

Analyzing the Impact of Socio-Demographic Factors, Linguistic Factors, and Level of Education on Immigrants' Economic Integration in Canada

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Abstract

This study undertakes a critical examination of the intersectionality of socio-demographic factors, linguistic proficiency, and educational attainment on the economic integration of immigrants in Canada, grounded in the theoretical framework of critical race theory. Through empirical analysis, this research investigates the mediating role of linguistic and educational factors in shaping the employment outcomes of immigrant populations, providing valuable insights for policymakers, researchers, and practitioners seeking to promote more effective integration strategies and address the disparities between immigrant groups and the native-born population. By utilizing data from the Longitudinal Immigration Database (IMDB) and employing a linear regression analysis model, this study examines the complex relationships between socio-demographic factors, linguistic proficiency and the economic integration of immigrants in Canada. The findings of this study highlight the significant impact of linguistic and educational factors on the economic integration of immigrants, underscoring the need for targeted language training programs and policies that cater to the diverse educational needs of immigrant groups, thereby promoting greater economic inclusion and social mobility for all immigrant groups.

Keywords: economic integration, socio-demographic factors, linguistic factors, educational factors

1. Introduction

Economic integration of immigrants is a pressing concern in Canada, with significant implications for both the immigrants themselves and the broader Canadian society (Rai, 2013). The process of immigration has long been recognized as a crucial factor in driving economic growth, and Canada has long been at the forefront of immigration policy, boasting a reputation for promoting diversity and inclusivity among its citizens (Japaridze & Kaplan, 2023). The transition from a predominantly immigrant-receiving country to a highly competitive, technologically driven economy has introduced new challenges for immigrant integration policies (Hou & Bonikowska, 2018; Picot & Hou, 2023). Against this backdrop, a comprehensive understanding of the factors influencing immigrants' economic integration is crucial for the development of effective policies and programs. This understanding is informed by a multidisciplinary approach that incorporates insights from sociology, linguistics, economics, and education, among other fields including cultural and psychological perspectives. By adopting such a holistic approach, researchers and policymakers can gain a deeper understanding of the complex interplay between various socio-demographic, linguistic, and educational factors that affect immigrants' economic integration outcomes. This deeper understanding, in turn, can inform the design of evidence-based policies and interventions that address the diverse needs of immigrant populations, foster their economic inclusion, and ultimately facilitate their successful integration into the Canadian labor market and society at large.

The process of economic integration for immigrants is a multifaceted issue that involves various socio-demographic, linguistic, and educational factors (Frank et al., 2013). It has been a subject of extensive research globally, and the case of Canada, being a popular destination for immigrants, provides an interesting context for studying the interplay between these factors and the economic integration outcomes of immigrants (Ansala et al., 2022). The distinctiveness of Canada's multiculturalism policy, which emphasizes the promotion of diversity, and the recognition of minority rights, presents a unique backdrop to examine how these factors interact to shape the

economic prospects of immigrants (Japaridze & Kaplan, 2023). This study empirically examines the impact of socio-demographic factors, such as age, gender, and family size, as well as linguistic factors, including language proficiency and its relationship with labor market outcomes, such as employment rates, job quality, and income levels, among immigrant groups in Canada. This study contributes to the existing body of research on immigrant economic integration in Canada by investigating the complex interplay between socio-demographic factors, language proficiency, and level of education, and their combined effects on immigrants' economic integration outcomes. By shedding light on the complex relationships between these key factors, this study aims to provide meaningful insights and practical recommendations that can be used by policymakers, practitioners, as well as immigrant advocacy groups to design and implement effective policies, programs, and interventions that cater to the needs of immigrant populations in Canada, acknowledging the regional diversity and nuanced experiences across the provinces.

By focusing on the interplay between socio-demographic factors, linguistic and educational factors, this study offers a comprehensive analysis of how these elements interact to influence immigrants' economic success. Specifically, the impact of these interactions on the economic trajectories of immigrants in Canada will be assessed through a mixed-methods approach, combining quantitative data analysis with in-depth qualitative interviews to capture the lived experiences and perceptions of immigrants, providing a nuanced understanding of the complexities involved. Furthermore, this study seeks to fill a critical gap in current research by identifying key patterns, correlations, and underlying mechanisms that determine the success or failure of immigrant economic integration in Canada, which can be used to inform targeted interventions and policies that support immigrants' economic success and promote inclusive growth, social cohesion, and equitable access to employment opportunities. By examining the intersections between socio-demographic factors, linguistic proficiency, and level of education, this study provides policymakers, practitioners, and immigrant advocacy groups with a data-driven framework to develop evidence-based policies that are responsive to the diverse needs of immigrant populations, considering their varied experiences, skill sets, and cultural backgrounds.

By exploring these relationships, the study seeks to provide insights into the complex dynamics that influence the economic integration of immigrants in Canada. The findings of this study can offer valuable lessons for policymakers and stakeholders seeking to improve the economic experiences of new arrivals to Canada, ultimately contributing to the country's social and economic fabric. Canada has a long-standing tradition of embracing newcomers and has a proven track record of leveraging immigrant contributions to fuel its economic growth and development. Given the significant role immigrants play in shaping Canada's workforce and accounting for approximately 21.9% of the population according to the 2016 Census, understanding the factors that facilitate, or hinder immigrants' economic integration is crucial for harnessing their full potential (Ileri, 2019). The immigrants' ability to secure well-paying jobs that match their skills and qualifications is often heavily influenced by the interplay between the socio-demographic, linguistic, and educational factors.

This research endeavours to bridge the knowledge gap by investigating the complex relationships between socio-demographic factors, language proficiency, and educational attainment and how these dynamics influence economic integration outcomes, including labour market participation, career advancement, income levels, and overall economic well-being. This research is crucial given the significant contributions that immigrants make to Canada's economy, and the need for effective integration strategies that recognize the diverse backgrounds, experiences, and aspirations of immigrants, enabling policymakers and practitioners to craft holistic solutions that cater to the unique needs of this demographic, thereby ultimately enhancing their chances of achieving economic stability, social inclusion, and an improved quality of life within the Canadian society. In doing so, this study will offer a nuanced understanding of the interplay between individual characteristics, structural factors, and institutional policies that influence the trajectory of immigrants' economic integration in Canada. This understanding will be pivotal in informing the development of targeted policy interventions and help policymakers effectively allocate resources, tailor service delivery to meet the diverse needs of immigrant communities and establish evaluation metrics to track progress and assess the efficacy of these interventions over time. Hence, by fostering a more inclusive and equitable environment empower immigrants to reach their full potential as contributing members of Canadian society.

