

SOCIAL AND ECONOMIC OPPORTUNITIES FOR IMMIGRANTS IN RURAL MANITOBA



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ECONOMIC DEVELOPMENT AND IMMIGRANT EMPLOYMENT OPPORTUNITIES IN RURAL MANITOBA

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PREFACE

Manitoba has a rich history of immigration, settlement, cultural diversity and assimilation of people from all over the world. Immigration policy has changed continuously as the need for settlers varied, the perceptions of occupying groups changed and global politics created refugees and displaced peoples. In keeping with the domestic and international pressures that dictate change in immigration policies and programs, recent emphasis has been placed on job/skill specific recruitment and ethno-cultural coordination of recipient communities needs, preferences, and support capabilities to assist new immigrants. A problem peculiar to rural areas is that of retention of immigrants, many of whom relocate to major urban areas soon after arrival.

This report is meant to assist both communities and governments in designing and implementing effective policies, programs and support services for immigrants. The information provided is derived primarily from community leaders in rural Manitoba's cities, towns and villages. The authors provide insight into the equation by interpreting survey data in light of information gathered during personal contact with leaders in selected communities.

We appreciate the advice and guidance given by members of the project Steering Committee: Mike Teillet, Bob Grodzik and Mark Boreskie of Manitoba Rural Development, and Marilyn Kenny of Manitoba Culture, Heritage and Citizenship. Financial support was provided by the Government of Manitoba through the Department of Rural Development, the Honourable Len Derkach, Minister. Additional funds were allocated from an Aid to Small Universities Grant provided by the Social Sciences and Humanities Research Council of Canada. We are indebted to the many rural leaders who took time to discuss the project with the authors, or to complete and return the survey questionnaire. Special thanks are extended to Joan Rollheiser, Administrative Assistant at RDI, for preparing the final document for publication.

EXECUTIVE SUMMARY

The objectives of this project were to identify potential employment opportunities that could be available to immigrants, and to profile existing support services for immigrants in Manitoba's rural communities. Information was obtained in two phases. First, six regional communities were selected for visitation, and in-depth interviews were conducted with community leaders. Information gained was used not only to provide opportunity profiles for the communities, but also to assist the design of a survey to be mailed to all other rural communities. Forty (52 percent) of 77 communities responded to the mail survey.

Communities are described by human resources (population, population trend), available natural resources, and technical resources. Similarly, basic evaluation is presented for eight categories of services. Community leaders were asked to assess the economic base for their community. Agriculture is the dominant or co-dominant industry in 82 percent of the communities. In the north, forestry and mining often provide single industry bases. In total, primary production characterizes most communities. Labour force data by industry are provided to describe the employment patterns for each responding community.

Community leaders were asked to comment on four major government programs that relate to development and employment creation: Western Economic Diversification (WD), Manitoba Grow Bonds, Rural Economic Development Initiative (REDI), and decentralization. Evaluation related directly to community familiarity and success in dealing with each program. Most rural communities have had little exposure to, or success with the programs. A variety of other programs or policies also were evaluated by community leaders with negative reactions twice as common as positive comments. One consistently positive aspect of programs and policy was an increase in bottom-up community development promotion.

Fifty-eight percent of the responding communities did not report on-going economic development. Most communities that did list activities were expanding existing industries and retail trade. Nine communities listed on-going new industrial and services development. Only three communities listed both expansion of existing business and new development. More than 600 current or developing employment opportunities were associated with current community development. Medical, dental, legal and technical occupations were most frequently mentioned professional openings.

One-quarter of the responding communities stated that some significant development efforts had failed in recent years. Manufacturing and tourist enterprises most frequently failed owing to lack of financial backing.

Eighteen communities listed future economic development plans. Community plans center on value-added processing of primary products, secondary manufacturing industries, and expansion of services. A variety of products and services are included. Community plans vary from vague to precise, with similar responses for employment opportunities.

Opportunities for buying existing businesses and developing new businesses also were assessed. Half of the responding communities listed at least one business for sale. Nearly all current and potentially developable businesses were in the retail and service sectors. A wide range of "entrepreneurial" business opportunities were listed. About one-quarter of the communities listed both businesses for sale and self-employment opportunities.

Assimilation services are discussed from the literature, including both the demand for and supply of social and ethno-cultural services. Manitoba's rural communities (82 percent) expressed strong positive attitudes toward immigrants. A lack of recent settlement in most areas, however, has resulted in little experience in community support networks. Many leaders feel that it is important for immigrants in small towns to conform to Canadian norms, because rural communities rely more on cohesion and cooperation than do large urban areas with extensive ethnic communities. Also, rural leaders feel that the immigration of professionals, and their subsequent rapid migration to larger urban areas, is something they cannot control.

In general, rural leaders believe that more provincial control over immigration would be beneficial because rural needs would be more clearly identified, and appropriate services to facilitate the integration and assimilation processes would be developed.

About three-quarters of the responding communities indicated preferred ethnicity of immigrants. Western Europeans are most frequently listed, followed by "any" group, and Eastern Europeans. In total, 60 percent of the communities felt that immigrants speaking Indo-European languages would fit in most easily and require fewer special services to adapt.

Thirty-two communities indicated that they have no "formalized" support services in operation continuously, but 22 of them said that they would be willing to assist in language, employment and social services. Overall, however, institutional support services for multiculturalism are absent.

The following strategies and recommendations evolve from the report:

- 1) Senior governments should provide some permanency to social services to ensure retention and integration of immigrants in rural communities.
- 2) The transportation network and industrial infrastructure of rural communities should accommodate investor immigrants.
- 3) Immigrant selection and training should, wherever possible, address the obvious deficiency of technical resources in rural communities. This could be accomplished by coupling community development plans with immigrants' skills.
- 4) Rural communities should be encouraged to diversify, and immigrants with new ideas and/or investment capabilities could aid the process. Similarly, increased community collaboration could result in identification of immigration potentials.
- 5) Rural communities need assistance in marketing, especially internationally. Awareness of opportunities in rural areas may attract immigrants with the needed skills or investment resources. Foreign investment would help many rural communities.
- 6) Although generally receptive to immigrants, many rural communities also are selective in the ethnicity or linguistic backgrounds of immigrants. To ease recruitment, retention and integration, and to achieve the desired "commonality" officials should attempt to match the expressed preferences of communities.
- 7) Both rural development and effective immigration policy will result from a more systemic link between the two processes.
- 8) If future immigration is tied to employment opportunities, accurate employment data must be available on an on-going basis. This was not apparent during this study. The lack of correspondence between traditional employment listings and those of community leaders begs investigation of the validity of both sources. Accurate tracking of openings, and especially prediction of future employment, will be difficult, and may require new methods to provide reliability.

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INTRODUCTION

In response to the initiative of the Government of Manitoba to examine the role of immigration in the Province, this report provides a profile of baseline information that identifies the present and future social and economic opportunities available for immigrants in rural Manitoba.

In a broad sense, we are exploring the "supply" side of the immigration potentials in rural communities. The spectrum of economic status and social amenities of rural communities are examined in this context. Where conditions are unfavourable, it is hoped that the Provincial Government will undertake initiatives to rectify and improve the situation. Where conditions are favourable, or are becoming favourable, our efforts should help Manitoba attain its fair share of "resources-- immigrants and investments" from overseas. This will help achieve the diversification of rural economic and social bases as a means of reversing the general trend of progressive rural depopulation and social disintegration.

Objectives

Within the defined parameters, there are two specific objectives that govern the present project:

1. To examine closely the economic status and potential of rural communities in Manitoba, and
2. To develop a profile of existing social services available to new immigrants, or potentially vital to retention of immigrants in rural communities.

Achievement of these two objectives will result in a better understanding of the distribution of different ethnic groups, as well as factors present in rural communities that "pull" or "push" different immigrants coming from different ethnic and linguistic backgrounds.

Immigration to Manitoba

Immigrants in Manitoba contributed to the growing population of the province throughout this century, with the only exceptions occurring during the Great Depression (1930's and 1940's) (Morton, 1967; Coates and McGuinness, 1987). People immigrated with different statuses; some as Independent immigrants, some as Family Class members or Refugees and members of Designated Class. The shares of these classes varied depending primarily on the federal government's fluctuating immigration policies. Such policies evolved in accordance with both the domestic and global geo-political situations. As a reflection of the contemporary trend, Family Class immigration was slightly greater than Independent Class and Refugee/Designated Class immigration. The shares (1987-1990) were 35.2 percent, 32.8 percent and 32.0 percent respectively (Manitoba Culture, Heritage and Citizenship, 1991).

The prevailing pattern of the settlement of immigrants in Manitoba conforms with the contemporary Canadian trend, with the vast majority of the newcomers settling in large urban centers. Throughout the 1980's and early 1990's, about 90 percent of immigrants settled in Winnipeg. Although Brandon ranked second as a centre of destination for immigration, the magnitude was small (approximately 2 percent) (Manitoba Culture, Heritage and Citizenship, 1991). Accordingly, most research efforts and the existing literature focus on urban settlement of immigrants, leading to a paucity of research on rural and/or farm settlement. This information gap justifies a call for research on the roles and relationships of immigrants in rural and/or farming communities. A review of the literature, therefore, must encompass a wider geographical area to cover Manitoba as well as analogous regions in North America.

Despite a debate concerning the contributions of immigrants in recent years, there is a consensus that independent immigrants play a positive economic and social role in Canada. A similar viewpoint has been echoed in a recent public opinion survey. The Angus Reid Group Inc. (1989) found in 1988 that, in aggregate, about half of Canadians view the scarcity of skilled and semi-skilled workers as a "very important" factor in setting immigration levels. Regional differences, however, exist in perceptions. The importance of the scarcity of skilled and semi-skilled labourers ranked highest in Quebec and Ontario and lowest in the Prairie provinces (Angus Reid Group Inc., 1989). In a separate report prepared by Employment and Immigration Canada, however, it is noted that the public participants in Manitoba showed a strong preference for Independent immigrants with a notion that they would contribute significantly to Manitoba's economic growth while imposing nominal burden on integration services.

Overall, there is clear preference for Independent Class immigrants with specific skills and investment capabilities. This notion is held commonly by academics and researchers, as well as by the general public. It is apparent that matching the relative compatibility of rural communities and independent immigrants is critical when dealing with economic issues and cultural assimilation. Literature is lacking on this aspect of immigration.

Methods

A two-tier survey method was chosen. In the first stage, an indepth study involving direct interviews of community representatives was designed. The purpose of indepth study include the following:

- (1) to obtain detailed community based information, specifically from the Municipal offices and the Chambers of Commerce, on issues pertinent to immigration,
- (2) to clarify the critical areas for investigation in the general survey,
- (3) to pre-test the survey instrument prepared for the general survey, and
- (4) to receive feedback on the overall study design.

In the second stage, a general survey of the villages and towns in Manitoba was completed. The objective of the general survey was to obtain information on relevant issues from throughout the Province. Required supplementary information was obtained from various government departments such as Canada Employment Centre, Canada Employment and Immigration, Labour Market Training Projects, and Statistics Canada.

Indepth Interviews

Based on the literature review and the purpose of the study, an open-ended, non-structured questionnaire, was prepared for the indepth interviews. In total, three broad areas were included in the survey instrument:

- (1) economic bases and activities of rural communities,
- (2) settlement and integration of immigrants, and
- (3) general services and supporting services for immigrants.

Six communities, representing the Eastman (Steinbach), Interlake (Arborg), Norman (Flin Flon and the Pas), Parklands (Swan River), and Westman (Virden) regions, were selected (Figure 1). Two representatives from each community were interviewed personally using an unstructured questionnaire: the Mayor and the

President of the Chamber of Commerce or their designates. The authors conducted the indepth interviews which required approximately two hours each. Responses were recorded using audio equipment, and transcribed later. In addition to discussion concerning the survey instrument, suggestions were sought concerning rural employment and immigration issues in general.

The General Survey

Data from the indepth interviews were assessed in preparing the survey instruments for the general survey. The aspects pertaining to the economic bases and activities of communities were expanded to include current and future employment, industrial, and business opportunities, government interventions and their effects, marketing activities and efforts, existing social and economic infrastructure and services. Sections pertaining to immigrants were broadened to include existing support services for immigrants, and perceived attitudes towards immigrants were covered in the survey instrument. A combination of both closed and open-ended questions were included in the questionnaire (Appendix A).

Sample

In light of suggestions arising from the literature review and the need to establish a data base for the present study, the general survey was directed toward all towns and villages in rural Manitoba. The survey questionnaire was mailed to 77 communities, with a follow-up one month later. A total of 40 communities (52 percent) responded to the survey, but two did not identify themselves (Figure 1). Responses were coded, processed using SAS software program, and analyzed using both descriptive statistics and non-parametric tests for significance.

Structure of the Report

To facilitate description and integration of accumulated information, this report is organized in 10 sections. The first six sections scrutinize the current and potential strengths and inherent weaknesses of the economic structure of the rural communities. Sections 7 and 8 describe the receptivity to, and supportive system available to new immigrants. In the last two sections, we draw cross-inferences and identify areas of promise and pitfalls in the current plan of coordinating rural economic development and immigration.

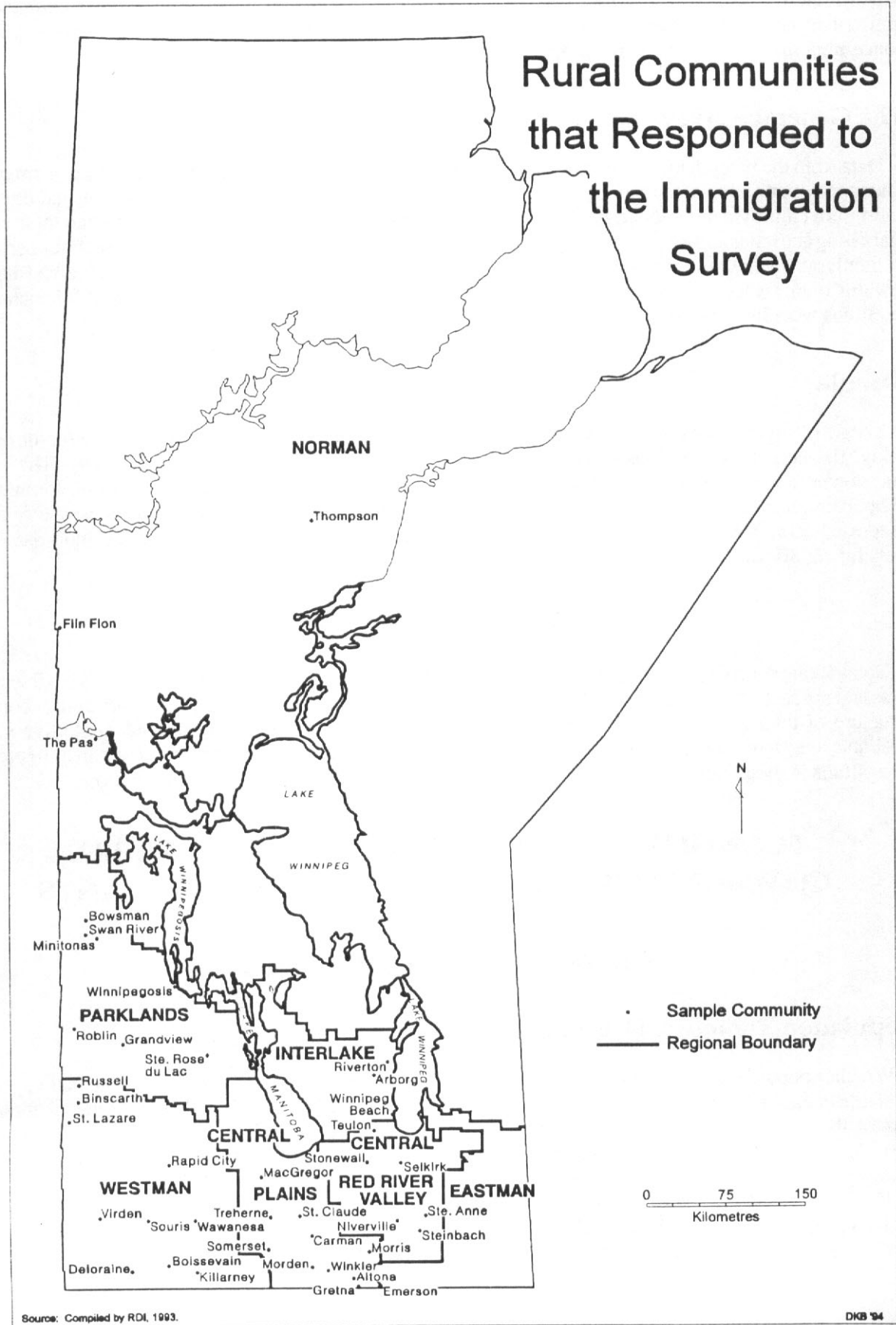
ECONOMIC STATUS AND POTENTIAL OF RURAL COMMUNITIES: OPPORTUNITIES FOR IMMIGRANTS

Characteristics Of Rural Communities

Population Trends in These Communities

Whether population is viewed as a cause or outcome of economic status, population fluctuation plays a vital role in the on-going economic development of communities. Population change constitutes an important part of the overall profile for understanding the communities surveyed. To provide a reliable basis for defining whether the surveyed communities are "growing", "stable" or "shrinking", population fluctuation is assessed by changes that occurred between 1986-91. Communities with +1 to -1 percent of population change in the five years are viewed as "stable". Communities that show a population increase greater than 1 percent in the same period are considered as "growing", and, those that experience depopulation of more than 1 percent in the same period are deemed "shrinking" communities.

Figure 1



Based on these definitions, there are 13 communities that have a "growing" population, 5 communities that are "stable" and 20 communities that are experiencing depopulation (Table 1). Those with population growth and those that are stable are located in the Red River Valley and Eastern part of Manitoba. Conversely, communities that suffer loss of population are mostly in the Western part of Manitoba, the Parklands region and Northern Manitoba. Such regional shifting of population impacts the economic well-being and development of the communities.

