

Optimizing Economic Integration: Unveiling the Impact of Income Potential on Canadian Immigrants

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Abstract

The success of immigrants in integrating into the workforce is crucial for Canada's robust and diverse economy. This study undertakes a comprehensive examination of the determinants of economic integration among immigrants in Canada, with a specific emphasis on their earning potential. Recognizing the significance of immigrant integration for a thriving and diverse Canadian economy, this research endeavors to investigate the relationships between various socio-demographic, linguistic, and educational factors and the economic success of immigrants. Through a systematic review of 84 pertinent studies published between 2000 and 2022, this paper identifies three distinct categories of immigrants, which serve as the focal points of analysis: (1) permanent immigrants or landed immigrants, (2) temporary/non-permanent residents holding study permits, and (3) temporary/non-permanent residents holding work permits. By employing cluster analysis, this research aims to provide a nuanced understanding of the complex interplay between these factors and the economic outcomes of immigrants in Canada. This study contributes to the literature by offering a multidimensional framework for understanding the mechanisms that influence the economic integration of immigrants in Canada. The findings of this study are expected to provide valuable insights for policymakers, educators, and researchers, shedding light on the critical factors that facilitate or hinder the economic integration of immigrants in Canada, and ultimately informing strategies to promote their successful economic integration.

Keywords: economic integration, income potential, landed immigrants, temporary residents, socio-demographic factors, linguistic factors, educational factors

1. Introduction

The successful integration of immigrants into the Canadian economy is vital for fostering a thriving and diverse economy. As Canada continues to face challenges related to an aging population and labor market shortages, the effective integration of immigrants is not only a moral imperative but also an economic necessity (Frank et al., 2013). By leveraging the skills, qualifications, and experiences of immigrants, Canada can tap into a vast pool of human capital that can drive innovation, entrepreneurship, and economic growth. The key to unlocking this potential lies in creating targeted support programs and policies that facilitate the transition of immigrants into the Canadian workforce and address the barriers that hinder their ability to reach their full economic potential (Chen et al., 2010). For instance, programs that provide language training, credential recognition, mentorship opportunities, and job placement services can help immigrants overcome common obstacles and quickly settle into their new careers. Additionally, they can increase access to networking events, vocational training, and financial resources, thereby empowering immigrants to start their own businesses and innovate that can help drive Canada's economic growth and competitiveness in the global market (Ley, 2005).

Research has shown that income potential plays a critical role in determining the economic integration outcomes of immigrants (Wiers & Chabaud, 2022). Immigrants who secure well-paying jobs that match their skills and qualifications are more likely to achieve economic self-sufficiency, integrate into their communities, and contribute to the broader economy (McLarnon et al., 2023). Conversely, immigrants who face barriers to accessing good-paying jobs may experience poverty, and social exclusion, which can limit their ability to fully integrate into

Canadian society (Kim, 2022). Furthermore, the income potential of immigrants is closely tied to their overall socio-economic well-being and their ability to achieve long-term economic prosperity (Wilczewska, 2023). Studies have consistently shown that immigrants who earn higher incomes tend to have better overall economic outcomes, including higher levels of economic mobility, lower levels of poverty, and increased access to better healthcare, education, and housing, which can have a positive impact on their overall quality of life and contribute to a more equitable society (Picot, 2014). A key strategy for promoting economic integration and income potential among immigrants is highly dependent on the development and implementation of effective policies and programs that address the unique needs and challenges of immigrant populations. This can be achieved through initiatives such as language training programs, job placement services, and education and skills development programs that are tailored to help immigrants overcome the specific barriers they face in the Canadian labor market and to acquire the skills and qualifications needed to secure well-paying jobs that enable them to realize their full earnings potential and contribute to Canada's economic growth and prosperity. One of the most critical aspects of this process is understanding the complex relationship between income potential and economic integration, particularly in the context of Canada's increasingly diverse immigrant population (Yu, 2022).

Research has consistently demonstrated the significant impact of income potential on the economic integration of immigrants (Rabiah-Mohammed et al., 2022). The current Canadian immigration landscape presents a unique opportunity to examine this relationship further. As various immigration pathways offer distinct labor market experiences, it is crucial to understand the specific integration challenges and opportunities faced by different immigrant groups. In order to develop targeted interventions and support systems, policymakers and practitioners must consider factors such as the country of origin, education level, job experience, language proficiency, and cultural background to create more tailored programs and services that effectively address the diverse needs and concerns of immigrants and facilitate their transition into the Canadian labor market. By taking a more nuanced approach to economic integration, policymakers can help ensure that immigrant workers contribute meaningfully to the Canadian economy and achieve their full potential, ultimately enhancing the overall quality of life for themselves and their families and integrating into Canadian society, thereby contributing to the country's overall social fabric and economic prosperity (Lai et al., 2017). To further explore this relationship, it is essential to investigate the ways in which income potential affects the economic integration of Canadian immigrants, examining the various factors that influence their earning potential, including the impact of labor market conditions, discrimination, and social networks on their economic outcomes (Kaushik & Drolet, 2018). Moreover, the research should also investigate how these factors intersect with the economic objectives and settlement intentions of immigrants to determine the actual outcome of their economic integration and ultimately foster a more inclusive and equitable society.

This scoping literature review focuses on income potential of immigrants, which will help enhance understanding of the multifaceted settlement trajectories in both permanent and temporary gateways and a range of issues related to immigrants' economic integration processes. Further examination of these processes can provide valuable insights into the factors that influence the economic outcomes of immigrants in both permanent and temporary gateways through a nuanced analysis of the interplay between income potential, socio-cultural context, and economic integration policies. By investigating these dynamics, within these immigration frameworks and among diverse ethnic, racial, and cultural groups, it is possible to develop more effective policies and interventions that enhance the economic integration of Canadian immigrants and foster greater economic growth and social cohesion.

