Immigration to rural Canada responding to labour market needs and promoting welcoming communities

Robert C. Annis and Bill Ashton
Rural Development Institute
Brandon University

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Metropolis Prairie meeting
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Overview of Presentation

- Immigrant Distribution in Canada
- Immigration to and within Manitoba
- A Case Study: Brandon, Manitoba
- Welcoming Communities - research and initiatives in Rural Canada
Canadian Attitudes Towards Immigration

Immigrants are having a good influence on the way things are going in your country

- Canada: 70%
- Australia: 50%
- United States: 50%
- Germany: 40%
- France: 40%
- Italy: 30%
- Spain: 30%
- Britain: 20%

Countries compared: Canada, Australia, United States, Germany, France, Italy, Spain, Britain.
Regional Distribution of Immigrants, 2008

Total Immigration to Region: 247,423
Concentration of Immigrants: Top 10 cities / Other

Source: Citizenship and Immigration Canada, 2007
Provincial Policy Matters

- 1996 Canada Manitoba Immigration Agreement
- 1998 Provincial Nominee Program (PNP) and Settlement Services Negotiated
- 2002 Provincial Immigration Strategy
  Established: *Growing Through Immigration*
  2002: 5 year target 10,000 arrivals / year
  2007: 10 year target 20,000 arrivals / year
- 2009: Worker Recruitment and Protection Act
  2009: Established a Credential Recognition Assistance Unit
Manitoba Immigration 2000 to 2008, by category

Source: Manitoba Labour and Immigration, 2008
Immigration: A Component of Rural Development Strategies

- A community economic development strategy
- To address declining populations
- To revitalize and diversify rural communities
- To attract higher skilled workers
- Rural lifestyle can be attractive to newcomers, but attraction, settlement and retention efforts are required
Steinbach, Manitoba

Population = 11,000

- 2008: Steinbach welcomed about 488 immigrants
  - Consistently ranks in the top 4 destination communities in MB.
- Family and religious connections: Mennonites from Russia, Germany, and Paraguay
- Recent influx of Filipino immigrants (83)
- Community has successfully addressed many issues related to housing and settlement
Distribution of Immigrants in Manitoba, 2000 - 2007

Source: Citizenship and Immigration Canada, 2008

- Second largest community in Manitoba
- Retail and service centre for surrounding rural and agricultural communities
- Historically, low number of immigrants to the community
Maple Leaf Foods @ Brandon, Manitoba

- 1999  Maple Leaf Foods (MLF) pork processing plant opened
- 2001  MLF conducted first foreign recruitment campaign in Mexico
- There are now approximately 940 international recruits employed at MLF
  - 60% of employees are international recruits
  - From Mexico, El Salvador, Ukraine, China, Colombia, and Mauritius
- 2007 Brandon had highest rate of immigration growth in the province
Brandon Temporary Foreign Worker Dialogue Group

- 2007: First meeting
- Forum for community, community-serving organizations, industry, governments, and researchers
- Began as dialogue around temporary foreign workers
- Transitioned to dialogue on welcoming communities

Membership:
- Economic Development Brandon
- Manitoba Agriculture, Food and Rural Initiatives
- Manitoba Labour and Immigration
- Citizenship and Immigration Canada
- Rural Secretariat
- Service Canada
- Brandon School Division
- Brandon Regional Health Authority
- Westman Immigrant Services
- Maple Leaf Foods
• Increase understanding of the needs and capacities of ethno-cultural groups in rural Manitoba
• Ensure vibrant and active ethno-cultural community organizations
• Establishing relationships between community organizations and ethno-cultural communities
• Raise the visibility of community based organizations
Brandon Survey: Welcoming Community and MIRIPS

- Interview 200 recent immigrants and 200 long-term residents concerning the characteristics of a welcoming community and intercultural relations
- Themes include
  - Housing and Neighbourhoods
  - Service provision
  - Education and Employment
  - Multicultural Ideology
  - Tolerance/Prejudice
  - Attitudes Towards Immigration
Obtaining Housing in the Community

- Great to extreme difficulty in obtaining housing:
  - 4% of Canadian long-term residents
  - 17% of Latin American new residents
  - 35% of Chinese new residents
Current Employment

• Is your primary job an occupation related to your training and/or experience?

affirmative responses………

– 73% of Canadian long-term residents
– 34% of Latin American new residents
– 8% of Chinese new residents
## Difficulties Experienced in Brandon

