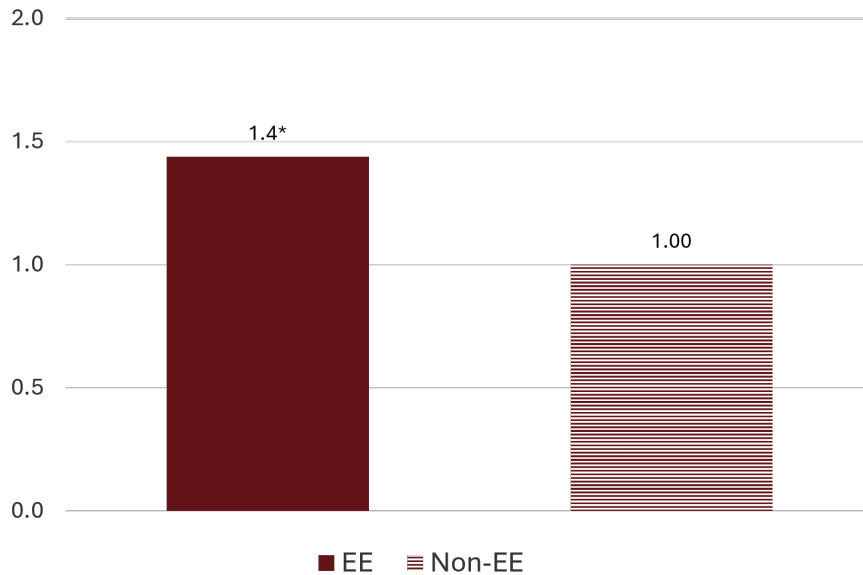


Figure 2: Odds ratio of employment income incidence

(Reference group: Non-EE Immigrants)



- EE immigrants have higher incidence of employment income than non-EE immigrants, with gaps ranging from 3% to 4.7% for admission cohorts from 2015 to 2021.
- After controlling for individual characteristics, EE immigrants are more likely to have employment income than non-EE immigrants.

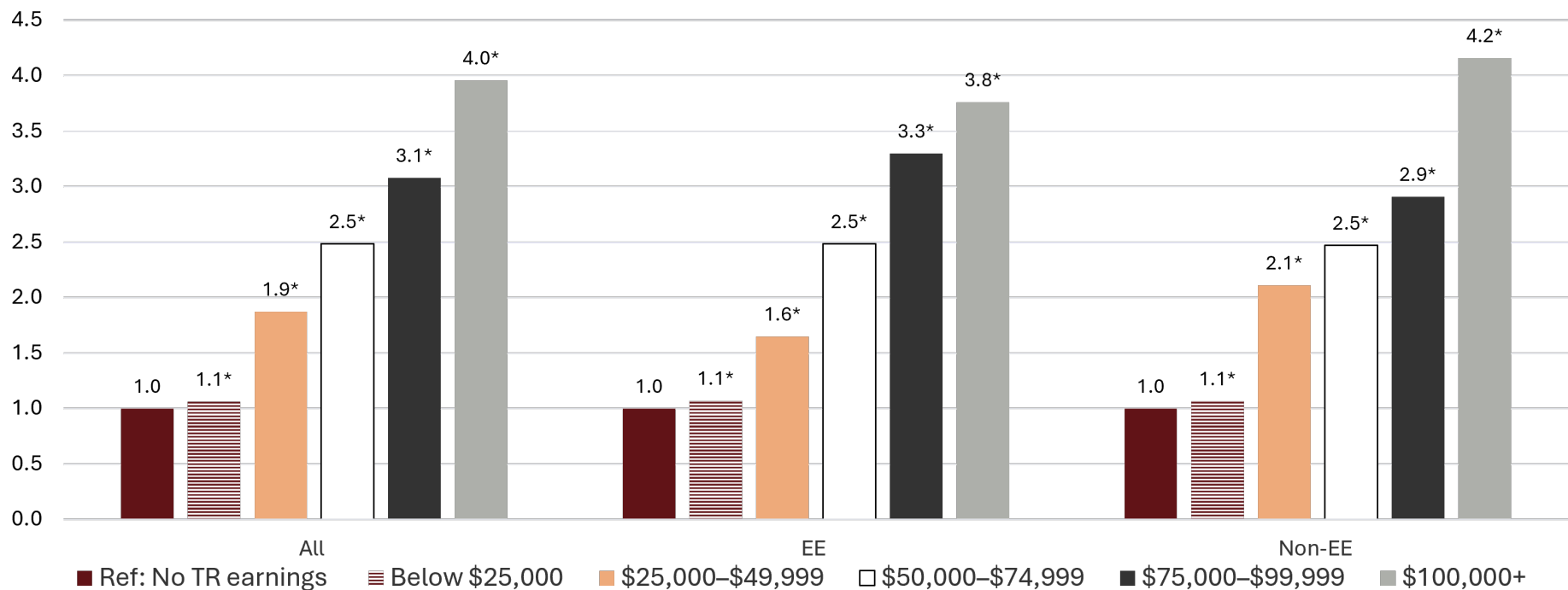
Note: * indicates statistical significance at the 1% level, ** indicates statistical significance at the 5% level, and *** indicates statistical significance at the 10% level.