The study's findings will provide actionable insights for policymakers and stakeholders to address existing gaps in service delivery, inform evidence-based decision-making, and ultimately, facilitate the design and implementation of effective support systems, programs, and initiatives that mobilize resources, foster strategic partnerships, and leverage community assets to address the socio-economic barriers that impede immigrants' economic integration, thus allowing for a more streamlined and efficient approach to facilitating the successful transition of immigrants into the Canadian workforce and ultimately contributing to the country while also

fostering a culture of diversity, innovation, and economic growth.

2. Literature Review

Current literature highlights the significance of various socio-demographic and linguistic factors that influence the economic integration of immigrants in Canada, such as age occupation, language proficiency, level of education, and cultural capital (Ansala et al., 2022; Frank et al., 2013; Japaridze & Kaplan, 2023). These factors have been shown to play a crucial role in determining immigrants' overall employability, career advancement opportunities, and their ability to adapt to the Canadian labor market (Bujaki et al., 2017; Lightman, 2021; Vyas et al., 2024). Moreover, existing research suggests that the interplay between these factors is complex, and their relative importance can vary depending on the specific context and immigrant population (Clarke & Skuterud, 2016). For instance, in the case of highly skilled immigrants, language proficiency may be a more significant barrier to economic integration than level of education whereas for those with lower levels of education, the lack of Canadian work experience and cultural capital may be more significant obstacles.

The highly complex nature of the relationships between these socio-demographic and linguistic factors necessitates a nuanced understanding of the ways in which they interact and impact the economic integration of immigrant populations, thereby allowing policymakers and stakeholders to develop targeted interventions that address the unique needs and challenges faced by distinct immigrant groups (Adamuti-Trache, 2013). This may ultimately inform the development of more effective and inclusive policies which can be aimed at promoting economic integration and reducing the barriers that hinder the full economic participation of immigrants in Canadian society (Bangou, 2019; Derwing et al., 2010). The existing literature has a particular focus on socio-economic and linguistic factors that either facilitate or impede the economic integration of immigrant populations, including an examination of the long-term effects of these factors on immigrants' career trajectories and identifying the key determinants that enable successful transitions into the labor market, promoting career advancement, and fostering a sense of belonging and social cohesion among immigrant populations (Bangou, 2019; Van Tubergen & Kalmijn, 2009).

The existing literature discusses several key socio-demographic factors that have emerged as significant predictors of economic integration, including age, gender parity, and family composition, which can shape their occupational aspirations, career advancement prospects, and earning potential, while also influencing their access to and uptake of educational and training opportunities which, in turn, can either alleviate or exacerbate the socio-economic challenges immigrants face in adapting to their new surroundings (Jimeno & Social Planning Council of Ottawa, 2009). Moreover, the existing literature delves deeper into the complex interplay between these socio-demographic factors, linguistic proficiency, and level of education, with a view to identifying the complex power dynamics and structural barriers that underpin the lived realities of immigrants and examining how these factors intersect to produce varying degrees of economic integration outcomes (Ng, 2012). As a result, it provides a more comprehensive understanding of the intricate relationships between various individual and structural factors that shape the economic integration experiences of immigrants.

The current body of knowledge on immigrant economic integration in Canada has highlighted the significance of socio-demographic factors, such as age and gender, in influencing employment outcomes and thereby labor market participation, which in turn affects the overall economic well-being of immigrant population (Kaushik & Drolet, 2018; Rai, 2013). A comprehensive analysis of current literature has led to the identification of various knowledge gaps that justify further investigation. One of the primary gaps revolves around the interplay between socio-demographic factors and linguistic proficiency, as well as the level of education attained, and their joint impact on the economic integration outcomes of immigrant populations, with a particular focus on the various immigrant groups in Canada (Chuatico et al., 2023). This study seeks to bridge this knowledge gap by examining the interconnections between these factors in greater detail, thereby contributing meaningfully to the existing body of research on immigrant economic integration. Specifically, this research aims to examine how socio-demographic factors intersect with linguistic factors and level of education, and how these intersections influence employment prospects, income levels, and overall economic well-being of immigrant populations, and to develop a nuanced understanding of how these factors vary across different immigrant groups in Canada.

3. Theoretical Framework

The study's findings are guided by a comprehensive theoretical framework that incorporates current knowledge on immigrant economic integration, recognizing the role of multiple stakeholders in facilitating the successful settlement and incorporation of immigrants into the Canadian labor market and society at large. As such, this study seeks to use the Critical Race Theory (CRT) to conduct a critical examination of the ways in which systemic inequality and structural barriers operate to facilitate or hinder the economic integration of immigrants in Canada,

and how these dynamics intersect with language proficiency levels, socio-demographic profiles, and educational attainment, to produce disparate economic outcomes (Crenshaw et al., 1996). This framework principally incorporates insights from CRT while also considering more recent perspectives on the intersectionality of immigrant identities, such as the concept of “integration as a two-way process that involves both the immigrant and the host society, acknowledging that successful integration requires mutual understanding, respect, and accommodation” (Bernal, 2002). This perspective is grounded in the idea that the integration process is a dynamic, reciprocal relationship between immigrants and the host society, where both parties continuously engage in a process of social, economic, and cultural exchange, leading to the development of a shared sense of identity and belonging (Burton et al., 2010). This reciprocal relationship is critical in shaping the economic integration experiences of immigrants in Canada, as it acknowledges that successful integration is not solely the responsibility of immigrants themselves but rather a collective effort between individual immigrants, government institutions, and members of the host society, including employers, educators who play a vital role in creating an inclusive and supportive environment that fosters social cohesion, facilitates access to job opportunities, and provides adequate resources and support necessary for the successful integration of immigrants into the Canadian labor market, ultimately contributing to the overall growth and prosperity of Canadian society (Garcia, 2017).

The CRT in this context, serves as a principal lens through which to examine how various forms of systemic inequality intersect and impact the economic integration experiences of immigrants, demonstrating how racist, sexist, and classist structures embedded within the host society can hinder or facilitate the integration process (Gale & Thomas, 2018). The examination of these structural barriers through the lens of CRT enables policymakers and stakeholders to adopt a nuanced approach to addressing the multifaceted aspects of systemic inequality, including the ways in which language proficiency, education levels, and socio-demographic factors intersect with racist, sexist and classist structures, ultimately influencing the lived realities of immigrants in their efforts to navigate the complexities of the Canadian labor market (Daftary, 2018).

