

Employment Profile of Afghan Refugees

DATA REPORT – Nov 30, 2022

Report prepared with collaboration
from



Report prepared by



About the Agencies



A refugee led non-profit organization and the only national organization exclusively serving refugees seeking meaningful economic inclusion. Founded in 2016, Jumpstart focuses on the economic empowerment of newly settled refugees in Canada by facilitating meaningful employment and entrepreneurial opportunities. Jumpstart is a grassroots organization with offices in Toronto, Calgary, and Vancouver and has served 1,500+ refugees through its career readiness, employment, and entrepreneurship programming.



A community-based multicultural agency providing employment, educational, settlement and social services to all immigrant communities, new Canadians and individuals in need of assistance. Operating from 18 locations in Toronto, the Region of Peel and York Region, COSTI provides services in more than 60 languages. Last year, over 39,000 individuals received assistance.

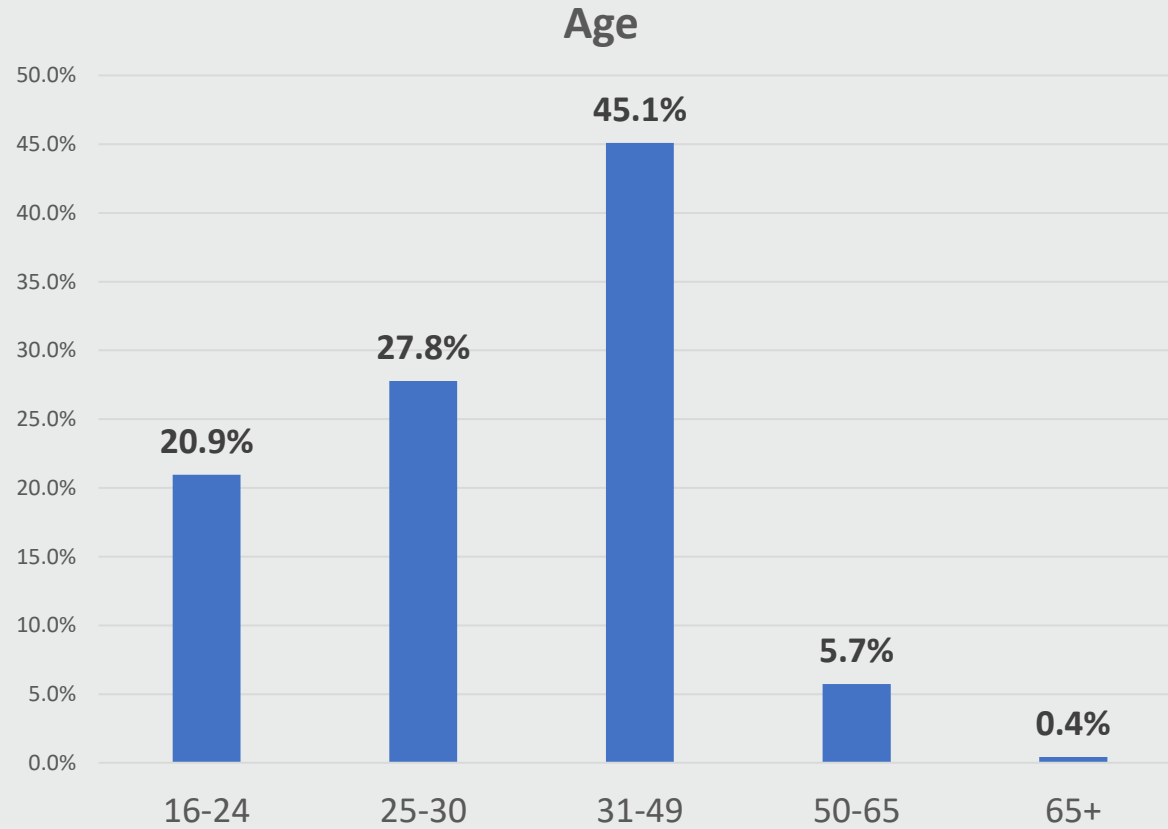


A dynamic and diverse organization that serves communities in more than 40 languages through its five locations across Metro Toronto and Peel Region. Polycultural supports a holistic approach to serving the needs of the community by providing a diverse range of programs.

Data Collection Notes

- Jumpstart Refugee Talent, with collaboration from COSTI Immigrant Services and Polycultural Immigrant and Community Services conducted employment profile intake interviews with newly settled Afghan Refugees at 7 Toronto area RAP and POE centres operated by COSTI and Polycultural, and through its own intake channels.
- Intakes were conducted with individuals who expressed interest in receiving employment support. The findings of this report do not represent the profile of all Afghan refugees but only of those who expressed interest in employment support.
- Data was collected through intake interviews by staff members with translators on-hand. A total of 838 intakes were completed (N= 1,375) between Sept 22, 2021 and Nov 30, 2022. 665 intakes were completed in-person and 710 were conducted by phone/video call.
- Data was not collected evenly between the various intake channels and has not been segregated by intake channel.
- All graphs represent 1375 unique responses, except for Industries and Perceived Employment Barriers. Those datasets allowed multiple responses per client. Additionally, current client employment status have unique N values.

Age

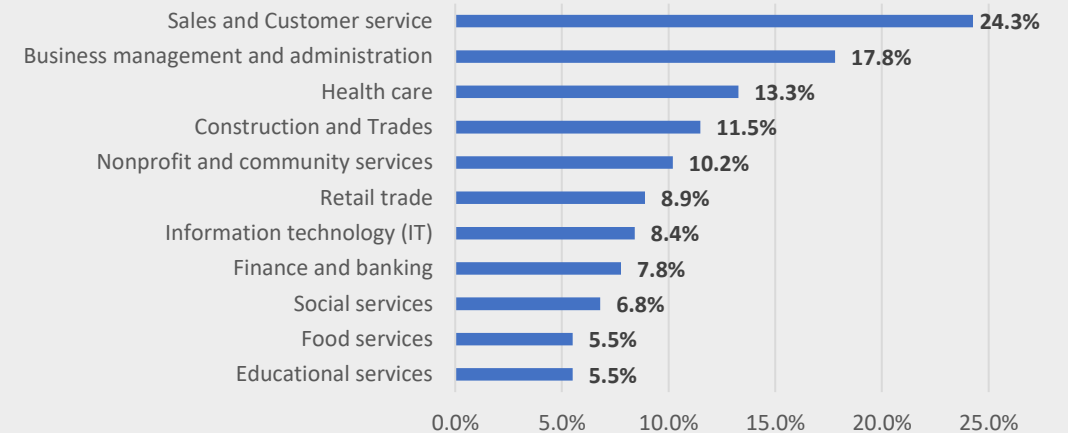


Youth Clients' Profile

49% of clients are 30 years or younger (N*=670 Of these youth clients:

- 50% have post-secondary education (post-secondary diploma, bachelors, masters, PhD degrees)
- 47% have an advanced level of English language proficiency.
- 43% are 16-24 years of age
- 48% are male while 52% are female
- 14% have secured employment (42% of this is meaningful)

Top Industries Desired

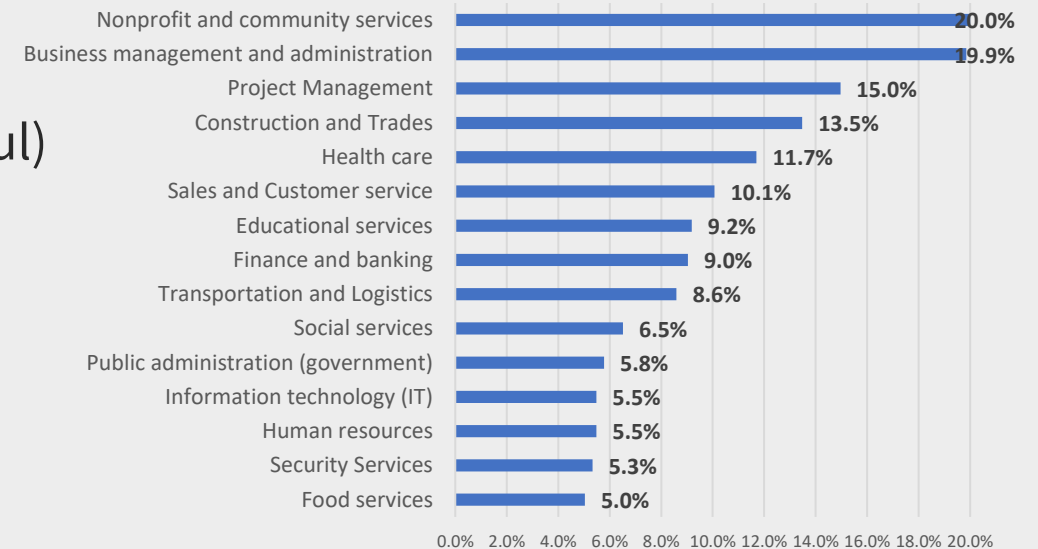


Adult Clients' Profile

51% of clients are 31 years or older (N*=705). Of these adult clients:

- 71% have post-secondary education (post-secondary diploma, bachelors, masters, PhD degrees)
- 53% have an advanced level of English language proficiency.
- 12% are 50 years of age or older
- 66% are male while 34% are female
- 14% have secured employment (45% of this is meaningful)

Top Industries Desired



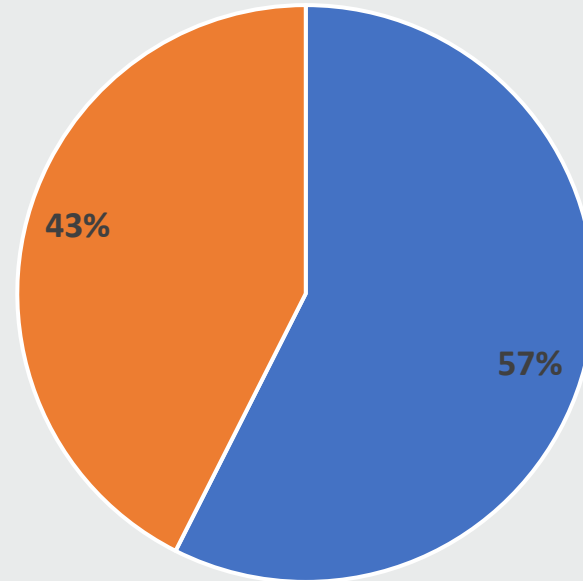
Adult compared with Youth Clients

Employment/Demographic marker

Education	Adults are more likely than youth to have completed post-secondary education (71% vs 50%)
English Language Proficiency	Adults are more likely than youth to have an advanced level of English language proficiency (53% vs 47%)
Gender	Adults are more likely to be male and than female (66 vs 34%) Youth are almost evenly split (48% male, 52% female)
Employment	Adults are just as likely as youth to have secured employment (14%) of which 45% vs 42% is meaningful.

Gender

Gender



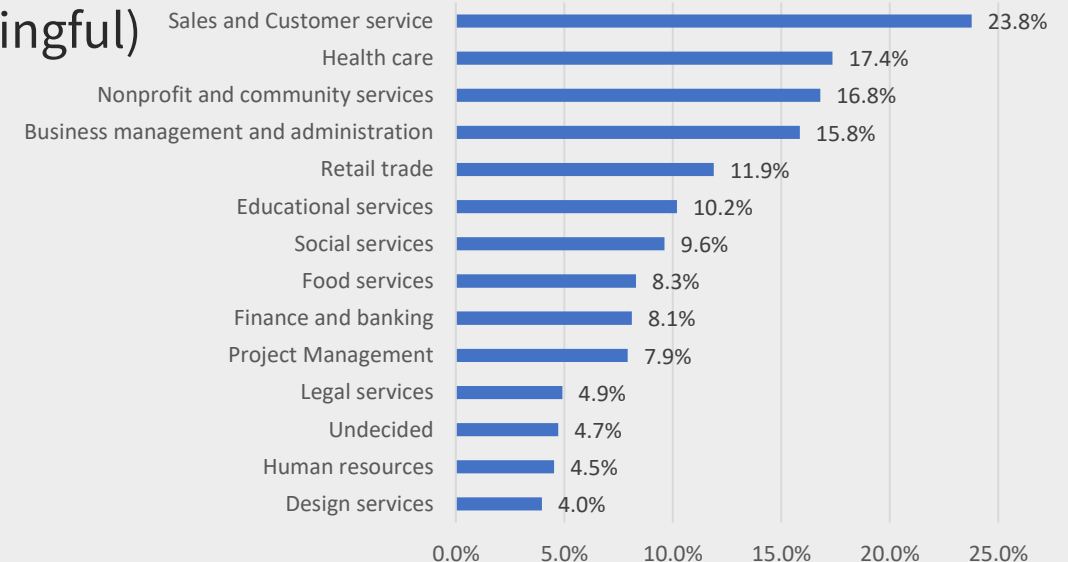
■ Male ■ Female

Female Clients' Profile

43% of clients are females (N*=585). Of these female clients:

- 56% have post-secondary education (post-secondary diploma, bachelors, masters, PhD degrees)
- 40% have an advanced level of English language proficiency.
- 41% are 31 years of age or older
- 10% have secured employment (49% of this is meaningful)

Top Industries Desired

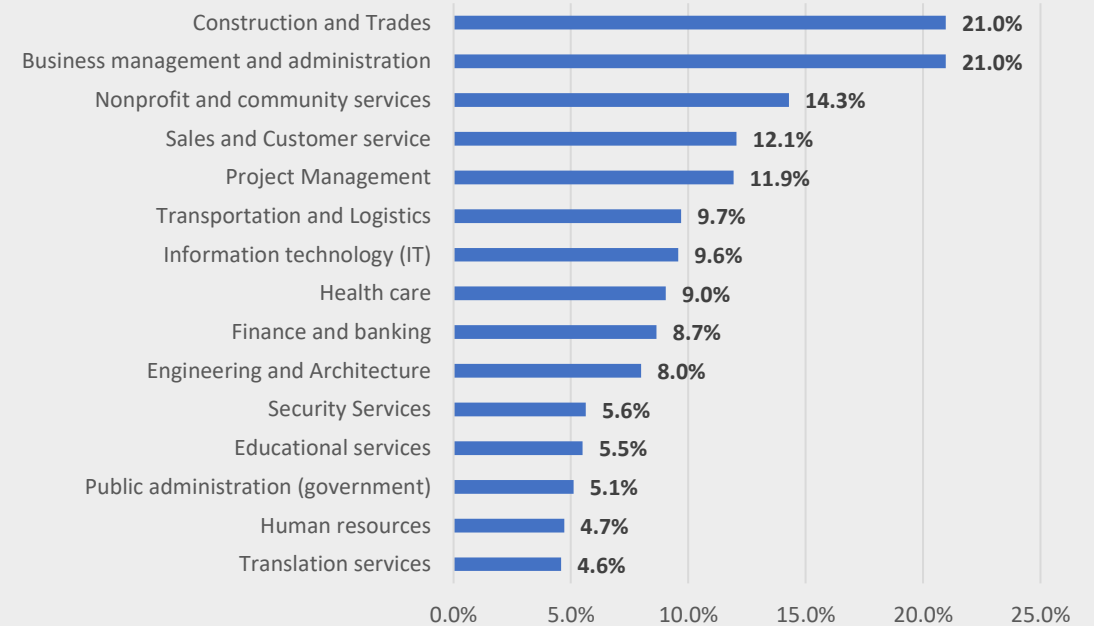


Male Clients' Profile

56% of clients are males (N*=790). Of these male clients:

- 65% have post-secondary education (post-secondary diploma, bachelors, masters, PhD degrees)
- 57% have an advanced level of English language proficiency.
- 59% are 31 years of age or older
- 17% have secured employment (40% of this is meaningful)