Employment-income incidence and pre-admission TR income

Immigrants who had higher earnings as temporary residents are more likely to have employment income after becoming permanent residents, and the higher their earnings as temporary residents, the greater their chances of securing employment.

EE immigrants with pre-admission TR earnings above \$100,000 are dramatically more likely to have employment income after admission than those with no TR earnings. In contrast, those with earnings below \$25,000 see only a modest increase of employment income incidence.

Figure 3: Odds ratio of employment income incidence by TR employment earnings



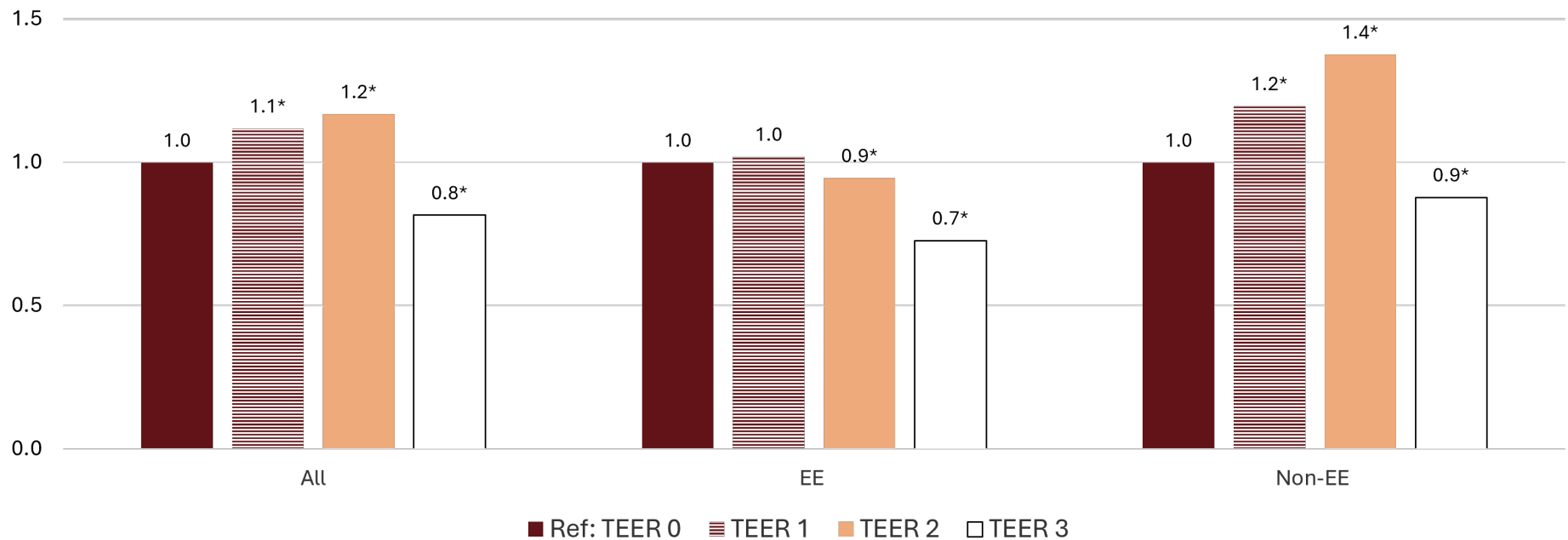
Note: * indicates statistical significance at the 1% level, ** indicates statistical significance at the 5% level, and *** indicates statistical significance at the 10% level.

Employment-income incidence and occupational skill level (TEER)

The relationship between occupational skill level (TEER) and the likelihood of employment income differs between EE and non-EE immigrants: intending to work in a TEER 0 occupation is advantageous for EE immigrants, but not for their non-EE counterparts.

- EE immigrants with TEER 0 intended occupations are as likely or more likely to have employment income than those in other TEER groups.
- Non-EE immigrants with TEER 0 intended occupations are less likely to have employment income, except when compared to those in TEER 3.

