



Immigration: a case of skills mismatch?

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Objectives

- Consider the complexity of immigration
- Explore the relevance of 'employability'
- Critically evaluate the potential impact of the labour market information (LMI)
- Reflect on the role of guidance services

Immigration

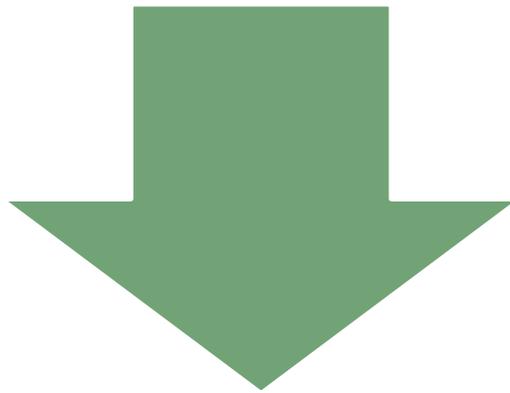
‘Nearly everyone is a migrant of some kind during their life course.....’

(Green et al., 2013, p.89)

- Free movement of labour guaranteed to EU nationals by the Treaty of Rome, 1958 (later extended to EU citizens)
- From late 1940s to 1970s, labour needs being met by migration from outside the EU (colonies/ neighbouring countries)

Reference: Green, A., de Hoyos, M., Barnes, S-A., Owen, D., Baldauf, B. & Behle, H. (2013). The Concept of Employability with a special focus on young people, older workers and migrants. European Commission: Joint Research Centre.

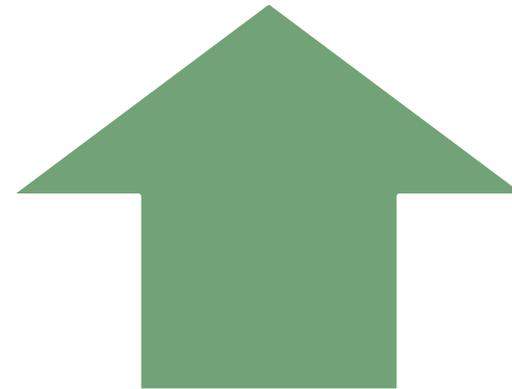
'Management of Contradiction'



National
Resources



Employer
demand/
human rights



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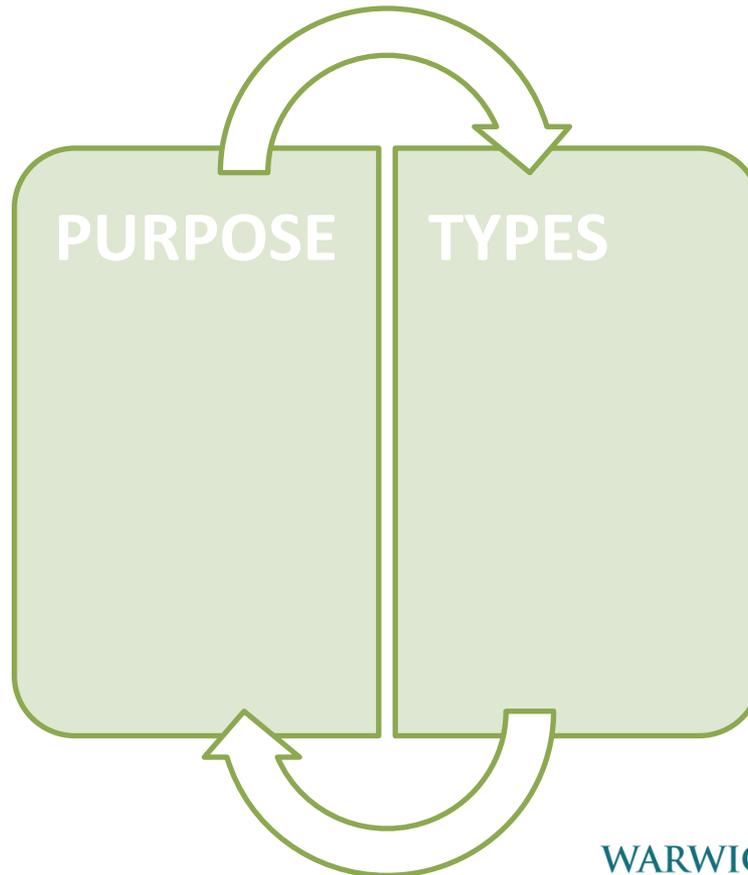


