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研究課題名(和文) Attracting Highly Skilled Migration: Policy, Practice and Integration

研究課題名(英文) Attracting Highly Skilled Migration: Policy, Practice and Integration

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研究成果の概要(和文)：This multi-country investigation analyzed distinct national strategies and approaches for managing highly skilled migration via international student mobility looking at Canada, Japan, Australia/New Zealand and the US.

研究成果の学術的意義や社会的意義

This research contributes to the theoretical concepts and practice of “diversity and inclusion” and what is needed in order to make related policies effective.

It sheds light on the lived experiences of foreign students and the support they need to stay in a foreign employment situation.

研究成果の概要(英文)：This multi-country investigation analyzed distinct national strategies and approaches for managing highly skilled migration via international student mobility looking at Canada, Japan, Australia/New Zealand and the US. The research determined effective policy attributes that target and influence recruitment for study leading to retention for host country employment. Positive influencing policy factors included flexible immigration options, cultural and social integration, family ties and labour market opportunities.

研究分野：political science

キーワード：highly skilled migration international student integration retention rate labour market national policy

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1. 研究開始当初の背景

Human capital, knowledge and creativity, are seen as the drivers of national competitiveness in knowledge economies, resulting in targeted distinct national policies managing migrant mobility. Globally declining working-age populations (Chaloff & Lemaitre, 2009) mean global and regional competition for highly educated and skilled migrants is growing (see table below). Recruiting international students is increasingly part of a broad strategy to manage (She & Wotherspoon, 2013) and ‘custom design’ highly skilled migrants enticing them not only to study but also to remain and contribute to the host knowledge economy and economic prosperity (Japan Research Institute 2006; Kuwamura, 2009). Destination countries with strong multicultural policies (MPI, 2010; Abu-Laban et al., 2003) show higher inflow and retention of skilled migration (Verbik & Lasanowski, 2007). Studies show cross-national interaction to be generally low (Hicks, 2014; Hellsten, 2011) and employment pipelines tempered by race and gender. These, however, remain key factors in demand-side ‘stay’ motivation. Thus, access to support and civic networks of integration and acculturation, as well as links to substantive equal access to employment are seen to influence migrant retention. To date though, few studies attempt to investigate distinct national strategies for managing student mobility and there is currently very little research examining the link between study and access by international students to the labour market (Findlay, 2010). Political economy theory may help further the inadequacies of human capital theories presently used to analyze this discretionary migration. My previous research (Hicks 2014) and fieldwork in Canada regarding immigrant support services and policies has laid the groundwork and research focus for this proposed multi-country comparative analysis.

	INTERNATIONAL STUDENT MIGRATION TRENDS	MIGRANT MANAGEMENT STRATEGIES
AUSTRALIA	<ul style="list-style-type: none"> ▪ A leading destination country. Percentage gains (43%) in enrollment from 2002 to 2009 ▪ 21% university students are international 	<ul style="list-style-type: none"> ▪ Nation-building through human capital accumulation; Multicultural policies to support immigrant populations
CANADA	<ul style="list-style-type: none"> ▪ A recent leading destination country ▪ Record 100,000 international students in 2012; Increase of 60% from 2004 ▪ 5.5% of world’s international students ▪ high post-graduate retention due to policy 	<ul style="list-style-type: none"> ▪ Nation-building through human capital accumulation; Multicultural policies to support immigrant populations; One of the few countries offering students direct paths to permanent residency; new policy agenda for high skilled economy
JAPAN	<ul style="list-style-type: none"> ▪ Recently emerging destination country ▪ ~5% of world’s international students ▪ recent declining enrollment in China and S. Korea as source countries 	<ul style="list-style-type: none"> ▪ New Growth strategy aims to facilitate the immigration application procedure and access to employment during studies and after graduation ▪ target of 300,000 international students by 2020

2 . 研究の目的

The purpose of this multi-country investigation was to analyze distinct national strategies and approaches for managing highly skilled migration via international student mobility. The overall purpose of this research was to identify the substantive efficacy of the policy factors that target and influence recruitment for study leading to retention for employment, within the political and social context of the broader collective goals of national interests.