Hence, a deeper understanding of systemic inequality is crucial for policymakers, employers, and educators to develop and implement effective strategies that can harness the skills and talents of immigrants, promote social mobility, and foster an inclusive and equitable environment where immigrants can fully participate in the economic, social, and cultural fabric of Canadian society, thereby unlocking their full potential and contributing to the country’s continued growth. By employing CRT as a conceptual framework, this research aims to explore the ways in which systemic inequality and structural barriers impact the human capital of immigrants, and how variations in this impact are mediated by individual agency, institutional support, and collective solidarity networks. As the social, economic, and cultural fabric of Canada continues to evolve, it is essential to develop a more nuanced understanding of how immigrants from diverse socio-economic, linguistic, and educational backgrounds navigate the complexities of the Canadian labor market, access social services, and secure stable housing, and other opportunities that are critical to achieving economic stability and self-sufficiency.

Given the changing demographics and shifting economic landscapes in Canada, it is essential to understand how the intersectionality of various factors such as language proficiency, level of education, and socio-demographic characteristics, such as age, gender, and migrant status, impact the career prospects, earning potential, and overall economic well-being of immigrant populations. By shedding light on the complexities of immigrant economic integration and its multifaceted relationship with socio-demographic, linguistic, and educational factors, this study endeavors to provide actionable recommendations for policymakers, educators, and immigrant support agencies, ultimately seeking to enhance the economic integration and overall well-being of immigrant populations in Canada, thereby promoting a more harmonious, prosperous, and inclusive society for all Canadians.

3.1 Research Questions

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.

Research questions will be anchored in the intersectionality framework, a conceptual approach that highlights how various factors intersect to produce distinct outcomes for different social groups. This enables the investigation of the diverse ways in which immigrants from varying sociodemographic, linguistic, and educational backgrounds experience the Canadian labor market and shed light on the complex mechanisms that shape their access to employment opportunities, career advancement, and social mobility. The incorporation of the intersectionality framework will allow for a nuanced exploration of how different forms of discrimination and exclusion, such as racism, sexism, and linguistic barriers, intersect to produce unique experiences of marginalization and

disadvantage among immigrant populations in Canada.

In examining the relationships between linguistic proficiency, education, and socio-demographic characteristics, this study seeks to answer several key questions: To what extent do linguistic proficiency and educational attainment impact the economic integration of immigrants with different socio-demographic backgrounds, such as age, gender, and country of origin? How do variations in linguistic proficiency affect the probability of immigrants finding employment in their field of study, and do immigrants with higher levels of linguistic proficiency tend to earn higher wages and experience greater career advancement opportunities? How do different levels of educational attainment influence the economic integration of immigrants with varying levels of linguistic proficiency, and are immigrants with higher levels of educational attainment able to overcome any potential barriers to economic integration that may be associated with language proficiency, country of origin, or other socio-demographic characteristics?

3.2 Hypothesis Development

The theoretical base of CRT will be expanded in the construction of hypotheses. Specifically, our research hypotheses will be centered around the following key areas: the relationship between socio-demographic characteristics and labor market outcomes; and the role of linguistic proficiency as a mediator in the relationship between socio-demographic characteristics and labor market outcomes. We will also examine the interplay between level of education and linguistic proficiency as it relates to labor market participation and economic integration outcomes. This inquiry will not be an exhaustive examination of all variables that influence immigrants' economic integration in Canada but will instead offer a critical and nuanced analysis of the processes and dynamics that underlie immigrants' experiences of social exclusion and marginalization in the labor market, as well as the mechanisms that facilitate their access to better job opportunities and improve their socio-economic conditions.

A central hypothesis guiding this research will be that the intersection of socio-demographic, linguistic, and educational factors has a significant impact on the economic integration of immigrants in Canada, leading to varying outcomes that are shaped by the complex interplay of systemic inequalities, institutional barriers, and social relationships within the host society. Specifically, we propose that the socio-economic outcomes of immigrants in Canada will vary based on different levels of linguistic proficiency, with those having higher proficiency levels achieving greater labor market success and economic integration, and those with lower linguistic proficiency facing more significant barriers to accessing better job opportunities and integrating into the economic life of Canada, thus exacerbating the risk of poverty and social exclusion.

3.2.1 Socio-Demographic Factors and Economic Integration

The investigation of socio-demographic factors and their impact on economic integration will examine the relationships between variables such as age, gender parity, family background and geographic location, shedding light on how these variables intersect and influence the labor market experiences and outcomes of immigrants, as well as those of their native-born counterparts (Wahi et al., 2014). Specifically, it considers the ways in which the age of immigrants at the time of arrival in the host country influences their earning potential, occupational choices, and overall economic integration, while also exploring how these factors interact with other socio-economic characteristics, such as employment status, occupation type, and income level, to identify potential barriers and opportunities for economic integration (Adamuti-Trache, 2013; Lightman, 2021).

The complex relationships between socio-demographic factors and economic integration outcomes for immigrants highlight the need for targeted policy interventions and support programs that effectively address the diverse needs of immigrant populations, considering the intersecting factors that shape their experiences in the labor market and contribute to their economic exclusion or inclusion (Lewin-Epstein et al., 2003). For example, immigrants who arrive at an older age may face greater difficulties in adapting to the host country's job market and acquiring the necessary skills to secure better-paying jobs, due to factors such as potential language barriers, the need for additional education or training to meet the requirements of their profession in the host country, as well as the challenges of navigating a new culture and establishing career paths in their chosen fields, which could have important implications for their long-term economic prospects and overall quality of life.

Similarly, gender parity has a significant impact on economic integration. Research suggests that immigrant women face unique challenges in the labor market, including lower employment rates and wages compared to their male counterparts (Wahi et al., 2014). These disparities can be attributed to various factors, including gender-based occupational segregation, limited access to job opportunities, and caregiving responsibilities. For instance, women are often expected to take on more childcare and household duties, limiting their participation in the labor market and hindering their career advancement.

Family size can also have a significant impact on immigrants' economic integration, as larger families may require more financial resources, potentially limiting the household's financial capacity to invest in education, training, or career development (Adamuti-Trache, 2013). This can create a ripple effect, where the household's economic stability is compromised, and the immigrants' ability to integrate into the labor market is hindered. Furthermore, larger families may also require more financial resources to meet their basic needs, such as housing, food, and healthcare, which can divert a significant portion of their income and limit their ability to save for the future, invest in assets, or pursue entrepreneurial ventures that could potentially improve their economic prospects.

Therefore, it is hypothesised that the interplay between socio-demographic factors, such as age at arrival, and the broader structural and systemic barriers faced by immigrants, can significantly influence their economic integration outcomes. These factors can perpetuate disparities and inequalities in the attainment of desirable employment opportunities, highlighting the need for targeted interventions that address the specific needs of diverse immigrant populations in Canada.