<table>
<thead>
<tr>
<th></th>
<th>Canadian Long-Term Residents</th>
<th>Chinese New Residents</th>
<th>Latin American New Residents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dealing with climate</td>
<td>(12.3%)</td>
<td>Obtaining housing (35.4%)</td>
<td>Dealing with climate (17.7%)</td>
</tr>
<tr>
<td>Dealing with government</td>
<td>(8.0%)</td>
<td>Understanding ethnic and cultural differences (35.4%)</td>
<td>Obtaining housing (16.7%)</td>
</tr>
<tr>
<td>Using the transport system</td>
<td>(7.2%)</td>
<td>Communicating with people of different ethnic group (31.3%)</td>
<td>Finding foods you enjoy (14.3%)</td>
</tr>
<tr>
<td>Communicating with people of different ethnic groups</td>
<td>(5.8%)</td>
<td>Finding foods you enjoy (25.0%)</td>
<td>Communicating with people of different ethnic groups (11.4%)</td>
</tr>
<tr>
<td>Finding foods you enjoy</td>
<td>(4.3%)</td>
<td>Understanding jokes and humour (21.8%)</td>
<td>Making yourself understood (9.3%)</td>
</tr>
<tr>
<td>Obtaining housing</td>
<td>(3.6%)</td>
<td>Dealing with people in authority (19.8%)</td>
<td>Understanding ethnic or cultural differences (6.3%)</td>
</tr>
<tr>
<td>Going shopping</td>
<td>(3.6%)</td>
<td>Going to social gatherings (17.7%)</td>
<td>Using the transport system (6.2%)</td>
</tr>
<tr>
<td>The pace of life</td>
<td>(2.2%)</td>
<td>Worshipping (15.7%)</td>
<td>Making friends (5.2%)</td>
</tr>
<tr>
<td>Relating to members of the opposite sex</td>
<td>(2.1%)</td>
<td>Dealing with government (13.6%)</td>
<td>Going shopping (4.2%)</td>
</tr>
<tr>
<td>Family relationships</td>
<td>(2.1%)</td>
<td>Finding your way around (13.6%)</td>
<td>Going to social gatherings (4.2%)</td>
</tr>
<tr>
<td>Understanding ethnic or cultural differences</td>
<td>(1.4%)</td>
<td>Relating to members of the opposite sex (11.5%)</td>
<td>Dealing with government (4.1%)</td>
</tr>
<tr>
<td>Talking about yourself with others</td>
<td>(1.4%)</td>
<td>Talking about yourself to others (10.4%)</td>
<td>Understanding jokes and humour (4.1%)</td>
</tr>
</tbody>
</table>
# Most Important Factors for Remaining in Brandon

<table>
<thead>
<tr>
<th>Rank</th>
<th>Canadian Long-Term Residents</th>
<th>Chinese New Residents</th>
<th>Latin American New Residents</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Can achieve desired lifestyle/quality of life</td>
<td>Employment Opportunities</td>
<td>Employment Opportunities</td>
</tr>
<tr>
<td>2.</td>
<td>Feel safe/family feels safe</td>
<td>Social conditions, such as health and social programs</td>
<td>Cultural values, such as freedom, equality, freedom of speech</td>
</tr>
<tr>
<td>3.</td>
<td>Social conditions, such as health and social programs</td>
<td>Economic conditions</td>
<td>Education opportunities</td>
</tr>
<tr>
<td>4.</td>
<td>Good quality of housing</td>
<td>Feel safe/family feels safe</td>
<td>Feel safe/family feels safe</td>
</tr>
<tr>
<td>5.</td>
<td>Cultural values, such as freedom, equality, respect of human respect</td>
<td>Cultural values, such as freedom, equality, respect of human respect</td>
<td>Economic conditions</td>
</tr>
<tr>
<td>6.</td>
<td>Employment opportunities</td>
<td>Absence of interracial, ethnic, or religious tensions</td>
<td>Social conditions, such as health and social programs</td>
</tr>
<tr>
<td>7.</td>
<td>Economic conditions</td>
<td>Education opportunities</td>
<td>Can achieve desired lifestyle or quality of life</td>
</tr>
<tr>
<td>8.</td>
<td>Politically stable/peaceful</td>
<td>Politically stable/peaceful</td>
<td>Good quality of housing</td>
</tr>
<tr>
<td>9.</td>
<td>People’s attitudes</td>
<td>Can achieve desired lifestyle or quality of life</td>
<td>Politically stable/peaceful</td>
</tr>
<tr>
<td>10.</td>
<td>Educational opportunities</td>
<td>People’s attitudes</td>
<td>People’s attitude</td>
</tr>
<tr>
<td>Perceived Discrimination</td>
<td>Long-term Canadian residents</td>
<td>Latin American New Residents</td>
<td>Chinese New Residents</td>
</tr>
<tr>
<td>----------------------------------------------------------------------------------------</td>
<td>------------------------------</td>
<td>------------------------------</td>
<td>-----------------------</td>
</tr>
<tr>
<td>I think that others have behaved in an unfair or negative way towards my ethnic or</td>
<td>17%</td>
<td>62%</td>
<td>50%</td>
</tr>
<tr>
<td>immigrant group.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I do not feel accepted by ethnic or immigrant groups.</td>
<td>6%</td>
<td>18%</td>
<td>3%</td>
</tr>
<tr>
<td>I feel ethnic groups have something against me.</td>
<td>4%</td>
<td>6%</td>
<td>0%</td>
</tr>
<tr>
<td>I have been teased or insulted because of my ethnic or immigrant background.</td>
<td>9%</td>
<td>33%</td>
<td>15%</td>
</tr>
<tr>
<td>I have been threatened or attacked because of my ethnic or immigrant background.</td>
<td>2%</td>
<td>12%</td>
<td>7%</td>
</tr>
</tbody>
</table>
Tolerance