This scoping review aims to examine the empirical evidence and theoretical frameworks that link income potential to economic integration outcomes among Canadian immigrants. To do this, the scoping review will employ a comprehensive search strategy that incorporates multiple academic databases and grey literature sources to capture the scope of existing research on the economic integration of Canadian immigrants, including income potential as a determinant of successful integration. By examining the relationship between income potential and economic integration outcomes, this scoping review can shed light on how Canadian immigrants' income potential affects their ability to access better-paying jobs, and advance in their careers, ultimately contributing to their overall socio-economic mobility and well-being in Canada. Moreover, the review's findings would aim to inform policymakers, researchers, and other stakeholders about the complexities surrounding income potential and economic integration, as well as potential solutions that can be tailored to meet the diverse needs of Canadian immigrant populations, and to ultimately enhance their economic integration and overall well-being in Canada.

Specifically, this study seeks to investigate the relationship between income potential and the economic integration of Canadian immigrants. To accomplish this objective, three key research questions are identified that will guide the review and analysis of literature. These questions include:

- 1) What is the current understanding of the relationship between income potential and economic integration among

Canadian immigrants?

2) How do local initiatives and programs impact the income potential of Canadian immigrants?

3) What are the long-term implications of income potential on the economic integration of Canadian immigrants?

The following sections will first introduce the theoretical perspectives, followed by scoping review methodology and an analysis of: (1) current understanding of the relationship between income potential and economic integration among Canadian immigrants; (2) local initiatives and programs that impact the income potential of Canadian immigrants; and (3) long-term implications of income potential on the economic integration of Canadian immigrants. The review will conclude with research gaps and future directions.

2. Theoretical Perspective

2.1 Critical Race Theory and Economic Integration of Immigrants

Critical Race Theory (CRT) is an academic framework that examines the relationship between race, law, and power (Crenshaw et al., 1996). This theory emerged in the 1970s and has since been applied to various fields, including sociology, education, and economics. The theory posits that racism is not just a product of individual prejudices, but rather a systemic and structural issue that is deeply ingrained in our institutions and social norms. It challenges the traditional views of equality and justice by pointing out that the existing power structures, laws, and institutions often perpetuate racial disparities and historically entrenched inequalities, thereby hindering the economic integration of immigrants and other marginalized groups (Aguilar, 2019).

One of the primary concerns of CRT is to understand how these power structures and institutions operate to maintain racial inequality and to identify ways to dismantle them (Disney et al., 2022). In the context of immigrant economic integration, CRT sheds light on how racial inequalities are perpetuated through various mechanisms, such as discriminatory hiring practices and wage disparities, eventually contributing to the economic precariousness and social exclusion of immigrant communities (Romero, 2008). For instance, CRT highlights that the presence of structural barriers, such as limited access to education and job training opportunities, perpetuate inequalities in the labor market, making it even more challenging for immigrants to access better-paying jobs, career advancement opportunities, and social services, ultimately reinforcing the cycle of poverty (Burton et al., 2010). This cycle of poverty not only affects the economic prospects of individual immigrants but also has broader implications for their overall well-being, including their physical health, mental well-being, and social relationships, creating a complex web of challenges that hinder their ability to fully integrate into the host country. Furthermore, CRT emphasizes the need to address these systemic inequalities through policy reforms and social activism, arguing that a more equitable society can only be achieved by recognizing the historic and ongoing impacts of racism on the economic integration of immigrants (Hughes et al., 2013). By working to dismantle these structures of oppression, a collective effort is required where every individual, regardless of their racial or ethnic background, has equal access to opportunities for economic mobility.

The intersection of CRT and economic integration of immigrants highlights the crucial need for an interdisciplinary approach that acknowledges the complex interplay between structural racism, economic policies, and institutional inequalities (Daftary, 2018). This can help to develop effective strategies that can address the interconnected issues of racial disparities, and promote inclusive economic growth, social justice, and human rights. This intersection requires a critical examination of how economic policies, such as trade agreements, labor laws, and social welfare programs impact the economic integration of immigrants, particularly those from racialized communities, and how the unintended consequences of these policies can exacerbate existing inequalities (Daftary, 2018). To mitigate these effects, it is essential to incorporate the principles of CRT into the policy-making process, ensuring that economic policies are designed and implemented with a deep understanding of how they will impact the lives of immigrant communities, and that policy interventions prioritize the needs of the most vulnerable and marginalized groups (Nalubega-Booker & Willis, 2020). Subsequently, this can promote greater social cohesion, ultimately leading to a more harmonious and prosperous society and fostering a more inclusive and equitable society where diversity is valued.

2.2 Impact of Systemic Racism on Immigrant Economic Opportunities

The cumulative effects of systemic racism can significantly impede immigrant economic integration, as discriminatory practices permeate various aspects of life, including education, and labor market participation, and influence socioeconomic status (Hoch, 1993). The intersectionality of racism and immigration status creates a particularly challenging context for racialized immigrants who must navigate complex structures of power and privilege to access resources, opportunities, and social services. The racialized impact of systemic racism on immigrant economic opportunities is profound, resulting in limited job prospects, lower wages, and restricted

access to education and training opportunities that, if left unaddressed, can exacerbate existing social and economic inequalities (Johnson et al., 2021). It is imperative that policymakers and researchers acknowledge the role of CRT in understanding the complex dynamics of systemic racism and its far-reaching consequences for immigrant economic integration.

By centering the perspectives and experiences of racialized immigrants in the policy-making process, policymakers can develop targeted interventions aimed at dismantling structural barriers to economic mobility, promoting greater equality of opportunity, and fostering inclusivity in education and labor market institutions (Fan, 1997). This requires a multifaceted approach that addresses the root causes of systemic racism, including the embedded biases in institutions, policies, and societal norms that perpetuate inequality and limit economic opportunities. The adoption of such an approach would necessitate a fundamental shift in how policymakers and institutions understand and address the complex relationships between immigration, racism and economic outcomes, ultimately recognizing that the economic integration of racialized immigrants is inextricably linked to broader efforts to combat systemic racism (Sanchez & Romero, 2010). Hence, it is essential to implement evidence-based policies and interventions that target the specific needs of racialized immigrant communities, including providing language training programs and job placements that cater to their unique skills and backgrounds and creating safe spaces for dialogue and community engagement. Moreover, policymakers should prioritize data collection and research that highlights the experiences of racialized immigrants, facilitating a more nuanced understanding of the complex barriers to economic integration and identifying evidence-based solutions to address these systemic bias and institutionalized racism that often compromise the ability of immigrants to fully integrate into the economy and reach their full economic potential.

