

# Retention Rates of Migrants to Alberta

**August 2009**

## Introduction

Alberta Employment and Immigration (E&I) actively supports the integration of migrants through programs aimed at language development, employment training, and attracting people to the province. This report looks at the length of time interprovincial migrants tend to stay in Alberta, by their retention rates, and the characteristics of those who stay longer. These characteristics include gender, family type, province they are migrating from, and education. The purpose is to provide E&I with information that will aid in developing strategies to attract and retain skilled labour.

Retention rates are the percentage of migrants who stay for a given period of time. They are calculated by taking the total number of interprovincial migrants who have stayed for either one full year or five full years and dividing it by the total migrants who came to Alberta over the same time period. One year retention rates contain data for migrants coming to Alberta between 1995 and 2005 and five year retention rates contain data for 1995 through 2001.

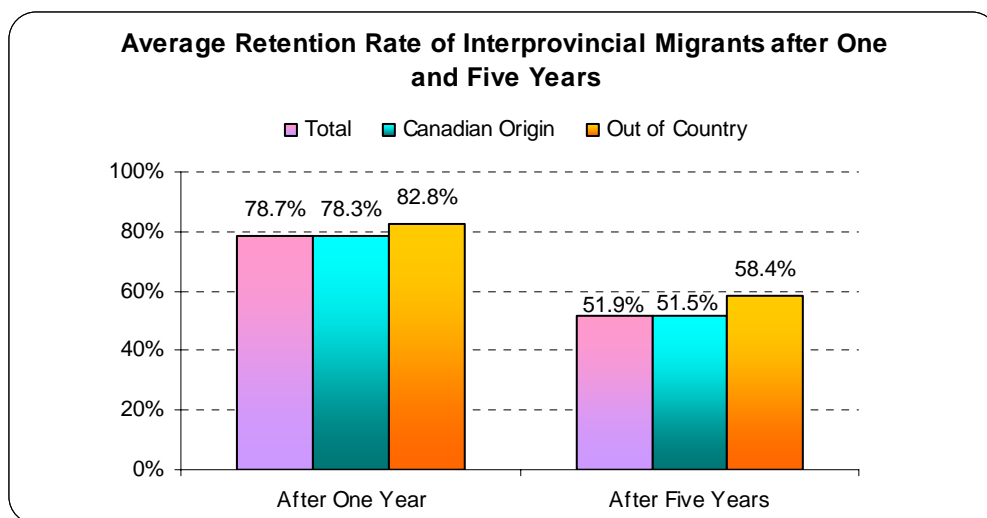
The data analyzed in this report come from Statistics Canada's Longitudinal Administrative Database (LAD). Important considerations relating to this data source, including how retention rates are calculated, are described in Appendix A. Further analysis is presented in Appendix B.

# Retention Rates of Migrants

## Migrants' Retention Rates

The retention rates of interprovincial migrants<sup>1</sup> to Alberta are presented in Chart 1. According to the 2006 LAD, 78.7% of interprovincial migrants who moved to Alberta between 1995 and 2005 stayed in the province for at least one full year. For interprovincial migrants who moved to Alberta between 1995 and 2001, 51.9% stayed in Alberta for at least five years. Migrants who moved to Alberta in 1996 and 1999 had a retention rate after one year, at 80.8%, the highest among all migrants who came to Alberta between 1995 and 2005. For interprovincial migrants who came to the province between 1995 and 2001, those who moved to Alberta in 1996 had the highest rate after five years, at 54.8%. Migrants who originally came from outside Canada but moved to Alberta from another province had higher retention rates after one or five years than interprovincial migrants of Canadian origin. The yearly retention rates for migrants who stayed in Alberta for at least one or five years is shown in [Appendix B, Table 1](#).

