

# Not all pathways lead to success: How temporary permit type shapes immigrant earnings in Canada

**Rupa Banerjee**

Toronto Metropolitan University

**Laura Lam**

University of Toronto

## Datasets used

Longitudinal Immigration  
Database (IMDB)

## Policy areas this research can inform

Immigration and  
ethnocultural diversity  
Labour

## Context

This study challenges the assumption that all two-step immigration pathways lead to better labour market integration by showing that outcomes vary significantly by temporary permit type. Using Statistics Canada's Longitudinal Immigration Database (IMDB), it compares earnings trajectories of four International Mobility Program subgroups with one-step immigrants. Post-graduate work permit holders and intra-company transferees earn more initially, while working holidaymakers earn less and spouses' outcomes vary by gender. The findings fill a key gap by highlighting permit-specific disparities and can inform government decisions on temporary program design, selection criteria, and forecasts of immigrant economic integration.

## Key finding

Immigrants' long-term labour market outcomes in Canada differ markedly by their initial temporary permit type, underscoring the need for government policy to account for these distinctions when designing equitable pathways to permanent residence and supports for newcomers.

## Policy implications

The research highlights the need for immigration policies that account for the significant variation in labour market outcomes based on initial temporary permit type. Policymakers should reconsider using broad permit categories in program design and evaluation, as these obscure disparities in earnings and integration outcomes. Tailored supports such as job matching services, mentorship, and credential recognition should be prioritized for groups with lower initial earnings. More granular tracking of permit pathways can improve forecasting and ensure that immigration programs better align with labour market integration goals.

## Read the full article here

Banerjee, R., & Lam, L. (2024). Paths to permanence: permit categories and earnings trajectories of workers in Canada's International Mobility Program. *Canadian Public Policy*, 50(S1), 143-160. <https://doi.org/10.3138/cpp.2023-062>

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