Table 1. Population trends for responding communities by region

Region	Community	Designation	1991 population	% population change	
				1986-1991	Population trend
Central Plains	MacGregor	Village	852	-0.2	stable
	Treherne	Village	661	-13.3	decrease
Eastman	Niverville	Town	1514	4.3	increase
	Ste Anne	Village	1477	5.3	increase
	Steinbach	Town	8213	9.9	increase
Interlake	Arborg	Village	1039	2.1	increase
	Riverton	Village	584	-8.0	decrease
	Selkirk	Town	9815	-2.0	decrease
	Stonewall	Town	2997	27.6	increase
	Teulon	Village	1016	6.6	increase
	Winnipeg Beach	Town	641	17.0	increase
Norman	Flin Flon	City	7119	-1.7	decrease
	The Pas	Town	6166	-1.9	decrease
	Thompson	City	14977	1.9	increase
Parkland	Binscarth	Village	469	-3.5	decrease
	Bowsman	Village	382	-11.0	decrease
	Grandview	Town	870	-7.5	decrease
	Minitonas	Village	544	-2.7	decrease
	Roblin	Town	1838	-3.9	decrease
	Russell	Town	1616	-3.2	decrease
	Ste Rose Du Lac	Village	1008	-2.1	decrease
	Swan River	Town	3917	-0.7	stable
	Winnipegosis	Village	771	-7.3	decrease
Pembina Valley	Altona	Town	3060	3.4	increase
	Carman	Town	2567	2.7	increase
	Emerson	Town	721	-0.6	stable
	Gretna	Village	620	23.3	increase
	Morden	Town	5273	5.0	increase
	Morris	Town	1616	0.2	stable
	Somerset	Village	496	0.2	stable
	St. Claude	Village	613	0.5	stable
	Winkler	Town	6397	7.9	increase
Westman	Boissevain	Town	1484	-5.6	decrease
	Deloraine	Town	1045	-7.8	decrease
	Killarney	Town	2163	-6.7	decrease
	Rapid City	Town	406	-9.2	decrease
	Souris	Town	1662	-5.1	decrease
	St. Lazare	Village	315	-15.3	decrease
	Virden	Town	2894	-5.2	decrease

Raw Materials for Economic Development

Most of the responding rural communities feel that they are well-endowed with rich soil, livestock, and water (Table 2). Forest products, oil and minerals, however, are unevenly distributed among communities.

In principle raw materials should play an important role in shaping the type and direction of the economic development of communities. Of the communities surveyed 58 percent do not report specific agricultural products as "raw materials" for economic development. This implies that either they are not aware of the potential for developing their economy on the basis of the available agricultural products or, when contemplating feasible economic activities, they have excluded agricultural products as a source upon which to develop their economic enterprises; also, these resources may be taken for granted.

Table 2. Natural resources and rural communities

Natural resource base	% of surveyed communities listing
Rich soil	85
Water supply	76
Livestock	73
Forest products	21
Oil supply	15
Mineral supply	9

Among communities that list specific raw materials or resources available in their vicinity, it appears that either there are great variations in the natural endowment, or some of the economic planners of the communities are more imaginative than others. Based on the types of raw materials identified, we grouped the communities into three categories:

- (a) communities with raw materials that enhance recreational activities,
- (b) communities with raw materials that can lead to other primary industries (i.e. mining, forestry etc.),
- (c) communities with raw materials that can lead to value-added secondary industries (i.e., agricultural-related industry) (Table 3).

When the rural communities were asked to assess their human resources, however, only 51 percent felt that they have sufficient population size. More than half (57 percent) indicate that there is no problem of recruiting a skilled labour force from their communities, and two-thirds stress that the work ethics of their workers are comparatively favourable. Furthermore, more than 72 percent rate their labour cost to be highly competitive. The one major weakness most admit is the lack of existing equipment and technology; accordingly, the technical resources are not strong in rural communities.

Table 3. Raw materials available to rural communities¹

Community	Raw Materials
Boissevain	high quality durum wheat exporting livestock to U.S. (requires value added incentives) small timber stands / woodlot areas sandstone & granite deposits
Carman	flax and wheat straw
Deloraine	waterfowl hunting
Flin Flon	minerals
Killarney	processing agricultural products
Morden	food processing (value added)
Morris	gypsum water
Niverville	agricultural products
Rapid City	fishing recreational skiing
Roblin	wood products
Russell	potash
Selkirk	using the Red River as a mode of transporting people and goods
Ste. Anne	silica sand
Swan River	forests
Treherne	good supply of quality water
Winkler	processing agricultural products
Winnipegosis	limestone
Unidentified Community B	hunting fishing lake side recreation

¹ Only communities that identified specific resources are listed.

Resources and Future Economic Status

Human resources, natural resources, and technical resources were analyzed to detect the roles of resources on the future economic development of rural communities. Future economic development refers to the down-sizing, stabilization or growth of the current economic base as perceived by community leaders.

In terms of the human resources, population growth, size of the population, the presence or absence of a skilled labour force, work ethics, and labour costs do not appear to relate to human resources and the economic status of the rural communities. Two plausible reasons can be advanced for explaining such a phenomenon. First, current economic status likely is the outcome of decades of endeavour by communities, and existing human resources do not play a major role in shaping the direction of current economic activities. Secondly, human resources in the rural communities could be distributed evenly or are of comparable quality so that they do not become the determining factor for economic activities.

In terms of natural resources, the presence of fertile soil significantly affects the expansion of retail and wholesale trade, and water supply significantly affects the expansion of manufacturing, finance, insurance and real estate. The significant association between fertile soil and commerce indicates strongly that trade in rural communities is intimately related to agricultural production. On the other hand, it is self-evident that manufacturing industries and to a lesser extent, other economic activities, depend on adequate water supply.

It appears that technical resources (equipment and technology) affect almost all aspects of future economic activities (agriculture, mining, manufacturing, construction, transportation, communication and public administration). Understandably, most community leaders recognize the importance of technical resources in future economic development and job creation in their communities. The presence or absence of technical resources is viewed as the determinant of all future endeavours.

Services Available to the Rural Communities

Equally critical to rural economic development is the comprehensiveness of the services that are available to communities. Incomplete or inadequate community services can serve as a strong deterrent to in-migration of people and relocation of business and industries. Community services generally are comprised of eight components: (1) utilities, (2) health care facilities, (3) professional services, (4) transportation, (5) general services; (6) educational services, (7) housing and accommodation and (8) recreational services.

When community leaders are asked to assess existing utilities, most are satisfied with water supply, the sewage system, and electricity. Some community leaders are not happy with the gas services in their communities.

In the context of health care facilities, most of the community leaders express satisfaction with medical clinics, senior residences, and ambulance services. They indicate some reservations on personal care homes and hospitals. Similarly, most community leaders are content with the professional services provided by medical doctors, lawyers, accountants and credit and finance agents. On the other hand, they have reservations concerning the services provided by dentists, chiropractors, and optometrists.

Among transportation services, most community leaders indicate that they have adequate paved roads, bus services out of town, and rail services. However, in-town bus services are non-existent and air services are inadequate.

Most community leaders are satisfied with the services provided by fire departments, police, and postal outlets. Government social services, however, are identified as an area of inadequacy.

Most community leaders also are content with public school services. Because community colleges have not extended their services beyond a few larger communities, most smaller communities find technical and vocational schooling services to be inadequate. Likewise, distance education offered by the universities and community colleges is at the beginning stages and, therefore, most of the communities do not find these services to be adequate.

In terms of housing and accommodation, most community leaders indicate that they have housing for low, medium and high income groups, but a few communities do not have apartment units for rental purposes. Similarly, most community leaders express satisfaction with recreational services for both children and adults, although adult services seem to be more adequate in more communities.

Economic Bases of Rural Communities in Manitoba

Current Status

Of the 40 communities that responded to our questionnaire, 23 has single-economic bases and are predominantly one-industry towns. Close examination of these economic bases suggests that agriculture is the major economic activity in 82 percent of the communities (Table 4). Even in towns and villages with diversified economic bases (i.e. two or more industrial bases), agriculture still assumes an important role (Figures 2A - 2F). Location-wise, these communities are found in the south and central parts of the province. As one moves north, the economic base of the single-industry communities shifts to forestry or forest-related industry (i.e. paper at The Pas) or mining (at Flin Flon and Thompson).

There are at least three categories among communities that have more than one economic activity. The first category, which includes most communities, has agriculture as the dominant economic activity with a secondary economic base that rests on service industries. The economic base of these communities appears more diversified, but the service industry is primarily tied to agriculture, and they may not vary significantly from the single-industry communities. In spite of the fact that actual employment in primary industries may constitute only between 5-25 percent of the labour force in rural communities, they still list agriculture as the major industry (Figures 2A - 2E).

The second category contains communities that have a number of economic activities, none of which is dominant. Most of the communities are located near Winnipeg and may be considered satellite towns of the metropolitan area. The economic activities of these communities are not farmed-based, and business plays an important part in the livelihood of the people in these communities (Figures 2A and 2C).

The third category includes communities that have two economic activities going on side by side. Manufacturing most often combines with agriculture in contributing to the local economic base (Table 4). Again, most of these towns and villages are located near Winnipeg (Figure 2A and 2C).

Table 4. Economic bases of rural communities in Manitoba

Community	Economic base(s)	Community	Economic base(s)
Altona	Manufacturing	Roblin	Agriculture
Binscarth	Agriculture	Russell	Agriculture
Boissevain	Agriculture	Selkirk	Manufacturing Community, business & personal services Public administration
Bowsman	Agriculture	Somerset	Agriculture
Carman	Agriculture	Souris	Agriculture Retail & wholesale trade
Deloraine	Agriculture	St. Claude	Agriculture
Emerson	Agriculture	St. Lazare	Retail & wholesale trade
Grandview	Community, business & personal services	Ste. Anne	Retail & wholesale trade Public administration
Gretna	Agriculture	Ste. Rose du Lac	Agriculture
Killarney	Agriculture Retail & wholesale trade	Stonewall	Retail & wholesale trade Finance, insurance & real estate Community, business & personal services
MacGregor	Agriculture	Teulon	Agriculture
Minitonas	Agriculture	Thompson	Mining
Morden	Agriculture	Treherne	Agriculture
Morris	Agriculture Manufacturing	Winkler	Agriculture Retail & wholesale trade Manufacturing
Niverville	Agriculture	Winnipeg Beach	Agriculture Construction
Rapid City	Agriculture	Winnipegosis	Retail & wholesale trade
Riverton	Agriculture Community, Business & Personal Services		

Figure 2A

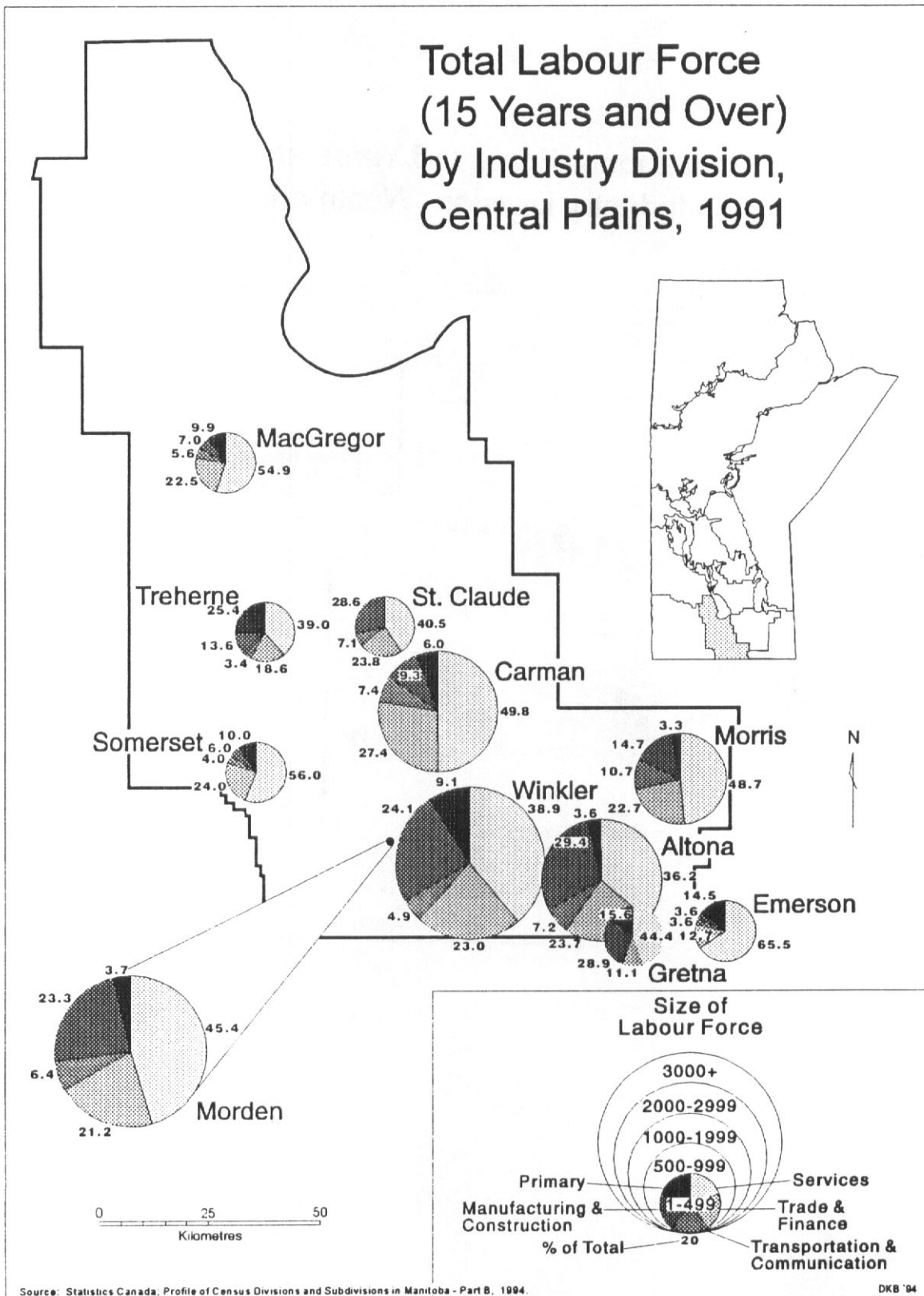


Figure 2B

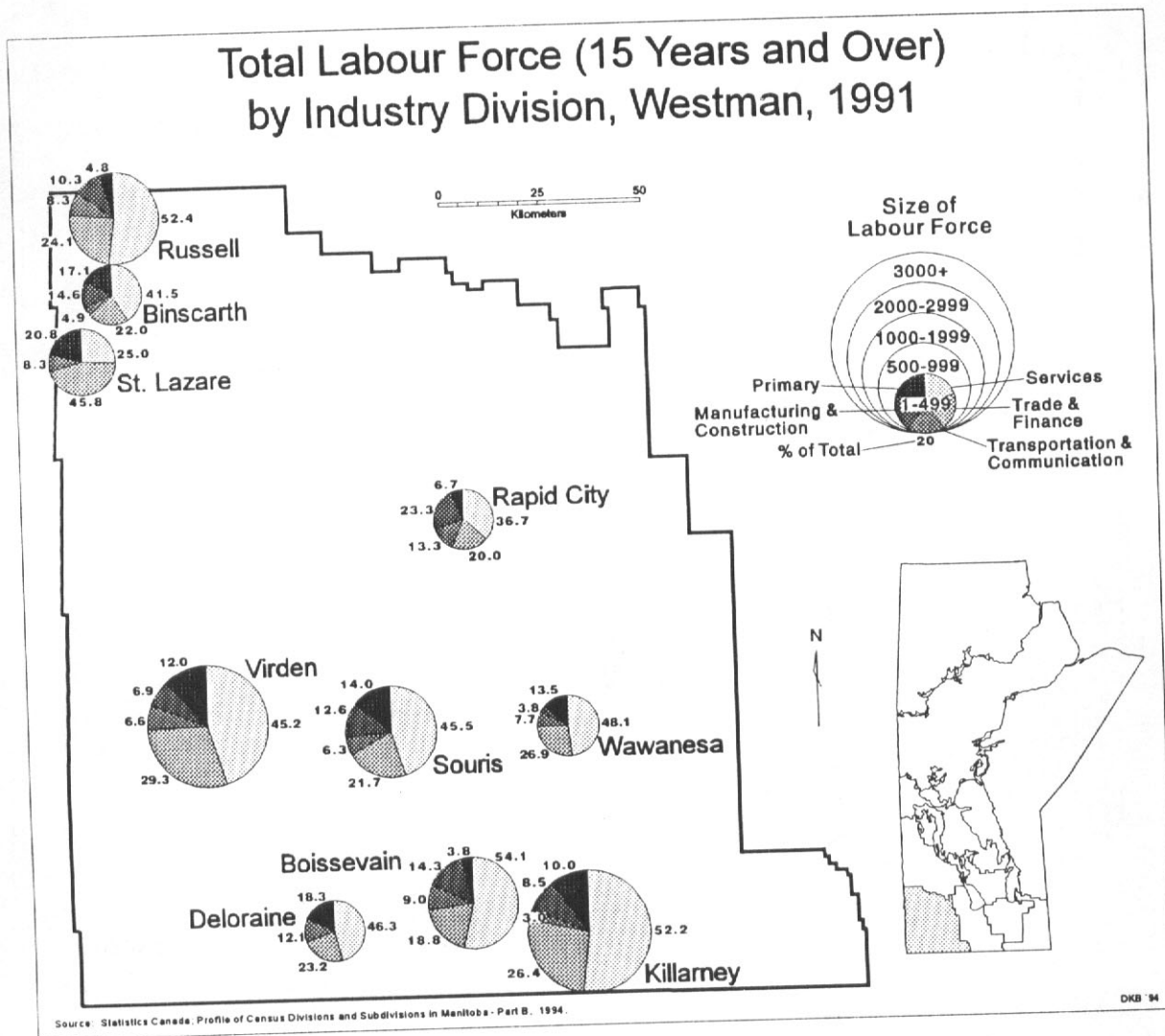


Figure 2C

Total Labour Force (15 Years and Over) by Industry Division, Central Red River Valley, 1991