By considering these multifaceted challenges, policymakers and immigrant advocates must work together to develop targeted, culturally responsive solutions. These solutions must be grounded in an intersectional understanding of racism, acknowledging the ways in which it intersects with other forms of oppression, including sexism and classism, to create inclusive policies and programs that account for the complex identities. By doing so, policymakers and stakeholders can ensure that the economic integration of racialized immigrants is not only facilitated but also sustained over time through ongoing evaluation, refinement, and expansion of initiatives that promote equity, justice, and full participation in the economy. Achieving this requires a fundamental shift in how economic integration is framed, one that prioritizes the needs and experiences of racialized immigrants and seeks to center their voices, perspectives, and concerns in the policy-making process.

3. Materials and Methods

This section outlines the research design, data collection strategies, and analytical techniques employed to investigate the relationship between income potential and economic integration among Canadian immigrants, including an examination of the methods used to collect and analyze data on income potential, economic integration outcomes, and other relevant variables such as education level, language proficiency, occupation, and the presence of social networks.

This paper followed the five-step process articulated by Arksey and O'Malley (2005), including 1) identification of the research question, which was guided by the objectives of the study and a thorough review of existing literature on the topic. This step was instrumental in shaping the scope and direction of the study, ensuring that the research addressed a significant knowledge gap in the existing literature, 2) scale identification with the help of item generation, refining the content and analysis of the preliminary data; and preliminary results, which were then subjected to a rigorous validation process to ensure their accuracy and relevance to the study's objectives, 3) identifying relevant papers which match the inclusion-exclusion criteria and subsequently conducting a systematic review of the selected literature to extract relevant data and insights. This step involved a comprehensive analysis of the data to identify key themes and concepts, and to examine the existing body of knowledge on the relationship between income potential and economic integration, 4) data extraction including the descriptive summary of the results, and 5) data charting and the collation of the findings, which involved organizing and presenting the data in a clear, and concise manner that facilitates easy interpretation and understanding of the results.

First, the following question was identified to guide the search strategies: What are the key factors that contribute to the economic integration of permanent and temporary immigrants in Canada? This inquiry served as a crucial foundation for the subsequent stages of the research, as it prompted an in-depth examination of the complex dynamics underlying the economic integration process of immigrants in Canada, particularly in relation to their income potential. The findings from this examination suggest that a nuanced understanding of the interplay between income potential and economic integration is necessary to develop effective policies and interventions that facilitate the successful integration of immigrants into the Canadian labor market, ultimately leading to

improved socio-economic outcomes and enhanced overall well-being. To this end, a deeper analysis of the empirical data collected through the systematic review process was conducted to tease out the complex relationships between various factors influencing income and economic integration, including but not limited to, educational attainment, work experience, language proficiency, and social networks.

Second, a thorough search of online resource was conducted through electronic databases, reference lists, and key journals. The search yielded a total of 423 relevant articles, reports, and studies published between 2000 and 2022, which were considered for inclusion in this review, following a rigorous assessment of the methodological quality and thematic relevance of each source.

Third, the relevance criteria were defined based on key elements identified during the initial literature review, such as immigrants' income potential, their socio-demographic characteristics, Canadian labour market outcomes, and economic integration indicators. Each journal article was assessed against these criteria, and articles that met the criteria were further reviewed for their methodology and findings. Articles that did not meet the inclusion criteria or fell under exclusion criteria were eliminated from the study. The database was screened to eliminate duplicate entries and remove any studies that did not meet the established criteria, resulting in a final sample of 84 studies that provided a comprehensive representation of the current knowledge on the relationship between income potential and economic integration of Canadian immigrants.

Fourth, the selected 84 studies were then subject to a systematic coding and analysis process, whereby key variables such as occupation, industry, location, and demographic factors were examined to identify patterns and trends in income potential and economic integration. Specifically, the analysis explored how different combinations of variables influenced income potential and economic integration outcomes among Canadian immigrants.

Fifth, the data was synthesized, and meaningful inferences were drawn from the existing literature on the relationship between the income potential of Canadian immigrants and their economic integration. The descriptive summary table facilitated the identification of key themes, patterns, and knowledge gaps in the current research. Once the information was extracted from the articles, a synthesis of the information was conducted, and significant themes/clusters related to the research questions and gaps in the literature were identified.

4. Findings

4.1 Characteristics of Included Studies

The initial search of titles, abstracts, and author's keywords resulted in a collection of 423 articles from databases. After removing duplicates, the titles and abstracts of the remaining 191 records were reviewed and excluded 232 articles according to inclusion and exclusion criteria. 132 articles were selected, and their texts were reviewed in full. Subsequently, 48 articles were excluded. Finally, 84 articles were selected to be analyzed in this study.