Current EU policy

EU Council, 2008:

- To restrict labour migration from outside the EU to skilled workers;
- To curb irregular migration; and
- To promote the integration of migrants within receiving countries.

Immigration: homogeneity?



Purpose

Survival

Marriage

Retirement

Lifestyle

Education

Forced

Irregular

Types

Labour

‘Top Talent’

Immigration: definition

Immigrants who move internationally in response to labour market differentials.

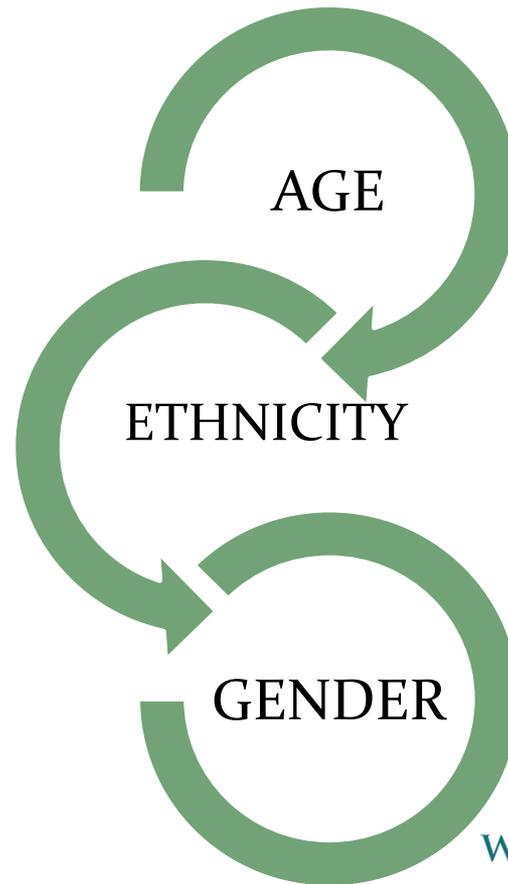
(Green et al., p.89)

Immigration & employability?

‘Employability is fundamental to successful (labour) migration, because of the importance of employment as a source of income and because it facilitates movements between jobs (within and between organisations)’

Ref: Williams AM. (2009) Employability and international migration: Theoretical perspectives. In: MacKay S (ed.) Refugees, Recent Migrants and Employment, Challenging Barriers and Exploring Pathways. Oxford: Routledge, pp. 23-34.