Hypothesis 1 (H1): Socio-demographic factors such as immigrants' age, sex, and country of origin exert a significant influence on their labor market outcomes.

H1a: Age of Immigrants exerts a significant influence on employment rates of immigrants in Canada.

H1b: Gender parity exerts a significant influence on employment rates of immigrants in Canada.

H1c: Family size of Immigrants exert a significant influence on employment rates of immigrants in Canada.

H1d: Age of Immigrants exerts a significant influence on income levels of immigrants in Canada.

H1e: Gender parity exerts a significant influence on income levels of immigrants in Canada.

H1f: Family size of Immigrants exert a significant influence on income levels of immigrants in Canada.

This hypothesis is grounded in CRT and emphasizes the importance of understanding the ways in which systemic inequalities and power dynamics shape the experiences of immigrant populations in the Canadian labor market. H1 provides a foundation for understanding the interplay between socio-demographic characteristics and labor market outcomes, and as such, the analysis can be extended to explore the interactions between these socio-demographic factors and other determinants of economic integration, such as linguistic abilities, which play a crucial role in shaping immigrants' experiences in the Canadian job market and their prospects for economic inclusion.

3.2.2 Linguistic Factors and Economic Integration

Language proficiency is widely recognized as a key determinant of immigrants' ability to access better paying jobs and build professional networks (Van Tubergen & Kalmijn, 2009). Research on language acquisition and proficiency can be analyzed to better understand the relationship between linguistic factors and economic integration outcomes, including the impact of English proficiency on immigrant employment rates, career advancement, and overall economic well-being (Bangou, 2019). This can involve examining the effectiveness of language training programs for immigrants and their impact on labor market outcomes, such as employment rates and earnings can help to navigate the complexities of the host country's workplace more effectively, making informed decisions about their education, training, and career progression, and contributing to the growth of the host country (Villegas et al., 2020). This can ultimately lead to exploring enhanced economic opportunities and improving living standards for immigrants, their families, and their communities.

Effective language policies and programs, including both public and private sector initiatives, are crucial in fostering a supportive environment that encourages linguistic integration and community participation among immigrants, helping them feel more at home and confident in their interactions with the communities around them (Derwing et al., 2010). This can also enable immigrants to integrate and participate in the host country. Furthermore, the role of social networks and community ties in facilitating economic integration and identifying existing programs and initiatives that can help nurture and expand these relationships, including community-based organizations, cultural events, and social activities that not only promote linguistic and cultural exchange but also provide a platform for immigrants to develop valuable social skills, establish meaningful connections with the host community (Han, 2012). Subsequently, immigrants build strong relationships that can lead to job opportunities, mentorship, and valuable guidance, as well as a sense of belonging that is critical to their emotional well-being and overall economic integration, thereby facilitating their transition into the host country's workforce.

Therefore, it is hypothesised that linguistic proficiency as a mediator in the relationship between socio-demographic characteristics and labor market outcome. This hypothesis is grounded in the understanding that language proficiency plays a pivotal role in bridging the gap between immigrants' socio-demographic

characteristics and subsequent economic integration, given the close relationship between language proficiency, social connections, and access to better job opportunities.

Hypothesis 2 (H2): Linguistic proficiency mediates the relationship between socio-demographic characteristics and labor market outcome.

H2a: Linguistic proficiency mediates the relationship between socio-demographic characteristics and employment rates of immigrants in Canada.

H2b: Linguistic proficiency mediates the relationship between socio-demographic characteristics and income level of immigrants in Canada.

This hypothesis is grounded in CRT that highlights the importance of language as a critical factor that intersects with other forms of social inequality, including racism, to limit or access to valuable economic opportunities for immigrants. This can result in unequal access to education, employment, and other resources that can hinder their economic integration particularly for immigrants from diverse racial and ethnic backgrounds. This is evident in the way language proficiency affects immigrants in the labor market in various ways, such as facilitating the development of professional networks, providing access to valuable information about job opportunities and the ability to effectively communicate with colleagues and clients, thereby enhancing their overall employability and career advancement prospects in the Canadian job market.

3.2.3 Level of Education and Economic Integration

The level of education is widely regarded as a critical determinant of economic integration, as it not only affects an individual's employability but also influences their adaptability, career advancement, and earning potential (Buzdugan & Halli, 2009). Research has consistently shown that immigrants with higher levels of education tend to have better employment prospects, higher paying jobs, and greater opportunities for career advancement, which in turn, can facilitate their economic integration into host society, improve their socio-economic status, and enhance their overall quality of life (Japaridze & Kaplan, 2023). The relationship between education and economic integration is complex and multifaceted, with various factors influencing the nature and extent of this relationship, such as the type of education, field of study that they pursue, the country from which they obtained their qualifications, and the recognition and accreditation procedures for foreign qualifications in the host country. This highlights the need for a more streamlined and efficient process for assessing and recognizing the education credentials of immigrants, one that is responsive to the changing landscape of immigration and the evolving needs of the host country's workforce, and one that prioritizes the principles of fairness, equity, and inclusion (Kaushik & Drolet, 2018). It can also ensure that the highly skilled and educated immigrants can contribute to host country's economic prosperity and growth (Wiers & Chabaud, 2022). Furthermore, it fosters a more diverse, dynamic, and globally competitive economy that benefits both immigrants and native-born alike, and one that provides an environment conducive to their economic mobility, social integration, and personal well-being (Ley, 2005).

Furthermore, a more efficient credential recognition process would also enable the host country to better leverage the skills and qualifications of its immigrant population, leading to a significant increase in economic productivity, improved labour market outcomes, and enhanced social mobility for immigrants (Chuatico et al., 2023). This can ultimately benefit the host society by responding effectively to the shifting labour market demands, ensuring that a highly skilled and diverse workforce is available to drive economic growth, innovation and propel the host country forward as a global leader in innovation, entrepreneurship, and economic development (Ley, 2005). Moreover, it can promote greater social cohesion and cultural diversity and mitigating the risk of social isolation and exclusion, which are often associated with the challenges of integrating into a new country. By addressing these challenges head-on through evidence-based policy interventions, strategic planning, and targeted support services can help immigrants navigate the complexities of the host economy, government regulations, and cultural expectations.

Therefore, it is hypothesised that the level of education as a mediator in the relationship between socio-demographic characteristics and labor market outcome. This hypothesis will be tested using a comprehensive framework that considers various factors, including the type and level of educational attainment, and literacy skills, cultural and social adaptability, and access to social support networks, with the goal of developing a nuanced understanding of how these complex interrelationships influence the economic integration of immigrants in Canada.