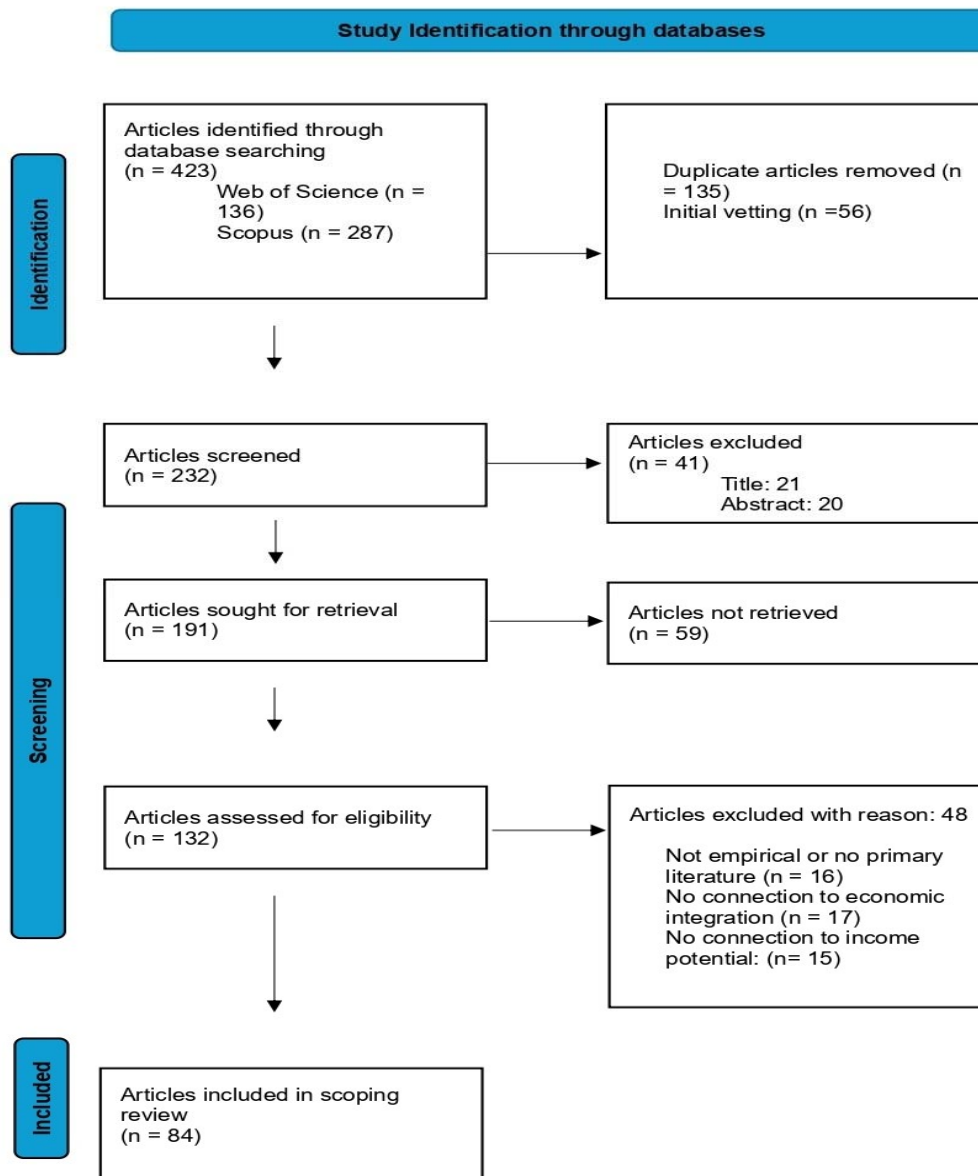


Figure 1. Flowchart of record identification and study selection

The collected data underwent comprehensive analysis using NVivo 12 to extract key themes. The hierarchical structure was vital in organizing these themes based on relationships between the various data entries and their relevance to our research questions. Among the total (84) articles, 42 (50%) applied quantitative methods using questionnaires or surveys (5/6) and secondary data collected through a previous study (1/6). 31 articles applied qualitative study methods, using interviews, focus group interviews, and observations. 11 studies employed a mixed method of sensor monitoring data and individual interviews.

Table 1 outlines the classification of the papers incorporated in the review using NVivo 12 and the results yielded three major themes, including permanent immigrants or landed immigrants, Temporary/Non-Permanent Resident – Study permit holders, and Temporary/Non-Permanent Resident – Work permit holders. These themes are vital in ascertaining the income potential of Canadian immigrants and its corresponding impact on their economic integration. A comprehensive evaluation of these themes indicates that the interplay between these factors significantly influences the economic integration of Canadian immigrants, with income potential serving as a crucial determinant of their overall integration outcomes in Canadian society.

Table 1. Classification of papers

Dimensions	Description	Sample Studies
Permanent Immigrants or Landed Immigrants	This cluster comprises the group, having been admitted into Canada through various economic or family sponsorship programs.	Atanackovic, 2014; Banerjee et al., 2018; Beine & Coulombe, 2014; Boyd & Tian, 2018; Bucklaschuk, 2011; Chuatico et al., 2023; Coderre & Nakache, 2022; Creese & Wiebe, 2012; Dam et al., 2018; Fleury et al., 2024; Frideres et al., 2008; Gu et al., 2017; Hari & Wang-Dufil, 2023; Japaridze & Kaplan, 2023; Lowe, 2012; Lu, 2020; Molot, 2003; Rahman, 2022; Roberts, 2020; Schultz & Nakache, 2024; Villegas et al., 2020
Temporary/Non-Permanent Resident – Study permit holders	This cluster typically includes international students pursuing higher education in Canadian universities and colleges, who may later transition to permanent residency through various immigration pathways, such as the Post-Graduate Work Permit (PGWP) program.	Banerjee & Lam, 2024; Caldeborg, 2022; Gingrich & Lightman, 2015; Hou & Lu, 2017; Kelley, 2024; Kustec et al., 2007; C. Schultz, 2020; Walton-Roberts, 2011; Wiseman, 2009
Temporary/Non-Permanent Resident – Work permit holders	This cluster is often characterized by people who arrive in the country as temporary foreign workers.	Bujaki et al., 2017; Ci et al., 2018; Hou & Bonikowska, 2018; Lemieux, 2015; Lightman, 2021; Salami et al., 2015; Strauss & McGrath, 2017; Tungohan, 2018; Wahi et al., 2014