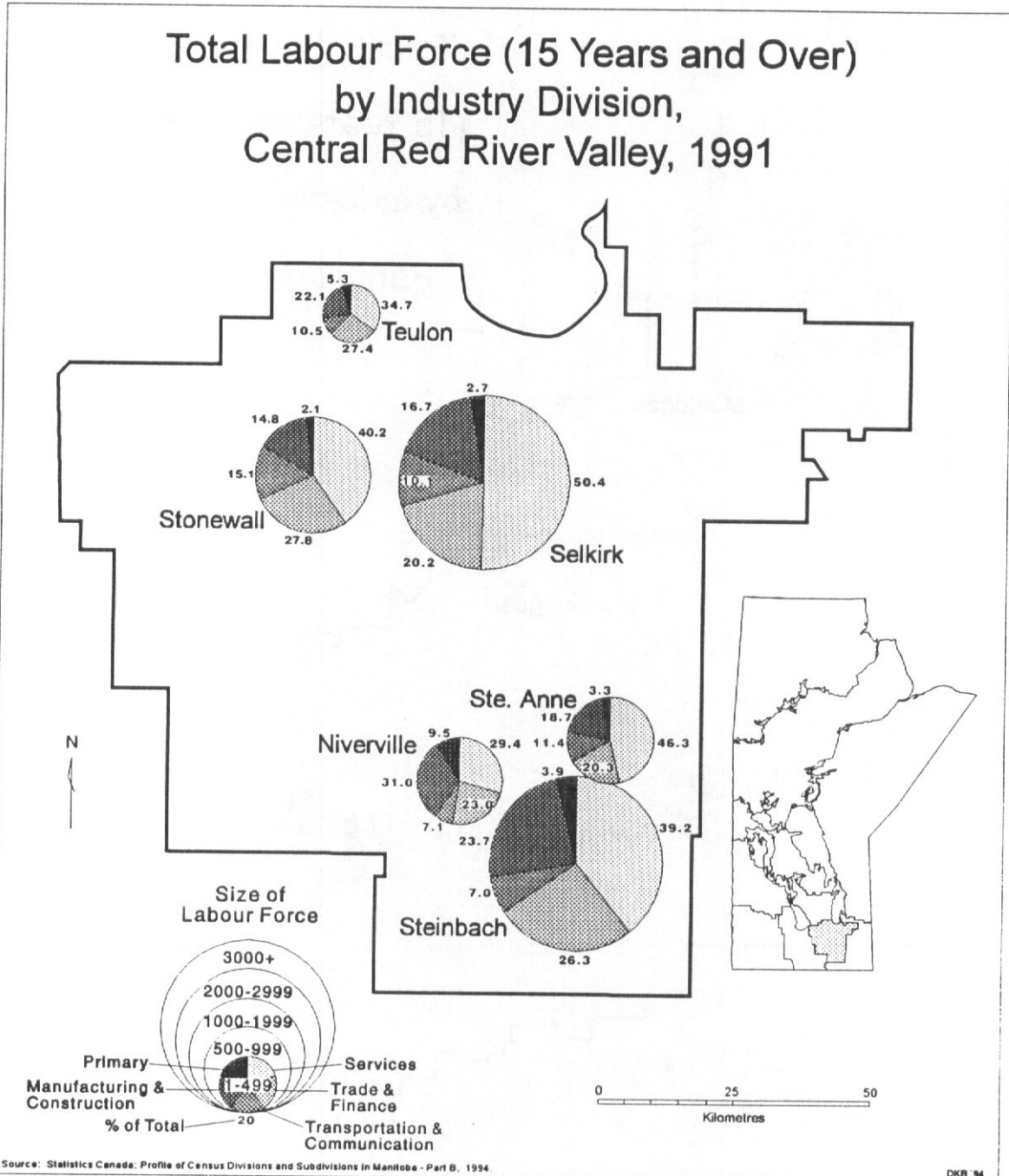


Figure 2D

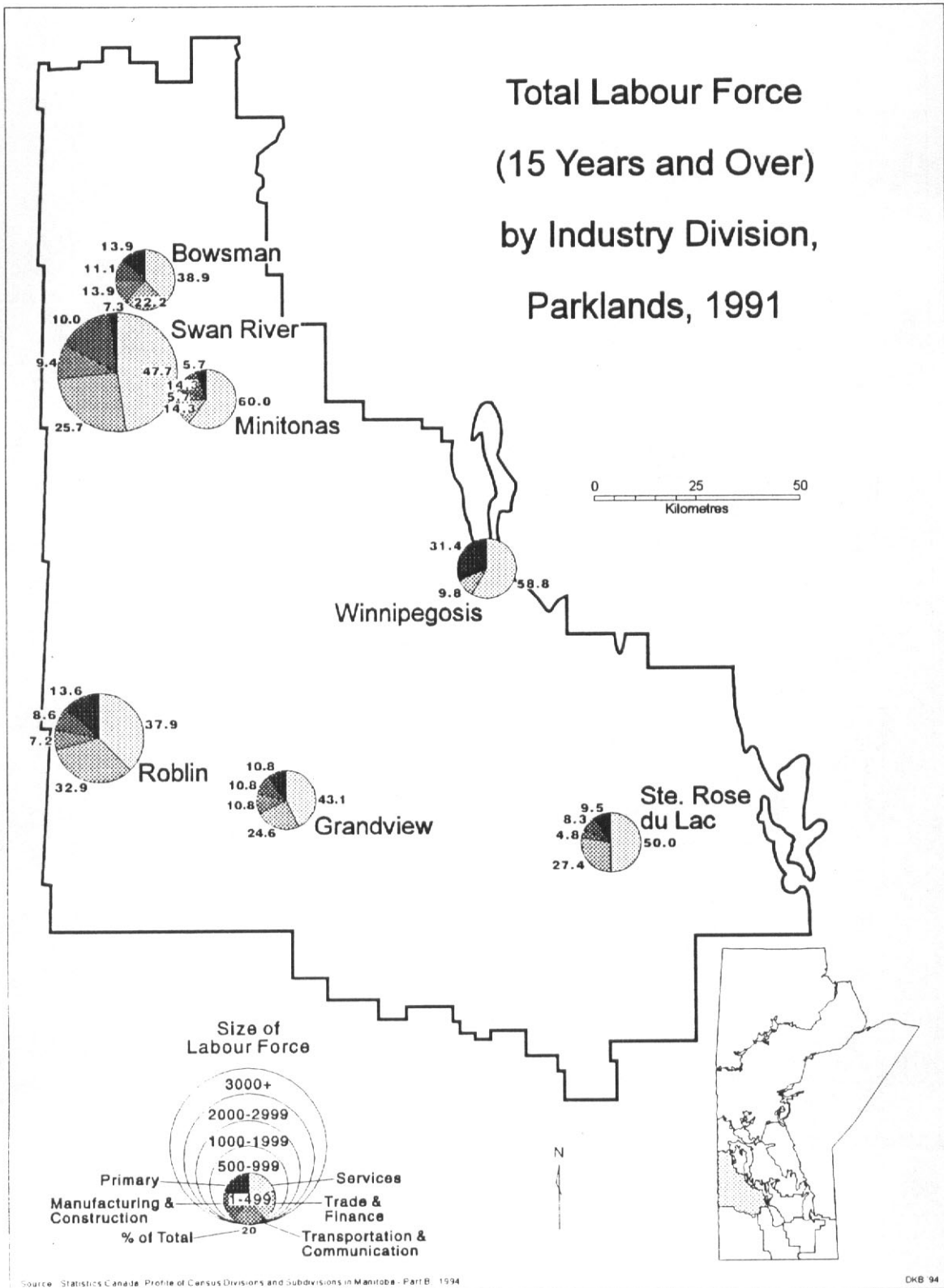


Figure 2E

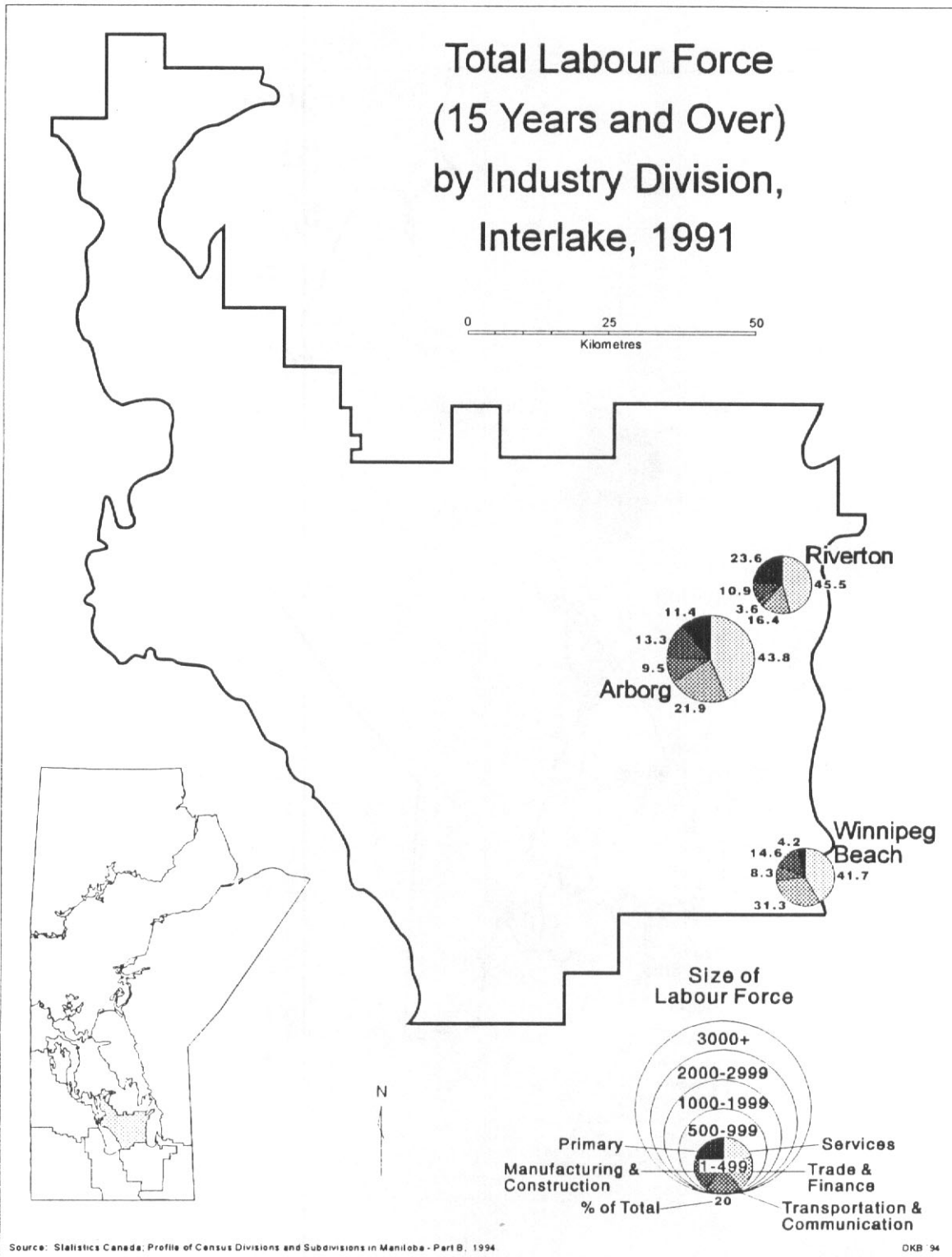
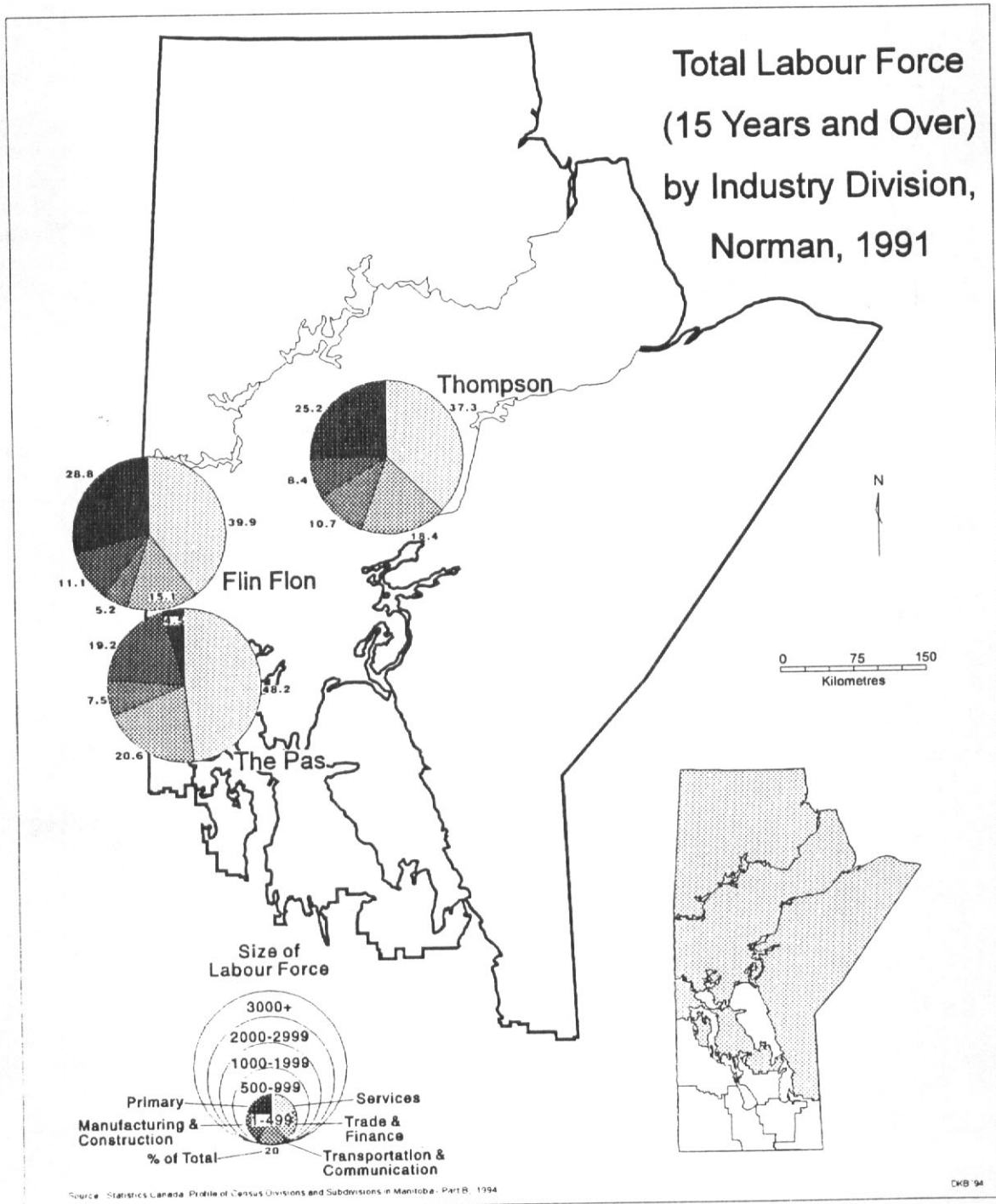


Figure 2F



Projected Status

Community leaders were asked to envision future change in employment in the ten major economic sectors upon which rural communities rest: (1) agriculture, (2) mining, (3) manufacturing, (4) construction, (5) transportation, (6) communication and utilities, (7) retail and wholesale trade, (8) finance, insurance and real estate, (9) community, business and personal services, and (10) public administration. About 48 percent of the surveyed communities indicate there likely will be a decline in employment in agriculture, while an equal proportion feel that employment in this sector will remain stable in the future. Only a small proportion (3 percent) expressed the opinion that there will be some increase in employment in agriculture.

The majority of the surveyed communities indicate that employment will remain stable in mining, manufacturing, construction, finance, insurance and real estate, community, business and personal services and public administration. Many are optimistic that there will be an increase in employment in manufacturing and construction. Conversely, a majority of the community leaders predict that employment will deteriorate in transportation. This is likely a perception based on the current cutback in rail services to the rural communities, and to changes in the trucking industry.

Government Efforts and Effects

In keeping with Canadian tradition, economic development is tied intimately to the policies and programs of Government at both the federal and provincial levels. All senior governments recognize the significance of diversifying and revitalizing the rural economy to bring about regional stability and reduce regional disparity. This section is divided into two parts to review the effects of government programs on rural economic status:

1. An assessment of four major government programs and their impacts on the economic development of rural communities; and
2. An assessment of other government actions that have either potential or actual impacts on rural economies.

Four Major Government Programs

Western Economic Diversification (federal), Rural Grow Bonds, Rural Economic Development Initiatives (REDI) and government decentralization (provincial) are some of the major attempts to stimulate regional economy. Our survey examined the impact of these initiatives in an attempt to develop a more comprehensive understanding of the current situation in rural communities.

Thirty-four out of 38 communities (89 percent) rated the impact of each program. Western Economic Diversification received a split in evaluation between those communities expressing "not useful" (n=15) and those rating "somewhat useful" (n=13). Three communities indicated that the program is "very useful" in their economic development. Community leaders who are not favourably disposed comment that the program is "poorly organized", "geared to larger centres" and "not in touch with reality". On the other hand, those who have positive experience with the program cite contract projects in their communities.

Most of the rural community leaders are quite negative about the utility of the Rural Grow Bonds. A majority of communities (66 percent of the sampled communities) rated this program as "not useful" and only a handful indicate that it is "somewhat useful" or "very useful". The major problems expressed by community leaders who rate the program poorly are its "restrictive" nature with a set of "narrowly defined criteria", and the "bureaucratic" fashion in which this program deals with proposals submitted by communities. A few that express positive feeling toward the program are those that have been successful in their applications for the fund.

Decentralization of provincial employees and services to rural communities was perceived of little benefit by 21 communities, while 13 view decentralization as positive to their communities. Comments from those who are disappointed with job relocations include the following:

"[the government] promises 5 jobs to be decentralized ... [but the action] has been shelved three times already"

" (not only do we not see the benefit of relocation), we are losing government services, i.e., water resources, employment services.."

"[the service] slated for [this community] has not been relocated.."

"initial intent has not been delivered"

The communities that express positive feelings towards this government initiative are those that actually have received job transfers.

Evidently, the survey reflects a disparity between the high expectations among community leaders when the provincial government announced its intention to decentralize, and the fulfilment of these expectations. Strong opposition from employees and unexpected logistical problems have compelled the government to scale down the decentralization scheme resulting in some communities reaping greater benefit than others.

The number of communities expressing negative feelings (n=18) are slightly higher than those who have positive experiences (n=15) regarding the REDI program. However, few community leaders identified their reasons for being negative. Among the few negative comments received are the following:

"not geared for small business opportunity"

"poorly organized; geared to larger centres"

Positive comments include the following statements:

"a number of programs have benefitted our community in economic development but the overall impact is uncertain.."

"we have been advised that we have been allocated \$3,000 towards the outdoor gallery instead of \$16,000 as requested"

"here is one feasibility grant for economic development"

"we have used the program on two smaller projects but anticipate a much larger one in spring."

Other Government Actions

Twenty-three communities (58 percent) did not have any comments with reference to other government actions. With one exception (Ste. Rose du Lac) the communities are either "positive" or "negative" in response, with eleven communities making "negative" comments and six communities making "positive" comments (Table 5).