- Agree that immigrants or ethnic groups living here should have as much say about the future of Canada as people who were born and raised here:
  - 74% of Canadian long term residents
  - 93% of Latin American new residents
  - 93% of Chinese new residents

- Agree that it is a bad idea for people of different ethnicities to marry one another:
  - 6% of Canadian long-term residents
  - 6% of Latin American new residents
  - 4% of Chinese new residents
Multiculturalism

• Agree that people of different ethnic and cultural origins should keep their culture to themselves:
  – 7% of Canadian long-term residents
  – 18% of Latin American new residents
  – 87% of Chinese new residents

• Agree that people who come to Brandon should change their behaviour to be more like the majority of Brandon residents:
  – 9% of Canadian long-term residents
  – 30% of Latin American new residents
  – 49% of Chinese new residents

• Agree that we should do more to learn about the customs and heritage of different ethnic and cultural groups in this country:
  – 88% of Canadian long-term residents
  – 90% of Latin American new residents
  – 93% of Chinese new residents
Brandon is...

• A welcoming community:
  – Over 80% of Canadian long-term residents agree
  – Over 90% of Chinese and Latin American new residents agree

• A good place to live:
  – 99% of Canadian long-term residents agree
  – 100% all Latin American new residents agree
  – 71% of Chinese new residents agree

• A good place to raise a family:
  – 97% of Canadian long-term and Latin American residents agree
  – 43% of Chinese new residents agree
Welcoming communities

- Regional approach to WC in rural communities
  - Indicators of WC
  - WISR model
  - Housing strategies
  - Hiring TFW

- Research and policy implications
What is a Welcoming Community?

A welcoming community attracts and retains newcomers:

- identify & remove barriers
- promote a sense of belonging
- meet diverse individual needs
- offer services that promote successful integration

Esses et al., 2009, p. 9
### What is a Welcoming Community?

| 1. Employment opportunities | 9. Accessible & suitable health care |
| 2. Fostering of social capital | 10. Available & accessible public transit |
| 3. Affordable housing | 11. Presence of diverse religious organizations |
| 4. Positive attitudes newcomers | 12. Social engagement opportunities |
| 5. Service agencies meeting needs | 13. Political participation opportunities |
| 6. Main actors working toward welcoming communities | 14. Positive relationships with police & justice system |
| 7. Sensitive municipal services sensitive | 15. Safe & crime prevention |
| 8. Educational opportunities | 16. Public space & recreation |
|  | 17. Favourable media coverage & representation |
A Welcoming community strives to improve capacity to inviting, settling, and retaining new residents

- **Invite** - attract and recruit immigrants to the community
- **Settle** – identify & remove barriers, and meet diverse individual needs, including sensitivity to and acceptance of cultural diversity
- **Retain** – integrate new residents into fabric of community and community celebrates cultural diversity of new residents
### Top indicators of a Welcoming Community

<table>
<thead>
<tr>
<th>Service Providers</th>
<th>Esses</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Employment</td>
<td>1. Employment</td>
</tr>
<tr>
<td>2. Translation services</td>
<td>2. Foster social capital</td>
</tr>
<tr>
<td>3. Adequate housing</td>
<td>3. Adequate housing</td>
</tr>
<tr>
<td>4. Education</td>
<td>8. Education</td>
</tr>
</tbody>
</table>

Esses indicators: 4. positive attitudes toward immigrants, cultural diversity & presence of newcomers in the community, 5. Newcomer-serving agencies meeting needs, 6. Links between main actors working toward welcoming communities, 7. Sensitive municipal services
Does the WISR model add value?

- Model is a simple construct for a complex process, and reflects Esses et al. research findings.

What does not seem to work?