Hypothesis 3 (H3): The level of education mediates the relationship between socio-demographic characteristics and labor market outcome.

H3a: The level of education mediates the relationship between socio-demographic characteristics and employment

rates of immigrants in Canada.

H3b: The level of education mediates the relationship between socio-demographic characteristics and income level of immigrants in Canada.

This hypothesis is grounded in CRT that highlights the complex relationships between racial and ethnic background, education, and labor market outcomes, emphasizing the need to consider how structural and institutional barriers can shape the socio-economic opportunities available to different ethnic and racial groups. This in turn can influence the effectiveness of education in promoting economic integration, thereby underscoring the importance of adopting a nuanced and multifaceted approach to understanding the complex interplay between the various factors that contribute to the economic integration of immigrants in Canada. By examining this interplay, we can gain a deeper understanding of the complex processes that underlie the economic integration of immigrants.

Figure 1 illustrates the hypotheses.

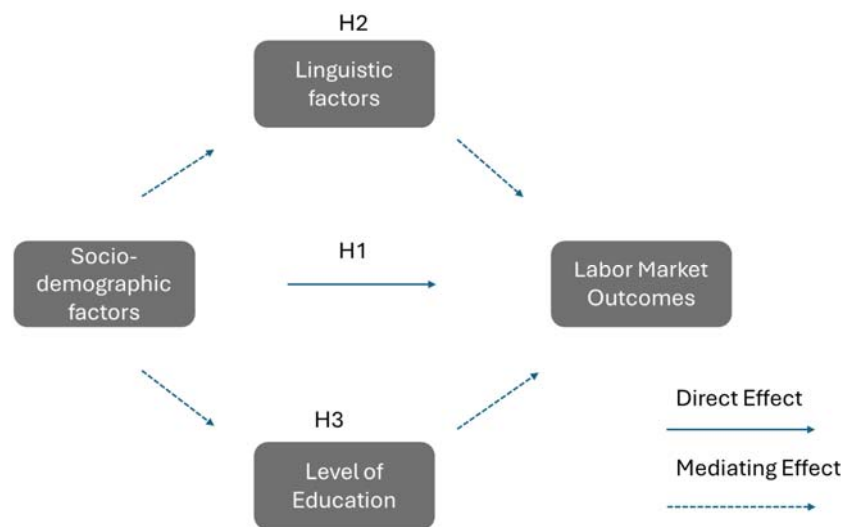


Figure 1. Research Model

4. Research Methodology

To bridge the gap between the theoretical underpinnings and empirical realities of immigrants' economic integration, this study will employ quantitative data collection and analytical methods to gauge the degree to which socio-demographic factors, language proficiency, and educational attainment influence the labor market outcomes of immigrants in Canada. The empirical analysis will provide a comprehensive understanding of how these factors intersect to shape immigrants' employability, occupational trajectories, career advancement opportunities, and economic integration outcomes in the Canadian labor market. This study aims to contribute to the growing body of empirical literature on immigrants' economic integration by providing policymakers, educators, and other stakeholders with actionable insights that can inform evidence-based policies that not only acknowledge the complexities and nuances of immigrants' experiences but also promote more inclusive and equitable pathways to economic integration, thereby addressing the existing gaps and disparities in labor market outcomes between immigrant and native-born populations in Canada. By exploring the complex interplay of socio-demographic, linguistic, and educational factors, this study will delve into the ways in which these factors intersect and impact immigrants' labor market participation and overall economic well-being. Furthermore, the study's findings will be grounded in a critical examination of the intersections between immigrants and their host society, highlighting the reciprocal dynamics of exclusion and inclusion that affect immigrants' ability to achieve economic integration.

Based on H1, H2 and H3, a linear regression analysis will be conducted to examine the direct effect of socio-demographic factors on labor market outcomes and mediating effect of linguistic proficiency and level of education in the relationship between socio-demographic characteristics and economic outcomes among immigrants in Canada. This analysis can be grounded in theoretical frameworks that explain how language proficiency and level of education influence socio-economic outcomes and labor market performance. Therefore, this empirical study

aims to provide a deeper understanding of how linguistic factors and education levels interact with socio-demographic characteristics to influence immigrants' economic integration in Canada.

4.1 Data

The current study utilizes data from the Longitudinal Immigration Database (IMDB) which is housed at Statistics Canada and contains detailed longitudinal information on immigrants to Canada, including their demographic characteristics, immigration class, education, their pre- and post-immigration employment history, annual earnings, and information about their sponsors, if applicable. The database is a rich source of information for examining the complex relationships between socio-demographic factors, linguistic factors, and level of education on immigrants' economic integration. Specifically, the IMDB covers a wide range of variables that will be crucial in our analysis, including the immigrant age, immigration class, and level of education, as well as their English language proficiency and annual earnings in Canada. The use of the IMDB will help to track the progress of immigrants over time, allowing for a more nuanced understanding of the factors that contribute to their economic integration in Canada.

Leveraging the rich longitudinal data from the IMDB, this study will apply advanced econometric models to explore the multifaceted relationships between socio-demographic factors, linguistic proficiency, and educational background on the economic integration of immigrants in Canada, with a particular focus on how these factors influence employment outcomes and income levels for different immigrant groups. By examining the relationships between these variables, this study aims to contribute to a deeper understanding of the complexities surrounding immigrants' economic integration in Canada and inform evidence-based policies that promote the economic inclusion and social cohesion of immigrant communities in Canadian society. Through the analysis of the IMDB, this paper explores how immigrants with varying levels of linguistic proficiency and educational attainment integrate into the Canadian labor market, and how these factors interact with socio-demographic characteristics to shape their economic prospects. This analysis is crucial to understanding how various policy interventions, such as may be designed and implemented to effectively support the economic integration of immigrants in Canada. For instance, if it is found that immigrants with higher levels of linguistic proficiency in either English or French, the official languages of Canada, experience better economic integration, then policy interventions could lead to the development of more targeted language training programs, designed to improve the employability and career advancement prospects of immigrants who do not possess strong linguistic proficiency in English or French, thereby improving their chances of finding stable and well-paying employment that matches their skills and qualifications (Van Tubergen & Kalmijn, 2009). Moreover, a deeper understanding of the relationship between educational attainment and economic integration among immigrants with different socio-demographic backgrounds can inform policymakers to design and implement education and training programs that address the unique needs and challenges of different immigrant sub-populations, potentially facilitating their transition into the Canadian labour market and enhancing their overall economic well-being (Jimeno & Social Planning Council of Ottawa, 2009). By examining the interplay between socio-demographic interventions, this study aims to provide a comprehensive framework for policymakers and practitioners to enhance the economic outcomes of immigrants in Canada.