Table 5. Reaction to other government actions by responding communities

Community	Negative	Positive
Altona		<ul style="list-style-type: none"> • PAMWI Agreement
Binscarth	<ul style="list-style-type: none"> • introduction of VLTs • decrease in Rural Home Owner Tax Assistance • deferral of Prov. School Tax Assistance • possible closure of post office will devastate the community 	
Boissevain	<ul style="list-style-type: none"> • introduction of VLTs 	
Carman	<ul style="list-style-type: none"> • restructuring of government services (jobs are being moved to larger centres) 	
Gretna	<ul style="list-style-type: none"> • high cost of environmental regulations 	
Killarney		<ul style="list-style-type: none"> • Community Futures • Canada-Manitoba Partnership Agreement on Municipal Water Infrastructure for Rural Economic Diversification • P.F.R.A. Alternative Land Use Programs
Morden	<ul style="list-style-type: none"> • introduction of VLTs 	
Morris	<ul style="list-style-type: none"> • uncertainty surrounding health reform 	
Riverton		<ul style="list-style-type: none"> • approval of personal care home project • funding for downtown revitalization project
Roblin		<ul style="list-style-type: none"> • PAMWI Agreement
Russell		<ul style="list-style-type: none"> • approval of construction project for potash mine
Ste. Anne		<ul style="list-style-type: none"> • increase of police grants
Ste. Rose du Lac	<ul style="list-style-type: none"> • health reform - further decentralization is needed 	<ul style="list-style-type: none"> • decentralization of mental health services • development of natural gas • rail line • federal infrastructure renewal program
Treherne	<ul style="list-style-type: none"> • hospital funding cuts 	
Winkler	<ul style="list-style-type: none"> • increased government deficit 	

Several communities view the introduction of video-lottery terminals as having negative impacts on their communities. Three communities are concerned about the uncertainty surrounding health reform, some are concerned about the high cost of environmental regulations, and others express concerns about increased government deficits. Some (e.g. Binscarth) have a specific list of complaints: decrease in the Rural Home Owner Tax Assistance (RHOTA), deferral of Provincial School Tax Assistance (PSTA), and the possibility of further cutbacks in postal services.

On the positive side, other communities recognize the successful conclusion of the Prairie Farm Rehabilitation Administration agreement (PAMWI), cite the approval of a personal care home project and funding for

downtown revitalization as evidence of positive intervention by Government, and support the increase of police grants. Others praise decentralization of mental health services, the development of natural gas, and the establishment of federal infrastructure renewal programs.

On the other hand, Rural Grow Bonds and the Rural Economic Development Initiative appear to have little association with development in any of the nine activities reviewed. Association analysis was applied to each of the nine economic bases (manufacturing, agriculture, mining, construction, transportation, communication and utilities, retail and wholesale, finance, insurance and real estate, community, business and personal services and public administration) and the four major rural development programs (REDI, Western Diversification, Grow Bonds, Decentralization). Only two significant associations were apparent. First, development in agriculture was associated with activity in the Western Diversification program ($p < 0.01$). Second, decentralization by the Provincial government was associated with increased retail and wholesale activity ($p < 0.05$).

From another perspective, however, recently introduced government interventions may result in future development. The presence of the four major programs assessed is associated closely with a diversity of approaches adopted by the rural leaders in promoting development in their communities (Table 6). The existence of the Rural Economic Development Initiatives program, for instance, has stimulated community leaders to prepare brochures and pamphlets to advertise their communities, to develop information packages for potential employers about the local labour supply, to set up economic development committees and to engage in some extensive marketing. The Western Economic Diversification program, in addition to stimulating local promotional efforts, has encouraged rural communities to set up economic development funds in preparation for matching government funding support. Rural Grow Bonds also encourage communities to intensify marketing and outreach efforts. Decentralization of government to rural communities also prompted rural communities to refocus on outreach strategies. The perceived results of these programs, therefore, may underestimate impacts.

Table 6. Association between government programs and economic efforts of rural communities

Community effort	Government activity			
	REDI	Western Diversification	Rural Grow Bonds	Decentralization
Brochure/pamphlet	*	*		
Detailed assessment	*	**	**	**
Information	*	*		
Economic dev. committee	*			*
Economic dev. officer				*
Structure				**
Economic dev. fund		*		*
Small scale marketing			*	
Large scale marketing	*			
Outreach efforts			*	
Other strategies				
Magnitude of efforts	*			**

* significant at $p < 0.05$ level

** significant at $p < 0.01$ level

Current and Future Economic Activities

Economic activities of the communities surveyed are segregated into current and future categories. Current activities reflect present economic situations and the future agenda reflects planned activities. Supplemental to current and future community activities are the opportunities for small business and entrepreneurial ventures.

Current Economic Activities

Of the 38 communities that responded to the survey, 22 (or 58 percent) did not indicate any current significant economic development. There is, however, a wide range of on-going economic activities in the remaining 16 communities (Table 7). Current activities fall into three groups:

- (1) communities engaging in the expansion of existing ventures,
- (2) communities exploring new economic activities, and
- (3) communities that are engaging in both expansion and development.

Expansion of existing industries and retail trade is the predominant mode of economic activity in Winkler, Boissevain and Gretna. New manufacturing industries, and the development of new services are underway in Carman, Roblin, Russell, Morris, Selkirk, Ste. Anne, Ste Rose Du Lac, Swan River and Winnipegosis. Falling into the third category are Arborg, Flin Flon, and Morden, where there is evidence of both expansion of existing operations and the search for new economic ventures.

Associated with current economic activities are new positions or openings available to people in these communities, or people who are willing to settle in these communities (Table 8). There are, for instance, 30 new jobs available in Boissevain, 45 positions available for Gretna, 125 openings in Morden, 45-50 jobs in Morris, 5 jobs in Roblin, 76 permanent positions and 120 temporary jobs in Russell, 50 new jobs in Selkirk, 20 jobs in Teulon, and more than 38 new openings in Winkler. It is apparent that the more economic activities that are being carried on in a community, the more they are able to create new jobs and induce more people to move into their communities.

When asked about the occupations currently in demand in the communities, medical professionals appear to be in greatest demand (Table 8). Other professionals such as lawyers, physiotherapists, dentists, and computer operation analysts also are cited. Aside from these professional groups, people with entrepreneurial skills, and who are ready to initiate business ventures also are identified by a few communities. A current need for skilled workers such as bilingual secretaries and auto and farm equipment mechanics is identified by some communities.

We are struck with the dissimilarities between the community lists of occupations in demand and those listed in the regional employment centres (see Table 19 in Appendix B). Evidently, community leaders are using a completely different data base than the regional employment centres. Community lists depend on the general perceived needs. Regional employment lists, however, are based on those seeking unemployment insurance and vacant positions advertised in the regions. The discrepancies between the lists may warrant further investigation.

Table 7. Current economic activities and required labour in responding rural communities

Community	Activity	Occupation/skill (no. of individuals required)
Boissevain	retail sales (6 small stores opening)	managers (8) clerks and salespersons (12) keyboard operators (8)
Carman	experimental farm (U of M)	
Gretna	expansion in manufacturing business expansion of maintenance (Department of Inter-provincial Pipeline) expansion of private school institution	unskilled labourers (40) skilled labourers (5-6)
Morden	expansion (Huron Windows) new plant (Carte International Inc.) new plant (Monsanto Canada) expansion (3M Canada) expansion (Farm King Allied Ltd.) senior centre	assembly workers (10) office workers (10) shop labour (60) scientists (17) operators (25) sheet metal fabricators (30) program delivery personnel and kitchen help
Morris	VLT operations main office cheese factory (Mess Technology Inc.)	management, secretarial & technicians (30) workers (15-20)
Roblin	manufacturing food processing	skilled labour (2) marketing (1) production cooking and processing (2)
Russell	major ski resort facility (tourism) service industry related to tourism	construction (120 temporary jobs) workers (76)
Selkirk	printing business (maps/packages/brochures) production of blades for heavy industrial employment	sales, managerial and blue collar workers (30) managerial, technical and blue collar workers (20)
Ste. Anne	new construction of ambulance training centre	
Ste. Rose du Lac	medical centre shopping mall development	chiropractor (1) optometrist (1)
Teulon	manufacturing	workers (20)
Winkler	expansion of plant (Elias) expansion of plant (Winkler Meats) sales increase (Integra) Continental Rubber	wood working and design skills (15-20) meat processing (3-6) foundry skills (20-30) recycling, research and design (unknown)
Winnipeg Beach	new boardwalk	carpentry (4)
Winnipegosis	new pharmacy and medical office building	retail personnel (1) cleaning personnel (1)
Unidentified Community B	car/trailer manufacturing	welders and painters (7)

Table 8. Current and anticipated demand occupations/skills in responding rural communities

Community	Current demand	Anticipated demand
Binscarth		elevator workers & labourers
Boissevain		service skills people skills computer skills
Deloraine		medical
Killarney		hospitality services
Morris	professional secretarial services computer operations analyst	agriculture engineering skills industrial engineering skills computer programmers
Niverville	entrepreneurial skills	high skilled technology entrepreneurial skills
Rapid City	medical	medical
Riverton		medical nurses nurses aides
Roblin		marketing skills
Selkirk		highly skilled technical professionals
Somerset		TV repair small motor repair
Souris	lawyer	labourers
Ste. Anne	bilingual secretarial skills	bilingual secretaries bilingual medical personnel
Ste. Rose du Lac	entrepreneurial skills	health care workers doctors medical technicians
Treherne	auto and farm equipment mechanics	service industry jobs
Winnipegosis		retail and management skills
Unidentified Community B		hands on skills

Unrealized Business Ventures

Of the 40 communities that provided data, eight indicated some business ventures that have not been realized owing to a lack of funds. Most unrealized business ventures occur in manufacturing and the tourist industry. Proposed manufacturing activities are tied closely to local raw materials. In this context, Arborg hoped to build a plant processing cheese using milk from local dairy farms. Carman considered building an agricultural equipment manufacturing plant. Ste. Rose du Lac had hoped to establish a feedlot for cattle. Finally, Riverton wanted to build a fish processing plant. A few communities attempted to attract visitors and tourists by building hotel and convention centres (e.g. Morden, Roblin, and Selkirk), or by utilizing their location and local resources (e.g., marina and camping facilities in Riverton; hovercraft passenger ferry in Selkirk).

A lack of financial resources appears to be a common problem in rural communities, and the loss of business opportunities is demoralizing to community leaders. There is an expressed urgent need to aggressively seek alternate sources of funding to avoid future disappointment.

Future Economic Activities

In contrast to the current economic development just described, there are more communities (58 percent of those responding) that listed future plans for economic development. This indicates a growing recognition of the importance of having an economic plan in place, even though many do not have much current activity.

An examination of the responses from communities that indicated a future economic development agenda, suggest that 1) communities look for value-added primary industries, (i.e. farm-related industries), 2) some look for secondary manufacturing industries, 3) others plan for expansion in service industries, 4) others look for a mixed range of industries, and 5) some have established infrastructure but have not yet determined the future direction of their economic development (Table 9).

Fish products, alfalfa cubing, crop diversification programs, and a pasta company are in the blue prints as value-added industries. Secondary manufacturing ideas include the printing industry, development of a fertilizer plant, plastic manufacturing, and paper products manufacturing. Service industry expansion ideas range from construction of a hotel and resort complex, tourism, and extension of a retail store, to the building of an airport, grain terminals, personal care homes, golf courses and medical clinics. Selkirk, Carmen, and Swan River have opted for a mixture of future economic plans encompassing different types of industries.

Future employment logically is tied closely to the future economic development these communities have planned. Similarly, in those communities where no future economic plan is in place, there is no indication of employment opportunities.

One notes differences both in defining of job openings and the magnitude of employment. Some communities are vague in terms of positions and numbers of jobs. Others are very precise in terms of the nature of employment and the number of people required in each type of employment (e.g. Riverton, Selkirk, Somerset, Stonewall, Binscarth, Emerson, Flin Flon, Gretna, Killarney, and Morris) .

Table 9. Future economic activities in responding rural communities in Manitoba

Community	Activity	Employment (no. of individuals required)
Altona	printing industry	press operators (unknown) management (unknown)
Binscarth	grain terminal	elevator agent and operators (7)
Boissevain	tourism service	
Carman	industrial park wheat straw utilization projects	
Emerson	heritage tourism restaurant	bus tours (2) restaurant workers (6)
Grandview	tourism (south gateway to Duck Mountain)	
Gretna	manufacturing company	unskilled labourers (20-30)
Killarney	hotel and resort complex tourism development (Southern Manitoba Heritage Region)	management & marketing (4-6) housekeeping/service (40) maintenance (6) tourism operators (2-20) attractions & special activities (9)
Morden	industrial development firm	
Morris	plastic manufacturing paper products manufacturing	machinists (4) office help, machine operators and labourers (20-30)
Riverton	personal care home tourism (landscaping)	medical (4) administration (2) home care (4)
Roblin	crop diversification experimental program (Growers Association)	farmers sewage affluent irrigation workers
Russell	potash mine tourism	
Selkirk	hotel development heavy equipment manufacturing	managerial and service related (40) managerial, highly skilled technical and blue collar workers (300)
Somerset	medical clinic	dentist (1) optometrist (1) medical assistants (2) secretary (1)
Ste. Rose du Lac	airport development golf course development of health and medical services/facilities, e.g., development of a dialysis unit	groundskeeper support staff specialist health care professionals
Stonewall	retail stores business services	retail sales (15) accountants (5) plumbers & other skilled trades (3)
Unidentified Community B	expansion of cabinet manufacturing	labourers (1-2)

There is sharp contrast between communities that project small scale expansion as opposed to extensive expansion. For example, Riverton (10 openings), Somerset (5 openings), Binscarth (7 openings), and Emerson (8 openings) envision minor expansion. Conversely, Selkirk (350 jobs), Flin Flon (100 openings), and Swan River (100 openings) expect significant expansion.

Surveyed communities also identified a number of occupational skills that they would need in the future. Three major categories apparent are professional, technical and labour. The professional occupations that the communities identify include medical and professions related to agriculture, industrial engineering, computer programming and management. Technicians needed are those repairing electronics and motors, working in the medical field, and miners. General labourers are needed for work in grain elevators and service industries. Comparison of occupations cited as "now in demand" and those "likely to become important in future", reveals few differences. This implies that communities do not expect a major shift between current economic activities and those in the future.

Small Business Opportunities

Two types of information were sought from community leaders to identify small business opportunities available in the communities.

- 1) small businesses that are for sale, and
- 2) the self-employment opportunities available in the communities.

Examination of these two aspects in various communities suggests that most of the small businesses currently for sale are in the retail and service sectors: groceries, hotels, retail stores, restaurants, auto service stations, butcher shops, hardware stores, gas stations, lumber yards and others (Table 10). That 19 communities out of 38 surveyed indicate that there are small businesses for sale may reflect a degree of instability in rural areas. We are unable to determine neither whether current conditions differ from normal turnover in business in those communities, nor whether the businesses for sale are viable ventures.

Self-employment Opportunities

Self-employment opportunities reported by the leaders in responding communities also are mostly in the service sector (Table 11). These are essentially the expressed "needs" on the part of the mayors and presidents of chambers of commerce of what their communities presently are lacking in their service sector. Scrutiny of the information obtained reveals four general patterns among rural communities when we compare small businesses for sale and self-employment opportunities:

- 1) Communities that list neither small businesses for sale nor any declared self-employment opportunities,
- 2) Communities that have small businesses for sale but do not list any self-employment opportunities,
- 3) Communities that have no small businesses for sale but do have expressed needs for some self-employment opportunities, and
- 4) Communities that have both small businesses for sale and have identified self-employment opportunities.

Table 10. Small business opportunities in responding rural communities in Manitoba, 1993

Community	For sale	Community	For sale
Binscarth	grocery/dry goods store construction business	Morris	butcher shop restaurant
Boissevain	hotel business locksmith business	Niverville	hardware store
Bowsman	heavy duty mechanics shop	Rapid City	hardware store lumber yard
Carman	jewellery store	Riverton	retail stores
Deloraine	ladies wear retail store	Russell	gas station retail stores
Emerson	restaurants	Selkirk	retail stores service businesses
Gretna	auto service station	Souris	garage office
Killarney	mens clothing store craft and antique shop	St. Lazare	clothing retail store grocery lumber retail store
MacGregor	restaurant	Unidentified Community B	hotel
Minitonas	reflexologist		

Communities that register neither small businesses for sale nor self-employment opportunities are either or both stable or close to large shopping centres. They appear to experience a sense of self-sufficiency with what they have and do not anticipate any expansion in the service sector. Representative communities include Arborg, Roblin, St. Claude, Steinbach, Stonewall, Swan River, Teulon, The Pas, Thompson, Treherne, Winkler, and Winnipeg Beach.

Communities that list small businesses for sale but not self-employment opportunities may reflect instability or decline, but do not follow any logical pattern. Thus there are some businesses that are available to potential buyers, but the community leaders do not anticipate any new ventures moving into the communities. Examples include Binscarth, Carmen, MacGregor, Niverville, and Rapid City.

Communities that have no businesses for sale, but do see self-employment opportunities include Flin Flon, Ste. Anne, Ste. Rose du Lac, and Winnipegosis. All express a desire to attract individuals who will set up businesses to broaden the range of services and employment in their community. Community leaders indicate that there are basically three types of self-employment opportunities that they wish to see: 1) retail and service stores (e.g. craft and art shop, shoe store, fine dining, hardware/sporting goods, home care, marina for boats and boat tours), 2) professional services (e.g. physiotherapy, chiropractic, accounting, solicitors, eye glass dispenser, optometrist, eye surgeon, veterinarian and medical specialists), and 3) larger scale enterprises such as manufacturing that will create job opportunities in the community. Entrepreneurial activities will be examined in greater detail in sections that follow.

Table 11. Self-employment opportunities in rural Manitoba communities, 1993

Community	Self-employment opportunity	Community	Self-employment opportunity
Altona	mens wear store hardware/small appliances store	Selkirk	clothing (male/female) higher scale restaurant shoe store
Boissevain	children clothing store ladies clothing store yarn store	Somerset	TV repair electronic repair plumber
Bowsman	gas station cafe laundry services	Souris	alfalfa processing
Deloraine	hardware retail automotive parts retail bakery mens wear retail	Ste. Anne	physiotherapy chiropractor accountants solicitors manufacturing
Emerson	crafts/souvenir shop fancy tea house bed and breakfast	Ste. Rose du Lac	eye glass dispenser optometrist chiropractor shoe store fine dining hardware/sporting goods home care
Killarney	sporting goods store		
Minitonas	insurance/travel agency real estate agency		
Morden	shoe store major hardware store	Winnipegosis	tourism - marina for boats and boat tours scavenger fish processing
Morris	agriculture related industries retail opportunities sporting goods	Unidentified Community A	environment
Riverton	clothing store (retail)	Unidentified Community B	plumbing
Russell	fabric store		

More than 25 percent of the responding communities list both small businesses for sale and self-employment opportunities. It is of interest that the self-employment opportunities identified are different from the businesses for sale. This suggests that community leaders are not only thinking of replacing those businesses that are currently for sale, but also are looking to broaden their services or job opportunities for their communities.

Based on the four patterns identified, it is evident that some community leaders think more aggressively than others in terms of economic development. Prior to development of a reliable indicator of the awareness on the part of the community leaders, however, data on small business opportunities must be considered along with larger-scale business ventures and entrepreneurial opportunities.