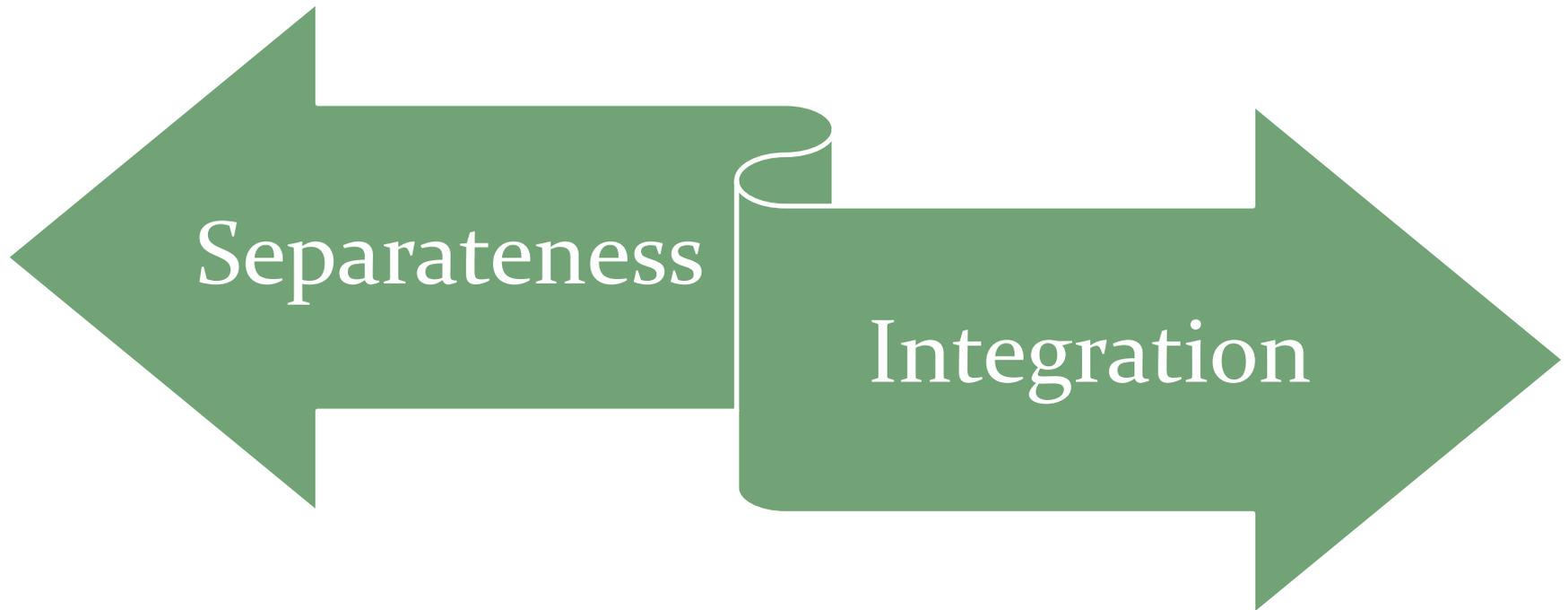
Migrants: intersectionality



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Immigration: key task



Employability of migrants: key issues

- Migration policy
- Cultural distance
- Language skills
- (Non) recognition of qualifications/
experience
- Under-employment
- Time in host society
- Knowledge of cultural norms
- Labour market segmentation
- Ethnic/ religious/
other discrimination

Employability: migrants

Individual factors

- Skills & qualifications
- Language skills
- Individual, family & community circumstances

Labour market factors

- Policies:
 - ❖ privilege highly skilled migrants,
 - ❖ create 'precarious workers'
 - ❖ embed 'ethnic penalties'.

Employability: migrants

Difficulties experienced in:

- Accessing LMI (especially vacancies)
- Making use of services provided by the state

Outreach activities include:

- Provision of specialist information/ advice
- Adjusting service delivery to their needs
- Integrating the activities of different agencies

Labour Market Information (LMI)

Demographic trends

Labour & skills shortages

Immigration?

Labour Market Information (LMI)



Demand



Supply

Labour market Information (LMI)