Chart 1



Data Source: Longitudinal Administrative Database

## Interprovincial Migrants' Retention Rates by Gender

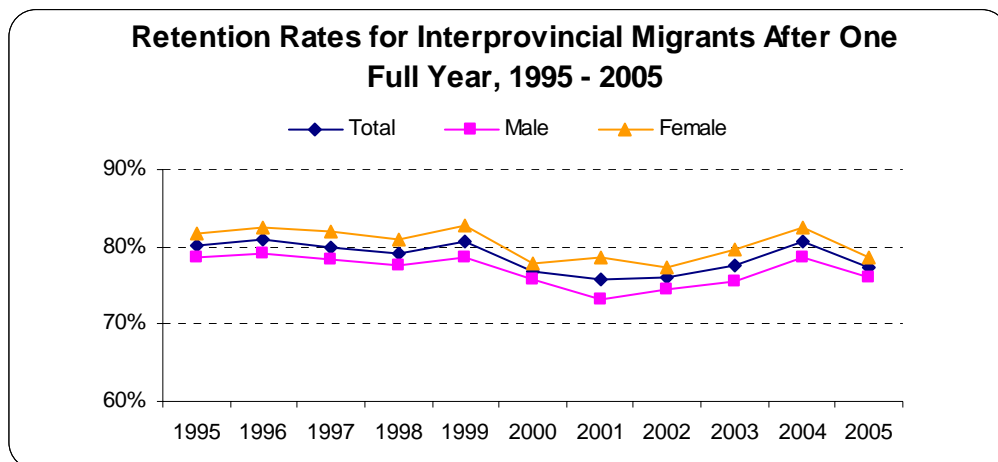
Charts 2 and 3, on the next page, show retention rates by gender after both one and five years. The retention rates for female migrants who remained in Alberta for at least one full year or five years were higher than that of their male counterparts. The largest gap occurred in 1997 when female migrants' rate was 8.9 percentage points higher than that

<sup>1</sup> Migrants moving to Alberta from another part of Canada

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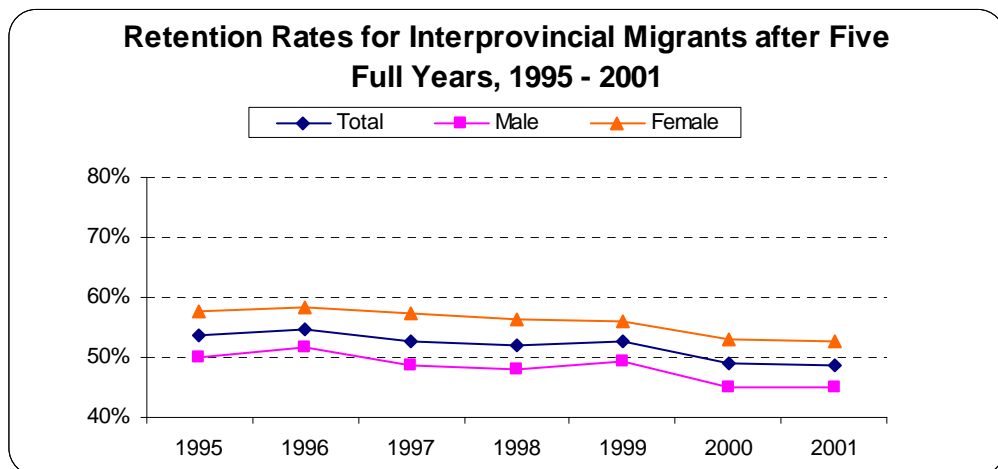
of males who remained in Alberta for five years. Among those who stayed for one year in Alberta, the largest difference occurred in 2001 when the retention rate for females was 5.4 percentage points higher than their male counterparts. [Appendix B, Table 1](#) also displays the yearly retention rates by gender.

**Chart 2**



**Data Source:** Longitudinal Administrative Database

**Chart 3**



**Data Source:** Longitudinal Administrative Database

### Retention Rates by Age groups

Table 1, on the next page, shows that the interprovincial migrants' retention rates varied by age group after one and five years. Migrants aged 30 to 34 had the highest retention rate among those who stayed for at least one year with 83.5%. Of those who remained in the province for at least five years, migrants aged 60 to 64 had the highest retention

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rate at 59.5%. Generally, migrants between the ages of 25 and 49 had relatively high retention rates. Migrants aged 65 and over had the lowest retention rate with 67.8% after one year, whereas, those aged 15 to 19 had the lowest retention rate after five years with 37.3% and the second lowest rate after one year with 70.0%.