Entrepreneurial Opportunities

Thirteen community leaders expressed opportunities for entrepreneurs (Table 12). One recognizable category is to have entrepreneurs engaged in business activities aiming for export. Arborg, for example, is hoping to attract entrepreneurs to process fish for export to Japan, alfalfa cubes for Korea, and a pastry company for products for overseas consumption. Flin Flon hopes to recruit entrepreneurs to explore

underground gardening, growing blueberries and mushrooms for export to the Pacific Rim. Ste Rose du Lac would like to interest potential entrepreneurs in wild boar, rabbit, beef, and buffalo operations for export. Swan River hopes to entice entrepreneurs to develop alfalfa products and horse meat for export markets.

A second group of communities focused on larger scale operations for domestic consumption. Deloraine hopes to attract entrepreneurs to build a pasta factory, Emerson, Killarney, MacGregor and Winnipeg Beach hope to expand their capacities to attract tourists, Riverton, Ste. Anne, and Selkirk hope to expand their manufacturing bases, and Winnipegosis would like to attract capital for construction of a "rough fish" processing plant.

Efforts in Attracting New Business and Industry

Community leaders have adopted a number of strategies in trying to attract new business and industry to their communities. Some are trying harder than others. The methods commonly used include a town brochure or pamphlet, an information package for potential employers, establishment of an economic development committee or council, appointment of an economic development officer, setting aside of incentive funds for pursuing economic development opportunities, small scale marketing campaigns at local and provincial levels, and large scale marketing campaigns aimed at national and international levels.

Responses to our survey show that more than 66 percent of the leaders have prepared community brochures or pamphlets. Some also have developed an information package (39 percent), appointed an economic development officer (36 percent) or set aside incentive funds for pursuing economic development opportunities (36 percent). About 42 percent have established an economic development committee or council. Over 54 percent have now engaged in small marketing campaigns at local and provincial levels. However, the undertaking of large scale marketing campaigns at national and international levels is rare, as only two communities have adopted this more ambitious strategy.

Table 12. Entrepreneurial opportunities in responding communities in rural Manitoba

Community	Entrepreneurial opportunities
Deloraine	pasta factory
Emerson	tourist stop area (includes hotels, motels, truck stop, rest area, camp-site and recreational facilities)
Killarney	tourism
MacGregor	restaurant
Riverton	manufacturing industry
Selkirk	Manitoba Rolling Mills (steel) training specialized products
Ste. Anne	manufacturing industry
Ste. Rose du Lac	wild boars operation (export) meat rabbit operation (export) beef production (export) buffalo operation (export) specialty crops metal manufacturing
Winnipeg Beach	hotel operation
Winnipegosis	rough fish processing (suckers, mullet)

Multi-Dimensional Factors Affecting Future Economic Activities

Association Between Current Economic Bases and the Future Economic Development of Rural Communities

Association analyses between current economic activities and future development plans show that communities with manufacturing ($p < 0.01$) or retail and wholesale activities ($p < 0.05$) as the major economic bases are likely to expand in the same direction. This implies that communities currently based on economic activities other than manufacturing and retail and wholesale trade are less aggressive in the development of future economic plans. In addition, there appears to be no major shift of direction in economic development in most rural communities. This, in turn, suggests that diversification of rural economies is not envisioned by many community leaders. These preliminary interpretations require further analysis and additional data to verify or confirm patterns.

Association Between Economic Bases of Rural Communities and Business and Employment Opportunities

Association analysis was applied to the nine industry bases and the four "opportunity" categories (sale of business, self-employment opportunities, entrepreneur ventures and unrealized business ventures) to see if current and future employment are related to the economic bases of the communities. Results indicate that in most situations the economic bases of the communities are not related to current businesses for sale, self-employment opportunities or entrepreneurial opportunities. Communities with manufacturing ($p < 0.01$), construction ($p < 0.05$) and retail or wholesale trade ($p < 0.05$) as economic bases, however, experience the frustration of loss of opportunities for creating new business ventures owing to lack of funds.

Geographical Location and Future Economic Status

Geographical factors are potentially important influences on a rural community's future economic status. Most community leaders feel that they are not seriously hindered by location. More than 60 percent indicate that they are located close to major population centres, 87 percent indicate that they are close to major highways, and 78 percent state that they have rail services. The only locational disadvantage is in air transportation, as less than 50 percent indicate that they are close to an airport. Further, over 60 percent feel that the cost of transporting goods is comparatively favourable.

Conversely, about one-third of the community leaders listed some problems in institutional isolation (i.e., most of the essential services do not reach their communities). Political isolation (i.e., the opportunity for participating in decision-making that affects their communities) also was a disadvantage to some.

Through a series of chi-square association analyses (Table 13), it was found that development of further mining activities would be closely related to the proximity of centres where a supply of labour could be assembled easily. Future development in manufacturing, construction, transportation, and the finance industry is associated with proximity of highways. Significant associations occur between institutional variables and future development of five of the nine industrial categories (Table 13). The present or absence of essential services, therefore, exerts the strongest influence on perceived future development. Political isolation impacts fewer industries.

Table 13. Association (X^2) between isolation factors and future economic development in rural communities in Manitoba

Industry	Isolation factor		
	Geographical	Institutional	Political
Agriculture			
Mining	**	**	
Manufacturing	**	**	
Construction		**	
Transportation, communication & utilities			
Retail and wholesale			
Finance, insur., & real estate	**	**	**
Community, bus., & personal services		*	*
Public admin			

* Significant at $p < 0.05$ level

** Significant at $p < 0.01$ level

We conclude that while most community leaders do not perceive disadvantages from isolation factors, there is an undeniable association. Without improvement of the transportation network, the future economic activities in many communities will not have much chance for expansion or growth. Investment in the improvement of rural infrastructure is important if the rural communities are to prosper and increase employment opportunities in the future. These deterring factors present constant challenges to community leaders, and future development, job creation and potential immigration all hinge on the success or failure of efforts to overcome these barriers.

Municipal By-laws and Future Economic Stability

Municipal governments can influence community development and job creation. Based on the initial interviews with some mayors and business leaders, a number of by-laws (e.g., parking restriction, zoning restriction, environment protection by-laws, municipal taxes, trucking bans), together with external uncertainty such as unsettled land claims and disputed boundaries, negatively impact the future economic stability of the communities. However, a majority of the community leaders downplay the role of by-laws such as parking, zoning, and taxation, but are sensitive about protection of the environment where restrictions appear to be in effect. In addition, the unsettled land claims do adversely affect the expansion of community, business and personal services. In some areas jurisdiction or boundary disputes affect the expansion of agricultural activities.

ISSUES OF CULTURE, ETHNICITY AND IMMIGRANT ASSIMILATION

Review of the Literature

Ethno-Cultural Variables and Immigrant Assimilation

Meeting the current and the future skilled and semi-skilled labour requirements for Canadian communities requires both internal job training or retraining, and recruitment of immigrants from abroad. Recruitment for fulfilling the requirements of the economic sectors cannot be dealt with as a discrete phenomenon. This implies that without the consideration of newcomers' immediate and long-term emotional, ethno-cultural, language and other non-economic needs, the labour issue cannot be addressed (Moghaddam, 1988).

The issues of immigrants' successful adaptation and assimilation, often through a process of acculturation, are not only of vital importance to immigrants themselves, but also of utmost significance to host communities. The process of immigrants' adaptation includes demographic, economic, political, and cultural dimensions. Demographic variables include age and family structure, fertility behaviour, propensities for intermarriage and patterns of residential segregation. Social dimensions refer to native language retention, English language acquisition, and educational attainment (Goodis, 1986).

The importance of social and ethno-cultural variables in immigration studies has been underscored by many scholars and concerned organizations. One study pointed out that immigrants not only fulfil specific job skills needed in Canada, but also enrich various other vital elements of human resources. For example, immigrants bring to Canadian firms a knowledge, understanding and orientation towards foreign markets, as well as the linguistic and cultural skills required to conduct business with foreign markets (Employment and Immigration Canada, 1992). In the growing competitive global market in which Canada plays a major role as one of the most industrialized countries in the world, the significance of these qualities and skills is undeniable.

The process of economic and cultural integration and assimilation is slow, complex, and sometimes economically costly. Economic integration generally takes place with the placement of newcomers in the labour force. Minimizing the occupational and income differentials helps immigrants to assimilate to the local communities rapidly. Nonetheless, this process often requires generations. An examination of longitudinal data to study the effects of ethnicity on occupational status and income for 4,584 immigrants entering Canada between 1969 and 1971 revealed some mixed findings. The study reconfirmed a reduction of occupational status differentials between the immigrants and the native-born Canadians over time. However, the findings indicated income discrimination for non-white immigrants despite occupational mobility. Immigrants from European countries and the United States showed a definite advantage in both occupational mobility and minimizing income differentials (Satzewich and Li, 1987).

A review of literature on immigrants' adaptation in the United States has revealed that there are few differences between the grandchildren of immigrants and the native-born population in the country. For instance, English language fluency among Hispanics and Asians increases dramatically for subsequent native-born generations, and in some cases the transition from an immigrant native language to English is complete by the third generation (Goodis, 1986). Neidert and Farley (1985) also concluded that the assimilation perspective predicts that eventually ethnic background will no longer be an important determinant of socioeconomic achievement in the United States. The assimilation process usually is completed by the third generation of immigrants.

Social and Ethno-Cultural Service Requirements: The Demand Side

Moghaddam (1988) has suggested that immigrants collectively should be treated as disadvantaged group members. The reasons for such a framework is related to many factors which include unfamiliarity with the social and physical environment, lack of a social network, and varied educational and occupational backgrounds.

Culture shock is the emotional consequences of migrating from one society to another and is caused by the disorienting experience of working in a different cultural environment. Culture shocks also stem from the stress caused by adjusting to a new socio-cultural setup as immigrants are required to cope with learning new standards of accepted behaviour, habits, customs, ways of interacting, new laws and new appropriate attitudes (Arcturus Productions Limited, 1991). Although newcomers' practical problems at first stem from the lack of communication skill and language requirements, they also face the challenge of learning new concepts.

Cultural assimilation is a prerequisite for successful absorption of immigrants within the host societies. Since the effects of cultural difference are greatest in the area of public behaviour, learned behaviour could play an important role. It has been recommended by a recent study that some learned behaviour should be re-learned by newcomers when they land in Canada to minimize the consequence of cultural difference (Arcturus Productions Limited, 1991).

An instance of cultural gaps between newcomers and Canadians is recognized in the area of the perception of time, known as time sense. Canadian cultural norms with respect to timing are analogous with those of the United States and United Kingdom, are less stringent than those of Germany, and are more stringent than most developing countries (Arcturus Productions Limited, 1991: 2).

Some cultural and emotional problems could be reduced to short-term events since immigrants gradually adapt well to the host societies if sufficient and effective services are provided to overcome these problems as quickly as possible.

Maintaining Ethnic Identity

Recent trends in many immigrant communities or groups witnessed an "ethnic revival" (Glazer and Moynihan, 1976; Smith, 1979; Olzak, 1983). The phenomenon involves a shift of behaviour among ethnic minorities away from assimilation and normative behaviour toward heritage culture maintenance and non-normative behaviour (Moghaddam, 1988: 75). One effect has been greater emphasis on collective action by ethnic minorities, who seek greater parity with majority groups. These findings in different parts of North America and Europe have great implications for rural Manitoba. The preservation, restoration, and maintenance of cultural behaviour and the associated heritage should be an integral part of the national immigration policy.

Community Integration and Assimilation

The issues of settlement of immigrants in the country has received substantial attention while the aspects of their integration generally were ignored in public policy debates and processes (The Canada Employment and Immigration Advisory Council, 1990). For example, Canadian institutions and employers often are reluctant to recognize foreign credentials which in turn causes the failure of immigrants' integration (Employment and Immigration Canada, 1990). In terms of facilitating occupational integration, establishing the equivalent credentials of qualifications, including education, training and work experience obtained abroad, would be an appropriate step (The Canada Employment and Immigration Advisory Council, 1990).

Domestic Language Training and Services

An ability to speak one of Canada's official languages is an important determinant of an immigrant's ability to settle successfully in Canada (Young, 1991). Immigrant recruitment policy has a direct bearing upon the need for language training and its associated services. For example, it has been suggested that Independent immigrants are better qualified, speak the official languages, and adapt more easily to the Canadian socioeconomic and cultural environment (The Canada Employment and Immigration Advisory Council, 1990).

Immigrants' socioeconomic mobility, specifically in terms of raising socioeconomic status, generally is associated with increased English language usage. Mirowski and Ross (1984), in research on Mexican-Americans, observed that participation in Spanish-speaking networks, with a preponderance of Spanish-speaking families, friends, neighbours and co-workers, is linked with lower socioeconomic status than would be expected if an individual participated in an English-speaking network.

A national report prepared by the Canada Employment and Immigration Commission (1981) found that immigrant women generally have not fared as well as immigrant men in the labour market. Some variations stemmed from the inability of immigrant women, in particular, to function in one of the official languages.

A commonly held view is that education of immigrants or their children will lead to a rapid switch to the major languages of the host society. Research findings, however, revealed that such an assertion may not be valid for all ethnic groups. Li (1982; cited in Goodis, 1986) found that the relationship between the level of education and language shift among Chinese immigrants and their families is negatively correlated, and follows a non-linear relationship. Stevens (1985) found that the mix of nativity characteristics of parents and the length of parents' residence in the United States have significant influence in determining whether the children of an immigrant family would retain non-English language or shift to English language.

The Economic Council of Canada (1990) recommends that both men and women immigrants be offered equal access to language training, and that there should be a partial charge for language training and associated services. The Council has further recommended development of a generous system of loans, subsidies, and exceptions.

Existing Social and Ethno-Cultural Services: The Supply Side

The social and ethno-cultural service facilities in Canada for meeting immigrants' needs are inadequate. According to Mallea (1988) the principal reason for inadequacy is the dilemma concerning cultural identity and destiny. He argues that despite continued federal support and attention to multiculturalism, it was bilingualism and biculturalism that dominated events since the 1960's. Notably, the total expenditures under federal programs concerning race relations, heritage culture, and community participation ranged between \$16.1 and \$27.1 million during the 1984-1991 period (Economic Council of Canada, 1991: 33). Sylvestre (1980) cited that the efforts to translate this model into programmatic, institutional forms met with considerable opposition, especially from the provinces with English-speaking majorities. The net effect is the lack of a consolidation of support infrastructure, particularly in small towns and rural communities.

McInnis (1981; 1983) studied the supply side perspectives related to rural settlements of Indochinese immigrants (who entered the United States as refugees) in Wisconsin. She reported that more than 50 percent of the unskilled immigrants who had initially settled in rural communities out-migrated within five years. Out-migration from rural communities was attributed mainly to the unavailability of satisfactory employment and a lack of training and scope for occupational and social mobility. McInnis attributed much of the success for those who remained in rural communities to the positive effects of church sponsorship upon the communities' participation in supporting the newcomers. The agricultural skills of the immigrants from

low-income countries usually are incompatible with the North American farm-labour market requirements. However, the potential for absorption of immigrants into non-farm activities should be explored.

The majority of the recent immigrants in both Canada in general, and in Manitoba, have settled in large metropolitan areas (Manitoba Culture, Heritage and Citizenship, 1991). The trend is attributed to the attraction of larger opportunity-spectra with ethno-cultural diversity. Only large population centres possess extensive cultural diversity and smaller communities are disadvantaged in such competition.

In order to attain and maintain a balanced spatial growth, the Canada Employment and Immigration Advisory Council (1990) has suggested development of a system of economic incentives through the federal income tax system to assist smaller centres in growth. Smaller centres could be provided with social and ethno-cultural infrastructures that would attract more people, including immigrants, to such areas. It also has suggested initiation of disincentives associated with both economic and non-economic variables aimed at larger centres.

Community Attitudes Towards Immigration In Rural Manitoba

In general the surveyed rural communities expressed positive attitudes towards immigrants. Approximately 80 percent of the respondents felt that their communities are receptive to immigrants or immigrant groups. A few respondents either did not reply to the specific survey question relating to community receptiveness or did not know about the overall community feeling. Combined, these accounted for 18 percent of all respondents.

Rural Manitoba is marked by a lack of the settlement of recent immigrants, as expressed both in the comments included in the survey questionnaires and in the direct interviews. The few new immigrant families that have settled in these communities are thought to be doing well and their specific norms are not a general concern to rural communities.

A common conviction shared by many community leaders is that new immigrants must live by the Canadian norms, laws and rules, and value systems. One respondent from the northern region suggested that the assimilation of new immigrants to the "main stream" is more important in smaller communities than in larger cities. In smaller communities, when the newcomers attempt to retain their own identity, culture, and rituals, without the necessary interaction with the host societies, it breeds resentment within the host community. Since smaller communities rely more on community cohesion and function as a whole entity rather than segregated groups or individuals as in large cities, it is imperative that new immigrants, by integrating themselves to the host society, become part of the community.

Some respondents commented that they do not possess the necessary economic means to offer employment or other relevant services to immigrants. These communities, however, would welcome and be supportive to any entrepreneurs, investors, or other people who can be self-employed or create jobs for others. About three-quarters of the respondents felt that immigrants would benefit their communities socio-economically. Less than 10 percent viewed immigration as not beneficial. These feelings were expressed in different terms. For instance, some suggested that the economic spin-offs from having new people, particularly when the vast majority of the rural communities are experiencing a process of depopulation, are vital to the sustenance of economic and social infrastructures: schools, businesses and services. Immigrants can fulfil the required job skills that are in demand as well as enhance the labour market. In addition, new skills and technologies can be introduced in the rural settings.

The observed mobility pattern of immigrant professionals and highly skilled labourers suggests that they are transients in rural communities as they wait for employment opportunities in the larger urban centres. The host communities believe that this process relates to external factors that are "beyond their control". There is a general unawareness of which government level has current controls, or how roles and respon-

sibilities are distributed. Half of the survey respondents were uncertain about the issue of greater provincial control over immigration policy (n=34). One of the reasons for uncertainty is that the rural communities do not view the immigration policy issue as an important aspect of their daily lives. This may be attributed to the relatively few new immigrants in rural areas in recent decades.

The remaining half of the respondents would like to see greater provincial control of immigration policy. The reasons, as expressed, are two-fold:

- 1) provincial authority would have a better grasp of the needs of the rural communities within their own jurisdictions; and
- 2) provincial authority would be able to provide better services to facilitate the integration and assimilation of new immigrants in rural areas.

To assess the preferred ethnicity by the host communities the respondents were asked their opinion on what ethnic and linguistic background they feel would best adapt to their communities. It was expected that the responses to the relevant questions would be based primarily on the respondents' past experience and the current ethnic and linguistic compositions of Manitoba's cities, towns and villages.