- *Invite* not as explicit as the more common terms of “attract” and “recruit.”
WC – Housing needs vary

New Immigrant

- **Invite** – different housing available, affordable, suitable
- **Settle** – Housing choices – starter, fix-it-up, to mid and upper range, location
- **Retain** – Housing choices for family, location

Vacancy rates are very low & have been for several years

Immigrants require affordable, but not necessarily low income housing
Elements of housing strategies

- Settlement system
- Housing inventory
- Land supply
- Housing industry
- Market trends
- Regional market
WC – Housing strategies

Actors:

- Federal government
- Provincial government
- Local municipalities
- Private sector
- Community organizations
- Individuals
WC – Housing strategies

Larger centres
Greater demand → build new units

Smaller centres
Limited demand → modify existing stocks
Pathway for SME rural employers when hiring TFWs

**Step 1:** Confirm Labour Shortage: Recruit Canadian Citizens

**Step 2:** Register your MB Business

**Step 3:** Recruit TFW

**Step 4:** Apply for a Labour Market Opinion-LMO

**Step 5:** TFW Applies for a Temporary Work Permit and Visa (if applicable)

**Step 6:** TWF Enters Canada

**Step 7:** Welcome and Settle Employees
Hiring TFW’s: Employer’s Views

At lot of them [TFW’s] haven’t lived in cold climates, economic standards are different.

It’s a big process for a small business.

It’s about a 2-year process now before you get all the paperwork in.

Through the LMOs [Labour Market Opinion] there’s no leeway it’s like Simon says – one wrong move and you’re out…that’s the thing we dislike most is the fact that once it’s rejected you have to start all over again.

Rural living isn’t for everyone and sometimes that’s the hardest thing.

Our history with these people [TFWs] is that they are committed to the job.

There is a huge cost to recruitment, so it is better to retain the TFW’s, settle them & have them contribute to the community.

It’s in our best interest [employer] to make sure that they’re well settled & happy so we certainly endeavour to do that.
Hiring TFW: Information pathway

Hiring Temporary Foreign Workers Process Flowchart

1. **Confirm Labour Market Shortage:**
   - Obtain CRA payroll number from CRA
   - Prepare a position description
   - Post position on Service Canada’s Canada Job Bank

2. **Register Your Business with Employment Standards Branch:**
   - Complete registration for WRAPA
   - If successful - receive Certificate of Registration
   - If not successful, re-apply

3. **Recruit Temporary Foreign Workers:**
   - Choose recruitment strategy:
     - Participate in International Labour Mobility Agreements
     - Use Recruitment Agency
     - Recruit on your own

4. **Apply for Labour Market Opinion from Service Canada:**
   - Assemble information for LMO application
     - Complete LMO application form
     - Print, sign and send by mail or fax.
     - If successful, receive a positive LMO
     - If receive negative LMO, provide new information and request re-assessment

5. **TFW applies for a Temporary Work Permit & Visa (if applicable):**
   - Employer sends job offer & copy of LMO to TFW
   - TFW completes work permit application from CIC
     - If successful, TFW receives approval letter for a Work Permit

6. **TFW enters Canada:**
   - TFW must bring:
     - Passport
     - Signed job offer
     - Authorization letter approving work permit
     - A copy of the positive LMO
     - Evidence of credentials (if applicable)
     - Temporary visa (if applicable)
     - TFW issued work permit & enters Canada
     - If TFW not eligible to enter Canada - sent home

7. **Welcome & Settle Employees:**
   - Employer:
     - Arranges for housing for the TFW
     - Ensures TFW applies for a Social Insurance Number from Service Canada
     - Ensures TFW applies for applicable health coverage from Manitoba Health

**Times:**
- Takes a minimum of 2 weeks
- Takes approximately 3 – 5 weeks
- Takes considerable time, duration varies
- Takes approximately 4 – 6 weeks
- Takes considerable time, duration varies
- Temporary foreign work permits vary from 6 months to 2 years
Gov’t agencies review Information Pathway for rural employers

- Sharing the Information Pathway
  - Govt agencies
  - Business groups
  - Employers

- Keeping it current (evergreen)
Policy implications

- Better integrated immigration processes (for TFW) among gov’t agencies
- Connect rural employment opportunities with available urban immigrants (provincially, nationally)?
Further research

Further research of WISR model

- What strategies and engagement activities rural communities invite, settle, and retain immigrants and new residents? Which ones are working?
- What sequence of strategies and activities are used by immigrants as they become long term residents in rural communities?
Policy implications

• How best to adjust public services in response to an uneven distribution of immigrants in rural regions?

• To what extent will rural immigration contribute to rural communities (economically, socially, culturally, politically, environmentally) and what is at risk if they do not?
Acknowledgements

- Brandon Welcoming Communities Dialogue Group
- Southwest Rural Immigration Committee
- Rural Employers
- Rural and Cooperative Secretariat, Agricultural and Agri-Food Canada
- Federal and Provincial government agencies
- Local governments, agencies and organizations