**Table 1**

Average Retention Rates of Interprovincial Migrants* by Age			
		After One Year 1995-2005	After Five Years 1995-2001
Age	15-19 years	70.0%	37.3%
	20-24 years	75.6%	43.8%
	25-29 years	80.4%	50.9%
	30-34 years	83.5%	57.7%
	35-39 years	83.1%	59.3%
	40-44 years	81.4%	58.8%
	45-49 years	80.3%	57.1%
	50-54 years	80.0%	56.9%
	55-59 years	78.4%	54.7%
	60-64 years	78.3%	59.5%
	65 years and over	67.8%	44.3%

\* May include a small number of migrants coming to Alberta directly from outside the country

**Data Source:** Longitudinal Administrative Database

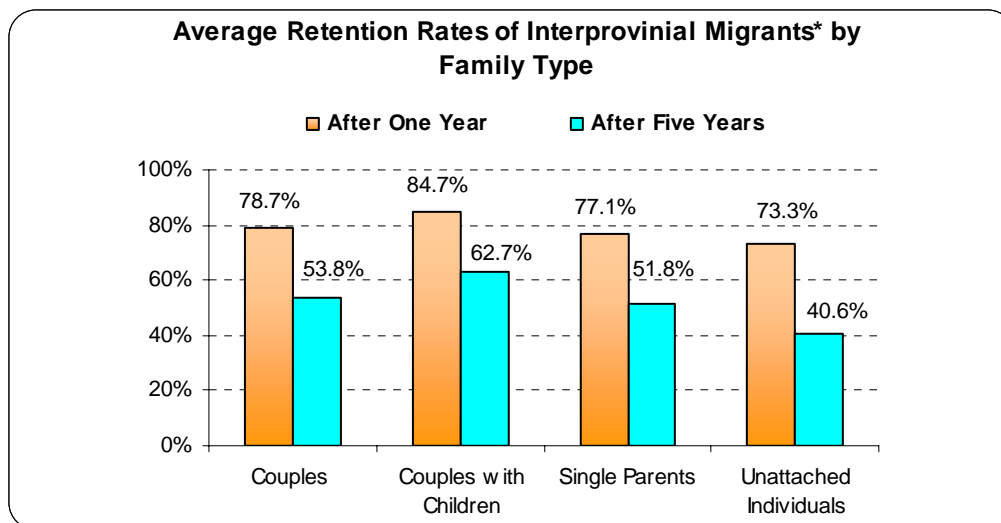
### Retention Rates by Family Type

The retention rates for migrants by family type are shown in Chart 4 on the next page. Couples with children had the highest retention rate with 84.7% for those who stayed for at least one year and 62.7% for migrants who stayed for at least five years. Unattached individuals<sup>2</sup> had the lowest retention rate with 73.3% for those that stayed for at least one full year or 40.6% for those that remained for five years. This group was the least likely to stay in the province.

<sup>2</sup> Those people living either alone or with others to whom they are not related, such as a roommate or lodger

## Retention Rates of Migrants

**Chart 4**



\* May include a small number of migrants coming to Alberta directly from outside the country  
**Data Source:** Longitudinal Administrative Database

### Retention Rates by Province

Table 2 shows that for those who stayed for one year, migrants who arrived from Saskatchewan had the highest retention rate at 82.5%, whereas, migrants from Quebec had the lowest retention rate with 70.9%. For those who remained for five years, migrants from Prince Edward Island (PEI) had the lowest retention rate at 43.5%, whereas those from Saskatchewan again had the highest retention rate at 59.2%.

**Table 2**

Average Retention Rates of Interprovincial Migrants by Province			
		After One Year 1995-2005	After Five Years 1995-2001
<b>Province</b>	Newfoundland & Labrador	79.7%	52.1%
	Prince Edward Island	76.1%	43.5%
	Nova Scotia	77.0%	44.5%
	New Brunswick	77.7%	46.7%
	Quebec	70.9%	45.4%
	Ontario	75.9%	46.8%
	Manitoba	80.0%	53.9%
	Saskatchewan	82.5%	59.2%
	British Columbia	79.6%	53.1%
	Yukon/Northwest Territories/Nunavut	79.1%	52.3%