4.2 Variables

Variables including, but not limited to, age, gender, and family size, are also incorporated into the analysis to determine their individual and combined impacts on the economic integration of immigrants, while accounting for potential interactions between these socio-demographic factors and the level of education attained by immigrants, as well as their proficiency in the English or French language, to provide a more nuanced understanding of the impact of these variables on the economic integration process, the study draws on a rich dataset that includes information on the socio-demographic characteristics of immigrants such as language proficiency and education level. This enables a more detailed analysis of the relationships between these factors and immigrants' economic outcomes, ultimately shedding light on the complex dynamics that influence the degree to which immigrants can successfully integrate into the Canadian economy, as reflected by indicators such as employment rates and income levels.

5. Data Analysis and Results

The model allows the effect of socio-demographic factors (X) on the employment rates of immigrants and income levels of immigrants (Y) in a mediation model to be mediated by linguistic factors and educational factors (M), which can be represented as:

$$Y = c_{1,2,3}X + b_{1,2}M + e_{1,2}Y \quad (2)$$

Where c_1 is age, c_2 is gender parity, c_3 is family size, b_1 is linguistic factors, b_2 is education level, e_1 is employment rates of immigrants, and e_2 is income level of immigrants.

5.1 Descriptive Statistics

Linguistic factors (mediating variable) exhibit an average score of 0.512, with a standard deviation of 0.371. The scores range from a minimum of 0.155 to a maximum of 0.886. Given the significant variation in linguistic factors among immigrant populations, this average score highlights a pressing need for targeted interventions to support language acquisition and cultural integration, to effectively reduce language barriers that may hinder immigrants' successful economic integration and full participation in the Canadian workforce, ultimately enhancing the socio-economic outcomes of immigrant populations, improving labor market performance and increasing overall economic growth and competitiveness in Canada.

Level of education (mediating variable) exhibits an average score of 0.434, with a standard deviation of 0.155. The scores range from a minimum of 0.145 to a maximum of 0.844. The disparity in educational attainment among immigrants underscores the necessity for a more nuanced approach to education and training programs, one that acknowledges the diverse backgrounds and skill sets of immigrant populations, recognizes prior learning and work experiences, and provides accessible pathways for further education and skills upgrading, enabling immigrants to effectively leverage their existing knowledge and skills to secure better job opportunities, achieve higher career advancement, and contribute meaningfully to the Canadian economy. This may be achieved through partnerships between government agencies, educational institutions, and industry leaders, working together to develop job placement programs that align with the changing needs of the Canadian labor market, facilitate the recognition of foreign credentials, and aid employers.

The dependent variables, collectively referred to as Labor Market Outcome, include employment rates with a mean of 0.345 and a standard deviation of 0.311 and income levels with a mean of 0.312, and a standard deviation of 0.381. This extensive range of scores underscores the considerable disparities in labor market outcomes among immigrant populations and suggests that certain groups may face greater challenges than others in achieving economic integration and full participation in the Canadian workforce. It is imperative for policymakers, researchers, and stakeholders to recognize these disparities and develop evidence-based policies that effectively address these disparities by promoting greater equity, diversity, and inclusion in the labor market.

The independent variables, collectively referred to as socio-demographic factors, include age with a mean of 0.467 and a standard deviation of 0.225, gender parity with a mean of 0.481 and a standard deviation of 0.214, and family size with a mean of 0.425 and a standard deviation of 0.316. The statistical analysis of socio-demographic factors provides a comprehensive understanding of the diverse characteristics of immigrant populations in Canada, which is crucial for informing strategies that cater to the unique needs of distinct immigrant groups, facilitating effective policy interventions and optimizing resource allocation. By acknowledging and responding to the unique challenges faced by immigrant populations in Canada, policymakers can develop targeted interventions aimed at bridging the gap between the economic outcomes of immigrant populations and those of the native-born population and ultimately fostering an inclusive labor market environment that supports the economic prosperity of all, while mitigating the risks of social exclusion, marginalization, and inequality.

Table 1 exhibits that linguistic factors are positively correlated with employment rates ($r = 0.466$) and income levels ($r = 0.512$). Education factors are also positively correlated with employment rates ($r = 0.466$) and income levels ($r = 0.512$). Employment rates show a positive correlation with linguistic factor ($r = 0.466$) and education level ($r = 0.778$). Income levels also show a positive correlation with linguistic factor ($r = 0.466$) and education level ($r = 0.778$). These statistical findings suggest that both linguistic proficiency and education play pivotal roles in determining the labor market outcomes of immigrants in Canada. Notably the strong association between linguistic factors and labor market outcomes can be attributed to the fact that proficiency in one of Canada's official languages is strongly linked with improved employment opportunities, career advancement, and socio-economic mobility, which are vital for economic integration. Furthermore, the language proficiency required for success in the Canadian job market underscores the significance of language training programs for immigrants. Such programs can empower newcomers to acquire the necessary linguistic skills to navigate the complexities of the Canadian labor market, thereby enhancing their employability and upward mobility.

Each of the socio-demographic factors—age, gender parity and family size—demonstrates positive correlations with labor market outcomes. Immigrant age is positively correlated with labor market outcomes ($r = 0.233$), while immigrant gender parity and family size have correlations of ($r = 0.187$) and ($r = 0.396$) respectively. These findings indicate that socio-demographic factors such as age and family size can significantly impact an immigrant's labor market outcomes in Canada. To understand the mechanisms by which these socio-demographic

factors exert their influence, it is essential to examine the interactions between age, gender parity and family composition, particularly in terms of household income, family responsibilities, and social support networks. For instance, immigrants with larger families tend to have a higher household income due to multiple family members contributing to the workforce, which can lead to improved economic integration. However this concept is often offset by the increased financial burden associated with supporting a larger family, highlighting the need for nuanced policy interventions that account for the diverse needs and circumstances of immigrant families, such as access to affordable childcare, education, and healthcare, as well as targeted interventions aimed at promoting equitable economic opportunities, facilitating social mobility, and fostering a sense of belonging among immigrant communities in Canada.

