

***Maple Leaf Foods & the Rural
Development Institute Collaborate to
Better Understand the Recruitment,
Settlement, Integration & Future
Residency of Temporary Foreign
Workers in Manitoba***

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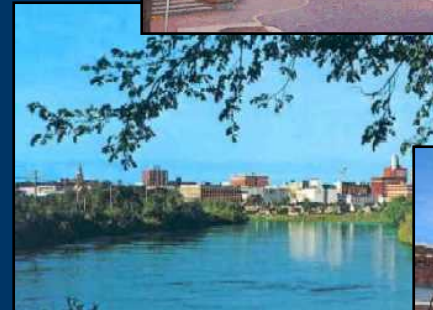
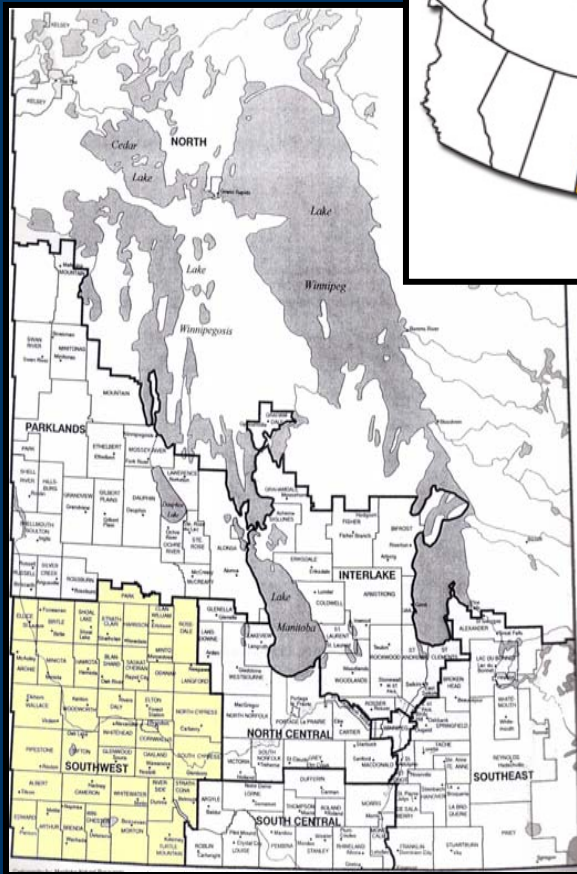
January 2008



Session Outline

- Brandon Manitoba
- MLF need for labour
- MLF experience with TFWs
- MLF International recruitment strategy
- TFW settlement strategies and issues
- Residency options for TFWs - PNP
- RDI initiates research project
- Understanding TFWs current and future settlement, integration and residency issues

Brandon, MB



Maple Leaf Foods Brandon Fast Facts

- 1700 plus employees
- Approximately 60% of current MLF Brandon employees are foreign workers
- Approximately 300 of current MLF Brandon workers are Aboriginal
- 1400 anticipated family arrivals in the next 24 months as applications for permanent resident status are approved (Economic Development Brandon)

MLF International Recruitment

- Need for foreign workers both skilled (1995) and unskilled (2002).
- MLF participation in low skill TFW pilot project
- MLF expands recruitment efforts across western Canada
- Participation with International Organization for Migration
- MLF establishes International Recruitment Office (2007)

TFW Settlement

- MLF transition of workers to Canada
- Pre-arrival orientation
- MLF settlement objectives and practices
- Language
- Housing
- Integration into the Community

MLF Community Steering Committee

- MLF launched Community Steering Committee (CSC) in Nov 2006
 - Role is to act as liaison b/w activities at MLF that impact community and key community stakeholders
 - Housing
 - Child Care
 - Education
 - Language
 - Transportation
 - Health Care services