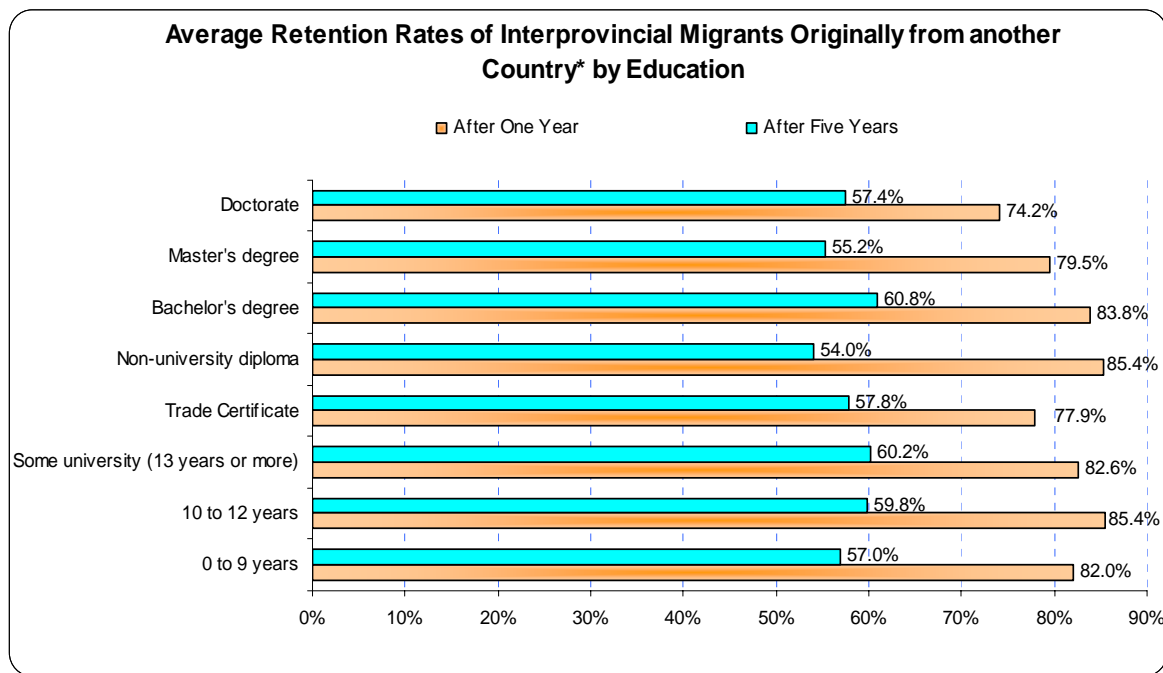
**Data Source:** Longitudinal Administrative Database

## Retention Rates of Migrants

### Retention Rates by Education

Migrants with a non-university diploma and those with 10 to 12 years of education had the highest retention rate after one year with both at 85.4% (Chart 5). Meanwhile, those with a doctorate had the lowest retention rate after one year with 74.2%. After five years, migrants with a bachelor's degree had the highest retention rate with 60.8%, whereas those with a non-university diploma had the lowest retention rate with 54.0% after five years. Among those with a university degree, migrants with a bachelor's degree had higher retention rates than those with a master's degree or doctorate after both one and five years. In short, migrants with a bachelor's degree are more likely to stay in Alberta than those holding master's degrees or doctorates.

Chart 5



\* May include a small number of migrants coming to Alberta directly from another country

**Data Source:** Longitudinal Administrative Database

## Summary and Conclusion

Among the family categories, after one and five years, unattached males had the lowest retention rate, whereas couples with children had the highest retention rate. Interprovincial migrants originally from another country are more likely to stay in Alberta than migrants of Canadian origin after both one and five years. Migrants of Canadian origin are the least likely to stay in Alberta, especially after five years.

Migrants aged 30 to 34 had the highest retention rate after one year, whereas those aged 65 and over had the lowest retention rate after a year in Alberta. Interprovincial migrants aged 60 to 64 had the highest rate at 59.5% after five years followed by those aged 35 to 39 at 59.3%. Migrants aged 15 to 19 had the lowest retention rate after five years with 37.3%.

