



RESEARCH ON SKILLED MIGRANT
INTEGRATION INTO LOCAL LABOUR MARKET

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SUMMARY OF RESEARCH FINDINGS:

Individual level Motivations & Expectations to Integrate into local society and labour market.

One solution: pre-arrival info programs

Labour market challenges/local barriers from accreditation to discrimination etc.

One solution: Alternative Career Pathways; Migrant Creative Career Action - innovation/entrepreneurship

SUMMARY OF RESEARCH FINDINGS:

Migrant Career Experiences: Lack of local social networks, settlement challenges, feeling lack of belongingness and losing status/career downshifting; Solution: Cross-cultural Mentoring

What can Employers/Society/Cities Do?

(SME study underway)– challenging sector; Integration success is related to early experiences (importance of CITY context). Functional vs. Holistic Integration; Solution: Systemic Approach to Integration from arrival.

RELEVANT PAPERS:

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- Zikic, J. & Klehe, U. (2021). Going against the grain: The role of skilled migrants' self-regulation in finding quality employment. *Journal of Organizational Behavior*, 42(8), 1023-1041.
- Hajro, A., Caprar, D. V., Zikic, J., & Stahl, G. K. (2021). Global migrants: Understanding the implications for international business and management. *Journal of World Business*, 56(2),
- Zikic, J. & Richardson, J. (2016). What happens when you can't be who you are: Professional identity at the institutional periphery. *Human Relations*, 69(1), 139-168.
- Zikic, J. (2015). Skilled Migrants Career Capital as a Source of Competitive Advantage: Implications for Strategic HRM, *The International Journal of Human Resource Management*, 26(10), 1360-1381.
- Zikic, J., Bonache, J., & Cerdin J.L. (2010). Crossing national boundaries: A typology of qualified immigrants' career orientations. *Journal of Organizational Behavior*, 31(5), 667-686.