Table 1. Descriptive statistics

	Mean	SD.	Min	Max	1	2	3	4	5	6	7
1. Linguistic Factor	.512	.371	.155	.886	1.000						
2. Education Level	.434	.155	.145	.844	.375**	1.000					
3. Employment Rate	.345	.311	.126	.854	.321**	.859**	1.000				
4. Income Level	.312	.381	.132	.821	.475**	.567**	.618**	1.000			
5. Age	.467	.225	.137	.845	.320**	.281**	.201**	.326**	1.000		
6. Gender	.481	.214	.124	.868	.398**	.413**	.571**	.217**	.326**	1.000	
7. Family Size	.425	.425	.046	.975	.421**	.629**	.554**	.621**	.321**	.561**	1.000

Note. ** p < 0.01, * p < 0.05.

5.2 Results for Employment Rates

Table 2 summarizes a detailed study that aims to understand how different factors affect employment rates. There are five models that provide information about direct and mediating effects on the employment rate of immigrants in Canada.

Table 2. Linear regression analysis for the employment rate of immigrants in Canada.

Variables	Model 1	Model 2	Model 3	Model 4	Model 5
Age	.347**				
Gender		.261**			
Family size			.215**		
Linguistic factor (Mediation)				.327*	
Education Level (Mediation)					.513*

Note. ** p < 0.01, * p < 0.05. LLCI — lower level of the 95% confidence interval; ULCI — upper level of the 95% confidence interval.

1) Direct Effect between socio-demographic factors and employment rates of immigrants

Starting with Model 1 in Table 2, the variable “age” makes a significant impact on employment rates of immigrants. For every step up in “immigrant age,” “employment rates” tends to go up by about 0.347, showing a positive connection. Therefore, H1a is accepted.

Moving on to Model 2, the variable “gender parity” makes a significant impact on employment rates of immigrants. For every step up in “gender parity,” “employment rates” tends to go up by about 0.261, showing a positive connection. Therefore, H1b is accepted.

Next, Model 3 suggests, the variable “family size” makes a significant impact on employment rates of immigrants. For every step up in “family size,” “employment rates” tends to go up by about 0.215, showing a positive connection. Therefore, H1c is accepted.

2) Mediating Effects of Linguistic factors and level of Education on employment rates

Model 4 uncovers that “Linguistic factors” positively impacts “Employment rates” with each unit increase leading to a 0.327 unit rise in “Employments Rates.” Therefore, H2a is accepted.

Model 5 uncovers that “level of Education” positively impacts “Employment rates” with each unit increase leading to a 0.513 unit rise in “Employments Rates.” Therefore, H3a is accepted.

5.3 Results for Income Levels

Table 3 summarizes a detailed study that aims to understand how different factors affect income levels. There are

six models that provide information about direct and mediating effects on income levels of immigrants in Canada.

Table 3. Linear regression analysis for the income level of immigrants in Canada.

Variables	Model 1	Model 2	Model 3	Model 4	Model 5
Age	.312**				
Gender		.212**			
Family size			.491**		
Linguistic factor (Mediation)				.589*	
Education Level (Mediation)					.467*

Note. ** $p < 0.01$, * $p < 0.05$. LLCI — lower level of the 95% confidence interval; ULICI — upper level of the 95% confidence interval.

1) Direct Effect between socio-demographic factors and income levels of immigrants

Starting with Model 1 in Table 2, the variable “age” makes a significant impact on income levels of immigrants. For every step up in “immigrant age,” “income levels” tends to go up by about 0.312, showing a positive connection. Therefore, H1d is accepted.

Moving on to Model 2, the variable “gender parity” makes a significant impact on income levels of immigrants. For every step up in “gender parity,” “income levels” tends to go up by about 0.212, showing a positive connection. Therefore, H1e is accepted.

Next, Model 3 suggests, the variable “family size” makes a significant impact on income levels of immigrants. For every step up in “family size,” “income levels” tends to go up by about 0.491, showing a positive connection. Therefore, H1f is accepted.

2) Mediating Effects of Linguistic factors and level of Education on income levels

Model 4 uncovers that “Linguistic factors” positively impacts “income levels” with each unit increase leading to a 0.589 unit rise in “Employments Rates.” Therefore, H2b is accepted.

Model 5 uncovers that “level of Education” positively impacts “income levels” with each unit increase leading to a 0.467 unit rise in “Employments Rates.” Therefore, H3b is accepted.

6. Discussion

These findings underscore the critical role that both individual and socio-demographic factors play in shaping the economic integration of immigrants in Canada. Specifically, the positive correlations indicate that as immigrants’ linguistic abilities and educational attainment increase, they are more likely to achieve better employment outcomes, such as higher wages, better job security, and more stable employment.

The results of this empirical study have significant implications for policymakers and practitioners involved in immigrant integration programs. By focusing on enhancing the linguistic skills and educational levels of immigrants, policymakers can create targeted interventions that improve their economic outcomes (Han, 2012). For example, language training programs can be intensified and made more accessible to ensure that immigrants reach a higher level of proficiency in the official languages of Canada (Derwing et al., 2010). Similarly, providing access to further education and training opportunities can help immigrants acquire the skills and qualifications needed to succeed in the Canadian labor market (Derwing et al., 2010).

This empirical study’s findings highlight the significance of a multifaceted approach to immigrants’ economic integration in Canada, which requires policymakers, educators, and other stakeholders to work collaboratively in creating a comprehensive framework that addresses the complex interplay between socio-demographic factors such as age, gender, family status, and country of origin, linguistic factors including language proficiency, as well as the level of education, including the recognition of foreign credentials, to better equip immigrants with the skills and knowledge necessary to compete in the Canadian job market (Li & Li, 2013). Furthermore, this study underscores the importance of a culturally responsive and linguistically accessible approach to economic integration, one that acknowledges the diversity of immigrant experiences and provides tailored solutions and support services that cater to the unique needs of diverse immigrant populations. By adopting such a comprehensive and inclusive approach, policymakers and stakeholders can play a pivotal role in promoting seamless integration of immigrants into the Canadian economy, which would, in turn, foster a more diverse and inclusive economic environment that benefits from the rich cultural capital and diverse skill sets that immigrants bring to Canada. This can lead to sustained economic growth, as well as increased competitiveness and innovation, all of which are essential for Canada’s continued economic prosperity. Moreover, by providing access to education,

job training, and mentorship programs that are tailored to the unique needs of immigrant populations, policymakers can help bridge the gap between immigrant workers and the Canadian job market, ultimately leading to higher employment rates, improved labor market outcomes, and reduced unemployment.

