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“Determinants of Migrant Career Success: A Study of Recent Skilled Migrants in Australia”

The present study adopts a multilevel approach to explore the determinants of skilled migrant career success. We consider how individual (age, years of settlement, qualifications), national/societal (citizenship and settlement), and organization-level (climate of inclusion) factors influence migrant career success through a survey of skilled migrants in Australia. We find that age at migration matters more than length of settlement in predicting migrant career success. Citizenship uptake and living in a neighbourhood with a greater number of families from the same country of origin also influence career outcomes. Finally, social/informal networks at work -- a dimension of perceived organizational climate of inclusion -- also predicts career success among skilled migrants in Australia.