LOCAL IMMIGRATION:
ASSESSING THE POLICY CAPACITY
OF SMALLER COMMUNITIES

Marc Valade, Stanley Knowles Visiting Professor, Brandon University CARES

OUTLINE

- Local immigration policy… trend?

- Policy capacity… in immigration?

- Local policy network

- Methodology

- Two case studies

- Factors unveiled

- Local policy capacity framework

LOCAL IMMIGRATION POLICY

- A local strategy that seeks to attract and retain immigrants in order to address a population and labour challenge.

- Recent policy trend: Provincial Nominee Program (50+ sub-prog.), Atlantic Pilot (2017), Rural and Northern Pilot (2019), announced Municipal Nominee Program.

LOCAL POLICY NETWORK

- a formal structure of participating organizations representing various private and public stakeholders in a community, engaged in solving a commonly perceived issue using policy tools.

POLICY CAPACITY

- Foresee

- Understand

- Bring together

- Formulate

- Acquire means

- Act

- Evaluate

METHODOLOGY

Question:

1) What factors can be associated with the effectiveness of local immigration policy networks?

Mixt methods: Statistical analysis132 CAs; 2 case studies 2000-2012; 34 semi-structures interviews.

Brandon, MB

- One major employer recruits temporary workers abroad

- Brandon's Economic Devel. gathers together civil society actors to act on settlement

- MB Immigration facilitates the transition of temporary workers into PR (using PNP)

Rimouski, QC

- Local immigration policy by municipality but no means

- Local employers fainthearted in hiring immigrants

- Regional strategy, but funds sprinkled across 8 MRC

- Competing sectoral interests with parallel actions

DEMOGRAPHICS COMPARED 2006 – 2016

Brandon, MB

- Increased from 48 000 to 58 000

- 49% due to immigration

- Immigrant permanent residents from 3 065 to 7 900 (+157%)

- 80% of temporary stayed once transitioned to permanent

- Chain effects: family reunification, country-region specific trends (supported by major employer)

Rimouski, QC

- Increased from 48 900 to 55 350

- 2.6% due to immigration; rest is intra-regional moves (rural labour; seniors)

- Immigrant permanent residents from 790 to 960 (+22%)

- Few of the international students stayed once graduated from local university (disconnect with labour market)

INFLUENTIAL FACTORS

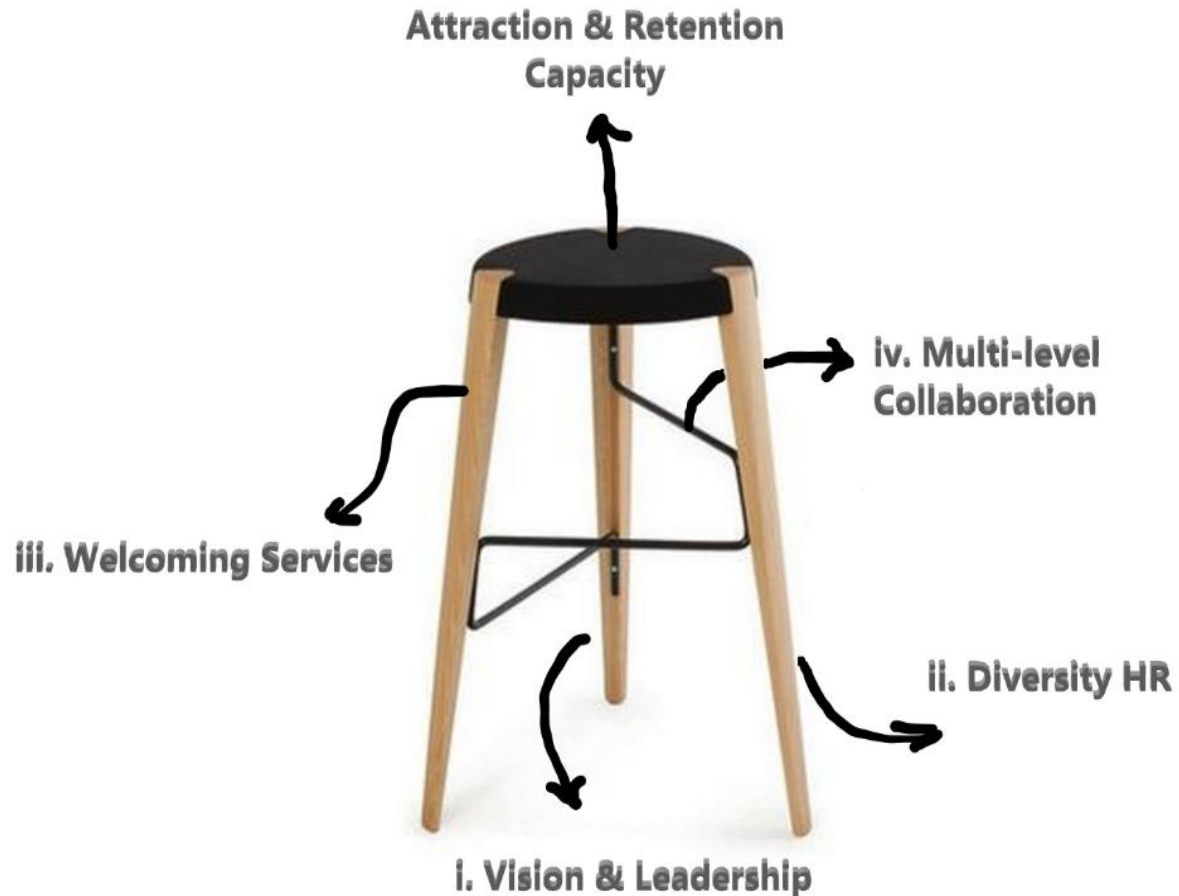| 1. *Potential* capacity	Factors
Bottom-up: understanding, learning, networking, planning	• Access to knowledge • Analytical capacity • Learning and adaptive capacity • Competences (human resources) • Presence of well-connected governmental reps (multilevel capacity) • **Unified governance and goal** • Composition of immigration network

INFLUENTIAL FACTORS

2. *Substantial* capacity	Factors
Adequate strategy that involves stakeholders from all levels, supported by policy means and resources, and a transformational leadership	• Municipal Vision and support • Cohesion between stakeholders, partners • Strategy is linked to known attractive factors • Enough resources, shared where needed • Combination of 'soft' and 'hard' policies (local Vs prov) • Employer engagement at the onset • **Leadership**: central, unified, competent, constant, supported, that bridges across siloes

INFLUENTIAL FACTORS

3. *Effective* capacity	Factors
Engagement of local partners (private, public, community-based) in lived cultural and labour diversity, coordination of services, monitoring of outcomes	• Multilevel partnership: policies are complementary • Employers' diversity practices • Coordination of immigrant-aware public services and settlement support • Promotion of multiculturalism, intercultural exchanges, welcoming attitudes • **Lived cultural diversity**: at work, in services, on the public space • Monitoring of immigrants' satisfaction • Monitoring of public opinion

OPTIMISATION: BUILDING THE CAPACITY

Attraction & Retention Capacity

iv. Multi-level Collaboration

iii. Welcoming Services

ii. Diversity HR

i. Vision & Leadership

POLICY CAPACITY:

Effective

Substantive

Potential