4.2 Cluster Analysis

This paper used a cluster analysis technique to identify the resulting matrix of dissimilarities to generate an empirical typology of migration trajectories. Three clusters were detected using research rabbit software, a technique which has proven particularly useful in identifying patterns and configurations of migration experiences; interestingly, these clusters revealed an insightful understanding of the complex dynamics at play in the economic integration of Canadian immigrants, highlighting the critical role of income potential in shaping their labor market outcomes, with a notable emphasis on how varying levels of income potential can lead to disparate economic trajectories, underscoring the need for targeted policy interventions that can help mitigate the adverse effects of low income potential on the economic integration of immigrants. Cluster 1 discusses the income potential of Permanent Immigrants or Landed Immigrants and highlights the significance of pre-landing qualifications, work experience, and language proficiency in determining their economic success in Canada (Atanackovic, 2014; Banerjee et al., 2018; Beine & Coulombe, 2014; Boyd & Tian, 2018; Bucklaschuk, 2011; Chuatico et al., 2023; Coderre & Nakache, 2022; Creese & Wiebe, 2012; Dam et al., 2018, 2018; Fleury et al., 2024; Frideres et al., 2008; Gu et al., 2017; Hari & Wang-Dufil, 2023; Japaridze & Kaplan, 2023; Lowe, 2012; Lu, 2020; Molot, 2003; Rahman, 2022; Roberts, 2020; Schultz & Nakache, 2024; Villegas et al., 2020). Cluster 2 discusses the income potential of temporary residents who have study permit is closely tied to their post-graduation employment opportunities and long-term residency prospects in Canada, thereby underscoring the need for a more cohesive approach to aligning education and employment opportunities with the labor market demands and needs of the Canadian economy (Banerjee & Lam, 2024; Caldeborg, 2022; Gingrich & Lightman, 2015; Hou & Lu, 2017; Kelley, 2024; Kustec et al., 2007; Schultz, 2020; Walton-Roberts, 2011; Wiseman, 2009). Cluster 3 discusses the income potential of temporary foreign workers and draws attention to the striking disparities in income potential between temporary foreign workers and their Canadian-born counterparts, pointing to the need for policymakers to develop and implement more effective strategies for addressing these disparities, such as providing pathways to permanent residency, and improving working conditions (Bujaki et al., 2017; Ci et al., 2018; Hou & Bonikowska, 2018; Lemieux, 2015; Lightman, 2021; Salami et al., 2015; Strauss & McGrath, 2017; Tungohan, 2018; Wahi et al., 2014).

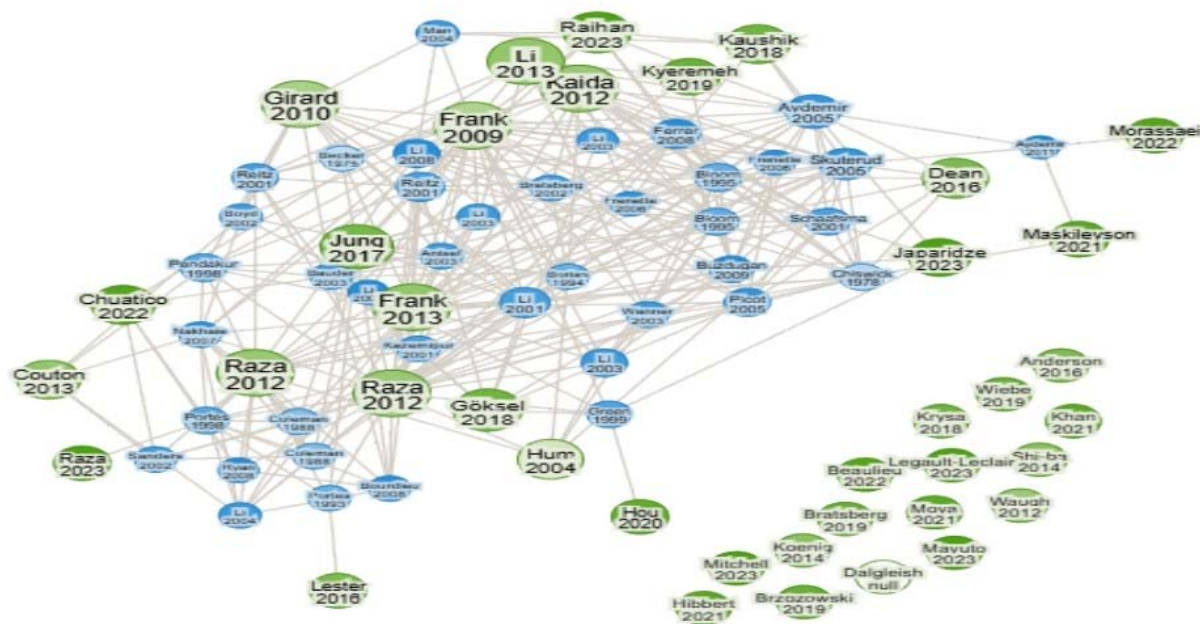


Figure 2. Clustering results

4.2.1 Cluster 1: Permanent Immigrants or Landed Immigrants

This cluster comprises the largest group, having been admitted into Canada through various economic or family sponsorship programs. These immigrants typically arrive with a job offered to them prior to their arrival in Canada or obtain one shortly after, significantly impacting their economic integration into the country. Moreover, they not only possess a unique set of skills that aid in their economic integration but also contribute significantly to the growth of Canada's economy through various industries such as technology, healthcare, and finance, with a notable presence in entrepreneurial endeavors, thereby enriching Canada's business landscape with innovative ideas and promoting economic diversification. They also contribute to Canada's demographic and population growth, addressing labor shortages in key sectors and supporting the social services utilized by Canadians, such as pension plans and public healthcare, thus ensuring a strong foundation for the overall welfare of Canadians (Creese & Wiebe, 2012). As a result, this cluster's economic integration is not only defined by their employment status but also by their contributions to the Canadian society, spanning across multiple levels, from fostering intergenerational connections to playing a pivotal role in bridging the gap between Canada's existing workforce and the evolving demands of the modern economy, thereby cultivating a dynamic and competitive market landscape. This cluster's influence on Canada's economy can be further understood by examining their pre-immigration education and work experience, which play a significant role in determining their job opportunities, professional development, and financial stability upon settling in Canada, contributing to a nuanced understanding of how these factors intersect and influence one another in shaping the economic integration trajectories of Canadian immigrants (Chuatico et al., 2023). Thereby highlighting the necessity of a multifaceted approach that considers the complexities of an immigrant's background, skills, and experiences to inform evidence-based policies and programs can help newcomers fully integrate into the Canadian workforce, achieve their economic potential, and make meaningful contributions to the country's economic growth and social fabric. As the Canadian government continues to emphasize the importance of attracting highly skilled and educated immigrants, it is crucial to consider the impact of income potential in this context, as it not only affects the individual's ability to support themselves and their family but also has broader implications for Canada's economic growth, productivity, and overall competitiveness in the global market (Villegas et al., 2020).