Figure 4: Odds ratio of employment income incidence by TEER (reference group: TEER 0 =1)



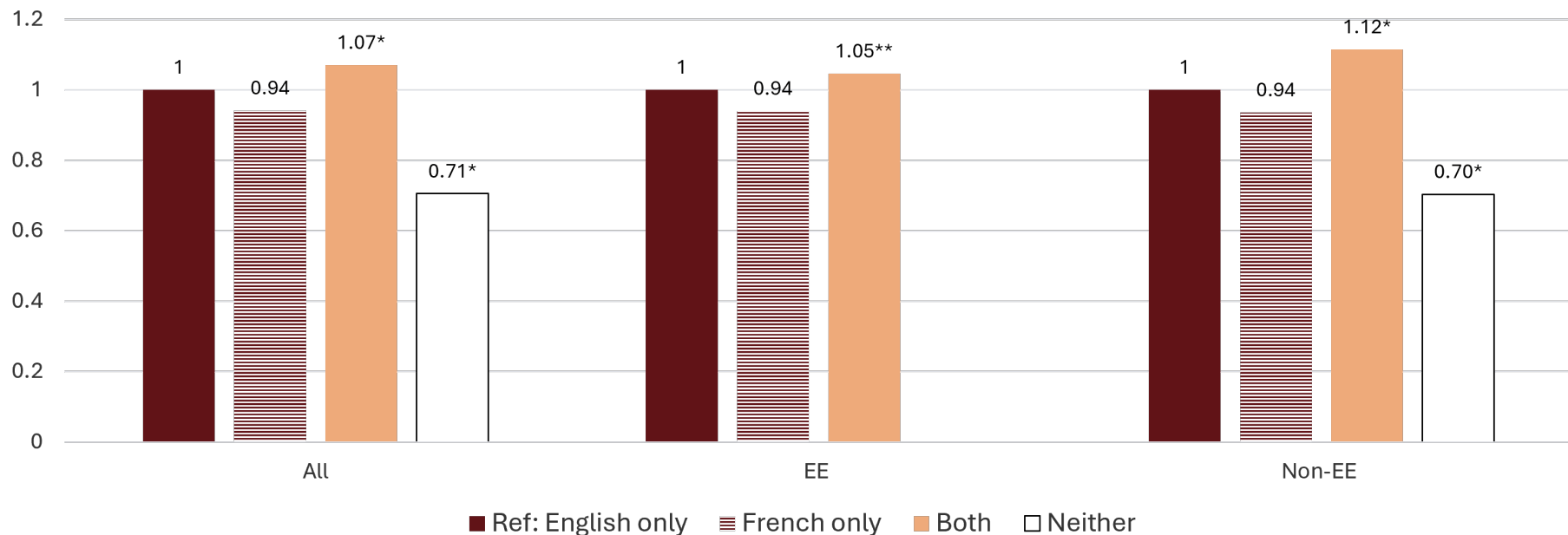
Notes: 1.* indicates statistical significance at the 1% level, ** indicates statistical significance at the 5% level, and *** indicates statistical significance at the 10% level. 2. Annex 1 provides a description of the TEER level classifications.

Employment-income incidence and knowledge of official languages

Having some knowledge of both official languages is associated with a higher likelihood of earning employment income for both EE and non-EE immigrants, while no knowledge of official languages reduces this likelihood, particularly among non-EE immigrants and the overall immigrant population.

- EE immigrants who know both official languages are slightly more likely to have employment income than those who have some knowledge of English only.
- Compared with those who know English only, non-EE immigrants are more likely to have employment income if they know both official languages and less likely to have employment income if they know neither.

Figure 5: Odds ratio of employment income incidence by knowledge of official language