DEMAND

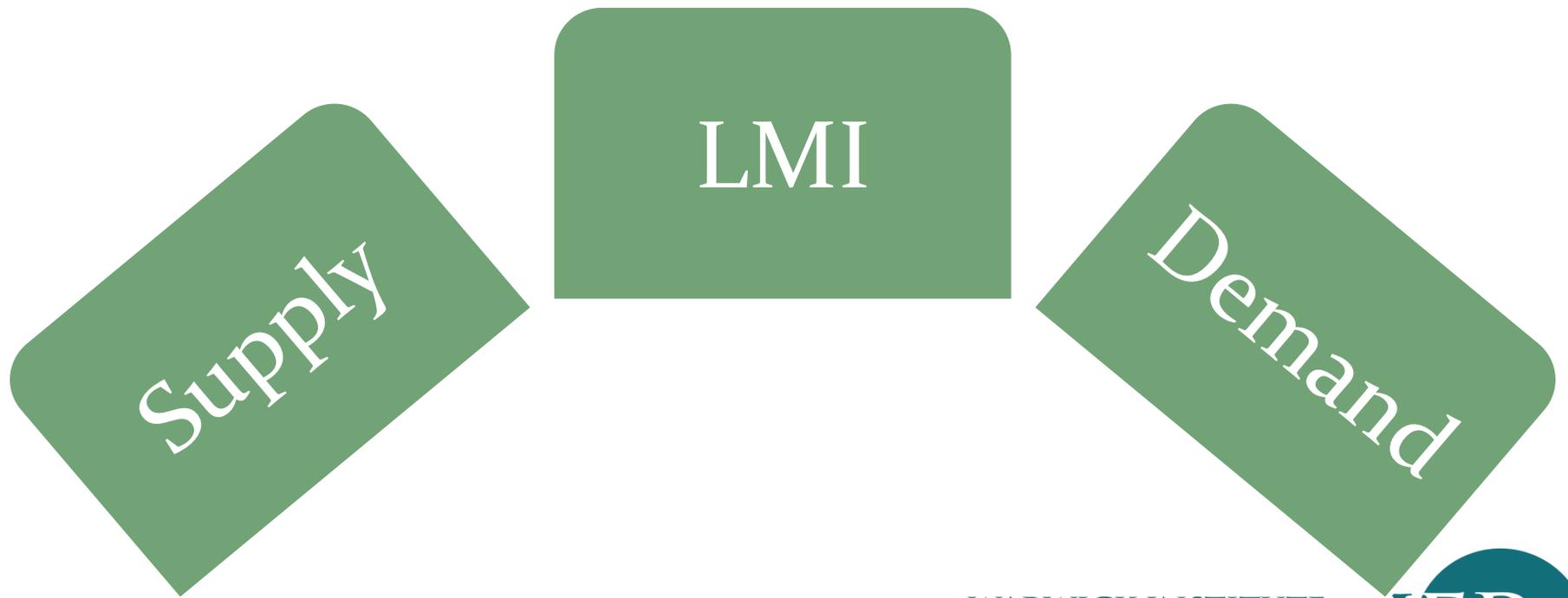
‘Information deficiencies are significant obstacles to foreign recruitment, particularly as most EU Member States have predominantly demand-driven migration systems, which place the matching between employers and migrants abroad at the heart of the migration process’.

Labour market Information (LMI)

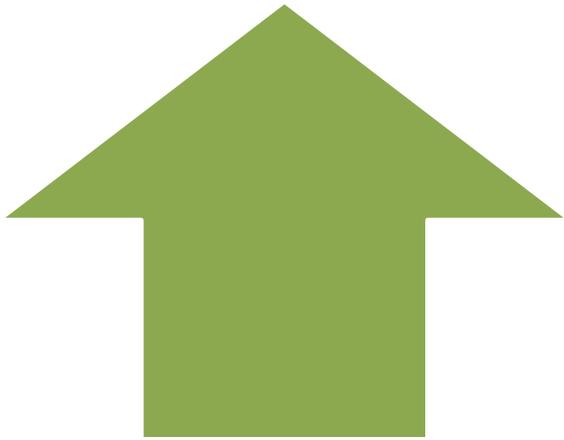
SUPPLY

‘When recruitment occurs within the domestic labour market, shortcomings in the access, use and perception of LMI contribute to the relative disadvantages of the job-seekers with migrant background compared with their native counterparts, and to inefficient allocation & utilization of immigrants’ skills’.

Labour market bottlenecks



Immigration: role of PES?