Numerous studies have demonstrated that effective integration policies yield long-term economic benefits, not only for immigrants but also for the broader Canadian economy (Chuatico et al., 2023; Lewin-Epstein et al., 2003). Such policies enable policymakers to harness the skills, talents, and entrepreneurial spirit of immigrant populations, potentially unlocking new business opportunities, further leading to the creation of new jobs, stimulating economic growth, and enhancing Canada's global competitiveness (Flores Morales & Farago, 2021). The empirical findings of this study provide valuable insights into the complex dynamics of immigrants' economic integration in Canada, shedding light on the socio-economic, linguistic, and educational factors that facilitate or hinder immigrants' ability to fully participate in the Canadian labor market (Buzdugan & Halli, 2009; Chiswick, 2011). Subsequently, this allows policymakers to develop targeted interventions and evidence-based strategies that can promote the effective integration of immigrant populations into the Canadian economy.

A deeper understanding of the interplay between various factors discussed in this study and their impact on economic integration outcomes is crucial for the development and implementation of policies that effectively support immigrant integration and align with the shifting socio-economic needs of a rapidly evolving Canadian economy. Such insights have the potential to facilitate the development of more effective immigrant integration policies that address the unique challenges faced by immigrant populations in Canada. By examining the relationships between socio-economic factors, linguistic proficiency, and educational attainment, this study aims to provide a nuanced understanding of the complex interplay between these variables and their impact on the economic integration of immigrant populations in Canada (Chuatico et al., 2023). The examination of these dynamics can enable policymakers to develop targeted interventions, focused on addressing the specific needs of immigrant groups, thereby facilitating a more seamless transition into the Canadian labor market and fostering a more inclusive economy that leverages the skills, talents, and expertise of immigrant populations to drive innovation, economic growth, and societal progress.

Further, by examining the intricate relationships between various socio-demographic, linguistic, and educational factors that influence the economic integration of immigrants, this study seeks to identify the key drivers that facilitate or hinder the successful incorporation of immigrants into the Canadian labor market (Jiang, 2023). The study has provided a comprehensive framework for the assessment and improvement of immigrants' economic outcomes and well-being, ultimately informing the development of evidence-based policies and programs that cater to the unique needs and circumstances of immigrant populations, while also considering their diversity in terms of cultural background, ethnicity, and country of origin. Drawing on empirical research to elucidate the causal relationships between these variables, this study generates a more nuanced and detailed understanding of the complex dynamics at play, allowing for a rich tapestry of immigrant experiences to be explored and interpreted in a manner that acknowledges their inherent value and worth. The study also unravels the complexities of the contemporary Canadian economy and sheds light on the factors that either facilitate or hinder the economic integration of immigrants, bringing to the forefront the voices and stories of immigrant populations themselves, in order to gain a deeper understanding of their lived experiences, challenges, and triumphs in navigating the Canadian labor market, and uncover the multifaceted effects of socio-demographic, linguistic, and educational factors on immigrants' economic integration outcomes.

This empirical study has also provided actionable insights for policymakers, immigrant service organizations, and other stakeholders who play a critical role in supporting the economic integration of immigrants in Canada and will offer a foundation for the development of targeted interventions, evidence-based policy recommendations, and the refinement of settled economic integration strategies. These policy interventions should be of significant interest to all stakeholders invested in unlocking the full potential of immigrant populations in Canada and creating a more inclusive, equitable, and prosperous society for all, by harnessing the rich diversity of skills, experiences, and perspectives of immigrants. By recognizing that immigrants' success is inextricably linked to Canada's long-term economic growth, cultural vibrancy, and social cohesion, this paper underscores the imperative of fostering an environment that welcomes and empowers immigrant populations to fully realize their potential, make meaningful contributions to Canada's socio-economic development.

At the heart of this discussion lies a critical shift in perception—from viewing immigrants as passive recipients of economic integration initiatives to acknowledging them and recognizing the crucial role they play in shaping their own economic integration journey through their agency, resilience, and determination (Jimeno & Social Planning Council of Ottawa, 2009). This can help policymakers to craft policies that are responsive to the diverse needs, experiences, and aspirations of immigrant populations, thus bridging the gap between the complexity of

immigration policies and the lived realities of immigrants. This can also lead to making inclusive strategies that foster a sense of belonging, ultimately enhancing social mobility, better labor market outcomes, and improved overall quality of life (Wilkinson & Garcea, 2017). To achieve this vision, it is crucial to fundamentally transform societal understanding of the integration process, recognizing that policy interventions must be grounded in a nuanced appreciation of the interplay between the socio-demographic profiles of immigrant populations, their linguistic capabilities, the level of education they possess, and the prevailing economic conditions of their host countries.

7. Conclusion and Future Research

Ultimately, policy interventions that aim to boost the economic integration of immigrants must adopt a holistic, multi-faceted approach that considers the myriad factors that influence their integration trajectory, ranging from the intricacies of social networks and community ties to the role of economics, education, and language training. As a result, policymaker may allocate resources effectively, prioritize strategic investments that address the specific needs of diverse immigrant populations, and foster a more responsive and inclusive policy environment that enables newcomers to realize their full potential, participate meaningfully in the Canadian economy. By adopting a data-driven approach that leverages empirical research, statistical analysis, and real-time feedback from immigrants themselves, policymakers can develop targeted interventions that address the specific needs of each subgroup of immigrants, thereby maximizing the impact of these interventions and contributing to a more equitable and vibrant society. Consequently, immigrants from diverse backgrounds can thrive, build better futures for themselves and their families, and contribute their unique skills and perspectives to Canada while enriching the nation's social tapestry and reinforcing its position as a global leader in innovation, tolerance, and multiculturalism.

Future research should continue to explore and investigate innovative strategies for promoting economic integration and social inclusion, particularly among vulnerable and underrepresented groups. This may involve the development of culturally sensitive and linguistically accessible programs that cater to the specific needs of marginalized communities, as well as the creation of evidence-based tools and practical resources that facilitate seamless transitions, foster social connections, and unlock the full economic potential of newcomers. The economic integration of immigrants in Canada is a multifaceted issue that necessitates a comprehensive and nuanced understanding of the intricate dynamics between socio-demographic factors, linguistic variables, and level of education, as well as a commitment to developing context-specific policies and interventions that take into account the complex interplay between these factors, enabling policymakers to craft solutions that foster economic opportunity and social cohesion, rather than simply reacting to emerging challenges. This can foster a future where the profound value and limitless potential of immigrant contributions can be recognized, celebrated, and wholeheartedly integrated into the very fabric of Canadian society. A future that will not only be strengthened by the distinctive experiences and insights of its newest members but also empowered by the ability to mobilize the collective energies, creativity, and expertise of a truly diverse population, thereby propelling Canada towards an even brighter future.

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