Top Industries Desired

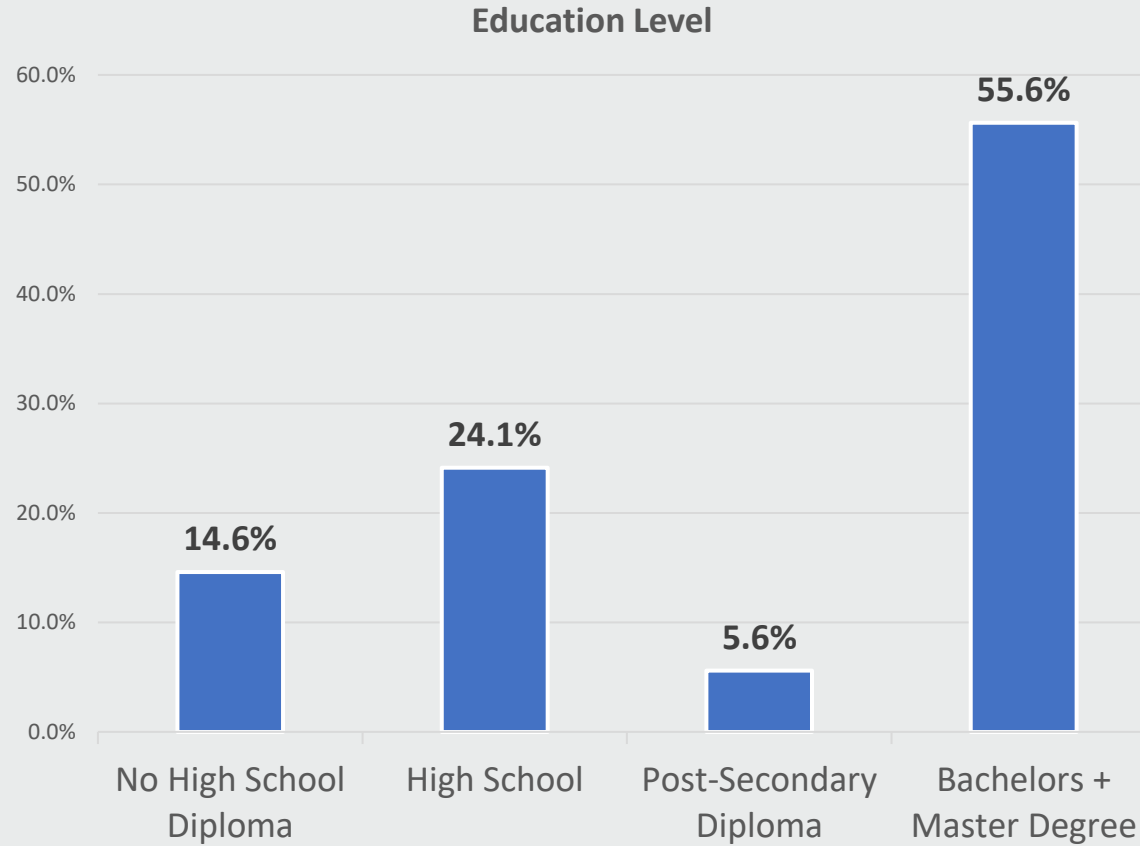


Male compared with Female Clients

Employment/Demographic marker

Education	Males are more likely than females to have completed post-secondary education (65% vs 56%)
English Language Proficiency	Males are more likely than females to have an advanced level of English language proficiency (57% vs 40%)
Age	Males are more likely than females to be 31 years of age or older (59% vs 41%)
Employment	Males are more likely than females to have secured employment (17% vs 10%) however their employment is less likely to be meaningful (40% vs 49%).

Education

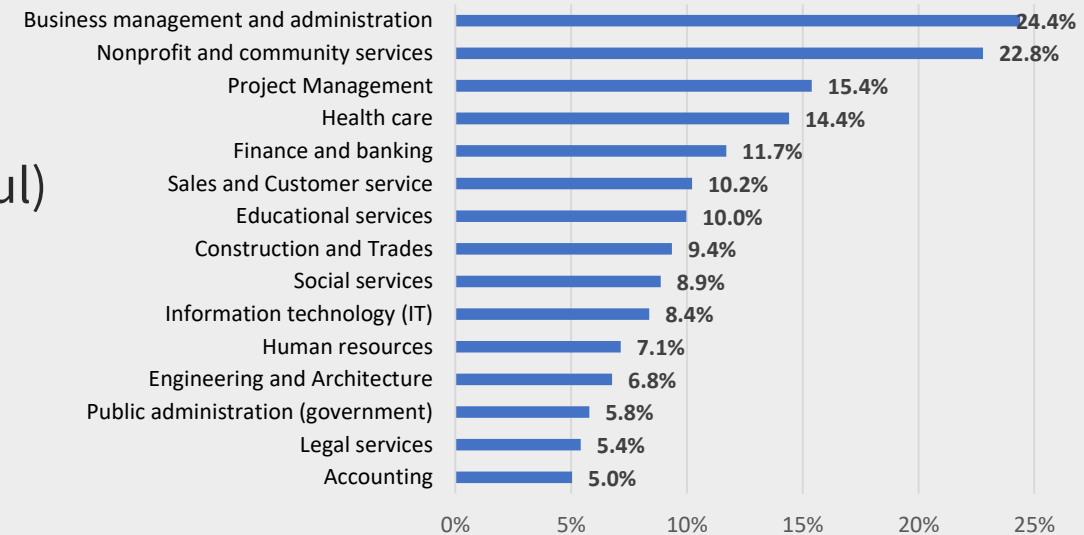


Post-Secondary Educated Clients' Profile

61% of clients have a post-secondary education(post-secondary diploma or greater) (N*=842). Of these post-secondary educated clients:

- 27% have post-graduate degrees (Masters, Doctorate)
- 66% have an advanced level of English language proficiency.
- 60% are 31 years of age or older
- 61% are male while 38% are female
- 19% have secured employment (44% of this is meaningful)

Top Industries Desired

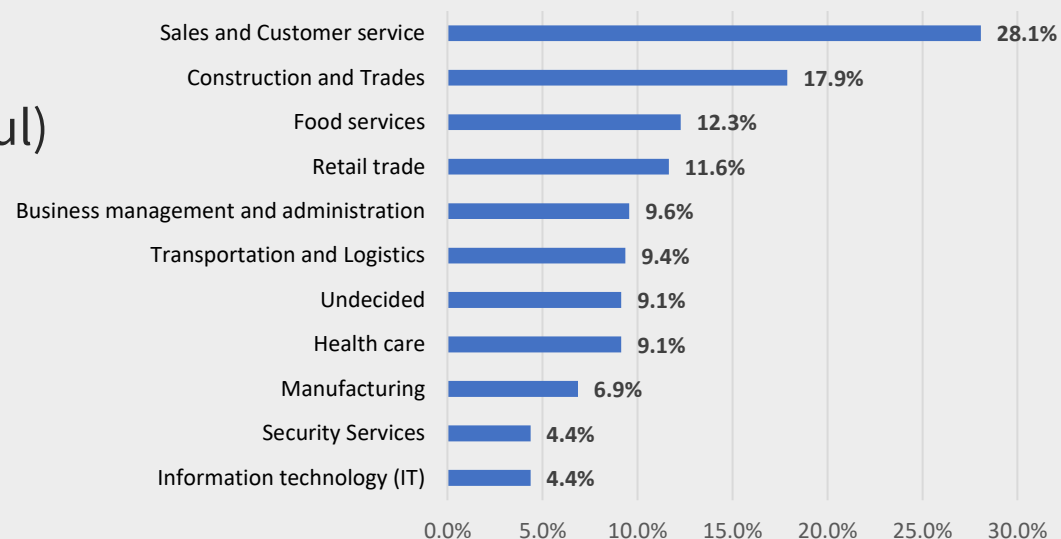


Non-Post-secondary Educated Clients' Profile

39% of clients have a non-post-secondary education (none to high school diploma) (N*=533). Of these clients:

- 63% have high school diplomas
- 26% have an advanced level of English language proficiency.
- 38% are 31 years of age or older
- 52% are male while 48% are female
- 6% have secured employment (41% of this is meaningful)

Top Industries Desired



Post-secondary compared to non-post-secondary educated Clients

Employment/Demographic marker

English Language Proficiency

Post-secondary educated clients are more likely to have an advanced level of English language proficiency (66% vs 26%)