MLF CSC

- MLF liaisons meet with stakeholders at a minimum of once per month
- Communicates updates b/w MLF and community and work together to mitigate issues
 - E.g. changes in transit routes to accommodate shift changes and residences of workers
 - E.g. communication to Brandon School Division on forecast of children for each school year by age group

Orientation

- 2 components
 - Daily Living Orientation
 - Provides new ee's with information on how to live in Canada
 - MLF Manufacturing Orientation
 - Provides information on MLF, Brandon plant, and job specific
- Orientation is 10 days
- On the job training is 2 to 12 weeks depending on skills required

MLF Retention

- Retention at the work site
 - MLF experiences
 - Impact of country of origin on retention
 - Successes & challenges

Collaborative Research

- Multi-stakeholder engagement in the research process
- MLF has been open to research activities
- TFWs in Transition
 - Permanent residency for TFWs
 - Provincial Nominee Program
 - Family reunification program

Research Purpose

- Contribute to collaborative, local-level research on TFWs outside of major metropolitan regions.
- To better understand the existing and expected TFW populations in Brandon.
- Bridge knowledge gaps with regards to the TFW program, process, and population.
- Provide demographic analyses to inform forward-looking programs and policies.

Research Interests

Understanding the TFW Program

- Gain information on the process of recruiting and hiring TFWs

Understanding Retention Rates

- Explore TFWs' use of the Provincial Nominee Program
- Welcoming communities
- Community services, support, & ethnocultural organizations

Understanding the Worker

- Explore workers' experiences with the TFW process

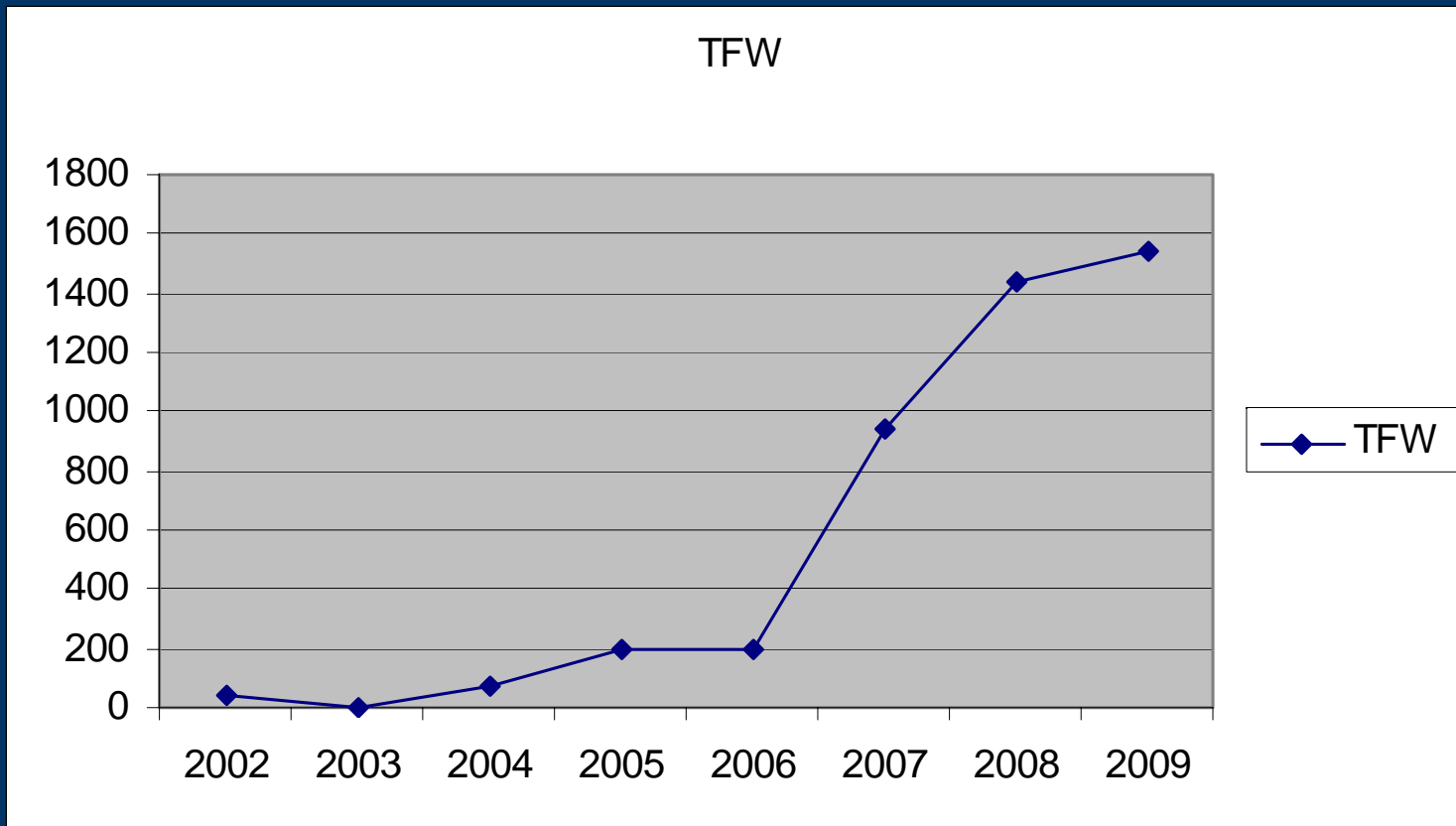
Understanding Workplace & Community Experiences