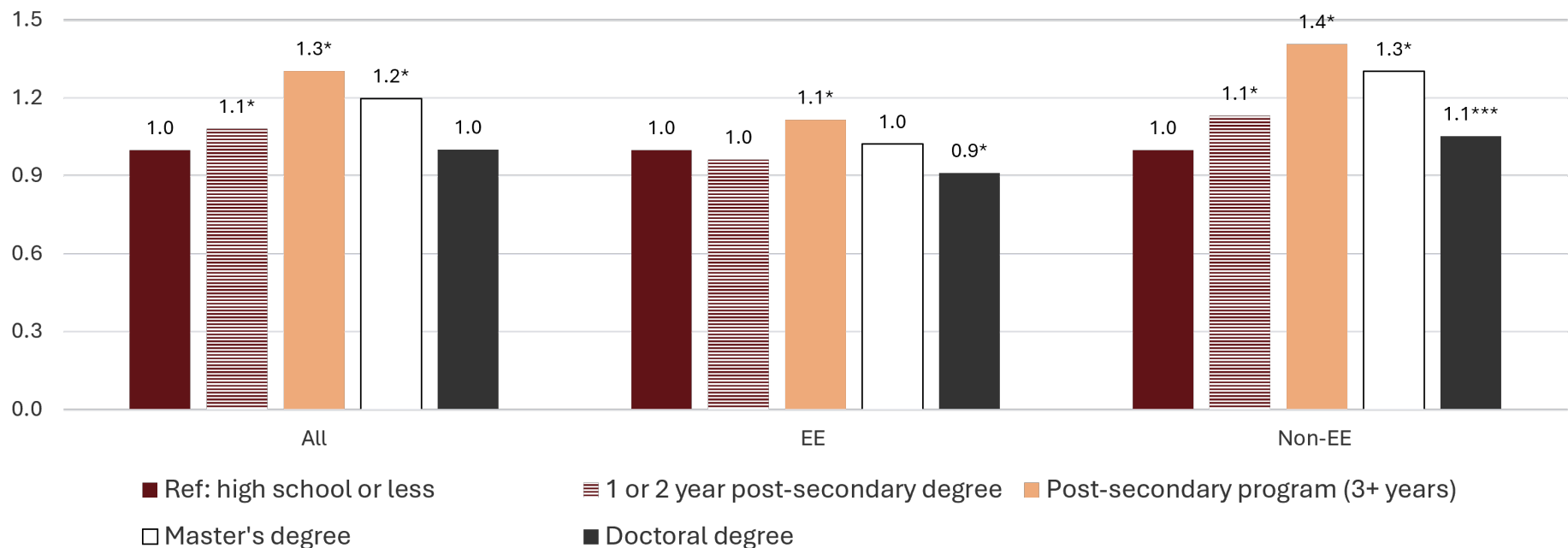
Note: 1. The estimate of “neither” official languages is not available for the EE population due to an insufficient sample size. 2. * indicates statistical significance at the 1% level, ** indicates statistical significance at the 5% level, and *** indicates statistical significance at the 10% level.

Employment-income incidence and education

Immigrants with a 3+ year post-secondary degree are the most likely to have employment income, regardless of EE or non-EE status.

- Among EE immigrants, those with a 3+ year post-secondary degree are more likely to have employment income than those with high school or less, while those with a doctoral degree are less likely to have employment income.
- Among non-EE immigrants, those with a 3+ year post-secondary degree are the most likely to have employment income. Individuals with a master's or doctoral degree are also more likely to have employment income compared to those with high school or less.

Figure 6: Odds ratio of employment income incidence by education



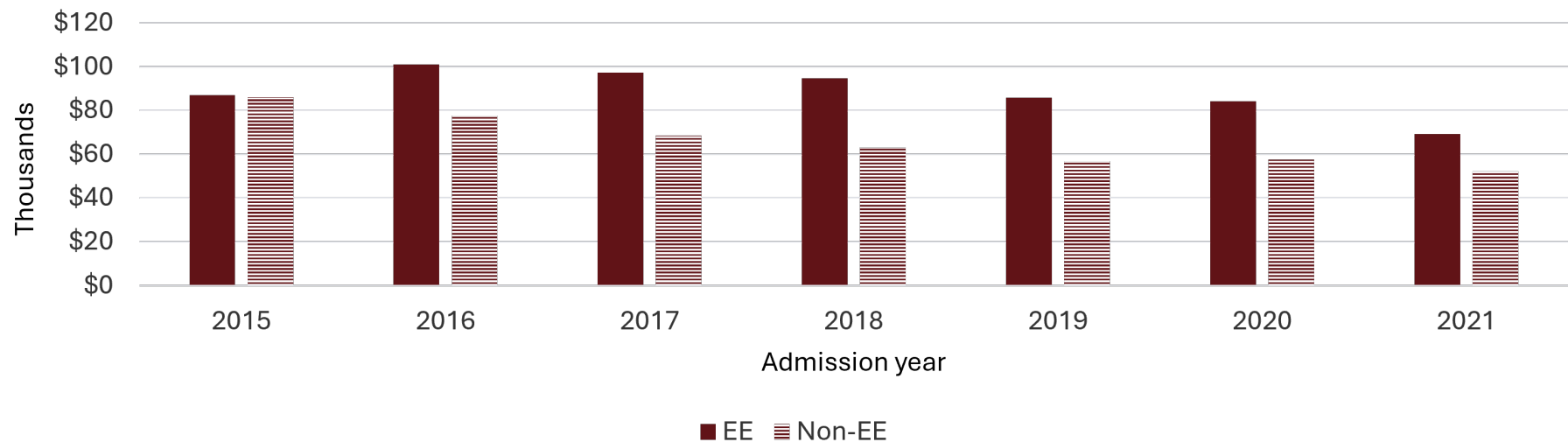
Note: 1. * indicates statistical significance at the 1% level, ** indicates statistical significance at the 5% level, and *** indicates statistical significance at the 10% level. 2. The “high school or less” category also includes individuals who did not report their level of education.

