Rural Immigration: A Prairie Canadian Perspective

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Overview of Presentation

- Immigrant Distribution in Canada
- Overview of Immigration to the Prairies
  - Alberta and Manitoba
- Focus on Brandon
- Welcoming Communities
- Implications for Policy, Practice, and Research
- Challenges for Moving Forward
Rural Development Institute

• A research unit of Brandon University
• Focuses on rural and northern community development research, practice, and policy
• Research Interests
  – Community economic development
  – Community leadership
  – Environmental and agro-economic issues
  – Information technology: utilization and access
  – Policy and program research and development
  – Rural health
  – Rural tourism
  – Rural adaptation and change
  – Rural immigration
Immigration: A Component of Rural Development Strategies

- Address declining populations
- Revitalize and diversify rural communities
- Community economic development strategy
- Attract higher skilled workers
- Rural lifestyle attractive to newcomers, but retention efforts required
Regional Distribution of Immigrants, 2007

Source: Citizenship and Immigration Canada, 2007

Total: 236,683
Regional Distribution of Immigrants without MTV

Source: Citizenship and Immigration Canada, 2007
Concentration of Immigrants: Top 10 cities / Other

Source: Citizenship and Immigration Canada, 2007
• The Prairies should not be viewed as homogenous in practice or experience
  – Regional differences based on provincial and local strategies and needs
  – What works in one location may not work in another location – tools need to be localized
  – Immigration policy and programming varies by all jurisdictions
2005: Provincial policy framework on immigration – *Supporting Immigrants and Immigration to Alberta*

The province aims to attract 24,000 immigrants per year
- Federal Economic Stream
- Alberta Immigrant Nominee Program
  - Target of 2,500 for 2007-2008

In addition, large number of Temporary Foreign Worker arrivals
- 24,371 in 2007
Alberta Immigration 2000 to 2007, by category

Source: Citizenship and Immigration Canada, 2007
Alberta Foreign Workers, 2000 to 2007

Source: Citizenship and Immigration Canada, 2007
Alberta’s Immigrant Nominee Program

Source: Alberta Employment and Immigration, 2007
Manitoba

• 1996: Canada-MB Immigration Agreement
  – 1998: included Provincial Nominee Program (PNP) and settlement services
• 2006: PNP accounted for 67% of MB’s newcomers
  – 30% of Provincial Nominees chose rural destinations
• Policy framework – *Growing Through Immigration Strategy (2007)*
  – Current annual target is 10,000 arrivals
  – New target is 20,000 over the next decade
Manitoba Immigration 2000 to 2007, by category

Source: Manitoba Labour and Immigration, 2007
Manitoba Immigration 2000 to 2017, with target

Source: Manitoba Labour and Immigration, 2007
Manitoba Foreign Workers, 2000 to 2007

Source: Citizenship and Immigration Canada, 2007
Distribution of Immigrants in Manitoba, 2000 - 2007

Source: Citizenship and Immigration Canada, 2007
Manitoba Top Regional Destinations, 2007

Total: 2,039
Steinbach, Manitoba

Population = 11,000

• 2007: Steinbach welcomed about 369 immigrants
  – Consistently ranks in the top 3 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
Neepawa, Manitoba

Population = 3,300

- No history of immigration
- Currently no local immigrant service providers
- Hytek/Springhill Farms pork processing facility
  - Currently employs approximately 400
- 2008: Plans to hire about 200 TFWs from
  - Ukraine
  - South Korea
  - the Philippines
Brandon, Manitoba

Population = 41,511

- 2007: Highest rate of immigration growth in the province
- 1999: Maple Leaf Foods (MLF) pork processing plant opened
- 2001: MLF began foreign recruitment campaign in Mexico
- Today there are about 940 international recruits employed at MLF
  - 60% of employees are international recruits
  - From Mexico, El Salvador, Ukraine, China, Colombia, and Mauritius.
Welcoming Communities

• Metropolis Research Domain Area
• Exploring the role of host communities in attracting, integrating, and retaining newcomers and minorities
• Determining communities’ capacity for settling newcomers
What is a Welcoming Community?