- Explore the implications of an influx of diverse cultures on Brandon and southwestern Manitoba, and in workplaces

Understanding Demographic Shifts & Population Change

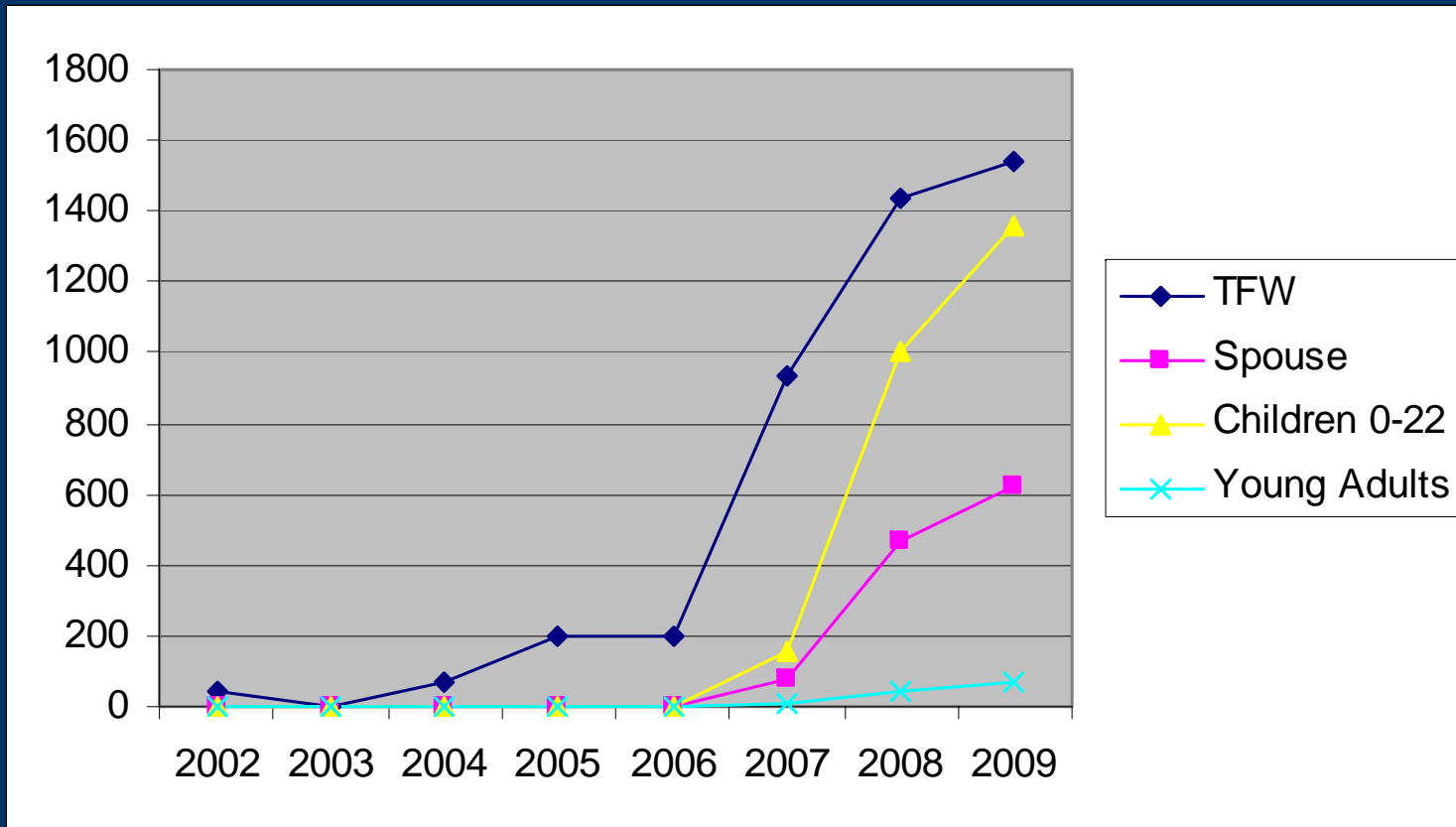
- Utilize traditional data analyses (Statistics Canada)
- Utilize demographic modeling
- Build an international research network, exploring comparability