For broad categorization of ethnic groups, Belgian, Dutch, English, French, German, Icelandic, Scandinavian, and Scottish were grouped as "Western European", and Polish, Russian, and Ukrainian were included as "Eastern European". Chinese, Japanese, and Vietnamese were categorized as an "Asian" ethnic group. The linguistic categorizations were based on language families and sub-families (Fellmann, et al. 1990: 127-163). For instance, within the Indo-European family, the Germanic, Romance and Slavic sub-families are included.

About three-quarters (n=25) of the sample respondents (n=34) indicated an ethnic preference in immigrants (Table 14). Most communities revealed a preference for primarily Western European ethnic immigrants (n=15; 44 percent). Only four responding communities (12 percent) identified primarily Eastern European groups as best adapting to their communities. About one-fifth of the sample suggested that any ethnic group would be welcome. Overall the responses clearly indicated a preference for European ethnicities (66 percent). Cross-tabulation of the current ethnic composition of the communities and the preferred ethnicity of immigrants show that they are positively and highly associated (Table 15). The communities dominated by British ethnic origin expressed a preference for immigrants from Western European nations (78 percent). A similar pattern is apparent for the communities dominated by the German (67 percent) and French (100 percent) ethnic origins.

Communities also responded to a question concerning preferred linguistic background (Table 16). Respondents primarily preferred immigrants originating from the Indo-European language family (60 percent). Among the preferred Indo-European language sub-families, Germanic ranked highest (32 percent), followed by Romance (12 percent) and Slavic (15 percent). Only two communities had no specific linguistic preference. These patterns are attributed to the fact that European immigrants would require the least amount of resources and shortest assimilation periods considering the current composition of the host communities.

Table 14. Preferred ethnic and linguistic background for immigrants listed by communities in rural Manitoba

Community	Ethnic background	Linguistic background	Community	Ethnic background	Linguistic background
Altona	Dutch German	Germanic Romance	Russell	European Slovak	
Binscarth		Romance Slavic	Selkirk	European	Any linguistic background
Boissevain	Any ethnic background	Germanic Slavic Romance	Somerset	French German Dutch	Romance
Bowsman	Any ethnic background (there are currently no African, Asian and Spanish immigrants)	Any linguistic background	St. Claude	English French Ukrainian Dutch	Romance Slavic Germanic
Carman	Dutch German	Germanic	St. Lazare	German Vietnamese French	Germanic Vietnamese Romance
Deloraine	Belgium Polish British Isles Asian	Germanic Romance		Any ethnic background	Any ethnic background
Emerson		Slavic	Ste. Anne	French	Romance
Grandview	German Ukrainian Scottish	Germanic Slavic	Ste. Rose du Lac	French Icelandic Any ethnic background	Romance Germanic
Gretna	Mexican Mennonites British European	Germanic	Teulon	Ukrainian Scandinavian	Slavic Germanic
MacGregor	German Polish Russian	Germanic Slavic	Treherne	Western European	
Morris	European Chinese Japanese	Germanic Romance	Winkler	German Dutch Any ethnic background	Germanic Romance
Niverville	European	Germanic	Winnipegosis	German Ukrainian	Germanic Slavic
Rapid City	Any ethnic background		Unknown	Slovak	Slavic
Riverton	Any ethnic background		Unknown	Any ethnic background	

Table 15. Cross-tabulation of the preferred ethnic groups by the current ethnic composition

Preferred ethnic group	Current dominant ethnicity			
	British	German	French	Other
West European	78% (7)*	67% (4)	100% (5)	1000% (1)
East European	22% (2)	33% (2)	0	0

* Figures in parentheses are the actual numbers of communities.

Table 16. Preferred linguistic background of immigrants to rural communities in Manitoba

Linguistic background	Frequency	Percent
Germanic	11	32.35
Romance	4	11.76
Slavic	5	14.71
Any linguistic background	2	5.88
No response	12	35.29

Support Services For Immigrants

In the immigration process the support services of the host communities are as important as the knowledge, skill, economic and cultural resources of migrants. Problems related to acculturation and assimilation of newcomers could be ameliorated effectively by providing efficient support services, including a broad range of items such as shelter and settlement, language, education, employment, and citizenship. In rural communities these services usually are sponsored by institutions such as schools, economic development boards, town councils, chambers of commerce, community and volunteer groups, and churches.

The magnitude and nature of support services (i.e., the supply side) largely depend on the demand created by new immigrants. Because settlement of new immigrants in rural communities of Manitoba has been scanty, the demand for support services was nominal. Consequently, the required support services for new immigrants in rural areas are virtually nonexistent. Only seven (18 percent) of the 40 communities surveyed have some form of services and the vast majority lack any support services related structures (Table 17).

Table 17. Support services for immigrants to rural communities in Manitoba

Existing services	Responses		Future services	Responses	
	Number	%		Number	%
Yes	7	18	Yes	22	69
No	32	80	No	3	9
No response	1	2	Don't know	3	9
			No response	4	13

The availability of support services usually relates to fluctuating rather than continuous needs. For instance, one respondent stated that "immigrant integration services normally are organized by the church. These services are based upon need. There is always someone in the community who can communicate the language". The existing services for immigrants relate to two areas: (1) services for integration through assistance in translation and English language training or by providing other social and family supports; and (2) services for logistics including health, housing, and employment.

The availability of support services is an essential component to encourage new immigrants to settle in rural communities. Extending and strengthening of current initiatives of the various public, private and/or voluntary community and social groups are required to facilitate the immigrants' assimilation and integration process. Of the 32 sample communities that currently do not have support services, 22 (69 percent) indicated that they would be willing to provide language, employment and other social services (Table 17). Three sample communities, however, did not intend to provide services owing to a lack of financial resources, and the remaining communities are uncertain or did not respond to the question. The details of the existing and future support services in the surveyed communities are given in Table 18.

The survey results, as well as indepth personal interviews, revealed an overwhelmingly positive attitude towards developing the necessary support services and assistance to attract immigrants and retain them in rural areas. However, since the existing demand for support services is minimal, overtly directing new migrants towards rural communities is a prerequisite for triggering the supply of the support services.

Rural communities have a positive attitude towards multicultural activities and/or programs. However, there is a conspicuous absence of any strong institutional commitment to multiculturalism. The multicultural events have disappeared in recent years in some communities. However, a few communities took initiatives to improve their race relations, particularly regarding the relationships between White and Aboriginal populations. This feature would have some implications for potential immigrants. Overall, support services to multiculturalism are largely absent.

General Observations

Cross references to the economic status of rural communities and the perceived receptivity of these communities to new immigrants suggests a potential opportunity if Government plans to attract new immigrants to settle in rural communities in Manitoba. Although there may be minor fluctuations in population experienced by rural communities in different localities, the general trend of rural depopulation cannot be concealed. Left alone, fewer and fewer communities will survive in the years ahead. From an economic point of view, rural Manitoba remains relatively undeveloped and under-developed. There is no lack of raw materials or human resources, but there are some challenges in socio- and industrial-infrastructure to support further development in these regions. Neither is there evidence of a lack of initiative and planning on the part of the community leaders in trying to stimulate growth in their areas. Left in the present state, however, many business and industrial opportunities remain unrealized. Despite the best intentions and efforts of governments at all levels, the actual economic impacts of programs on these communities are restricted.

Table 18. Existing and future support services for immigrants in rural communities

Community	Existing services	Future services
Altona		Educational institutions
Boissevain		Volunteers
Deloraine		Economic Development Board Town council Chamber of Commerce
Emerson		Town council
Gretna		The community is not willing to provide support services for immigrants.
Killarney		Committee
MacGregor		Church groups
Morris	Tutors provide English language training	
Rapid City		Town council Various groups
Riverton		Friendship Centre
Selkirk	Canada Employment Centre Local churches	
Somerset		Volunteers
Souris		Town council Chamber of Commerce WEDA South Co-ordinator
Ste. Anne		The community is not willing to provide support services for immigrants.
Ste. Rose du Lac		Church groups Community groups Service clubs
Stonewall		Economic Development Committee
Treherne		Local organizations
Winkler	MCC Family & Social Services	
Winnipegosis		The community is not willing to provide support services for immigrants.
Unknown		Community volunteers

The recruitment and settlement of new immigrants in Manitoba's rural communities provide a much needed thrust in revitalizing the rural economy. This thrust must be viewed both as "traditional" and "new". Canada's historical development is traditionally tied with waves of immigrants from other countries. Thus the recruitment and settlement of new immigrants is actually a traditional aspect of breaking away from economic stagnation. On the other hand, the approach of trying to match community needs and immigrant abilities in achieving regional revitalization must be considered "new". Sharing some common characteristics of the past attempt of matching national needs and immigrant skills, the current approach aims to stimulate depressed areas to reduce regional disparity. There are some distinct advantages to adopting the present approach:

1. The settlement of immigrants should provide a general benefit to rural communities. Nationally, regional disparity can be amended.
2. Immigration could reverse the trend of rural depopulation and economic decay. Without infusion of new immigrants, many rural communities in the Prairie Provinces will continue to decline.
3. Immigration should consolidate more effectively the infrastructure of rural economy. In contrast to the present programs, which produce short-term and limited results, the settlement of new immigrants should bring a radical improvement to the resources, capital and markets critical for sustaining local economic structure and long term stabilization of the fragile rural economy.
4. The infusion of new immigrants, particularly those with entrepreneurial spirit and capabilities, could provide rural communities with an alternative to the Canadian traditional over-dependence on government assistance in undertaking large-scale projects for job creation and economic renewal.
5. The receptivity of many rural communities, in contrast to the current hostility of urban centres to new immigrants in a period of economic recession and high unemployment, should ensure that social tension will not be a deterrent to attracting immigrants to rural communities.

STRATEGIES AND RECOMMENDATIONS

We have little doubt that attracting immigrants to settle in rural communities is one of the most effective and efficient ways of revitalizing rural communities. We propose a number of strategies to maximize the potential benefits identified above.

Government's Investment in Rural Social and Economic Infrastructure

Based on the findings that most of the rural social infrastructure for immigrant retention and integration is informal and temporary, it is important for the senior governments to institutionalize the social structure so as to ensure that retention and integration are not left to chance. The historic mobility and loss of political and economic refugees by rural communities in Manitoba indicates that recruitment and placement are more easily accomplished than are retention and integration. The main drawbacks for rural communities are their lack of social services comparable to urban centres. These services are, unfortunately, the targets of government cutbacks in times of financial restraint.

Similarly, the financial ventures undertaken by rural communities in general, and by investor immigrants in particular, should be ensured by adequacy of the transportation network and other industrial infrastructure.

The suggested strategy calls for an abandonment of traditional practices of downsizing vital services as a cost cutting measure. Such a drastic reorientation is necessary if the retention and integration of immigrants are going to succeed, and if the rural communities are given another chance to revitalize.

A foreseeable problem is that the financial resources required may tax governments if the strategy is put into practice. Nevertheless, if governments remove resources from the current economic incentives that are not working in rural communities, and re-channel resources into rebuilding rural social and economic infrastructure, few additional resources may be required.

Job Training Programs and Immigrant Selection

Current analysis reveals that the technical resources on which future economic development rests are most deficient in rural communities. This should provide focus for job training/retraining and immigrant selection. Skills training should be available in the rural communities. Often, job training and retraining is ad hoc and based on a perceived deficiency in employment derived from data collected on a periodic basis. It has not been tied in with local communities' initiatives or investor immigrants' plans. This may create a situation of hits and misses, resulting in much disillusion among those who have gone through the training/retraining but have not found employment.

Similarly, the selection of immigrants with reference to the needed skills identified from national data may result in a mismatch of immigrants with the local needs, resulting in unemployment or under-employment.

We suggest that government should work closely with community leaders and prospective investor immigrants so as to avoid the current lack of correspondence between program desires and outcomes.

Co-ordination of Community Efforts in Diversification

Based on community information derived for the present project, two problems are associated with the present and future economic efforts of the rural communities surveyed:

- 1) The future plans of many communities are in actuality an expansion of the existing operations. It appears that diversification of the economic base, as a development concept, has not taken root in many rural communities. This, however, in no way negates the value of expansion of existing enterprises.
- 2) Each community council or committee appears to be working in isolation. No coordination, partnering or collaboration seems to be in place.

To resolve the first issue, community leaders should not only be made aware of the importance of economic diversification as a mean of sustaining growth and avoiding instability that typifies mono-economy, but also assisted in the process of diversification. They should also be provided with new information and orientation toward what is possible so that future directions will be a clear break from the present.

Within the new range of possibilities, government can encourage investor immigrants with entrepreneurial plans that are compatible with a community's needs to settle in rural communities. Immigrants with technical skills not found in the communities also could be selected and placed in these localities.

To deal with the second issue, government should foster formal and informal networking among community economic councils and committees to avoid duplication or competition of economic plans and to work out schemes of diversification not only on a community basis, but also on regional bases. The outcomes of coordinated diversification plans will be more economically feasible.

Elevating Community Efforts to Large-Scale Marketing

The current marketing undertaken by most rural communities is at best modest in scale. The visions of most community leaders, with one or two exceptions, are local and regional. It seems important, therefore, that community leaders should be coached to mount broader-scaled and more aggressive campaigns of marketing their communities at the national and international levels. Government may have to facilitate broader marketing if the necessary skills are lacking in local leaders or entrepreneurs. One distinct advantage associated with expanded marketing is that potential investor immigrants will have early exposure to communities that might interest them for immigration or investment. The substantial overseas funds that flow into Canada every year could be channelled partially into rural Manitoba.

Orientation of Community Leaders in Immigrants' Norms

Although there is general receptivity of community leaders to new immigrants, we also are fully aware of the desired selectivity in immigrants' ethnic and linguistic backgrounds. Two plausible reasons can be advanced for such choice:

- 1) Relative ease of retention and integration, and
- 2) Relative ease of achieving commonality (or solidarity).

If government adopted the first strategy of formalizing the social infrastructure, communities no longer will depend solely on informal induction through the efforts of people of similar ethnic and linguistic backgrounds, nor will they need to depend primarily on the goodwill of the church. Retention and integration becomes a more formalized process and the cultural and linguistic uniformity of the communities are less critical.

On the other hand, community leaders need to be exposed to the pluralistic nature of the Canadian social fabric. They should be coached to realize the value of ethnic and linguistic diversity in enriching rural life, rather than retaining the primary goal of uniformity. The reality of international migration patterns shows that the major future waves of immigration will likely come from two sources: economic refugees from Eastern Europe and political refugees from Asian regions. Restricting choices to certain ethnic and linguistic groups and hoping to match the waves of immigrants with the right types of skills and investment funds is more a myth than a reality. As the world globalizes because of technological advances, rural communities must be ready to accommodate, both as a concept and reality, a global village where people of different ethnic and linguistic origins should live and work in harmony.

In total, these strategies and recommendations require a more active role to be assumed by senior governments in providing direction and leadership in reverting the trend of rural depopulation and economic degeneration. By asking government to establish a more precise direction and assume leadership, we are not suggesting obviating local initiatives. Rather we support coordination of local and regional rejuvenation through establishment of a more systematic linkage with immigration policy.

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APPENDIX A

GENERAL SURVEY

Survey Questionnaire

Name of your community: _____

A. RURAL ECONOMIC DEVELOPMENT

- 1) What percentage do the following industries contribute to the economic basis of your community?
Please check the appropriate response.

	0%	20%	40%	60%	80%	100%
Agriculture	[]	[]	[]	[]	[]	[]
Mining	[]	[]	[]	[]	[]	[]
Manufacturing	[]	[]	[]	[]	[]	[]
Construction	[]	[]	[]	[]	[]	[]
Transportation, Communication & Utilities	[]	[]	[]	[]	[]	[]
Retail and Wholesale Trade	[]	[]	[]	[]	[]	[]
Finance, Insurance & Real Estate	[]	[]	[]	[]	[]	[]
Community, Business & Personal Services	[]	[]	[]	[]	[]	[]
Public Administration (i.e., Government Services)	[]	[]	[]	[]	[]	[]

- 2) Over the next five years, do you expect the number of employees in the following industries in your community to:

	decrease	stay the same	increase
Agriculture	[]	[]	[]
Mining	[]	[]	[]
Manufacturing	[]	[]	[]
Construction	[]	[]	[]
Transportation, Communication & Utilities	[]	[]	[]
Retail and Wholesale Trade	[]	[]	[]
Finance, Insurance & Real Estate	[]	[]	[]
Community, Business & Personal Services	[]	[]	[]
Public Administration (i.e., Government Services)	[]	[]	[]

- 3) Are there any current economic development activities that have increased employment opportunities in your community?

Yes [] No []

If "YES", please provide the following:

- i) a brief description of the current economic development activity
- ii) a list of occupations or skills currently required
- iii) an estimation of the number of individuals required for each occupation or skill

ECONOMIC DEVELOPMENT ACTIVITY

i) Description:

ii) Occupation or skill:

iii) No. of individuals required:

ECONOMIC DEVELOPMENT ACTIVITY

i) Description:

ii) Occupation or skill:

iii) No. of individuals required:

4) Are there any future economic development activities that will potentially increase employment opportunities in your community over the next five years?

Yes [] No []

If "YES", please provide the following:

- i) a brief description of the future economic development activity
- ii) a list of occupations or skills potentially required
- iii) an estimation of the number of individuals required for each occupation or skill

ECONOMIC DEVELOPMENT ACTIVITY

i) Description:

ii) Occupation or skill:

iii) No. of individuals required:

ECONOMIC DEVELOPMENT ACTIVITY

i) Description:

ii) Occupation or skill:	iii) No. of individuals required:
_____	_____
_____	_____
_____	_____
_____	_____

5) What efforts have been made to attract new business and industry to the community? Please check the appropriate response(s).

- town brochure or pamphlet
- information package for potential employers (e.g., a detailed assessment of the local labour supply)
- economic development committee
- economic development officer
- economic development fund or monies allocated for pursuing economic development opportunities
- small scale marketing campaign (i.e., local/provincial markets)
- large scale marketing campaign (i.e., national/international markets)
- other strategies (please specify)

6) Relative to other rural communities in Manitoba, are local conditions generally favourable or unfavourable for rural economic development in terms of the following? Please check the appropriate response.

	favourable	neutral	unfavourable
<u>Natural Resource</u>			
rich growing soil	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
livestock	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
forest wood products	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
oil supply	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
mineral supply	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
water supply			
<u>Geographical Location</u>			
close to major centre	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
close to major highway	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
close to rail line	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
close to airport	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
cost of transporting goods	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<u>Human resource</u>			
population size	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
skilled labour force	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
work ethic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
labour costs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<u>Technical resource</u>			
existing equipment & technology	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

7) Is there any natural resource or raw material in your community that hasn't been exploited to its full potential? Please identify.

