Reversing the Role (HSMPRs Agency): The case of HMPRs in Canada

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ABSTRACT

In response to the growing demand for skilled talent, which has consequently led to the establishment of multiple entry routes designed to attract such individuals, a substantial body of literature has emerged concerning skilled migrants in various host countries. Despite extensive scholarly discussions on skilled migrants, it is evident that there is a limited explicit understanding regarding Highly Skilled Migrants (HSMs) who initially migrate with permanent residency status. Although this demographic has been subject to examination, they remain conflated with other categories of migrants, indicating that further research is essential to distinguish them from skilled migrant groups. This research aimed to delineate the characteristics that define the integration and labour market outcomes of this specific group of HSMs in their host country. Employing a qualitative research methodology, the study involved interviews with a total of thirty-one participants, comprising 28 Highly Skilled Migrant Professionals (HSMPRs) and four institutional stakeholders. The study's findings provide evidence pertinent to the Canadian context, specifically regarding the demand for the "Canadian accent," which affects the agency of Highly Skilled Migrant Professionals (HSMPRs) and influences their labour market outcomes. Furthermore, the research delineated the impact of macro-level institutional factors across time, demonstrating how these elements shape the agency of Highly Skilled Migrant Professionals (HSMPRs) in Canada regarding the demand for "Canadian accents". Evidence of reinforced agency significantly affecting their integration and labour market outcomes is evident. Observations derived from the empirical findings reveal a distinct variation in the agency of HSMPRs who immigrated during different temporal political eras, along with the resulting variations in labour market outcomes and integration.

Keywords: HSMPRs (Highly skilled migrants Professionals); labour market; accents; institution; voice; Canadian accent; time; migration, immigration; skill