Cumulative TFW Arrivals & Projections



Source: January 2008 Stakeholder Update
Economic Development Brandon

Cumulative Actual & Projected Arrivals



Source: January 2008 Stakeholder Update Economic Development Brandon: Population Projections Economic Development Brandon

RDI TFW Dialogue Group

- Multi-perspective dynamic discussions amongst community, employers, government, & researchers.
- Topics for further discussion:
 - Roles & responsibilities of actors; implications for smaller centres & service providers; understanding the process of TFW to Provincial Nominees / landed immigrants; families; community preparedness; recruitment & retention.
- Dialogue topic for January 31 meeting:
 - *Settlement*

RDI TFW Dialogue Group

- Products resulting from the discussions at each meeting:
 - Record of meeting notes
 - RDI TFW Discussion Paper Series
 - Summary of topic
 - Key issues
 - Challenges and /or barriers
 - What is working
 - Policy implications
 - Questions for further research

Anticipated Project Outcomes

- Clarity and increased knowledge regarding the TFW program and process in the context of rural immigration.
- Increased communication amongst all stakeholders to benefit those in positions of planning and policy making.
- Informed demographic analyses and population projections.

Contact

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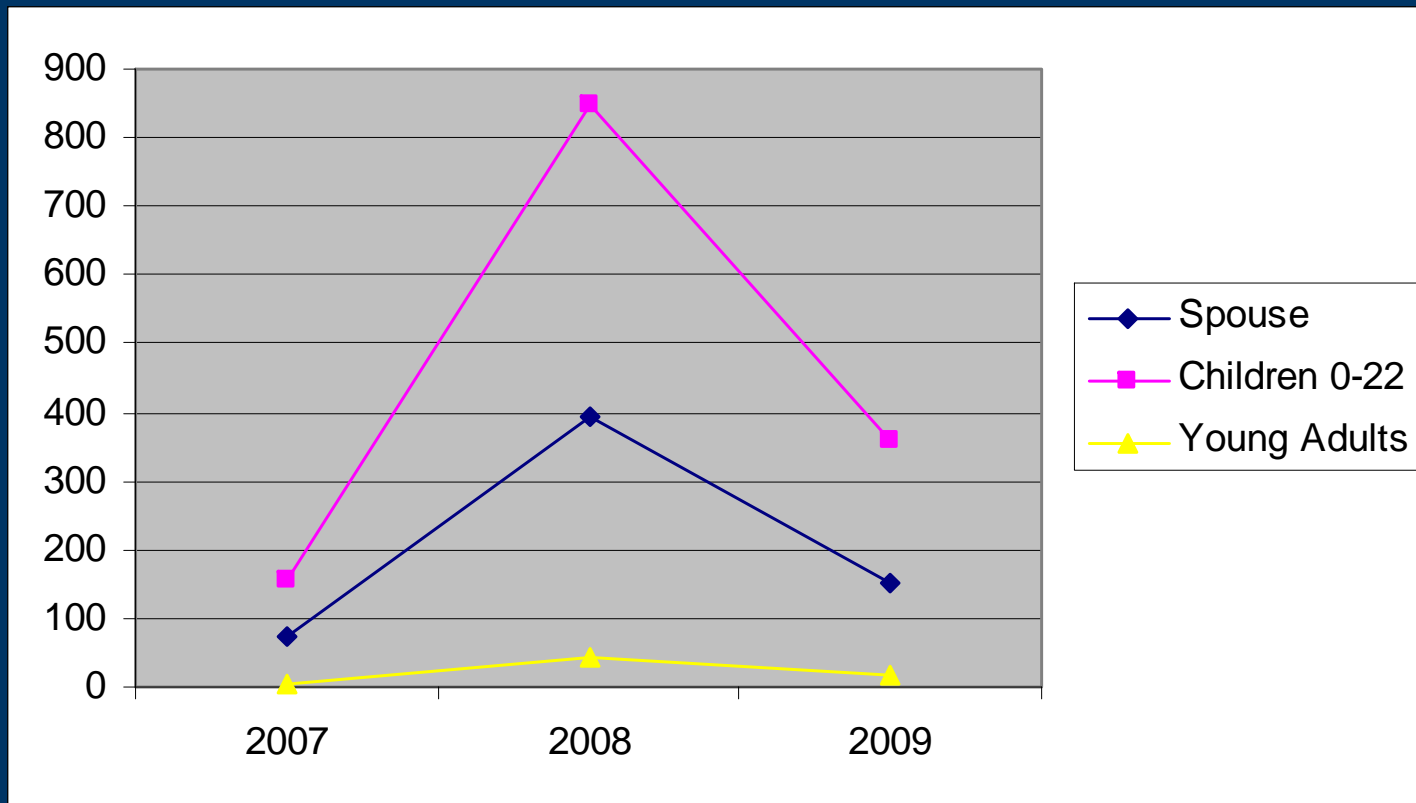
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6 month summary

	By Jun 2007	By Jan 2008	By Jun 2008	By Jan 2009	By Jun 2009	By Jan 2010	By Jun 2010	By Jan 2011	By Feb 2011
Dependant Arrivals									
Spouses	422	149	85		178	175	150	25	25
Male	247	134	81		30	30	26	4	4
Female	175	15	4		147	145	125	21	21
Children Total	805	317	112		355	350	300	50	50
0 to 2 years old	111	38	28		43	42	36	6	6
3 to 5 years old	131	60	15		53	53	45	8	8
6 to 9 years old	133	55	29		46	46	39	7	7
10 to 12 years old	197	121	27		46	46	39	7	7
Children Requiring Care	572	274	99		188	186	159	27	27
13 to 17 years old	102	0	0		96	95	81	14	14
18 to 22 years old	101	33	12		53	53	45	8	8
Young adults	30	10	1		18	18	15	3	3

Family Reunification Projections



Source: Population Projections Economic
Development Brandon