The aims of the research included the following:

- a) Map the historical and political underpinnings of recent global education destinations
- b) Tease-out commonalities between the case-studies
- c) Begin to establish a framework to understand the specificities of the successes in retention of highly skilled migrants.
- c) Analyze national strategies for managing student mobility and retention

3 . 研究の方法

Comparative case methods There were four selected case-studies (Canada, Australia/NZ [region], USA, Japan) Four Western-based OECD countries—Canada, USA and Australia/New Zealand—being English speaking, nation-building countries through human capital accumulation, with stable and high public tolerance to immigration. Contrasted to Japan as a non-English speaking OECD Asian-region country offering university level programs in English, may be characterized as reluctant labour importers and relatively recent countries of increasing immigration. Also, included was Singapore as a non-OECD member, Asian English-speaking country.

Quantitative methods Desk study periods researched the comparative rates of student migration to each country; countries of origin of students and geographical changes; retention rates in the host country; employment rates during study and after graduation. Previous empirical research, secondary data and theory provided a baseline of factors for analysis in order to compare these countries. Survey data was collected in each country targeting foreign students' perceptions and desires to stay in the study destination for employment after graduation.

Qualitative methods Semi-structured interviews and field-visits were conducted in several countries as part of the research methodology. The aim of the interviews was to give more nuance to the lived experiences of foreign students via their perceptions and desires to stay in the study destination for employment after graduation. Qualitative

methods on-site gave a much more accurate picture of how policy is actually being practiced.

4 . 研究成果

Some general research findings The research determined effective policy attributes that target and influence recruitment for study leading to retention for host country employment. Those included: clear, stable and fair immigration/visa policies; existence of diaspora community and support/acceptance from local citizens; employment acquisition support; lifestyle affordability; community safety; environmental cleanliness; policies and evidence of respect for human rights of citizens/immigrants; perceptions of a strong economy. Canada emerged as having strong, relatively supportive policies regarding student visas and foreign work visas. All countries have improved and enhanced their visa policies to increase the retention rate of highly skilled foreign workers, especially those that have succeeded attaining a higher education degree in the destination country. During the pandemic many policy exceptions were enforced in all countries. Japan stood out as an exception early on in treating its foreign residents and student visa holders much differently than citizens and restricting their entry/exit. This caused confusion and resentment among foreign community in Japan. Future research may indicate whether this would have lasting effects on employment and study retention rate.

Other factors which determine the success in international student recruitment were found to include: global reputations of the institution, cost of tuition; availability of scholarships; availability of internships. Japan was found to be more generous with student scholarships, lower tuition rates for international students compared to universities in Canada or US. Japan, however, lacks availability of internships. This is related to language issues and also that many companies do not have the experience, ability or will to manage foreign interns.

The main barriers identified in non-English speaking countries are lack of local language skills of migrants, as well as a lack of English language support within government and industry services as well as limited usage among the host population. Language and culture were identified as limiting the potential for social and professional networks. As Singapore uses English as an official language for example, students reported much higher feelings of integration and access to wider social services. Positive influencing policy factors included flexible immigration options, cultural and social integration, family ties and labour market opportunities. Recruitment of international students continues to be part of broad national strategies to manage and ‘custom design’ highly skilled migrants. However, policies at the government level are often not implemented at the institutional or employment level. Industry, while often aware of benefits of diverse employees, continue to lag behind their expanding and demanding needs. In countries

with stronger multicultural policies and practices, civil society and industry tend to lead the shift to more inclusive policies and practices.

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5. 主な発表論文等

〔雑誌論文〕 計2件（うち査読付論文 1件/うち国際共著 0件/うちオープンアクセス 1件）

1. 著者名 Salem K. Hicks	4. 巻 27-3
2. 論文標題 Internationalizing university education: In pursuit of the international competence	5. 発行年 2020年
3. 雑誌名 Journal of Policy Science	6. 最初と最後の頁 255-272
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1. 著者名 Salem K. Hicks	4. 巻 2/ 1
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オープンアクセス オープンアクセスではない、又はオープンアクセスが困難	国際共著 -

〔学会発表〕 計1件（うち招待講演 0件/うち国際学会 1件）

1. 発表者名 Salem K. Hicks
2. 発表標題 International student mobility: Stay factors and challenges
3. 学会等名 ICE19New York Conference, Wagner College, New York-USA.（国際学会）
4. 発表年 2019年

〔図書〕 計0件

〔産業財産権〕

〔その他〕

6. 研究組織

氏名 （ローマ字氏名） （研究者番号）	所属研究機関・部局・職 （機関番号）	備考
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7. 科研費を使用して開催した国際研究集会

〔国際研究集会〕 計0件

8 . 本研究に関連して実施した国際共同研究の実施状況

共同研究相手国	相手方研究機関
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