

Opportunities at the Intersection of Labor Market Information and Migration Policy

Prepared for the International Forum on Migration Statistics

January 25, 2023

How LMI Can Inform Migration Policy

1. Mapping the flow of talent across countries
 - Where are brain drain and brain gain occurring?
 - Where are people leaving to? Where are people coming from?
 - What occupations are people leaving for? What occupations are people coming for?
2. Understand the global supply and demand for valuable skills
3. Creating efficient certification structures to enable migrants to work
 - Understanding skill requirements of in-demand jobs
 - Identifying certification pathways to help migrants qualify for meaningful jobs
4. Providing more effective career navigation to support migrants
 - Navigation supports to pull migrants into best-fit jobs that make use of existing skills

Mapping International Talent Flows

Where are brain drain and brain gain occurring?

Colombia BA

Destination Countries

1	United States of America
2	Canada
3	Australia
4	Germany
5	United Kingdom
6	Spain
7	France
8	Mexico
9	Netherlands
10	Italy

Colombia BA

Source Countries

1	United States of America
2	United Kingdom
3	Ireland
4	Spain
5	India
6	Venezuela
7	Mexico
8	Peru
9	Philippines
10	Italy

Based on country where BA was received

Identifying Country's Domestic Talent Gaps

How Much Talent Are Countries Pulling In Versus Sending Abroad?

Country	Departed BA Talent	Arrived BA Talent	Net Talent Gain/Loss
Lebanon	13403	5374	-8029
Jordan	10170	5112	-5058
Lithuania	3628	2685	-943
South Africa	25771	24851	-920
Slovenia	743	702	-41
Sweden	6186	26452	20266
Israel	9205	31202	21997
Qatar	350	23346	22996
Singapore	77236	170698	93462

Identifying Country's Domestic Talent Gaps

What Talent Are Countries Pulling In Versus Sending Abroad?

Migration of workers based on major & occupation (share of US pool)

Program of Study	UK to US	US to UK
Business Administration and Management, General	0.68%	0.18%
Art/Art Studies, General	1.24%	0.43%
Economics, General	1.18%	0.48%
Psychology, General	0.58%	0.18%
Computer Science	0.62%	0.38%
Accounting	0.51%	0.06%
History, General	1.01%	0.51%
Marketing, Other	0.5%	0.12%
Finance, General	0.58%	0.06%
Mechanical Engineering	0.63%	0.27%
Engineering, General	0.72%	0.3%

Occupation	UK to US	US to UK
General and Operations Managers	0.32%	0.69%
Chief Executives	0.28%	0.48%
Software Developers, Applications	0.32%	0.41%
Marketing Managers	0.36%	0.74%
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	0.15%	0.46%
Management Analysts	0.3%	0.69%
Operations Research Analysts	0.4%	0.66%
Managers, All Other	0.21%	0.48%
Sales Managers	0.23%	0.5%
Postsecondary Teachers, All Other	0.27%	0.43%

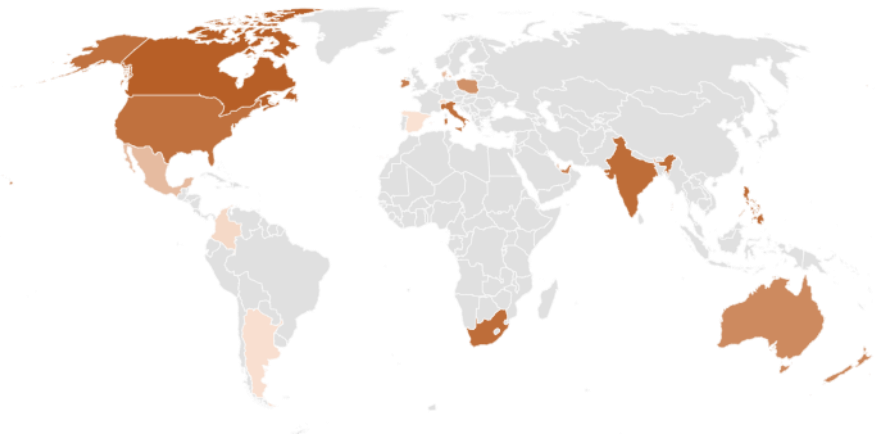
Global Supply and Demand of Valuable Skills

Where are critical skills most prevalent or desired by employers?