8) To what extent does your community experience the following? Please check the appropriate response.

i) geographical isolation (i.e., remote area)

not at all somewhat very much

ii) institutional isolation (i.e., most of the essential services do not reach the rural community)

not at all somewhat very much

iii) political isolation (i.e., the opportunity for sharing political power or participation in decisions that affect the rural community are limited)

not at all somewhat very much

9) Do any of the following by-laws/regulations restrict economic development in your community? Please check the appropriate response(s).

- parking restrictions
- zoning restrictions
- environmental restrictions
- excessive taxation
- trucking bans (e.g., weight restrictions on heavy trucks in the springtime)
- unsettled land claims
- inappropriate jurisdictions/boundaries
- other (please specify)

10) To what extent have the following government initiatives benefitted the economic growth of your community? Please check the appropriate response.

i) REDI program

not at all somewhat very much

Additional comments (if any):

ii) Western Diversification

not at all somewhat very much

Additional comments (if any):

iii) Rural Grow Bonds

not at all somewhat very much

Additional comments (if any):

iv) decentralization of government services

not at all somewhat very much

Additional comments (if any):

11) Is there any other government action that has (or potentially will have) a significant effect on the local economy?

Yes [] No []

If "YES", please explain

12) Are there any occupation/skill SHORTAGES in your community? (SHORTAGE means that the demand for a certain occupation or skill exceeds the number of qualified workers in your community). If so, please identify.

13) What types of occupations/skills are likely to become important in your community over the next five years? Please list.

14) Are there any small businesses for sale in your community? If so, what kinds?

15) Are there any opportunities for persons willing to start up a small business in your community? If so, what kinds?

16) Are there any business ventures previously unrealized due to lack of funds? If so, please identify.

17) Are there any opportunities in your community for entrepreneurs with international connections? If so, please identify.

B. SERVICES

1) What is your general assessment of the following services (i.e., does the service adequately meet the needs of your community)? Please check the appropriate response.

	adequate	not adequate	not available
<u>Utilities</u>			
water	[]	[]	[]
sewage	[]	[]	[]
natural gas	[]	[]	[]
electricity	[]	[]	[]

	adequate	not adequate	not available
<u>Health Care Facilities</u>			
medical clinic	[]	[]	[]
public health unit	[]	[]	[]
personal care homes	[]	[]	[]
senior residences	[]	[]	[]
local hospital	[]	[]	[]
ambulance service	[]	[]	[]
<u>Professional Services</u>			
medical doctors	[]	[]	[]
dentists	[]	[]	[]
chiropractors	[]	[]	[]
optometrists	[]	[]	[]
lawyers	[]	[]	[]
accountants	[]	[]	[]
credit and finance services	[]	[]	[]
<u>Transportation Services</u>			
road services (i.e., paved roads)	[]	[]	[]
bus service in town	[]	[]	[]
bus service out of town	[]	[]	[]
rail service (i.e., transportation of goods)	[]	[]	[]
air service	[]	[]	[]
<u>Community Services</u>			
fire department	[]	[]	[]
policing services	[]	[]	[]
postal services	[]	[]	[]
government social services (e.g., Children's Aid)	[]	[]	[]
<u>Educational Services</u>			
elementary and secondary schools	[]	[]	[]
technical/vocational school	[]	[]	[]
university or college distance education	[]	[]	[]
<u>Housing and Accommodation</u>			
available housing, low income	[]	[]	[]
available housing, middle income	[]	[]	[]
available housing, high income	[]	[]	[]
available rental units	[]	[]	[]
<u>Recreational Services</u>			
recreational facilities for children	[]	[]	[]
recreational facilities for adults	[]	[]	[]

- 2) Are there existing support services (i.e., settlement and integration services) available for immigrants or immigrant groups choosing to settle in your community?

Yes [] No []

If "YES", what support services are available for immigrants? Who is responsible for providing the service?

If "NO", is the community willing to provide support services for immigrants? If so, who would be responsible for providing the service?

C. IMMIGRANTS

- 1) What ethnic background(s) do you feel would adapt best to your community? Please list.

- 2) What linguistic background(s), other than those speaking English, do you feel would adapt best in your community? Please list.

- 3) Do you feel that your community is receptive to immigrants or immigrant groups?

4) Do you feel that attracting immigrants to rural Manitoba would benefit your community?

yes no don't know

Additional comments (if any):

5) Would you like to see greater provincial control of immigration policy?

yes no don't know

Additional comments (if any):

APPENDIX B

Table 19. Regional Canada Employment Centre Data

A. BRANDON CANADA EMPLOYMENT CENTRE REGION
 Employment Opportunities Report April 1993 to June 1993

Data sources: area newspaper advertisements, Canada Employment Centre (CEC) job orders, Agricultural Employment Services (AES) job orders, unemployment insurance (UI) claimant data, local employer information.

Notes: NOC - National Occupational Classification codes

Vacancies - Total number of known vacancies in the Brandon CEC region for the 3 month period April 93 to June 93

UI Claimants - 3 month average of UI claimants codes in those occupations

NA - information is not available at this time

Bold print indicates that # of vacancies exceeds # of UI claimants

NOC	Title	Vacancies	UI Claimants
<i>Management Occupations</i>			
0111	Financial Manager	2	0
0313	School Principal	9	1
0413	Education Director	1	0
0513	Recreation Director	1	2
0621	Retail Trade Manager	3	21
0631	Restaurant Manager	1	7
0642	Fire Chief	1	0
0713	Transportation Manager	1	0
0912	Utilities Manager	1	0
<i>Business, Finance and Administrative Occupations</i>			
1111	Accountant	1	2
1122	Management Analyst	1	0
1211	Office Supervisor	1	3
1215	Stock Control Supervisor	1	0
1221	Office Administrator	1	1
1222	Executive Assistant	1	0
1223	Personnel Officer	1	1
1231	Bookkeeper	10	41
1241	Secretary	5	97
1411	Office Clerk	5	99
1414	Receptionist	4	44
1431	Accounting Clerk	3	33
1432	Payroll Clerk	1	2
1454	Survey Interviewer	2	11
1463	Courier	3	1
1471	Shipper/Receiver	1	9
1472	Parts Clerk	4	15
1474	Purchasing Clerk	1	1
<i>Natural & Applied Sciences & Related Occupations</i>			
2112	Chemist	1	0
2162	Systems Analyst	1	0
2242	Electronic Technician	2	3

NOC	Title	Vacancies	UI Claimants
<i>Health Occupations</i>			
3131	Pharmacist	3	1
3132	Dietician	2	0
3141	Speech Pathologist	1	0
3142	Physiotherapist	1	0
3151	Head Nurse	1	1
3152	Registered Nurse	4	28
3231	Optician	1	0
3233	Licensed Practical Nurse	3	24
3234	Ambulance Attendant	1	0
3411	Dental Assistant	1	7
3413	Nurse's Aide	6	44
<i>Occupations in Social Science, Education, Government Services and Religion</i>			
4121	University Professor	1	3
4131	College Instructor	12	11
4141	Secondary School Teacher	34	9
4142	Primary School Teacher	17	23
4143	Guidance Counsellor	10	2
4152	Social Worker	1	4
4163	Economic Development Officer	3	1
4164	Social Policy Officer	1	1
4165	Health Research Coordinator	3	0
4166	Distance Education Coordinator	1	3
4167	Day Camp Leader	3	1
4212	Community Development Worker	5	10
4213	Employment Counsellor	2	0
4214	Child Care Worker	10	10
<i>Occupations in Art, Culture, Recreation & Sport</i>			
5133	Musician	1	1
5134	Dancer	1	0
5211	Library Assistant	1	3
5212	Picture Framer	1	0
5224	Broadcast Technician	1	0
5231	Disk Jockey	1	0
5232	Model	2	0
5252	Coach	8	0
5254	Lifeguard	4	5
<i>Sales and Service Occupations</i>			
6211	Retail Trade Supervisor	4	2
6212	Food Service Supervisor	3	1
6216	Hotel Clerk Supervisor	2	0
6221	Technical Sales	1	2
6231	Insurance Agent	3	2
6241	Chef	2	1
6242	Cook	40	67
6251	Butcher	1	7
6252	Baker	2	4
6261	Police Officer	1	4
6271	Hair Stylist	16	4
6411	Sales Representative	5	7
6421	Retail Salesperson	55	148
6435	Hotel Front Desk Clerk	8	1
6442	Sports Coordinator	1	0
6451	Restaurant Hostess	1	0

NOC	Title	Vacancies	UI Claimants
6452	Bartender	5	6
6453	Waiter/Waitress	37	89
6462	Correctional Officer	0	4
6463	By-Law Enforcement Officer	1	0
6471	Housekeeper	10	10
6472	Teacher's Aide	9	48
6474	Babysitter	53	23
6482	Cosmetician	1	0
6483	Pet Groomer	1	2
6611	Cashier	4	39
6621	Service Station Attendant	1	12
6623	Telemarketer	7	2
6641	Counter Person (Food)	3	3
6642	Kitchen Helper	5	23
6651	Security Guard	3	15
6661	Chambermaid	16	31
6662	Car Wash Attendant	3	2
6663	Janitor/Caretaker	20	67
6683	Door Attendant	4	3
<i>Trades, Transport & Equipment Operators & Related Occupations</i>			
7214	Sheet Metal Supervisor	1	0
7216	Mechanic Supervisor	2	1
7231	Machinist	1	1
7241	Electrician	5	33
7265	Welder	4	31
7271	Carpenter	1	62
7272	Cabinet Maker	1	1
7295	Floor Covering Installer	1	0
7312	Heavy Duty Mechanic	2	11
7321	Motor Vehicle Mechanic	5	39
7322	Autobody Technician	10	12
7333	Electrical Mechanic	1	0
7334	Motorcycle Mechanic	1	0
7351	Stationary Engineer	2	1
7411	Truck Driver	14	123
7412	Bus Driver	3	13
7414	Delivery Driver	8	6
7421	Heavy Equipment Operator	2	72
7441	Eavestrough Installer	3	1
7452	Material Handler	1	25
<i>Occupations Unique to Primary Industry</i>			
8255	Landscaping Supervisor	1	0
8431	General Farm Worker	8	93
8432	Greenhouse Worker	1	0
8612	Landscaping Worker	6	1
<i>Occupations Unique to Processing, Manufacturing and Utilities</i>			
9232	Production Operator	1	2

Brandon CEC Summary by NOC Skill Type and Skill Level

NOC	Title	Vacancies	UI Claimants
00	Senior Management Occupations	NA	NA
01-09	Middle & Other Management Occupations	20	54
11	Professional Occupations in Business and Finance	2	3
12	Skilled Administrative and Business Occupations	20	160
14	Clerical Occupations	24	286
21	Professional Occupations in Natural and Applied Sciences	2	12
22	Technical Occupations Related to Natural and Applied Sciences	2	24
31	Professional Occupations in Health	12	32
32	Technical and Skilled Occupations in Health	5	32
34	Assisting Occupations in Support of Health Services	7	50
41	Professional Occupations in Social Science, Education, Government Services & Religion	88	72
42	Paraprofessional Occupations in Law, Social Services, Education & Religion	17	17
51	Paraprofessional Occupations in Art & Culture	2	10
52	Technical and Skilled Occupations in Art, Culture, Recreation and Sport	20	14
62	Skilled Sales and Service Occupations	75	95
64	Intermediate Sales and Service Occupations	189	350
66	Elemental Sales and Service Occupations	67	204
72-73	Trades and Skilled Transport and Equipment Operators	37	283
74	Intermediate Occupations in Transport, Equipment Operators, Installation and Maintenance	32	245
76	Trades Helpers, Construction Labourers and Related Occupations	NA	NA
82	Skilled Occupations in Primary Industry	1	9
84	Intermediate Occupations in Primary Industry	9	108
86	Labourers in Primary Industry	6	6
92	Processing, Manufacturing and Utilities Supervisors and Skilled Operators	1	3
94-95	Processing and Manufacturing Machine Operators and Assemblers	NA	NA
96	Labourers in Processing, Manufacturing and Utilities	NA	NA

B. SELKIRK CANADA EMPLOYMENT CENTRE REGION
 Employment Opportunities Report Jan 1993 to August 1993

Data sources: area newspaper advertisements, Canada Employment Centre (CEC) job orders, Agricultural Employment Services (AES) job orders.

Note: NOC - National Occupational Classification codes

Vacancies - Total number of known vacancies in the Selkirk CEC region for the 8 month period January 1993 to August 1993

UI Claimants - 3 month average of UI claimants codes in those occupations

NA - information is not available at this time

Bold print indicates that # of vacancies exceeds # of UI claimants

NOC	Title	Vacancies	UI Claimants
<i>Management Occupations</i>			
0012	Municipal Administrator	1	1
0111	Financial Manager	4	0
0313	Principal	1	1
0611	Area Sales Manager	1	12
0621	Retail Store Manager	6	13
0631	Restaurant Manager	1	5
0632	Hotel Manager	1	3
0711	Construction Manager	1	2
0721	Facility Manager	3	2
<i>Business, Finance and Administrative Occupations</i>			
1111	Accountant	2	6
1122	Business Analyst	4	4
1212	Accounting Supervisor	1	0
1221	Office Manager	4	9
1231	Bookkeeper	4	32
1232	Loans Officer	1	1
1241	Secretary	10	115
1411	Office Clerk	15	113
1413	Records Clerk	1	4
1414	Receptionist	5	36
1431	Bookkeeper	6	33
1433	Teller	1	5
1434	Insurance Clerk	3	14
1472	Parts Person	1	5
1475	Dispatcher	1	5
<i>Natural & Applied Sciences & Related Occupations</i>			
2123	Agriculture Representative	2	4
2225	Landscape Technician	1	0
2233	Engineering Technologist	1	0
2234	Construction Estimator	3	1
2271	Pilot	1	7
2274	Chief Engineer Marine	1	0
<i>Health Occupations</i>			
3152	Registered Nurse	4	23
3233	LPN	2	12
3411	Dental Assistant	3	9
3413	Nurse Aide	1	30

NOC	Title	Vacancies	UI Claimants
<i>Occupations in Social Science, Education, Government Services and Religion</i>			
4131	Vocation Teacher	3	7
4141	Secondary School Teacher	1	9
4142	Elementary School Teacher	14	56
4151	Psychologist	1	1
4153	Mental Health Counsellor	2	15
4163	Economic Development Officer	6	3
4164	Program Officer	2	5
4167	Recreation Program Coordinator	3	3
4212	Social Services Worker	21	21
4213	Employment Counsellor	1	1
4214	Child Care Worker	17	26
4215	Special Needs Teacher	4	1
<i>Occupations in Art, Culture, Recreation and Sport</i>			
5133	Music Teacher	3	0
5134	Dance Instructor	2	0
5211	Library Technician	5	10
5223	Sign Painter	1	1
5241	Graphic Artist	2	3
5252	Sports Coach	2	0
5253	Sports Official	3	0
5254	Lifeguard, Prgm. Leaders in Recreation/Sport	16	2
<i>Sales and Service Occupations</i>			
6211	Retail Trade Supervisor	3	3
6212	Food Service Supervisor	1	3
6215	Head Custodian	1	0
6216	Recreation Facility Supervisor	1	0
6231	Insurance Agent	1	1
6232	Real Estate Sales Person	1	0
6234	Grain Elevator Operator	1	0
6242	Cook	80	62
6251	Meatcutter	3	7
6252	Baker	5	5
6261	Constable	1	7
6262	Firefighter	1	2
6271	Hairstylist	3	4
6411	Sales Representative	2	11
6421	Salesperson	25	84
6435	Front Desk Clerk	1	2
6441	Tour Guide	4	1
6443	Amusement Attraction Operator	1	0
6452	Bartender	18	14
6453	Waiter/Waitress	88	57
6462	Correctional Officer	1	1
6463	By-Law Enforcement Officer	1	0
6471	Housekeeper/Home Care	20	79
6472	Teacher Aide	9	241
6474	Babysitter/Nanny	56	24
6611	Cashier	6	48
6621	Service Station Attendant	4	11
6622	Grocery Clerk	4	6
6642	Kitchen Help	6	11
6651	Security Guard	2	30
6661	Light Duty Cleaner	12	28

NOC	Title	Vacancies	UI Claimants
6662	Specialized Cleaner	4	3
6663	Caretaker/Maintenance	17	49
6671	Icemaker	6	12
6681	Dry Cleaner	3	4
<i>Trades, Transport and Equipment Operators and Related Occupations</i>			
7215	Carpenter Trades Supervisor	3	0
7216	Mechanic Trades Supervisor	1	0
7241	Electrician	4	28
7251	Plumber	1	20
7263	Metal Fabricator	1	0
7265	Welder	4	23
7271	Carpenter	6	107
7272	Cabinet Maker	2	2
7281	Stone Setter	1	9
7282	Cement Finisher	1	3
7294	Painter	2	5
7311	Plant Maintenance	1	15
7312	Heavy Duty Equipment Mechanic	9	12
7321	Auto Mechanic	8	25
7322	Body Repairer	7	6
7335	Small Engine Repairer	7	1
7341	Upholsterer	1	2
7351	Power Engineer	4	4
7383	Other Repair	1	1
7411	Truck Driver	26	111
7412	Bus Driver	2	179
7413	Taxi Driver	6	4
7414	Delivery Driver	11	9
7421	Heavy Equipment Operator	6	133
7422	Maintenance Equipment Operator	1	0
7443	Tire Repairer	1	6
7452	Furniture Mover	3	27
7611	Construction Labourer	12	508
7621	Maintenance Labourer	6	0
7622	Railway and Motor Transport Labourer	1	2
<i>Occupations Unique to Primary Industry</i>			
8251	Seed Plant Operator	1	5
8253	Farm Supervisor	1	0
8262	Fisherman	2	25
8421	Skidder Operator	1	10
8422	Fire Ranger	2	5
8431	General Farm Worker	117	50
8432	Greenhouse Worker	1	6
8612	Grounds Landscape Labourer	5	3
<i>Occupations Unique to Processing, Manufacturing and Utilities</i>			
9227	Assembly Supervisor	1	0
9411	Machine Operator	1	3
9431	Sawyer	2	2
9471	Printing Machine Operator	2	0
9473	Bindery Helper	1	1
9493	Wood Truss Maker	1	0
9612	Metal Fab Labourer	1	7
9616	Textile Labourer	1	0
9617	Food Processing Labourer	5	7
9619	Processing Labourer	2	24

Selkirk CEC Summary by NOC Skill Type and Skill Level

NOC	Title	Vacancies	UI Claimants
00	Senior Management Occupations	1	9
01-09	Middle & Other Management Occupations	18	63
11	Professional Occupations in Business and Finance	6	15
12	Skilled Administrative and Business Occupations	20	177
14	Clerical Occupations	33	316
21	Professional Occupations in Natural and Applied Sciences	2	18
22	Technical Occupations Related to Natural and Applied Sciences	7	30
31	Professional Occupations in Health	4	28
32	Technical and Skilled Occupations in Health	2	23
34	Assisting Occupations in Support of Health Services	4	42
41	Professional Occupations in Social Science, Education, Government Services & Religion	32	130
42	Paraprofessional Occupations in Law, Social Services, Education & Religion	43	50
51	Paraprofessional Occupations in Art & Culture	5	6
52	Technical and Skilled Occupations in Art, Culture, Recreation and Sport	29	26
62	Skilled Sales and Service Occupations	102	103
64	Intermediate Sales and Service Occupations	226	523
66	Elemental Sales and Service Occupations	64	409
72-73	Trades and Skilled Transport and Equipment Operators	64	283
74	Intermediate Occupations in Transport, Equipment Operators, Installation and Maintenance	56	479
76	Trades Helpers, Construction Labourers and Related Occupations	19	520
82	Skilled Occupations in Primary Industry	4	50
84	Intermediate Occupations in Primary Industry	121	75
86	Labourers in Primary Industry	5	6
92	Processing, Manufacturing and Utilities Supervisors and Skilled Operators	1	15
94-95	Processing and Manufacturing Machine Operators and Assemblers	7	77
96	Labourers in Processing, Manufacturing and Utilities	9	53

C. FLIN FLON CANADA EMPLOYMENT CENTRE REGION
 Employment Opportunities Report April 1993 to August 1993

Data sources: area newspaper advertisements, Canada Employment Centre (CEC) job orders, unemployment insurance (UI) claimant data.