2. How do Express Entry and non-Express Entry immigrants differ in the post-admission employment income?

Employment income in 2022 was consistently higher for EE immigrants compared to non-EE immigrants across all cohorts admitted between 2015 and 2021.

- In 2022, Express Entry immigrants had significantly higher employment income than non-Express Entry immigrants for admission cohorts between 2016 and 2021, with average income gaps ranging from \$17,200 to \$32,500.
- The EE/non-EE income gap was notably smaller for the 2015 cohort. The relatively lower EE income, despite the longest time since admission, may partly reflect early EE rules awarding 600 CRS points for a qualifying job offer and the resulting differences in cohort composition and human capital.
- Regression analysis shows that, after controlling for individual characteristics, EE immigrants earned 16% more employment income than their non-EE counterparts on average.

Figure 7: Average employment income in 2022 by admission year: EE vs. non-EE immigrants

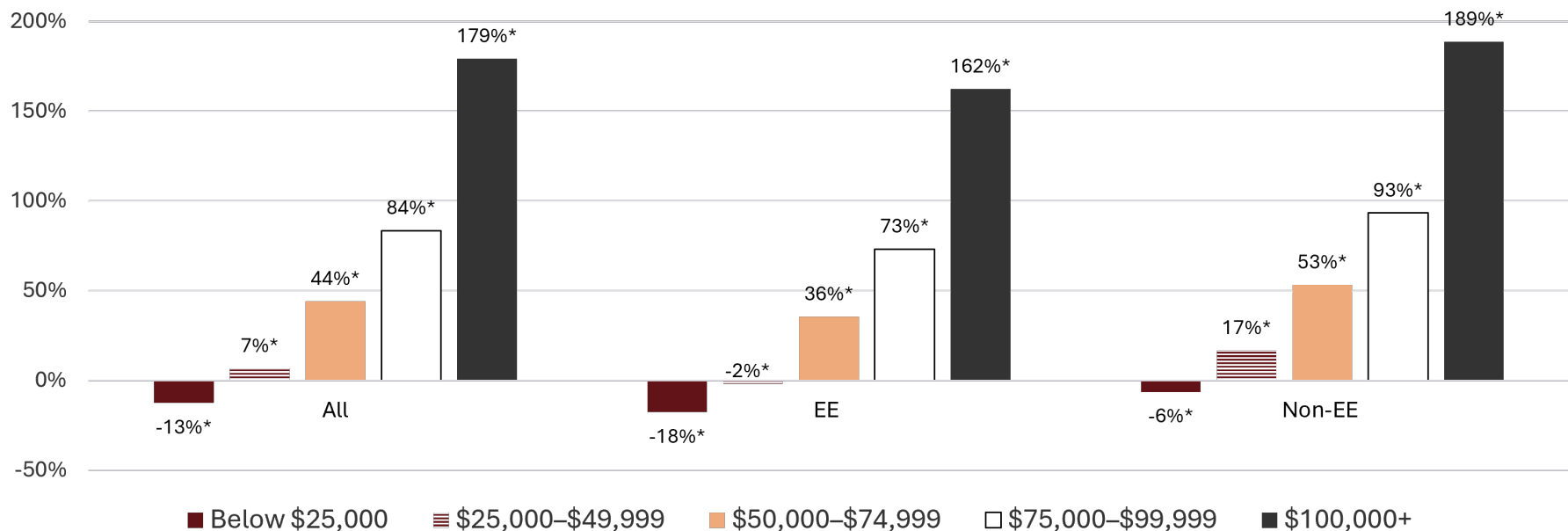


Employment income and pre-admission TR earnings

Pre-admission earnings are not uniformly predictive of post-admission income. Immigrants with low temporary resident earnings tend to earn less after becoming permanent residents than those with no prior earnings, whereas high earners during the temporary period experience significantly better employment outcomes.

- Among EE immigrants, those with pre-admission TR earnings of \$100,000 or more earn 1.6 times more after admission than those with no TR earnings.
- Those earning below \$25,000 earn 18% less than those with no TR income; this group is mostly composed of immigrants who held a study permit only, or both study and work permits before admission.

