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***Bridging and/or Bonding:
Studies of New Generation Immigrant
Youth, Social Capital and Job Search***

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Youth Unemployment: The Facts

- Global and local issues: 2-3 times higher than general unemployment rate
- UN: 2005, 60 million young people unemployed worldwide, 2009 EU average 18.3% (Xinhua news)
- Canada: Hidden Deficit, July 2009, general unemployment rate 8.6% and youth unemployment 16.9% (highest since 1977)
- Defining terms:
 - Youth: 15 to 24 or 29 or more?
 - New generation = second generation + 1.5 generation who came at young age (12 or below).



International Literature

- Portes observes that there is only little study on the new generation immigrant youth.
- Australia – Manni (1994), Nesdale & Pinter (2000):
 - ❖ Ethnic background may impact their unemployment but 2nd generation and those with more years are in a significantly better condition than the 1st generation.
- US – Portes (1995) & Waldinger and Feliciano (2004): contradictory findings.
- Canada – HRDC (2003), Statistics Canada (2005, 2007), Canadian Labour Council (2005)
 - ❖ 2nd generation from early cohort did better than their parents but not for recent cohort which tends to be visible minorities which tend to have less desirable employment outcome particularly women.



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Immigrant Family, Youth & Employment

- Family is the major source of job referrals for young people. This finding is corroborated by a few Canadian studies (e.g., Canadian Youth Foundation, 1995b; Granovetter, 1974; Yan, 2000). Payne (1987) finds that unemployment may run in families.
- Questions:
 - If immigrant parents generally face unfavourable employment conditions, then how much resource they will have in helping their children to access the job market?
 - What other resource will immigrant youth have to access job market?



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Solutions to Youth unemployment

- Human Capital: (Becker, 1964)
 - A form of assets generated by investments in education, training and medical care, necessary but not sufficient
 - Not who you are but who you know that matters in youth employment Granovetter (1974)
- Social Capital: (Putnam, Lin, Portes)
 - In its most basic form, the resource embedded in people's social networks which can provide purposive functions to their success
 - Has a structural property = one's social capital depends on his/her social position connecting to different network. not distributed evenly
 - Bonding (strong ties, solidarity and in-group) Vs. Bridging (weak ties) - between group



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Two Parallel Studies

- New generation youth with university degree
 - SSHRC Standard Grant
 - Data Collection: 2005 - 2007
 - Pre and post graduation survey design
 - Semi-structure interview
- New generation youth with no degree
 - Metropolis British Columbia
 - Data Collection: 2006 - 2007
 - Focus group interview



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The Contextual Consideration

- Long run decline in the joblessness
 - Jobless rate in BC has been in decline since 2002
- Long run growth of the service sector
 - Roughly 4 in 5 jobs are service industry jobs



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Preliminary Survey Results

- Only for the university graduates study
- Two unique aspects of this research
 - Measuring social capital as ties
 - Measuring social capital before job search
 - A person may hold valuable social resources but not use them.
- We used two approaches to measure social ties to capture stored social capital a person holds and might use.
 - Particularly looking at multiethnic ties (bridging)



Close Ties

- Close ties = Someone with intimate relationship such as family, relatives and close friends
- We use a name generator to collect up to five close personal ties a young person holds.

Person	Initial of First Name	Gender	Relative or Friends	Same ethnic	Employed?
Person 1		Male/Female	Relative/Friend	Yes/no	Yes/no



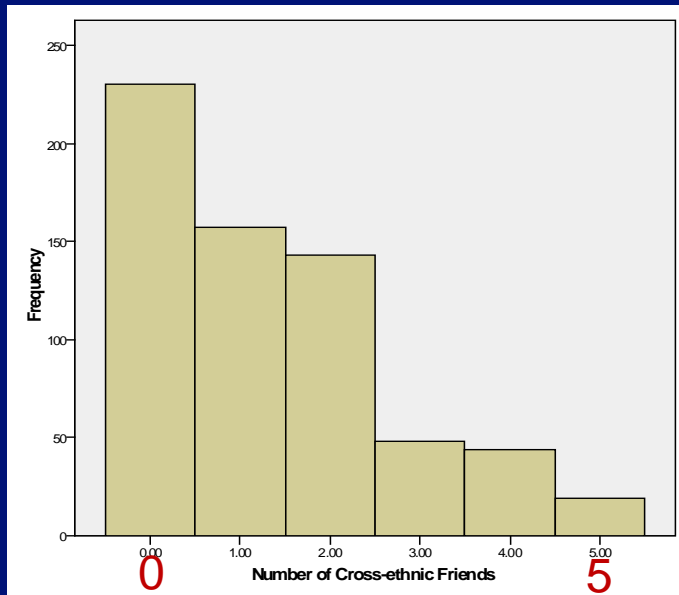
Extensive Ties

- Extensive Ties = People who help extend the relationship to a wider community
- Not all valuable ties are close ties. We use a position generator to learn about ties that reach beyond close personal ties.

