

Talent Retention in London: Key Insights & Strategic Priorities

Fanshawe College: SOSC-6003- Research and Evaluation

Research Purpose

To evaluate how IRCC's 2-year cap on study permits and systemic local challenges affect the retention of students and young professionals in London, Ontario.

Key Findings

Systemic Barriers

- **Employment Mismatch:** 61% cite the lack of career-aligned jobs as a reason for leaving.
- **Affordability Crisis:** Rent, transit, and food costs exceed student capacity.
- **Transit Limitations:** 75% cite limited or costly transit access as a barrier to work/study.
- **Program Cuts & Layoffs:** College deficits, program suspensions, and IRCC job cuts reduce educational and work opportunities.

Study Permit Cap Impacts

- 45% drop in study permit approvals in 2024 due to IRCC cap.
 - Fanshawe College suspended 39 academic programs due to low enrolment.
 - Visa approvals from India, Nigeria, and Nepal dropped by 50%+.
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Recommendations

Boost Career Access

- Strengthen partnerships between employers and post-secondary institutions.
- Create mentorship programs and job fairs.
- Expand co-op, internship, and paid placement opportunities.

Improve Affordability

- Expand affordable housing near campuses.
- Offer rent and transit subsidies for low-income graduates.
- Provide culturally relevant food access programs.

Enhance Awareness & Integration

- Establish newcomer transition hubs (e.g., modeled on PICS BC).
 - Increase awareness of PR pathways and local support services.
 - Launch student-friendly city branding and digital job platforms.
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Strategic Vision

"To make London not only a place to study, but a city where students and graduates choose to stay, grow, and thrive."



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