Figure 8: Percentage difference in post-admission income relative to no TR earnings (reference), by TR earnings



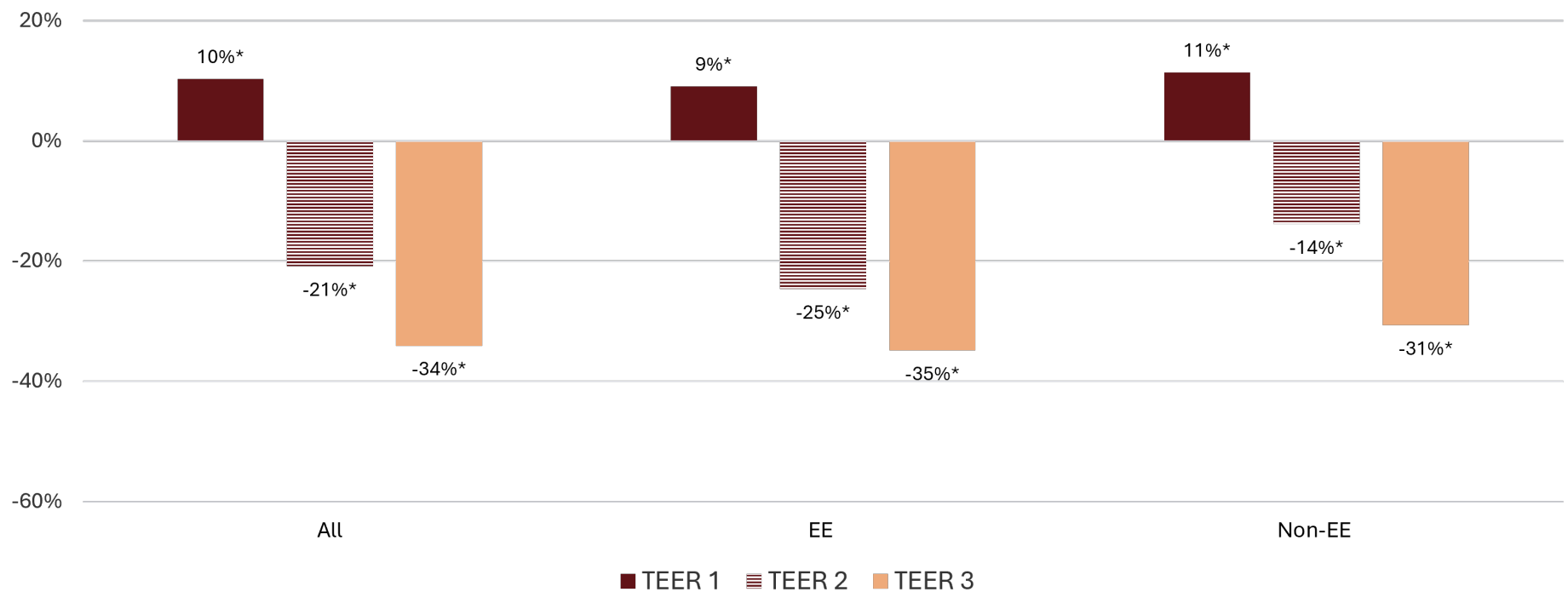
Note: * indicates statistical significance at the 1% level, ** indicates statistical significance at the 5% level, and *** indicates statistical significance at the 10% level.

Employment income and occupational skill level (TEER)

Immigrants with occupations in TEER 0 or 1 earn significantly more than those in lower TEER levels, with the gap particularly pronounced among EE immigrants.

After controlling for individual characteristics, EE immigrants with occupations in TEER 1 earn 9% more than those in TEER 0. Those in TEER 2 to 3 earn significantly less than in TEER 0, with income gaps ranging from 25% to 35%.

Figure 9: Percentage difference in post-admission income relative to TEER 0 (reference), by TEER occupation