Note: NOC - National Occupational Classification codes

Vacancies - Total number of known vacancies in the Flin Flon CEC region for the 5 month period April 93 to August 93

UI Claimants - 5 month average of UI claimants codes in those occupations

NA - information is not available at this time

Bold print indicates that # of vacancies exceeds # of UI claimants

NOC	Title	Vacancies	UI Claimants
<i>Management Occupations</i>			
0014	Executive Director	1	0
0111	Director of Finance	1	0
<i>Business, Finance and Administrative Occupations</i>			
1111	Accounting Technician	1	1
1122	Business Analyst	1	0
1211	Chief, Administrative Services	1	0
1241	Secretary	3	16
1242	Legal Secretary	1	0
1243	Medical Office Receptionist	4	0
1411	Office Clerk	2	9
1414	Receptionist	1	6
1431	Accounting Clerk	1	3
1434	Finance Officer	1	0
1472	Parts Clerk	1	3
<i>Health Occupations</i>			
3152	Nurse	3	4
<i>Occupations in Social Science, Education, Government Services and Religion</i>			
4131	Trainer/Facilitator	1	0
4141	Secondary School Teacher	1	11
4142	Elementary School Teacher	5	9
4151	Psychologist	2	0
4152	Social Worker	1	2
4153	Caseworker/Counsellor	1	1
4163	Economic Development Coordinator	1	0
4166	Distance Education Project Coordinator	1	0
4214	Early Childhood (Daycare) Educator	2	6
4215	Instructor/Teacher of Disabled Persons	3	0
<i>Occupations in Art, Culture, Recreation & Sport</i>			
5252	Skating Coach	1	0
<i>Sales and Service Occupations</i>			
6231	Insurance Sales Agent	1	1
6241	Sales Representative	1	0

NOC	Title	Vacancies	UI Claimants
6242	Cook	5	9
6261	Constable/Cadet	1	0
6271	Hairdresser	1	1
6421	Sales Clerk	6	45
6452	Bartender	1	3
6453	Waiter/Waitress	2	12
6471	Respite Worker	1	12
6623	Vendor Salesperson	1	0
6642	Kitchen Helper	2	4
6661	Cleaning Personnel	1	4
6663	Custodian	2	14
6671	Attendant/Lodging Facility	1	2
	<i>Occupations Unique to Primary Industry</i>		
8256	Cemetery Maintenance Supervisor	1	0
8612	Grounds Maintenance Labourer	1	0
	<i>Occupations Unique to Processing, Manufacturing and Utilities</i>		
9617	Labourer Food/Beverage	1	1

D. STEINBACH CANADA EMPLOYMENT CENTRE REGION
 Employment Opportunities Report May 1993 to August 1993

Data sources: area newspaper advertisements, Canada Employment Centre (CEC) job orders, Agricultural Employment Services (AES) job orders, unemployment insurance (UI) claimant data.

Note: NOC - National Occupational Classification codes

Vacancies - Total number of known vacancies in the Steinbach CEC region for the 4 month period May 1993 to August 1993

UI Claimants - 4 month average of UI claimants codes in those occupations

NA - information is not available at this time

Bold print indicates that # of vacancies exceeds # of UI claimants

NOC	Title	Vacancies	UI Claimants
<i>Management Occupations</i>			
0014	Senior Manager	1	0
0111	Financial Manager	2	0
0114	Administrative Services Manager	1	0
0414	Manager in Public Administration	1	0
0314	Manager in Social Services	1	0
0513	Recreation/Sport Director	1	0
0711	Construction Manager	2	0
0911	Manufacturing Manager	1	0
<i>Business, Finance and Administrative Occupations</i>			
1122	Professional Business Service to Management	1	0
1221	Administrative Officer	1	0
1231	Bookkeeper	1	5
1241	Secretary	1	44
1411	General Office Clerk	4	46
1414	Receptionist & Switchboard Operator	6	22
1431	Accounting & Related Clerk	3	15
1433	Teller	1	10
1434	Banking, Insurance/Financial Clerk	2	0
1441	Administrative Clerk	2	0
1451	Library Clerk	2	0
1471	Shipper and Receiver	0	11
1473	Production Clerk	3	0
1474	Purchasing and Inventory Clerk	1	0
<i>Natural and Applied Sciences and Related Occupations</i>			
2242	Electronic Service Technician	2	0
<i>Health Occupations</i>			
3112	General Practitioner/Family Physician	3	0
3152	Registered Nurse	2	5
3413	Nurses Aide/Orderly	0	15
3414	Other Aide in Support of Health Services	2	0
<i>Occupations in Social Science, Education, Government Services and Religion</i>			
4131	College & Other Vocational Instructors	0	12
4141	Secondary School Teacher	1	0

NOC	Title	Vacancies	UI Claimants
4142	Elementary & Kindergarten School Teacher	0	23
4153	Family/Marriage & Rel. Counsellor	2	0
4163	Econ. Dev. Officer/Market Research Consult.	5	0
4212	Community and Social Service Worker	2	0
4213	Employment Counsellor	2	0
4214	Early Childhood Educator/Day Care	3	0
<i>Occupations in Art, Culture, Recreation & Sport</i>			
5122	Editor	1	0
5241	Graphic Designer/Illustrating Artists	1	0
5252	Coach	2	0
5254	Program Leader/Instructor in Rec. and Sport	1	0
<i>Sales and Service Occupations</i>			
6221	Technical Sales Specialist, Wholesale Trade	1	0
6231	Insurance Agent/Broker	3	0
6242	Cook	19	23
6251	Butcher & Meat Cutter, Retail & Wholesale	1	0
6252	Baker	1	0
6271	Hair Stylist/Barber	1	0
6411	Sales Representative, Wholesale Trade	2	0
6421	Retail Sales Clerk	16	19
6453	Food and Beverage Servers	18	27
6471	Homecare/Housekeeper	5	30
6472	Elementary/Secondary School Teacher Assistant	7	67
6474	Babysitter, Nanny & Parent Helper	1	0
6482	Esthetician/Electrologist	1	0
6611	Cashier	1	20
6621	Service Station Attendant	4	0
6642	Kitchen and Food Service Helper	1	0
6661	Light Duty Cleaner	3	0
6662	Specialized Cleaner	1	0
6663	Janitor, Caretaker & Building Superintendent	4	14
6671	Attendant in Recreation and Sport	1	0
<i>Trades, Transport & Equipment Operators and Related Occupations</i>			
7216	Contractor/Supervisor, Mechanic Trades	1	0
7231	Machinist & Tooling Inspector	2	0
7241	Electrician	0	15
7251	Plumber	1	6
7253	Gas Fitter	3	0
7261	Sheet Metal Worker	1	11
7265	Welder	1	11
7271	Carpenter	5	32
7272	Cabinetmaker	2	0
7284	Plasterer, Drywall Installer & Finisher	3	0
7292	Glazier	1	0
7294	Painter & Decorator	2	0
7312	Heavy-Duty Equipment Mechanic	1	0
7321	Motor Vehicle Mechanics/Technician	16	7
7322	Motor Vehicle Body Repairer	4	0
7342	Tailor, Dressmaker, Furrier, Milliner	0	22
7351	Stationary Engineer & Auxiliary Equip. Op.	1	0
7371	Crane Operator	1	0
7411	Truck Driver	25	90
7412	Bus Driver/Transit Operator	3	23

NOC	Title	Vacancies	UI Claimants
7414	Delivery Driver	2	0
7421	Heavy Equipment Operator (Except Crane)	2	81
7422	Public Works Maintenance Equipment Op.	1	0
7452	Material Handler	0	17
7611	Construction Trades Helper & Labourer	8	94
7612	Other Trades Helper & Labourer	0	14
7622	Railway & Motor Transit Labourer	1	0
<i>Occupations Unique to Primary Industry</i>			
8251	Farmers and Farm Managers	1	0
8431	General Farm Worker	47	90
8612	Landscaping & Grounds Maint. Labourer	5	0
<i>Occupations Unique to Processing, Manufacturing and Utilities</i>			
9213	Supervisor, Food, Bev. & Tobacco Processing	1	0
9451	Sewing Machine Operator	0	27
9462	Industrial Meat Cutter/Poultry Prep.	6	0
9483	Electronics Assembler, Fabricator, Inspector	1	0
9493	Wood Products Assembler & Inspector	1	0
9494	Furniture Finisher & Refinisher	2	0
9513	Woodworking Machine Operator	1	0
9612	Labourer in Metal Fabrication	1	0
9617	Labourer in Food, Bev. & Tobacco Processing	10	0
9619	Labourer in Processing, Mfg. & Utilities	0	212

E. **MORDEN CANADA EMPLOYMENT CENTRE REGION**
Employment Opportunities Report June 1993 to August 1993

Data sources: media vacancies, Canada Employment Centre (CEC) job orders, Agricultural Employment Services (AES) job orders, unemployment insurance (UI) claimant data.

Note: NOC - National Occupational Classification codes

Vacancies - Total number of known vacancies in the Mordent CEC region for the 3 month period June 1993 to August 1993

UI Claimants - 3 month average of UI claimants codes in those occupations

NA - information is not available at this time

Bold print indicates that # of vacancies exceeds # of UI claimants

NOC	Skill Type	Vacancies	UI Claimants
00	Management Occupations	5	6
1	Business, Finance and Administration Occupations	21	185
2	Natural and Applied Science and Related Occupations	3	20
3	Health Occupations	7	31
4	Social Sciences, Education, Government Services and Related Occupations	13	55
5	Occupations in Art, Culture, Recreation and Sport	4	8
6	Sales and Service Occupations	52	198
7	Trades, Transport, Equipment Operators and Related Occupations	27	200
8	Occupations Unique to Primary Industry	6	40
9	Occupations Unique to Processing, Manufacturing and Utilities	12	100

F. THE PAS CANADA EMPLOYMENT CENTRE REGION
Employment Opportunities Report

Data sources: media vacancies in local newspapers, Canada Employment Centre (CEC) job orders, unemployment insurance (UI) claimant data.

Note: NOC - National Occupational Classification codes

Vacancies - Total number of known vacancies in The Pas CEC region for the 3 month period March 15 1993 to June 15 1993.

UI Claimants - 3 month average of UI claimants codes in those occupations

NA - information is not available at this time

Bold print indicates that # of vacancies exceeds # of UI claimants

NOC	Title	Vacancies	UI Claimants
<i>Management Occupations</i>			
0011	Legislator	0	1
0113	Purchasing Manager	0	1
0114	Administrative Services Officer	0	2
0121	Insurance/Real Estate	0	1
0123	Business Services Manager	0	2
0513	Recreation Sports Director	0	1
0611	Sales/Marketing Advertising Manager	0	1
0621	Retail Trades Manager	0	1
0631	Restaurant/Food Manager	0	1
0632	Accommodation Services Manager	0	1
0641	Commiss. Police Officer	0	1
0711	Construction Manager	0	1
<i>Business, Finance and Administration Occupations</i>			
1111	Financial Auditor/Accountants	1	1
1221	Administration Officer	1	8
1231	Bookkeeper	1	12
1241	Secretary	2	25
1243	Medical Secretary	0	1
1244	Court Records Med. Transcriber	0	1
1411	General Officer Clerk	6	20
1414	Receptionist/Switchboard	1	13
1424	Telephone Operator	0	2
1431	Accounting Clerk	3	5
1434	Banking/Insurance Clerk	0	1
1441	Administrative Clerk	1	1
1453	Customer Service Clerk	0	2
1471	Shipper/Receiver	0	1
1472	Storekeeper Parts Clerk	0	3
1473	Production Clerk	0	1
1475	Dispatcher Radio Operator	0	1
2121	Biologist	0	1
2221	Biology Technician	0	1
2223	Forestry Technician	0	8
2241	Electrical Electronic Technician	0	2
2242	Electronic Service Technician	0	1
3151	Head Nurse/Supervisor	0	1

NOC	Title	Vacancies	UI Claimants
3152	Registered Nurse	1	6
3233	Registered Nurse Assistant	0	5
3411	Dental Assistant	0	1
3413	Nurse Aide/Orderly	0	7
4131	College/Vocation Teacher	1	6
4141	Secondary School Teacher	5	2
4142	Elementary School Teacher	3	2
4143	School Guidance Counsellor	0	1
4152	Social Worker	1	3
4153	Family/Marriage Counsellor	1	1
4168	Government Program Officer	0	2
4169	Professional Occupations in Social Science	3	1
4212	Community Social Service Worker	2	6
4214	Early Childhood Educator	2	2
4216	Other Instructors	1	2
5123	Journalist	1	1
5125	Translator/Interpreter	0	1
6212	Food Service Supervisor	1	1
6221	Technical Sales Specialist	0	1
6242	Cook	2	16
6251	Butcher/Meatcutter	0	2
6261	Police Officer	0	3
6262	Firefighter	0	3
6271	Hairstylist/Barber	2	4
6411	Wholesale Sales Representative	0	1
6421	Retail Clerks	5	3
6442	Sport/Recreation Guides	0	1
6452	Bartender	0	3
6453	Food & Beverage Servers	5	7
6462	Correction Service Officer	0	4
6471	Housekeeper/Home Care	1	9
6472	Teaching Assistant	1	9
6474	Babysitter/Nanny	0	6
6483	Animal Care Worker	0	1
6611	Cashier	0	5
6621	Service Station Attendant	1	5
6622	Grocery Clerk	0	12
6631	Hospital Assistant	0	1
6641	Food Service Counter Attendant	2	4
6642	Kitchen Food Helper	1	1
6651	Security Guard	1	8
6661	Light Duty Cleaner	1	6
6663	Janitor/Caretaker	4	15
6682	Ironing/Pressing	1	1
7217	Contractor/Supervisor Heavy Construction	0	2
7231	Machinist/Tool Inspector	0	3
7241	Electrician	0	10
7244	Electronic Powerline	0	1
7246	Telecommunication Installation Worker	0	1
7251	Plumber	1	2
7252	Steamfitter/Pipefitter	1	2
7253	Gasfitter	0	1
7264	Ironworker	1	5
7265	Welder	1	4
7271	Carpenter	1	33
7281	Bricklayer	0	1
7282	Cement Finisher	0	1

NOC	Title	Vacancies	UI Claimants
7284	Plasterer/Drywall	0	5
7294	Painter/Decorator	0	2
7311	Millwright Industrial Mechanic	7	5
7312	Heavy Duty Equipment Mechanic	0	2
7313	Refrigerator/Air Conditioning	0	1
7321	Motor Vehicle Mechanic	0	6
7371	Crane Operator	1	2
7411	Truck Driver	0	41
7412	Bus Driver	0	3
7421	Heavy Equipment Operator	0	45
7433	Deck Crew Water Trans.	0	1
7452	Materials Handler	1	12
7611	Trades Help/Construction	1	85
7622	Railway Labourer	0	1
8211	Supervisor/Logging & Forestry	0	1
8231	Underground Miner	0	3
8262	Fisherman	0	6
8411	Underground Mine Help	0	1
8421	Chainsaw Skidder Operator	0	39
8422	Forestry Worker/Silviculture	0	10
8614	Mine Labourers	0	2
8616	Log Forestry Workers	0	4
9411	Machine Operator/Mineral Processing	0	2
9483	Electronics Assembler	0	1
9513	Woodworking Machine Operator	0	1
9612	Metal Fabr. Labourer	0	1
9613	Chemical Labourer	0	1
9614	Wood/Pulp and Paper Labourer	0	3
9617	Bakers Helper	0	2
9619	Labourer Processing, Manufacturing & Utilities	0	147

G. DAUPHIN CANADA EMPLOYMENT CENTRE REGION
Employment Opportunities Report March 1993

Note: NOC - National Occupational Classification codes

Vacancies - Total number of known vacancies in the Dauphin CEC region for the month of March 1993

UI Claimants - 1 month average of UI claimants codes in those occupations

NA - information is not available at this time

Bold print indicates that # of vacancies exceeds # of UI claimants

NOC	Title	Vacancies	Location
<i>Management Occupations</i>			
0412	Government Manager	1	Manitoba
1221	Administrative Officer	1	McCreary
1225	Purchasing Agent	1	Benito
1241	School Secretary	2	McCreary
1411	Office Clerk	2	McCreary
1414	Receptionist	2	Roblin
<i>Occupations in Social Science, Education, Government Service and Religion</i>			
4212	Community Development Worker	1	Grandview
<i>Sales and Service Occupations</i>			
6212	Food Service Supervisor	1	Dauphin
6261	Constable	2	Swan River
6421	Salesperson	2	Swan River
6421	Salesperson	1	Onanole
6453	Waiter/Waitress	4	Dauphin
6474	Babysitter	1	Gilbert Plains
6611	Cashier	2	Dauphin
6661	Housekeeper	1	Benito
6661	Light Duty Cleaner	2	McCreary
6663	Custodian	1	Grandview
<i>Trades, Transport and Equipment Operators and Related Occupations</i>			
7272	Cabinetmaker	1	Swan River
7414	Delivery Person	1	Swan River
<i>Occupations Unique to Processing, Manufacturing and Utilities</i>			
9617	Baker Helper	1	Dauphin