4.2.2 Cluster 2: Temporary/Non-Permanent Resident – Study permit holders

This cluster typically includes international students pursuing higher education in Canadian universities and colleges, who may later transition to permanent residency through various immigration pathways, such as the Post-Graduate Work Permit (PGWP) program. This cluster allows international students with a valid Canadian

education credential to gain experience in their field of study, develop valuable professional networks, and eventually secure employment that is commensurate with their skills, education and experience, thereby increasing their chances of securing better-paying jobs, achieving economic stability, and contributing to the Canadian economy in meaningful ways (Kustec et al., 2007). As international students make the transition to permanent residency and enter the Canadian workforce, it is essential to examine the role of income potential in the process of achieving economic stability and integration into Canadian society. By examining the various pathways through which international students can achieve economic integration, this cluster explores the correlation between income potential, career advancement, and economic integration, shedding light on the challenges faced by international students in the labor market, including limited job opportunities, underemployment, and obstacles to professional certification and licensure, as well as language barriers that affect their income potential and hinder their economic integration into Canadian society (Gingrich & Lightman, 2015). Furthermore, it is essential to consider the policy implications of these factors in ensuring that international students are well-equipped to succeed in the Canadian labor market, and in fostering an immigration environment that maximizes economic opportunities for immigrants, encourages entrepreneurship, and rewards skilled workers with strong labor market outcomes (Banerjee & Lam, 2024). One possible strategy discussed in this cluster for achieving these goals is to reform the Canadian immigration system to prioritize international students who have completed a recognized Canadian program, allowing them to apply for permanent residency and eventually become Canadian citizens, thereby increasing their sense of belonging and loyalty to their adopted country, and investing in their future and fostering a long-term commitment to the Canadian economy (Schultz, 2020). In doing so, it is crucial to recognize the significant contributions international students make to the Canadian economy, enrich the country's cultural diversity, and play a vital role in shaping its future. It is imperative to acknowledge the need for a multifaceted approach that addresses the complex intersection of income potential, economic integration, and multiple stakeholder engagement to create a cohesive and effective strategy that supports the economic integration of Canadian immigrants, particularly those who have potential to achieve higher income levels and fully integrate into the Canadian labor market. To gain a deeper understanding of the factors that influence the economic integration of Canadian immigrants, this cluster delves into the current literature, studies, and data available on this subject. A comprehensive analysis of the current state of research in this area serve as the foundation for identifying the key drivers of economic integration and the strategies that policymakers, stakeholders, and immigrants can utilize to overcome the barriers to economic integration, increase income potential, and improve overall labor market outcomes for new Canadians. The multifaceted approach involves engaging in targeted outreach programs, enhancing language training and career guidance services, and providing access to mentors, professional networks, and job placement services to ensure that immigrants have the necessary tools to gain valuable work experience that ultimately leads to improved economic outcomes and higher income levels (Walton-Roberts, 2011).

4.2.3 Cluster 3: Temporary/Non-Permanent Resident – Work permit holders

This cluster is often characterized by limited to no access to language training and career development resources, lack of a strong professional network and connections, and access to better employment opportunities that align with their skills and experience, making it imperative for policymakers to develop targeted initiatives addressing these gaps to effectively facilitate their economic integration. To tackle these challenges, a thorough examination of the intersections between immigration policies, labor market demands, and the needs of temporary foreign workers is crucial for creating effective solutions that ease their transition into the labor market and ultimately facilitate a smoother and more successful economic integration (Hou & Bonikowska, 2018). In order to create these effective solutions, research questions such as “What are the most effective modes of delivery for language training and career guidance services tailored to temporary foreign workers and how can policymakers create policies that incentivize employers to provide these services, while also ensuring that they are affordable and accessible to temporary foreign workers, and how do these policies impact the economic integration of this demographic, resulting in successful employment opportunities and long-term economic stability?” (Strauss & McGrath, 2017). By focusing on the income potential of temporary foreign workers, policymakers and stakeholders can identify areas for improvement and develop strategies to address the gaps in economic integration, ultimately enhancing the economic outcomes and overall quality of life for Canadian immigrants (Lemieux, 2015). A deeper understanding of the relationship between income potential and economic integration can inform policy that tackles the root causes of economic disparities and enables temporary foreign workers to fully realize their potential, thereby making meaningful contributions to the country's economy by taking on skilled jobs, starting new businesses, innovating and creating new products and services, and participating fully in the economy. This, in turn, can lead to increased economic growth, improved living standards, and a more diverse and inclusive society, which are critical for the country's continued prosperity and competitiveness in the global economy (Ci et al.,

2018). Drawing from effective integration strategies both implemented in other countries and those specific to the Canadian context, policymakers must prioritize initiatives that accelerate language acquisition, provide access to Canadian work experience and skills development, facilitate mentorship and networking opportunities for temporary foreign workers. This may provide a supportive environment that fosters a sense of belonging among temporary foreign workers who are often characterized by limited to no access to language training and career development resources, lack of a strong professional network and connections, and access to better employment opportunities that align with their skills and experience.

5. Discussion and Conclusion

5.1 *Income Potential and Economic Integration Among Canadian Immigrants*

This paper seeks to provide an overview of existing knowledge and literature on the relationship between income potential and the economic integration of Canadian immigrants. By examining the current state of knowledge, this paper identifies gaps in the literature and shed light on areas that require further research. The literature suggests that higher income potential can have a positive impact on the economic integration of Canadian immigrants, as it can lead to better employment opportunities and more stable financial situations (Loxley et al., 2015). Immigrants with higher income potential are often better equipped to navigate the economic landscape, access quality housing and healthcare services, and invest in education and career development, ultimately leading to improved socio-economic status and overall well-being (Wilczewska, 2023). A deeper understanding of the complex dynamics between income potential and economic integration is crucial in developing effective policies and programs that support the economic integration of Canadian immigrants, promote social cohesion, and foster economic growth.

As researchers and policymakers continue to explore the multifaceted relationship between income potential and the economic integration of Canadian immigrants, it is essential to acknowledge the heterogeneity of the immigrant population and the diverse factors influencing economic integration, including factors such as personal characteristics, pre-migration experiences, cultural background, and the context of reception (Japaridze & Kaplan, 2023). This understanding of the intersectionality of these factors can help shape targeted interventions and policies that address the unique needs and challenges of different immigrant groups, ultimately enhancing the effectiveness of settlement services, promoting greater social and economic inclusivity, and contributing to a more prosperous and inclusive Canadian society (Rahman, 2022). Additionally, immigrants can thrive, achieve their full potential, and make meaningful contributions to the country's economic and social fabric. In this context, scoping the role of income potential in the relationship with economic integration of Canadian immigrants becomes a critical aspect of informing effective policies and programs that address the unique economic needs of immigrant groups, while also identifying opportunities to enhance their earning potential and overall economic integration and, in turn, improve their socio-economic status and overall well-being (Frank et al., 2013). This leads to a more inclusive and prosperous society for all while also promoting cross-cultural understanding, social mobility, and a stronger sense of community and belonging among immigrant populations, which can have a significant impact on immigrants' socio-economic outcomes, such as increased employment rates, higher education attainment, and improved access to healthcare.