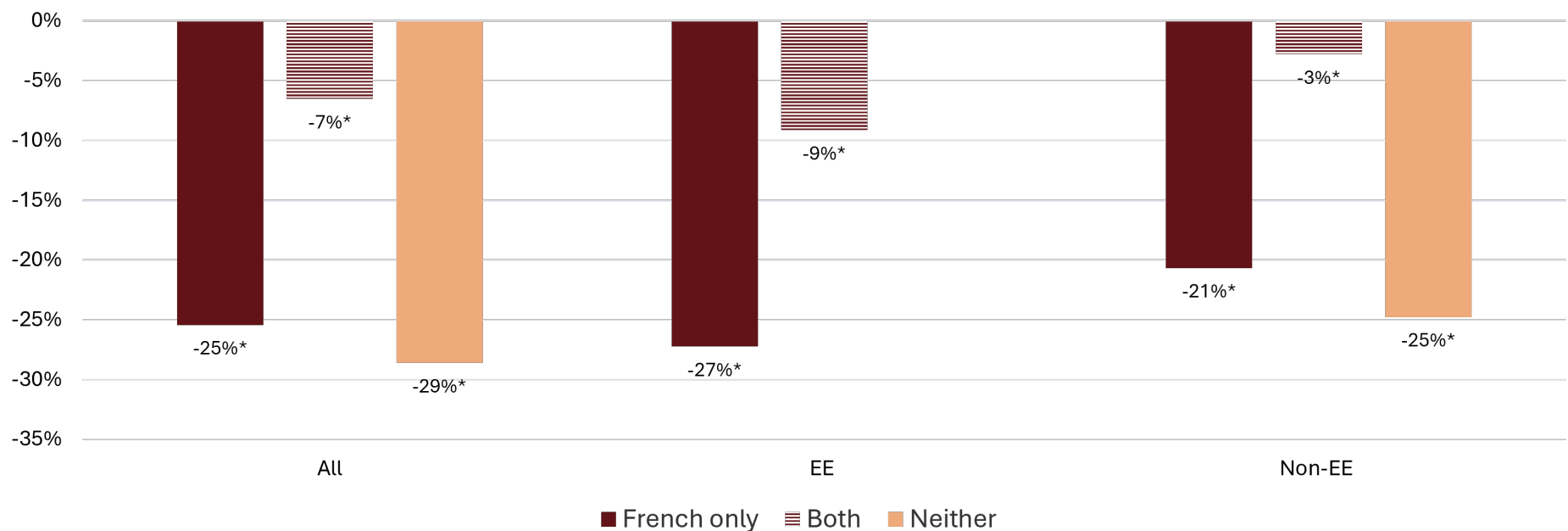
Note: * indicates statistical significance at the 1% level, ** indicates statistical significance at the 5% level, and *** indicates statistical significance at the 10% level.

Employment income and knowledge of official languages

Immigrants who report knowledge of English only tend to have significantly higher employment income than those who report knowledge of French only or no official language, and even slightly higher income than those who report knowledge of both official languages.

- Among EE immigrants, those with knowledge of English only earned more than all other groups: those with French only earned 27% less and both official languages 9% less.
- Among non-EE immigrants, those with French only earned 21% less, both official languages 3% less, and no official language 25% less than those with English only.

Figure 10: Percentage difference in post-admission income relative to English only (reference), by official language knowledge



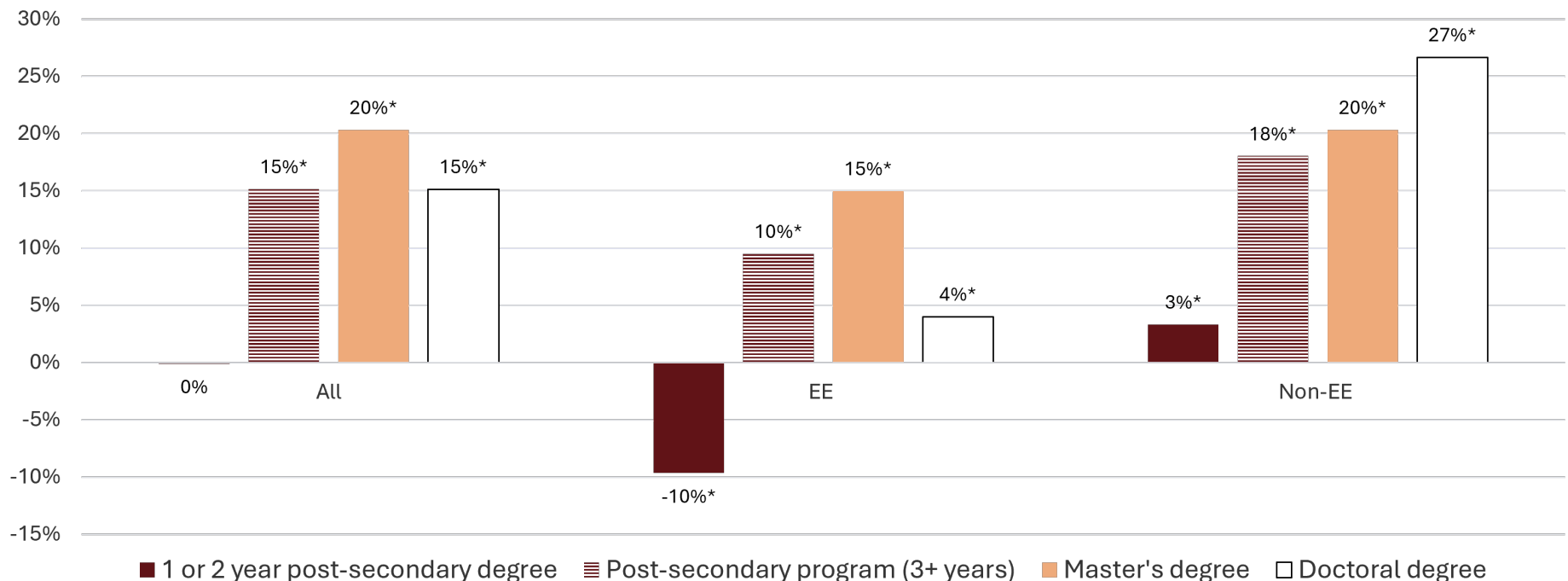
Note: * indicates statistical significance at the 1% level, ** indicates statistical significance at the 5% level, and *** indicates statistical significance at the 10% level.