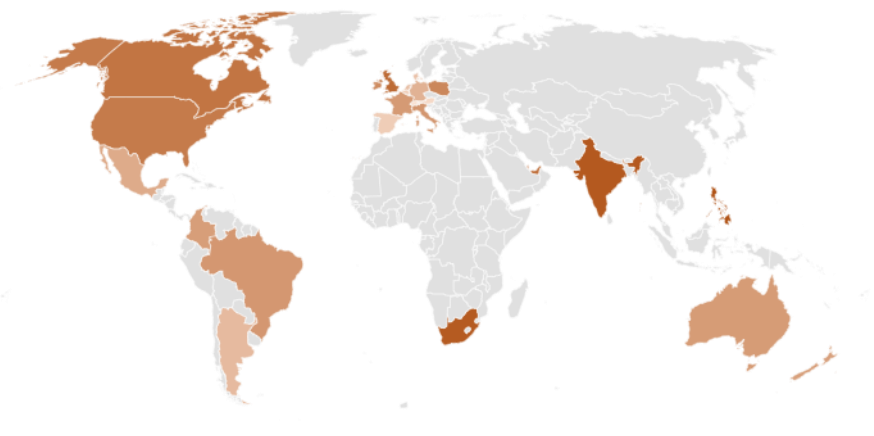
Understanding global supply and demand for skills can inform immigration policies as well as help countries predict where immigration may come from or go to in the near future.

For example: countries with high rates of engineering skills but low demand for these skills can anticipate some migration of talent to where their skills are in higher demand

Problem Solving



Javascript



Lowering Skills Barriers for Immigrant Workers

Creating efficient certification pathways and access to valuable jobs

- Immigrants often face under-employment in new countries as their previous skills and training go under-deployed- even when their experience could fill gaps in high-demand fields
- Many barriers to entry for relevant occupations destroy value:
 - Requirements for experience with idiosyncratic systems that are rarely used
 - Language burdens that aren't actually relevant to workers' jobs
 - Stringent certification requirements that are incompatible with prior learning
- Alternative certification pathways create opportunities for firms and workers
 - Programs can include testing for capabilities to perform required tasks, efficient training paths, and “apprenticeship” opportunities for workers to adjust to new work settings

High Barrier Certification Requirements

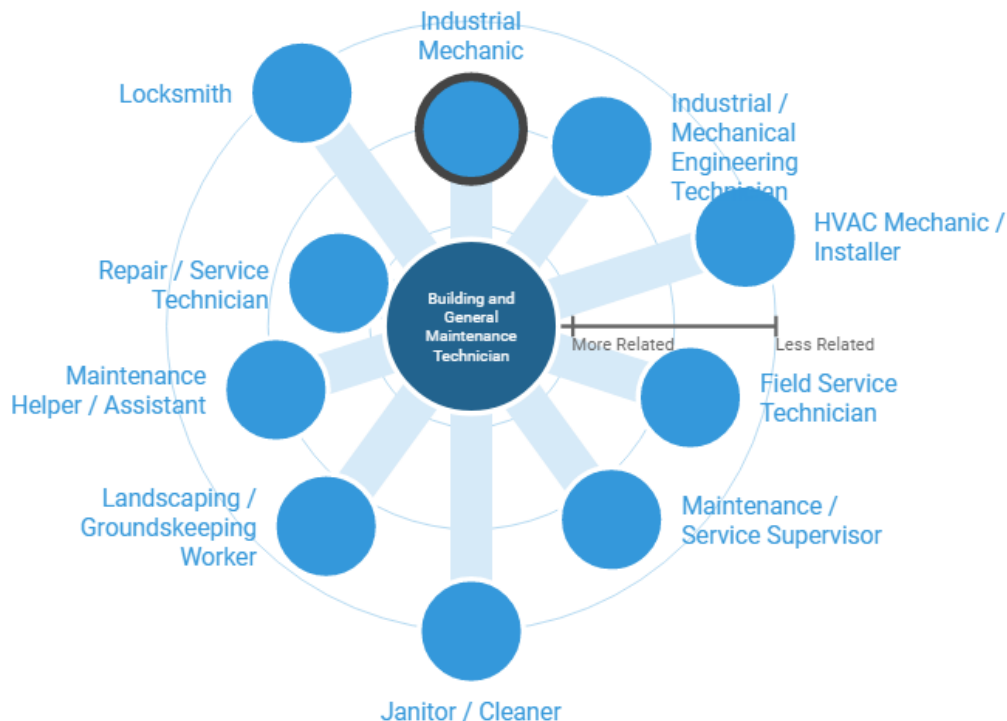
- X Courses at Accredited Institution
- Hours of supervised work as part of training program
- Transcript of secondary degree

Accessible Certifications for Skill Immigrant Talent

- Testing for practical knowledge
- Apprenticeships as on-ramp for jobs
- On-the-job training for knowledge gaps

Career Navigation to Support Migrant Workers

Pulling migrants into best-fit jobs that make use of existing skills



- Immigrants, especially low-education immigrants and refugees, often rely on informal networks to find jobs
- Formal navigation services can connect workers to best-fit jobs that make use of existing skills, rather than just existing contacts
- Skill adjacency modeling can be used to create new economic opportunity and avoid under-employment for recent migrants

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