The realization of a more equitable and just society in which all Canadians, regardless of their immigration status, have access to the resources and opportunities needed to fully participate in economic and social life in Canada, gain a sense of belonging, achieve economic self-sufficiency, and make meaningful and lasting contributions to Canadian society, while also promoting cross-cultural understanding, social mobility, and a stronger sense of community (Chuatico et al., 2023). Therefore, enriching the cultural diversity and economic vitality that underpin the fabric of Canadian society, provide a unique and valuable perspective that fosters cross-cultural dialogue and exchange, ultimately strengthening the bonds of Canadian identity and citizenship, and enabling immigrants to become integral and engaged members of their communities. The immigrant's economic integration should be viewed as a long-term investment in the creation of a more diversified, inclusive, and resilient nation, where the income potential of immigrants is maximized, and their economic integration is nurtured and supported through policies and programs that address the unique needs and barriers faced by immigrant communities (Ansala et al., 2022). Effective policies and programs can help bridge the gap between the income potential of Canadian immigrants and their actual economic outcomes, thereby fostering greater economic mobility and contributing to a more inclusive and equitable society (Jimeno & Social Planning Council of Ottawa, 2009). As Canada continues to face labor market challenges and an aging population, the successful integration of Canadian immigrants is crucial for addressing these challenges and ensuring the long-term sustainability of Canada's economy. By leveraging the skills, education and talent that immigrants bring, Canada can tap into a wealth of human capital, driving innovation, entrepreneurship, and economic growth. Furthermore, it is essential to consider the multifaceted nature of income potential in the context of immigrant economic integration, recognizing that factors

such as educational background, language proficiency, work experience, cultural adaptability, and social connections. These factors play a significant role in shaping an immigrant's pathway to economic integration and must be considered when designing and implementing policies and programs aimed at supporting immigrant economic integration.

5.2 Local Initiatives and Programs

This paper aims to investigate the impact of local initiatives and programs on the income potential of Canadian immigrants. By examining the effectiveness of these initiatives, this paper aims to identify best practices and areas for improvement, which can inform policy decisions and programming. Local initiatives and programs can be tailored to meet the unique needs of immigrant communities, addressing the specific barriers and challenges that prevent them from fully realizing their income potential and successfully integrating into the Canadian economy (Wiseman, 2009). These initiatives can include language training programs, job placement services, mentorship opportunities, professional networking events, and other forms of support that can help facilitate the successful integration of Canadian immigrants into the labor market. One such local initiative that has shown promise is the immigrant entrepreneur program, which provides training and mentorship to immigrant entrepreneurs, helping them to develop the skills, knowledge, and connections necessary to establish and grow successful businesses in Canada (Association for New Canadians Newfoundland and Labrador et al., 2007). This initiative has not only improved the income potential of immigrant entrepreneurs but has also contributed to the development of a thriving and diverse business ecosystem, which is critical for driving innovation, creating jobs, and stimulating economic growth. By supporting immigrant entrepreneurs and fostering a culture of entrepreneurship, the full potential of Canadian immigrants can be unlocked. Subsequently this can drive economic growth, innovation, and job creation, and ultimately contributing to a more diverse, inclusive, and vibrant Canadian economy that benefits all Canadians, regardless of their origin or background. Furthermore, by providing targeted initiatives and resources, tailored to address the specific needs and challenges faced by immigrant communities, policymakers and community leaders can help to mitigate the impact of systemic barriers and institutional biases that may limit the income potential and economic mobility of Canadian immigrants (Battisti, 2016). For instance, policymakers can implement policies and programs that promote diversity, equity, and inclusion in the workforce, such as diversity and inclusion training programs for employers, tax credits for businesses that invest in immigrant talent, and initiatives that provide immigrant workers with access to training, education and certifications that are recognized by Canadian employers, thereby increasing their employability and earning potential.

Additionally, community leaders can establish partnerships with local organizations, educational institutions, and businesses to provide valuable resources, mentorship, and networking opportunities that can help Canadian immigrants overcome the barriers that prevent them from reaching their full income potential and successfully integrating into the Canadian economy (Bratsberg et al., 2014). These may include language barriers, lack of access to professional networks, cultural and social barriers, and unfamiliarity with the Canadian job market and employment standards, which can hinder their ability to find employment that matches their skills, education, and experience, leading to underemployment, reduced earning potential, and lower labor market outcomes compared to their Canadian-born counterparts (Bucklaschuk, 2011). Moreover, these immigrant-led startups and small businesses not only create jobs but also contribute to the country's GDP, stimulate local economic growth while fostering a culture of diversity, creativity, and entrepreneurship that is essential for Canada's long-term economic competitiveness. By addressing the income potential of Canadian immigrants, it is possible to unlock their full potential and create a more inclusive and prosperous society for everyone. For instance, through programs that provide microfinance opportunities, training in financial literacy, and education in entrepreneurship, Canada can empower its immigrant population to become successful entrepreneurs, job creators, and contributing members of the Canadian economy, and by extension, enhance its global competitiveness, economic growth, and position itself as a leader in the global marketplace.

In the hopes of addressing the current income disparities, a pressing need exists to develop and implement evidence-based policies and programs that can effectively bridge the income gap between Canadian immigrants and their Canadian-born peers. This may ensure a more equitable distribution of economic opportunities and reducing the barriers that immigrants face in achieving their full income potential in the Canadian labor market. This can be achieved by providing education and training initiatives that equip immigrants with skills specific to in-demand occupations and such skills as data analysis, information technology, and advanced manufacturing are in high demand and can significantly enhance an immigrant's income potential. Moreover, Canada can also focus on creating partnerships between public and private sectors to provide mentorship opportunities, internships, and job placements that not only prepare immigrants for successful careers but also help them navigate the Canadian job market and make informed decisions about their professional paths. Understanding these factors can help

policymakers create a supportive environment that fosters the economic integration of Canadian immigrants and leverages their skills, education and work experience to fuel their entrepreneurial ambitions, job creation, and innovation, ultimately resulting in higher tax revenues and economic productivity.