• “A welcoming community has a strong desire to receive newcomers and to create an environment in which they will feel at home. A welcoming community ensures newcomers are able to participate fully in all aspects of community life. A welcoming community ensures newcomers have access to a full range of services and programs and can find meaningful employment opportunities” (National Working Group on Small Centre Strategies. 2007: p. 65).
Hallmarks of a Welcoming Community

- Respects diversity
- Has accessible public services
- Has a range of educational opportunities
- Promotes health and wellness for all
- Is safe and talks about it
- Invite newcomers to share leisure time activities
- Acknowledges faith and spirituality

National Working Group on Small Centre Strategies. 2007: p. 75
Becoming Welcoming: What do we need to do

- Organize in preparation for immigration
- Establish multi-stakeholder regional or community groups
- Foster capacity, community, and partnership building
- Develop local immigration plans
- Celebrate diversity
- Holistic approach to service provision
- 360 degree feedback
RDI 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
RDI Welcoming Communities Project, 2008-2009

- Initiatives include
  - Partnership and Capacity Building
  - Ethnocultural Communities and Organizations
  - Welcoming Communities Survey
  - Mutual Intercultural Relations in Plural Societies Survey
  - RDI Welcoming Communities Dialogue Group
• To increase understanding of the needs and capacities of ethnocultural groups in rural Manitoba
• Ensure vibrant and active ethnocultural communities
• Multi-phase project with focus on Brandon and Steinbach
• Establishing relationships between community organizations and ethnocultural communities
Welcoming Communities Survey

- Inventory of resources and tools on welcoming communities
- Interviewing 400 community residents
- Determining characteristics of a welcoming community
- Themes include
  - Multicultural Ideology
  - Tolerance/Prejudice
  - Appropriate public services
  - Attitudes Towards Immigration
Mutual Intercultural Relations in Plural Societies

- International collaborative project that builds an understanding of intercultural relations
- Designed to understand intercultural relations by considering both recent immigrants’ and community members’ experiences and ideas

- Citizenship
- Mobility
- Ethnic Origin
- Neighbourhood Ethnic Composition
- Languages
- Social Contacts
- Cultural Identity
- Security
- Acculturation Attitudes and Expectations
- Perceived Discrimination
- Multicultural Ideology
- Tolerance/Prejudice
- Attitudes Towards Immigration
Implications for Research, Policy, and Practice
Practice/Community

- Need forums for rural immigration discussions
  - Temporary Foreign Worker Dialogue Group (Brandon, MB)
- Need to develop local strategies for settlement, integration, and retention
- Need to build relationships among governments and local stakeholders
- Need to share lessons learned with other jurisdictions
• Increase awareness and fit between provincial policy and local needs
• Reduce vulnerability of foreign workers
• Cross departmental communications and working relationships
• Canada needs increased attention to immigration policy with regards to rural and northern populations
• Continuing efforts to foster federal and provincial linkages to develop policy, program mandates, and accountability.
• Understanding individual community needs and capacities
• Understanding intercultural relations
  – Mutual Intercultural Relations in Plural Societies project
• Academic immigration literature is predominantly urban focused
• Strengthen rural immigration research networks
Challenges in Moving Forward

• Resources for rural immigration planning are difficult to locate
  – Immigration is not the single responsibility of either the federal or provincial government

• Bringing the ‘right’ voices at the table for discussions
  – Need to create an environment for open discussions among all stakeholders

• Sharing lessons learned from rural and northern communities
  – Need for forums and avenues to share information
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• Rural Development Institute
  www.brandonu.ca/rdi
  • Copy of the presentation is posted on the website
Adult English as an Additional Language (EAL) Training System in Manitoba

- Free Classes, No Time Limits, Re-entry Allowed
- EAL and EAL Literacy Classes CLB Levels 1-8
- Full time, Part time, Continuous Intake or Set Terms
- Day, Evening and Weekend Classes
- Centrally Coordinated System
- Provincial Curriculum Framework
- Referenced to the Canadian Language Benchmarks
- Qualified Adult EAL teachers

Pre-Arrival
Information about learning English and language proficiency levels recommended for work in Manitoba (web-based)

Centralized Language and Orientation – ENTRY Program

Centralized Language Assessment and Referral

Additional referrals directly to programs from:
- One EAL program to another
- Community workers
- Employers (English at Work)

Core Adult EAL Programs
- Settlement, Employment and Academic Focused Classes
- Essential Skills Incorporated

Employment Language Programs
- English at Work
- English for Specific Purposes
- Customized workplace specific
- EAL for employees
- Occupation Specific
- Trade Specific
- Skill Specific