Age

Post-secondary educated clients are more likely to be 31 years of age or older (60% vs 38%)

Gender

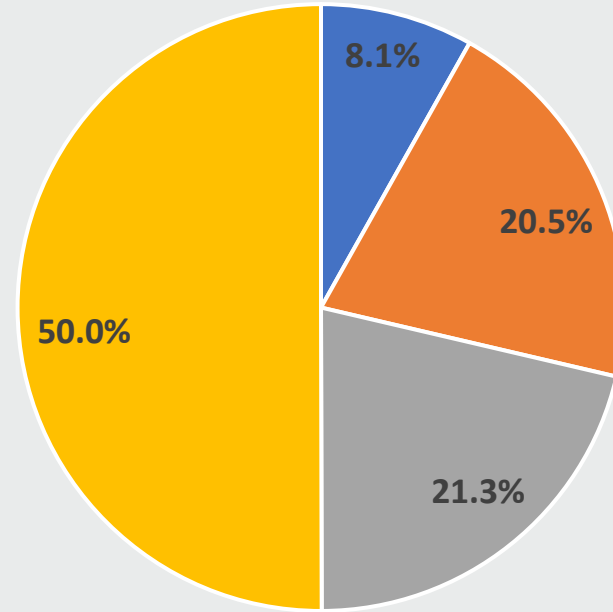
Post-secondary educated clients are more likely to be males than females (61% vs 39%)
Non-post-secondary educated clients are equally likely to be males than females (52% vs 48%)

Employment

Post-secondary educated clients are much more likely to have secured employment (19% vs 6%) of which 44% vs 41% is meaningful.

Language Proficiency

English Language Proficiency



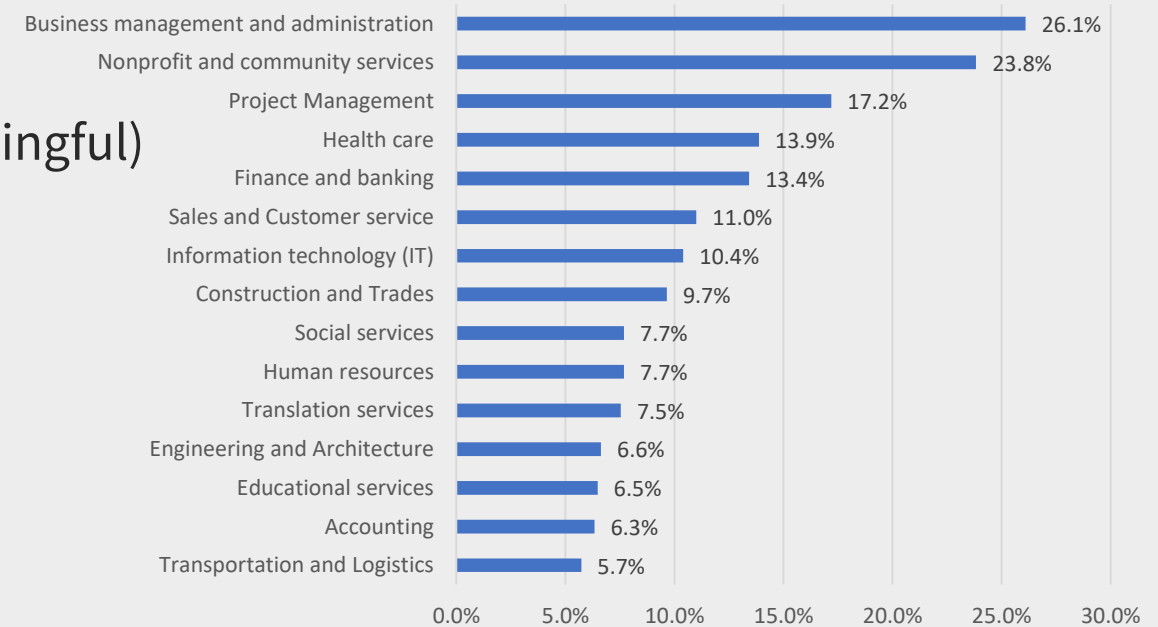
■ None ■ Basic ■ Intermediate ■ Advanced

Advanced English Language Proficiency Clients' Profile

50% of clients have an advanced level of English language proficiency (N*=688). Of these clients:

- 80% have post-secondary education (post-secondary diploma, bachelors, masters, PhD degrees)
- 55% are 31 years of age or older
- 66% are male while 34% are female
- 84% wanted employment/support within 2 months
- 23% have secured employment (42% of this is meaningful)

Top Industries Desired

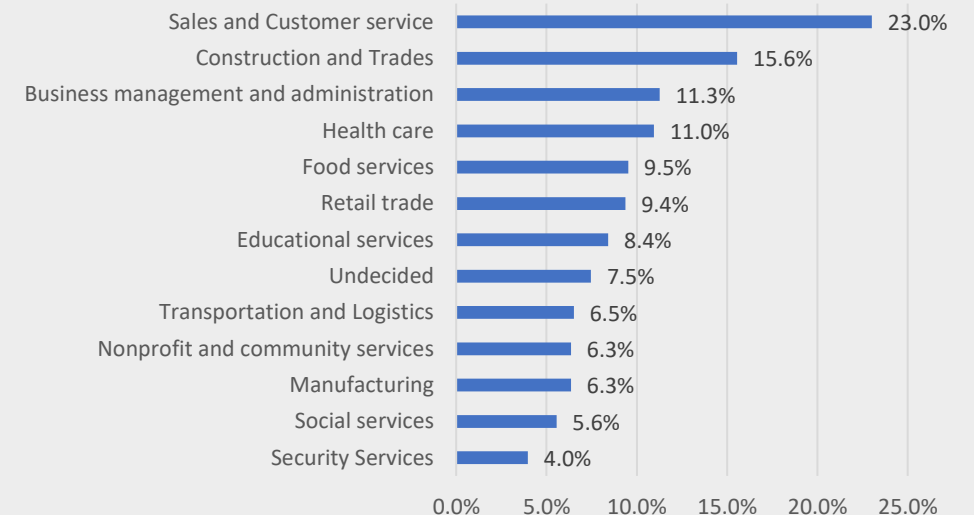


Lower English Language Proficiency Clients' Profile

50% of clients have lower English language proficiency (none to intermediary) (N*=687). Of these clients:

- 42% have post-secondary education (post-secondary diploma, bachelors, masters, PhD degrees)
- 48% are 31 years of age or older
- 49% are male while 51% are female
- 5% have secured employment (28% of this is meaningful)

Top Industries Desired

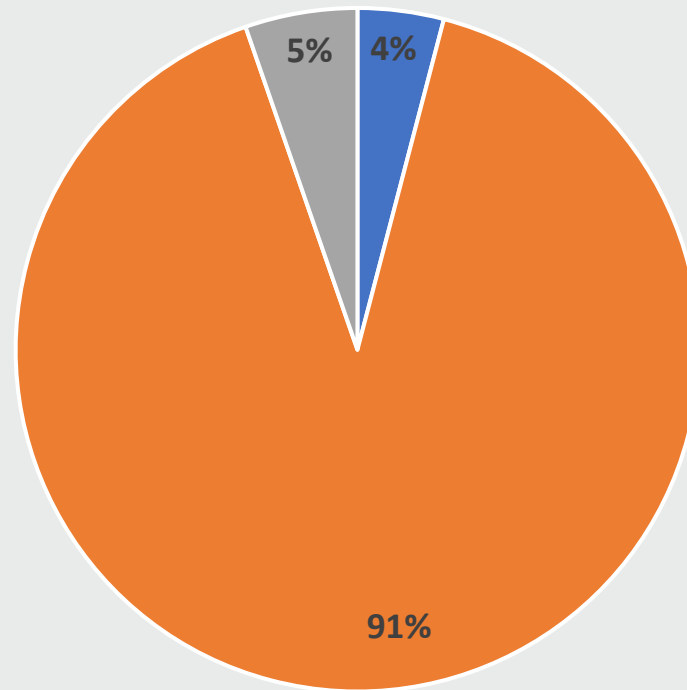


Advanced compared lower English Language Proficiency Clients

Employment/Demographic marker	
Education	Advanced English language proficiency clients are more likely to have a post-secondary education(80% vs 42%)
Age	Advanced English language proficiency clients are more likely to be 31 years of age or older (55% vs 48%)
Gender	Advanced English language proficiency clients are more likely to be males than females (66% vs 34%) Lower English language proficiency clients are equally likely to be males and females (49% vs 51%)
Employment	Advanced English language proficiency clients are much more likely to have secured employment (23% vs 5%) of which 42% vs 28% is meaningful.

Client Employment Status – At time of intake

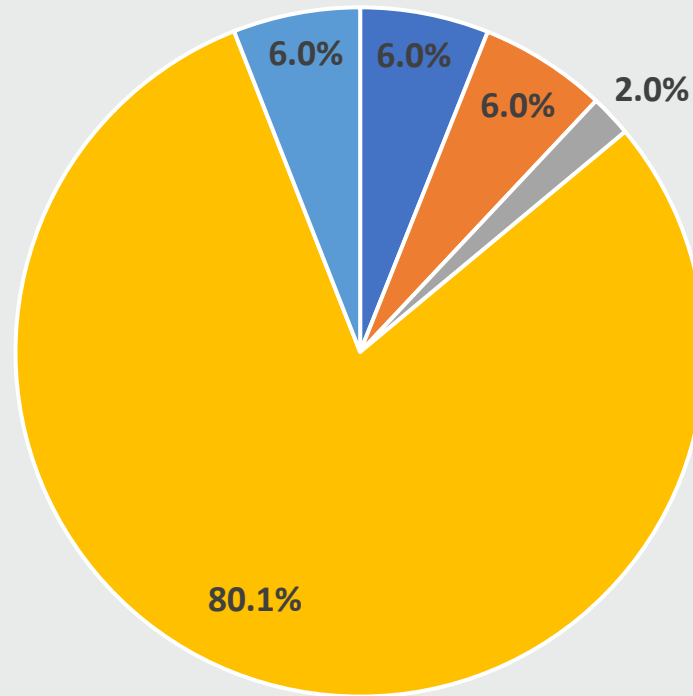
Employment Status (at Intake)



■ Not actively seeking employment ■ Unemployed ■ Underemployed

Current Client Employment Status

Current employment status

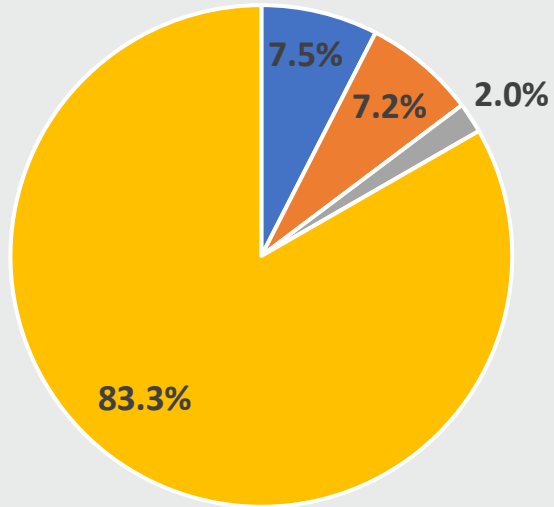


■ Meaningfully Employed ■ Underemployed ■ Survival job ■ Unemployed ■ Not actively seeking employment

Client Employment Status – Time in Canada

94% of clients are seeking employment (N*=1,293). Of these clients:

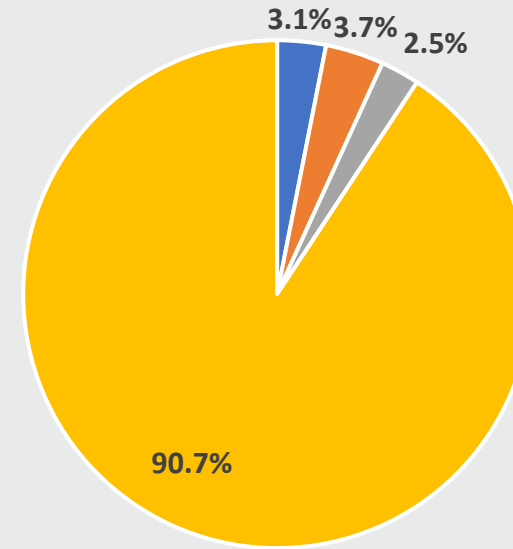
Current employment status,
Residing in Canada longer than 6 months