Good
practice

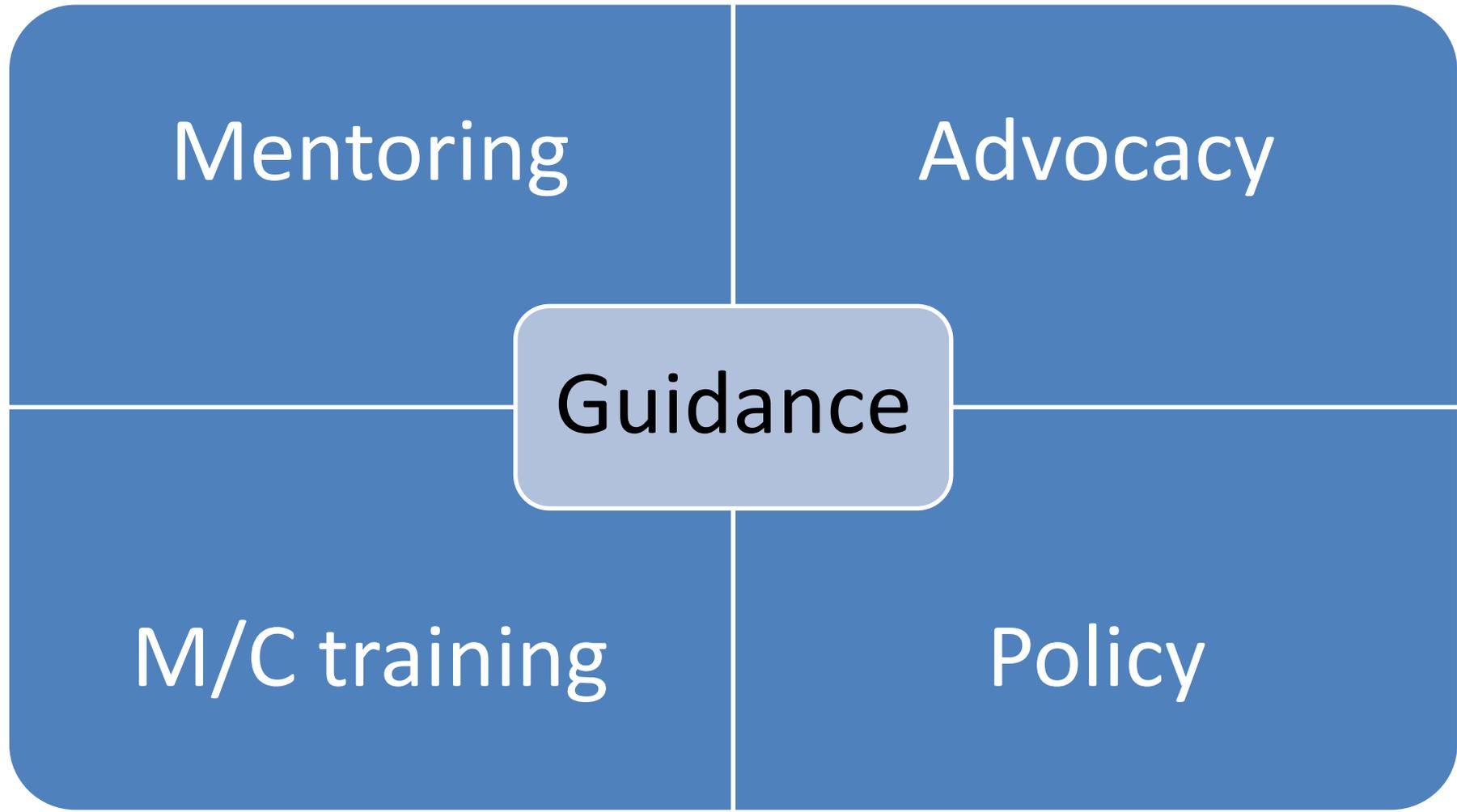


Contra-
indications

Immigration: role of career services?



Immigration & guidance: where next?



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