Interprovincial migrants from Ontario had the largest share of individuals with a university degree. However, these migrants also had the second lowest retention rate in Alberta after one year and they were also among those with the lowest rate after five years. Migrants from Quebec had the lowest retention rate after one year and had the third lowest rate after five years. These migrants, however, had the largest share of individuals with a high school certificate or lower education. Retention rates by education reveals that migrants with a bachelor's degree are the most likely to stay in Alberta. Those with a master's degree or higher had a lower retention rate than those with a bachelor's degree both after one and five years.

## Appendix A: Data Considerations

The Longitudinal Administrative Database (LAD) is a custom tabulation done for Alberta Employment and Immigration (E&I) by Statistics Canada. The data is a 20% sample taken from filed tax returns. This tabulation contains data for the years 1995 through 2006. Therefore, there is data on immigrants to Alberta for all the years, but for retention data for migrants and also emigrants' data is only available up to and including 2005, as the 2007 data is needed to determine the number of people staying and leaving Alberta in 2006. The LAD data contain data for migrants under the age of 15, representing only 0.1% of migrants accounted for. However, this group is omitted from this analysis as it is not considered to be a part of the working age population.

The retention rate for migrants staying one year is calculated as follows:

$$\frac{\text{Total number of migrants who stayed for one full year (1995-2005)}}{\left[ \text{Total number of migrants who came to Alberta (1995-2006)} \right] - \left[ \text{Number of migrants who came to Alberta in 2006} \right]}$$

In some instances throughout the report it is noted that samples may contain a small number of migrants coming from directly out of the country. This is because the LAD data recognize two categories of migrants:

1. Interprovincial migrants: those moving to Alberta from another part of Canada, but who have always been Canadian citizens.
2. International migrants: those coming from either another part of Canada but were born in another country or who came directly from out of the country (for the period of 1995 through 2006 the LAD data indicates that only a small number of migrants came from out of the country or did not specify which province they came from).

For the purposes of this report, the number of international migrants who are either directly from out of the country or did not specify where they came from are subtracted from the sum of the interprovincial and international migrants. The resulting group will be referred to as interprovincial migrants. However, due to the nature of the LAD data, sometimes those international migrants who are either directly from out of the country or did not specify where they are from are automatically included in the data. Since this number is so small compared to the total number of migrants the analysis should not be affected by these migrants. Also, throughout this report some analysis will indicate that

## Appendix A: Data Considerations

it is for interprovincial migrants originally from out of the country. This is because some variables are only available for international migrants and not for interprovincial migrants. Family type is based on four types: couples, couples with children, single parents, and unattached individuals. Unattached individuals refer to those people living either alone or with others to whom they are not related, such as a roommate or lodger.

Statistics Canada suppresses small data values to protect the confidentiality of survey respondents and, in some instances, suppresses other small values to ensure that the originally suppressed value is indeterminable from the remaining data.

## Appendix B

**Table 1**

<b>Average Retention Rates of Interprovincial Migrants after One and Five Years</b>							
		<b>After One Year</b>			<b>After Five Years</b>		
		<b>Total</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>	<b>Male</b>	<b>Female</b>
<b>Year</b>	<b>Overall</b>	78.7%	76.9%	80.5%	51.9%	48.2%	55.9%
	<b>1995</b>	80.2%	78.7%	81.8%	53.8%	50.1%	57.6%
	<b>1996</b>	80.8%	79.3%	82.5%	54.8%	51.6%	58.2%
	<b>1997</b>	80.0%	78.3%	82.0%	52.7%	48.5%	57.4%
	<b>1998</b>	79.2%	77.6%	81.0%	52.0%	48.1%	56.4%
	<b>1999</b>	80.8%	78.7%	82.9%	52.6%	49.2%	56.1%
	<b>2000</b>	76.7%	75.7%	77.8%	48.9%	45.0%	52.9%
	<b>2001</b>	75.8%	73.2%	78.6%	48.7%	45.1%	52.6%
	<b>2002</b>	75.9%	74.6%	77.3%	-	-	-
	<b>2003</b>	77.6%	75.6%	79.7%	-	-	-
	<b>2004</b>	80.6%	78.6%	82.6%	-	-	-
	<b>2005</b>	77.4%	76.1%	78.7%	-	-	-

**Data Source:** Longitudinal Administrative Database