■ Meaningfully Employed ■ Underemployed
■ Survival job ■ Unemployed

16.7% of clients secured employment

Current employment status,
Residing in Canada 6 months or less

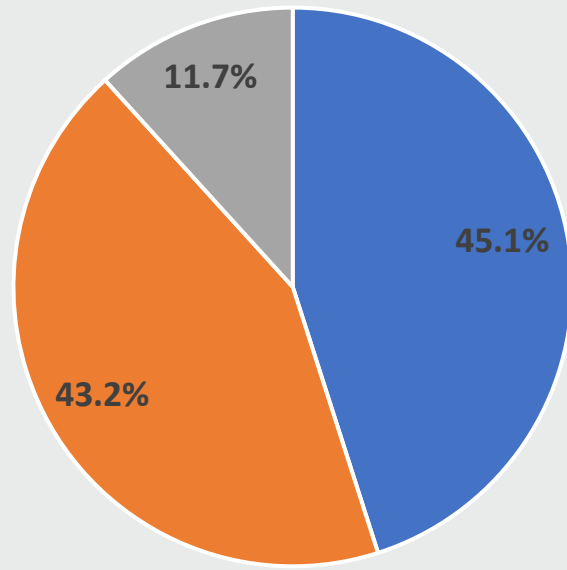


■ Meaningfully Employed ■ Underemployed ■ Survival job ■ Unemployed

9.3% of clients secured employment

Client Employment Status – Time in Canada

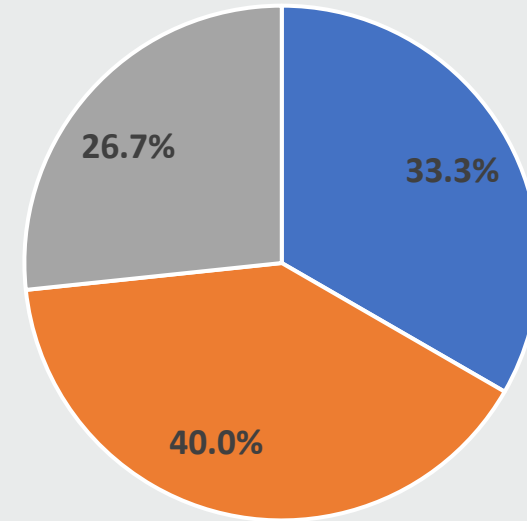
Current employment status,
Residing in Canada longer than 6 months



■ Meaningfully Employed ■ Underemployed ■ Survival job

162 clients secured employment,
45 % of which is meaningful

Current employment status,
Residing in Canada 6 months or less



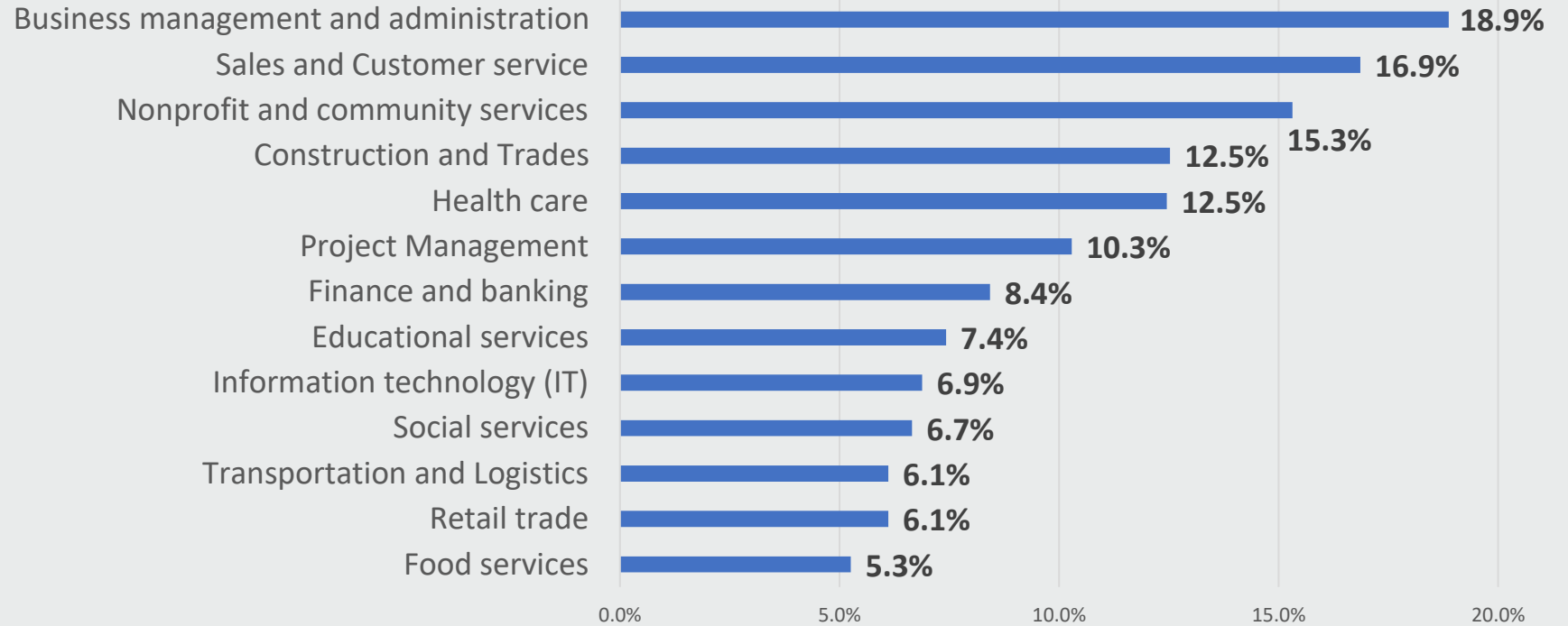
■ Meaningfully Employed ■ Underemployed ■ Survival job