Employment income and education

Generally, higher education pays off: immigrants with 3+ year post-secondary and graduate degrees earn significantly more than those with high school or less, especially among non-EE immigrants.

- Among EE immigrants, those with a 3+ year post-secondary degree earn 10% more and those with a master's degree 15% more than those with high school or less, while those with a 1–2 year post-secondary credential earn 10% less.
- Among non-EE immigrants, earnings are 18% higher with a 3+ year post-secondary degree, 20% with a master's, and 27% with a doctoral degree compared to the reference group.

Figure 11: Percentage difference in post-admission income relative to high school or less (reference), by education



Note: 1. * indicates statistical significance at the 1% level, ** indicates statistical significance at the 5% level, and *** indicates statistical significance at the 10% level. 2. The “high school or less” category also includes individuals who did not report their level of education.

Conclusion and discussion

Question 1: How do Express Entry and non-Express Entry economic immigrants differ in employment income incidence and employment income levels?

Conclusion

Express Entry immigrants consistently outperform non-Express Entry immigrants in both employment income levels and incidence across all admission cohorts from 2015 to 2021 even after controlling for individual characteristics such as pre-admission TR experience, occupations, and core human capital factors like education and official language ability.

Discussion

These findings highlight the strength of the Express Entry system in selecting candidates with strong labour market potential.

Question 2: How does the labour market performance of EE and non-EE immigrants vary by key labour market and immigrant characteristics?

Conclusion 1

Pre-admission TR income: Pre-admission TR earnings are positively associated with post-admission outcomes, but only at higher levels. Immigrants with TR earnings over \$25,000 are more likely to have employment income and earn more than those with no TR earnings. In contrast, low earners (e.g., under \$25,000) may earn less than those with no TR income.

Discussion

- Very low pre-admission TR earnings may indicate weak labour market attachment and should not be treated as a positive selection factor.
- Selection models could incorporate a minimum TR earnings threshold to identify applicants with stronger economic integration potential.

Conclusion 2

Occupational skill level (TEER): TEER 0 and 1 occupations are associated with better labour market outcomes among EE immigrants. Lower TEER groups consistently experience lower employment income than TEER 0 and 1, regardless of immigration stream. However, for non-EE immigrants, TEER 0 occupations do not confer an advantage in employment incidence except when compared to TEER 3.

Discussion

- EE immigrants in high TEER occupations perform well, validating CRS-based prioritization.
- Non-EE programs could improve outcomes by aligning more closely with TEER-based selection to boost employment incidence.

Conclusion 3

Knowledge of official languages: Knowledge of both official languages improves the odds of having employment income, but English-only knowledge yields the highest post-admission earnings. Those with no official language knowledge are at a significant disadvantage.

Discussion

- Language policy should continue to reward bilingualism.
- Strengthened language training supports, especially for those with no official language knowledge at admission, could help close post-admission gaps.

Conclusion 4

Education:

- Immigrants with post-secondary credentials of 3+ years are the most likely to have employment income, regardless of Express Entry status. Among non-Express Entry immigrants, graduate degrees (master's or doctoral) are linked to significantly higher income.
- Express Entry immigrants with doctoral degrees face more difficulty finding employment than those with master's degrees or post-secondary credentials of three years or more. Express Entry immigrants with only 1–2 years post-secondary credentials perform no better than high school graduates or those who did not report their education.

Discussion

- CRS and non-EE program design should continue to prioritize longer post-secondary and graduate degrees, as they offer the highest returns.
- Credential recognition and job-matching supports are needed to help highly educated immigrants realize their full income potential.

Annex 1: TEER and NOC 2021

TEER categories were introduced in the 2021 National Occupational Classification (NOC) system to identify and categorize jobs (occupations), based on the training, education, experience and responsibilities ([TEER](#)) they require.

TEER	Occupation types	Examples
TEER 0	Management occupations	Advertising, marketing and public relations managers, financial managers
TEER 1	Occupations that usually require a university degree	Financial advisors, software engineers
TEER 2	Occupations that usually require • a college diploma • apprenticeship training of 2 or more years, or • supervisory occupations	Computer network and web technicians, medical laboratory technologists
TEER 3	Occupations that usually require • a college diploma • apprenticeship training of less than 2 years, or • more than 6 months of on-the-job training	Bakers, dental assistants and dental laboratory assistants