5.3 Long-Term Implications

This paper also explores the long-term implications of income potential on the economic integration of Canadian immigrants. By examining the long-term effects of income potential, the dynamics that shape the economic integration experiences of Canadian immigrants can be better understood, and ultimately, inform strategies to support their economic mobility and well-being over time. The long-term implications can significantly impact an immigrant's overall socioeconomic success, influencing their ability to invest in education and job training, accumulate wealth and achieve financial stability, which are crucial factors in their overall economic integration in Canada. The longitudinal effects of income potential can also have a profound impact on immigrants' overall standard of living, social mobility, and opportunities for their children. For instance, higher income potential can improve an immigrant's socioeconomic status by enabling them to secure better jobs, accumulate wealth, and invest in their future. Furthermore, they can also make more informed decisions about education, healthcare, and social participation for themselves and their families.

By fostering a better understanding of these factors, policymakers can develop effective policies that cater to the needs of immigrants, thereby promoting economic growth, social cohesion, and reduce social inequalities. In doing so, policymakers can reinforce Canada's position as a global leader in immigrant integration, leveraging the skills and knowledge that immigrants bring to the country, enabling them to contribute meaningfully to its economic, social, and cultural fabric. A well implemented approach to leveraging income potential can also facilitate the development of innovative solutions to societal challenges, enhance overall economic resilience, and promote a dynamic and inclusive economy that benefits all Canadians, as well as foster a culture of social participation, tolerance, and mutual understanding.

The findings of the scoping review suggest that targeted initiatives focusing on the income potential of Canadian immigrants can be particularly effective in driving successful economic integration, which in turn, can have a positive impact on their overall quality of life, social mobility, and sense of belonging to their new communities (Bucklaschuk, 2011). Long term implications of such effective integration can lead to significant economic and social benefits for Canada as a whole, such as increased labor market efficiency, enhanced productivity, improved public services, and a more competitive business environment (Rai, 2013). Furthermore, the positive impact of enhanced economic integration can also be reflected in the increase of Canadian immigrants' purchasing power, leading to a higher demand for goods and services, which in turn, stimulate economic growth and job creation across various industries, ultimately contributing to a more robust and sustainable economy that benefits both Canadian immigrants and native-born Canadians alike, creating a positive feedback loop that fosters economic growth, social cohesion, and a more inclusive society. This also helps to tailor support programs to immigrants' specific socioeconomic needs and circumstances, ultimately aiming to create a more equitable and resilient economy that values diversity and fosters opportunities for all individuals, regardless of their country of origin, language proficiency, or any other characteristic, and offers them a realistic chance to reach their full potential. The long-term implications can also achieve better social, health, and economic outcomes of immigrants, reducing disparities and promoting a culture of belonging. As Canadian immigrants become a driving force in shaping the Canadian economy, contributing to its growth and prosperity, not only improves their own well-being but also has led to a significant decrease in poverty rates among immigrant populations, as well as increased civic engagement and participation in local community activities.

6. Conclusion and Future Research

Current studies on immigrant economic integration often rely on descriptive analysis, providing an overview of trends and patterns. While these studies are valuable, they often fail to provide deductive evidence that can inform policy decisions. To address this gap, this study provides a systematic and deductive analysis of the relationship between immigrants' income potential and their economic integration. There is a pressing need to investigate the causal pathways underlying this complex relationship and identify key policy interventions that can effectively enhance economic integration through improved income potential, tailored support for vulnerable populations, and evidence-based policies that promote long-term stability and economic growth. This can potentially enable policymakers to make more informed decisions and drive meaningful change in the lives of Canadian immigrants. Effective economic integration is a complex and multifaceted process that involves not only economic self-sufficiency but also social and cultural adaptation. It is crucial, that researchers and policymakers develop a nuanced understanding of the interplay between income potential and economic integration. By doing so, they can

design more effective strategies to support immigrant populations, such as targeted job training programs and education initiatives that address the specific needs and barriers faced by immigrant groups with lower income potential, as well as programs that provide language training, mentorship, and access to professional networks.

Future research should build on this foundation, leveraging advanced statistical methods and a mixed methods approach to further explore the causal mechanisms driving the relationship between immigrants' initial income potential and their long-term economic integration outcomes. Furthermore, future research should also consider incorporating a multidisciplinary approach that combines quantitative and qualitative methods to capture the nuances of the relationship between income potential and economic integration. A mixed-methods approach that combines quantitative analysis of administrative data with in-depth qualitative research can provide a richer understanding of the complex dynamics at play, shedding light on the ways in which income potential can be maximized through evidence-based policy interventions that address the social, cultural, and economic barriers faced by Canadian immigrants. Furthermore, it is essential to move beyond the existing body of research, which has primarily focused on the aggregate effects of immigration on the economy, to examine the specific ways in which income potential influences the economic integration trajectories of diverse immigrant groups, including those from various countries of origin and how these trajectories intersect with other sociodemographic factors, such as education level, language proficiency, and prior work experience.

By providing a nuanced and context-specific understanding of these dynamics, policymakers and practitioners can develop targeted interventions and support systems tailored to the specific needs of diverse immigrant groups, resulting in more effective economic integration outcomes and improved overall well-being for Canadian immigrants. This may inform the development of a comprehensive policy framework that addresses the complex interplay of factors influencing the economic integration of Canadian immigrants. This will ultimately contribute to the development of a more inclusive, equitable, and prosperous Canadian society, where the potential of immigrants is fully realized, and their contributions are valued and recognized. Hence, by allowing immigrants to reach their full potential and make meaningful contributions to the country's social, economic, and cultural landscape can foster a more dynamic and diverse economy that benefits all Canadians, while also promoting a sense of belonging and social cohesion among immigrants.

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