30 clients secured employment,
33 % of which is meaningful

Industries/Professions Desired

Industry (Desired in Canada)	Count
Business management and administration	244
Sales and Customer service	218
Nonprofit and community services	198
Construction and Trades	162
Health care	161
Project Management	133
Finance and banking	109
Educational services	96
Information technology (IT)	89
Social services	86
Retail trade	79
Transportation and Logistics	79
Food services	68
Engineering and Architecture	64
Human resources	60
Undecided	55
Public administration (government)	52
Translation services	52
Accounting	49
Legal services	46
Manufacturing	46
Security Services	46
Journalism and news media	45
Marketing and Communications	41
Design services	33
Travel and Accommodations	23
Arts, entertainment and recreation	22
Utilities	16
Scientific and Technical services	14
General	11
None	10
Telecommunications	9
Agriculture	8
Real estate	8
Mining, quarrying, oil and gas	6
Advertising and Public Relations	5
Wholesale trade	5
Environmental services	4
Waste management	3
Insurance	2
Total	2457

Top Desired Industries (% of N*)

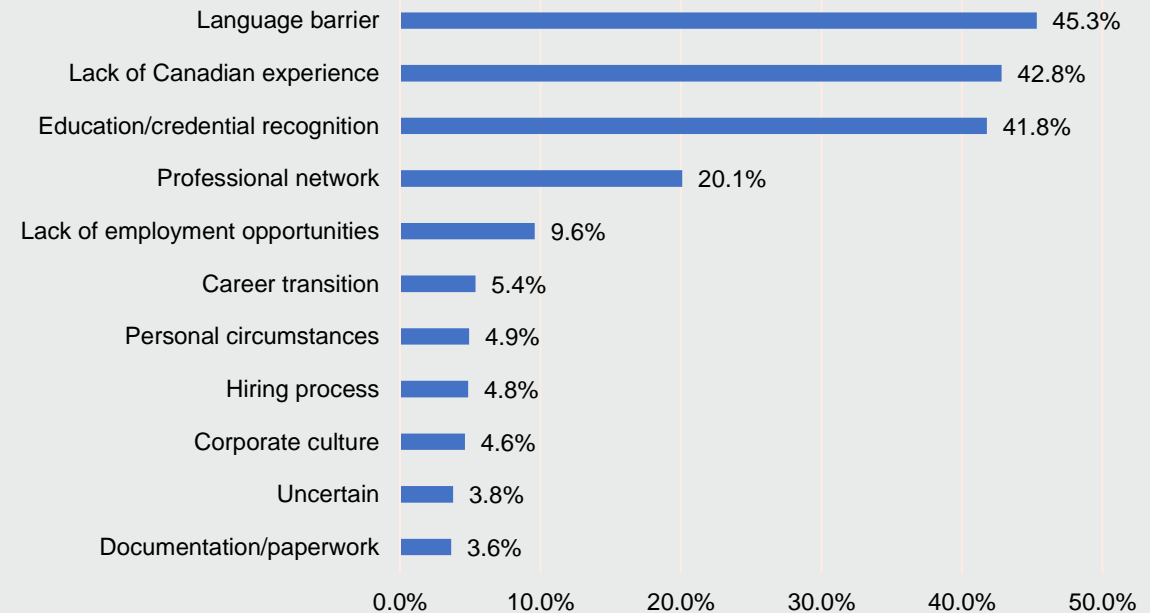


- N* = 1,293 , as it excludes clients not actively seeking employment
- Multiple responses per client exist, with clients intersecting anywhere between 1-5 industries/professions each.

Perceived Employment Barriers

Language barrier	600
Lack of Canadian experience	567
Education/credential recognition	553
Professional network	266
Lack of employment opportunities	127
Career transition	71
Personal circumstances	65
Hiring process	64
Corporate culture	61
Uncertain	50
Documentation/paperwork	48
Interview skills	29
Lack time due to survival income	11
Discrimination/bias	4
Mental health/motivation	4
Refugee claimant status	3
Total Responses	1324

Perceived Employment Barriers (% of N*)



- 96.3% of clients responded to their perceived employment barriers (N* = 1,324)
- Multiple responses per client exist, with clients intersecting anywhere between 1-4 barriers each.
- Note these are client perceived barriers. They can help to inform and influence actual barriers.

Summary of Key Findings on our Afghan clients

- Highly motivated population with 94% who are actively seeking employment and/or employment-related supports
- Evenly split between youth and adults
- Highly educated population with 61% of clients having a post-secondary education.
- Adults (over 30 years of age) are much more likely to be male than female (66% vs 34%)
- Males are more likely to have advanced level of English language proficiency than females (57% vs 40%)
- 66% of Post-Secondary Educated Clients have an advanced language proficiency, leaving a huge gap of an educated population that needs stronger language skills to become employment ready. The gap is significantly greater with less educated clients having only a 26% advanced level of English language proficiency.
- Language barriers, lack of Canadian experience, and recognition of professional expertise cited as perceived employment barriers by nearly half of respondents.
- Business management and administration, Sales and Customer service, Nonprofit and community services, Construction and Trades, and health care are the most desired industries but vary greatly depending on the demographic indicators. Efforts targeting sector specific employers and job seekers should consider demographics.

Summary of Key Findings on our Afghan clients

- Age had no noticeable impact on securing employment
- Males are more likely to have secured employment than females (17% vs 10%)
- Advanced education is a strong indicator of employment with of Post-Secondary Educated Clients having 19% employment vs 6% for less educated clients.
- Advanced English Language Proficiency is a strong indicator of employment with Advanced English Language Proficiency clients having 23% employment vs 5% for less language proficient clients.
- Length of time in Canada a strong indicator of employment with clients Residing in Canada longer than 6 months having 17% employment vs 9% for clients here 6 months or less.
- Survival jobs are more likely during the first 6 months of arrival (27% vs 12%)

For report inquires, please contact

Malaz Sebai, MBA

Director, Operations

Jumpstart Refugee Talent

P: (888) 997-3384 x 701

malaz.sebai@jumpstartrefugee.ca

www.jumpstartrefugee.ca