Neighbourhood EAL Programs
- Settlement
- English for Parents (with child minding)
- English for Seniors
- Adult Learning Center EAL Programs
- Computer Assisted Language Learning

Volunteer Programs
- Drop in English classes
- Resources
- Language Partners
- Online Learning
- Self Directed
- Teacher Led
- Special Initiatives

Supports for Adult EAL Students
- Standardized progress reports and Collaborative Language Portfolio Assessments
- Bilingual coaches, peer tutors
- Volunteer work placements, work exposure
- Community support workers
- Language partners, volunteers in the classroom

Supports for Adult EAL Teachers
- Orientation to the Canadian Language Benchmarks (CLB)
- Standardized progress reports and Collaborative Language Portfolio Assessments
- Professional development, workshops, conferences
- Mentoring program for new teachers
- Resource development, resource collection

System Supports
- Assist workplaces, academic and vocational training institutes/programs in addressing language barriers re: hiring, remuneration issues
- Format, adapt or modify existing programs/materials for EAL students
- Promote programs, develop programs, assess and identify needs
- Collaborate with labour market attachment and settlement projects
- Consult and exchange information with national organizations
- Provide advice, research or other language learning expertise
- Develop language assessment tools
- Train and support Adult EAL volunteers

Draft – May 2008

www.immigratemanitoba.com
**EMPLOYMENT SUPPORTS MODEL**

**Draft v. 18**

Component of Manitoba Settlement Strategy

**QUALIFICATIONS RECOGNITION (QR) SUPPORTS MODEL**

Programmed and funding support to QR stakeholders to develop responses to address assessment and recognition issues of internationally educated and trained immigrants.

Component of Manitoba Settlement Strategy

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**ADULT LANGUAGE TRAINING**

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**PROFESSIONAL**

- All CLB Levels (long term plan)
  - Assessment
  - Career development plan
  - Employment plan
  - QR information / advice / referral to QR supports

- Under CLB 5
  - Return once CLB 5 for review of career development plan
  - If appropriate, referral for Limited Skills/ Transitional Jobs

- CLB 5+
  - Specific occupational orientation and information
  - Workplace exposure
  - Job search
  - Employment maintenance and follow-up
  - Referral to training (skill/TA/ESP)

- If appropriate, referral to Limited Skills/ Transitional Jobs
  - Workplace safety and health: Refer to Basic Skills for Work
  - 1 year follow-up

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**SKILLED/TRADES**

- All CLB Levels (long term plan)
  - Assessment
  - Career development plan
  - Employment plan
  - QR information / advice / referral to QR supports

- Under CLB 5
  - Return once CLB 5 for review of career development plan
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- CLB 5+
  - Specific occupational orientation and information
  - Workplace exposure
  - Job search
  - Employment maintenance and follow-up
  - Referral to training (skill/TA/ESP)
  - Workplace safety and health: Refer to Basic Skills for Work
  - 1 year follow-up

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**LIMITED SKILLS/TRANSITIONAL JOBS**

- Under CLB 5
  - Return once CLB 5 for review of career development plan
  - Employment maintenance/follow-up

- CLB 5+
  - Assessment
  - Career development plan
  - Employment plan
  - Specific workplace orientation and information
  - Workplace exposure
  - Job search
  - ACAS referral as appropriate
  - Employment maintenance/follow-up
  - Referral to training (skill/TA/ESP)
  - Workplace safety and health (TA/ESL format)
  - Return once CLB 5 for review of career development plan
  - 1 year follow-up

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**PRE-ARRIVAL INFORMATION**

**Basic Workplace Orientation**

- At centralized initial information and orientation

**Employment Assessment for Referral**

- At centralized assessment and referral

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**PERSONAL READINESS PREPARATION**

- CLB 5+: Longer term specialized programs that combine life skills and employability skills

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**BASIC SKILLS FOR WORK**

- CLB 5+: Delivery of training/workshops in workplace essentials such as computers, safety and health

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**COORDINATED SKILLS TRAINING INVENTORY**

- CLB 5+: An inventory of the range of available training (and delivers) from short term occupation specific to post-secondary options, including those already EAL adapted. Ability to arrange development of new adaptations

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**Legends**

- EAL: English as an Additional Language
- ESP: English for Specific Purposes
- QR: Qualifications Recognition
- CLB: Canadian Language Benchmark
- ACAS: Academic Credentials Assessment Service

Settlement and Labour Market Services Branch
Manitoba Labour and Immigration 22-Nov-07