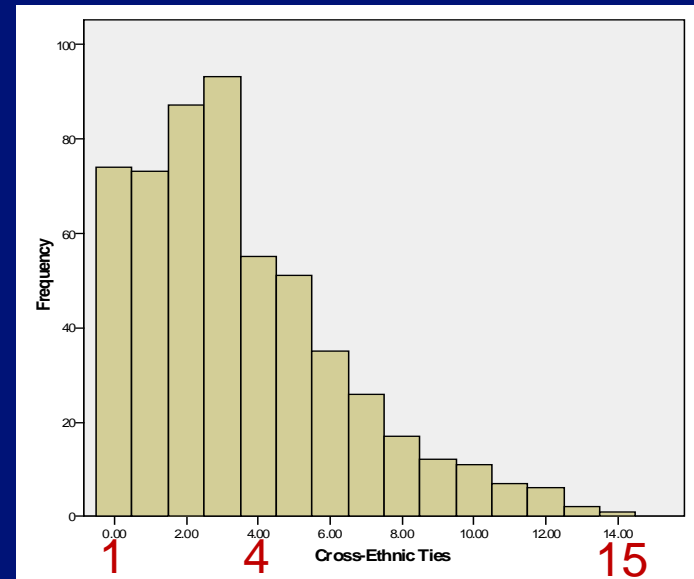
	<u>Family</u>	<u>Relative</u>	<u>Friends Same ethnicity</u>	<u>Friends different Ethnicity</u>
School teacher	Yes / No	Yes / No	Yes / No	Yes / No
Electrician	Yes / No	Yes / No	Yes / No	Yes / No



Multiethnic Close and Extensive Ties



Close ties from 0 to 5, most people have two or fewer multiethnic ties



Extensive ties from 0 to 15 occupations. Most people have 2 to 4 multiethnic extensive ties.



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Why Multiethnic Ties?

- They can be valuable as an end in themselves.
- Multiethnic ties provide access cross-ethnic boundary (i.e., bridging capital) to diverse social resources that can be valuable in pursuing goals, i.e., job search and outcome.



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Multiethnic Close & Extensive Ties (Findings)

- New immigrants are less likely to hold multiethnic close ties.
- Visible minority new immigrants are less likely to hold multiethnic close and extensive ties



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Multiethnic Ties, Job Search and Outcomes – Employment during school

- Outcome Variables:
 - Job Search: finding work through personal ties
 - Outcome: finding a job relevant to education
- Analysis (Logistic Regression):
 - Multiethnic close ties
 - Do not have a direct effect on job search or the outcome
 - Multiethnic extensive ties
 - Increase use of non-family contacts to find work, but not for visible minority students
 - Increase the likelihood of holding a relevant job for visible minorities



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Impact Social Capital on Job Search after Graduation

- Job Search
 - Neither multiethnic close nor extensive ties are associated with finding work through personal contacts
 - Not useful or not using it?
- Job Outcomes
 - Multiethnic extensive ties increase the likelihood of holding a relevant job, but not for visible minorities
 - Among visible minorities, those with multiethnic close ties are more likely to work in a diverse workplace, which in turn makes holding a relevant job more likely.



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Findings of Qualitative Studies

- Interviews with University graduates
 - Semi-structured interviews with 20 youth one year after graduation
 - Include youth from variety of backgrounds and immigrant generations
- Focus group interviews with non-University graduates
 - 5 focus groups with youth from Chinese (2), 'South Asian (2) and Filipino/a (1) backgrounds



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Non-University Youth (1)

- Entry Level Service Sector Jobs
 - Work is available (Mostly in service industry)
 - Commitment is low
 - Lateral movement is common
- Avoidance of Co-Ethnic Employers
 - Shared ethnicity leads to other expectations



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Non-University Youth (2)

- Using Personal Ties
 - Often use impersonal strategies (Walk-in and cold call)
 - Personal ties facilitate job movement
 - Prefer friendship ties to family ties in job search
- Education a Persistent Concern
 - Interest in degrees rather than training for specific job
 - Part of values and aspirations nurtured by parents



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University Graduates (1)

- Starting Professional Careers
 - Job search is like ‘pulling hair’
 - Spend more effort on search but not much more time compared to the non-university participants
 - Ethnic employer non-issue
- The Value of a University Degree
 - Credentials open doors
 - University education is not directly beneficial to job opportunity
 - Desire on-the-job training



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University Graduates (2)

- Using Non-personal Ties
 - More often
 - Internet
- Using Personal Ties
 - Parents provide valuable emotional support, but not connections
 - Friends in the field – job information
 - More attention to establish network in the field compared to the non-university group



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Coming from Immigrant Families

- Feel better than their parents in labour market standing
 - Less report in racist experience (economic condition)
- Parents are not useful resource
 - No guidance of navigating the job market
 - Limited bridging social capital from first generation immigrant parents
 - Who experience non-professional jobs, Lack cross-ethnic ties, Limited knowledge of the local system
- Use of friends
 - Mostly co-ethnic friends
 - Limited scope of bridging to larger job opportunity



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Tentative Policy Suggestions

- Lack of bridging social capital: A possible explanation of low economic integration of immigrant family
 - ❖ More studies needed
 - Re-examination of the concept of settlement and integration in immigration policy
 - ❖ An intergenerational process
 - Specific programs for new generation immigrant youth – such as cross-ethnic mentorship
 - ❖ Expand and better promotion of youth employment programs – not only to youth but also their significant others