CANADIAN RURAL REVITALIZATION FOUNDATION (CRRF)
AND RURAL DEVELOPMENT INSTITUTE (RDI)
NATIONAL RURAL THINK TANK 2005
IMMIGRATION AND RURAL CANADA: RESEARCH AND PRACTICE

Final Report

April 28, 2005

June 2005

Rural Development Institute, Brandon University

Brandon University established the Rural Development Institute in 1989 as an academic research centre and a leading source of information on issues affecting rural communities in Western Canada and elsewhere.

RDI functions as a not-for-profit research and development organization designed to promote, facilitate, coordinate, initiate and conduct multi-disciplinary academic and applied research on rural issues. The Institute provides an interface between academic research efforts and the community by acting as a conduit of rural research information and by facilitating community involvement in rural development. RDI projects are characterized by cooperative and collaborative efforts of multi-stakeholders.

The Institute has diverse research affiliations, and multiple community and government linkages related to its rural development mandate. RDI disseminates information to a variety of constituents and stakeholders and makes research information and results widely available to the public either in printed form or by means of public lectures, seminars, workshops and conferences.

For more information, please visit www.brandonu.ca/rdi.

Canadian Rural Revitalization Foundation (CRRF)
and Rural Development Institute (RDI)
National Rural Think Tank 2005-
Immigration and Rural Canada: Research and Practice

Final Report

BRANDON MANITOBA

APRIL 28, 2005

June 2005

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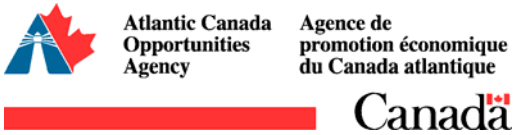
Acknowledgements

We gratefully acknowledge the financial support received from Atlantic Canada Opportunities Agency (ACOA), Citizenship and Immigration Canada (CIC), Manitoba Labour and Immigration (LIM), New Rural Economy (NRE), the National Rural Research Network (NRRN) of the Canadian Rural Revitalization Foundation (CRRF), Rural Secretariat and Western Economic Diversification Canada (WD).



We would like to acknowledge the following individuals who sat on the event's steering committee**:** David Moores, ACOA; Rob Vineberg, CIC; Sally Rutherford and Rob Greenwood, CRRF; David Vardy, The Harris Center; Ben Rempel and Margot Morrish, LIM; Peter Reimer, Manitoba Agriculture, Food and Rural Initiatives (MAFRI); Dale Johnston and Pat Lachance, Manitoba Rural Team; Bill Reimer and Lisa Roy, NRE; Robert Annis, RDI; Kate Humpage and Marilyn Read, Rural Secretariat; and Linda Howe, WD.

Further acknowledgements go the RDI team for handling logistics and administration of the event; Brandon University and NRE students serving as note takers during the day; and David Bruce, Margaret Walton-Roberts and Lori Wilkinson for providing papers for the backgrounder document.

Thank you also to event partners MAFRI for providing venue space at Rural Forum and both Metropolis and the Canada West Foundation for supplying backgrounder material for participants.

Executive Summary

The Canadian Rural Revitalization Foundation (CRRF) and Rural Development Institute (RDI) partnered in delivering National Rural Think Tank 2005- *Immigration and Rural Canada: Research and Practice*, which was held in Brandon, Manitoba on April 28. The event drew fifty invited participants representing the areas of policy, research and community from across Canada. Western Economic Diversification Canada (WD), Manitoba Labour and Immigration (LIM), New Rural Economy (NRE), Atlantic Canada Opportunities Agency (ACOA), CRRF's National Rural Research Network (NRRN), Rural Secretariat and Citizenship and Immigration Canada (CIC) provided financial support for the event.

Objectives of the Think Tank included: *to identify and clarify* the pertinent issues surrounding rural immigration policy, research and practice; *to inform* participants of the existing policy and opportunities surrounding rural immigration within the framework of "the present rural reality"; *to connect* the perspectives of research, policy and application by engaging interests, opinion and expertise from broad fields; *to provide* an opportunity for networking, facilitating future follow up on the theme; *to mobilize* people and ideas towards a national rural immigration agenda; and *to promote* active participation and contributions from all in attendance.

In the morning session, participants debated and discussed the key issues surrounding rural immigration; the lists generated from these discussions informed the chosen topic in each of eight concurrent afternoon discussions. Results from these discussions, in which participants clarified the topical issue and addressed associated challenges, opportunities, solutions and research needs, are included in this report. Additional themes and suggestions captured throughout the day may also be found in this document.

Representatives from Statistics Canada, CIC, LIM and the Government of British Columbia offered presentations during the morning's plenary briefing session. Full presentations and accompanying notes are included as appendices in this document. Larger versions of these presentations are posted on RDI's website (www.brandonu.ca/rdi) for easy viewing.

A summary of workshop evaluations, next steps as recommended in workshop evaluations, and a series of key learnings are contained in the conclusion section of this document. Appendices include a list of participants; an event agenda; group top-five issues lists; a full workshop evaluation; and the aforementioned presentations and accompanying notes.

Further needed actions stemming from the event include exploring the numerous policy questions, community needs and knowledge supports highlighted during the day; disseminating Think Tank results; determining appropriate venues where Think Tank results can further inform policy, research and practice; and identifying and creating venues and mechanisms for further connecting those interested in rural immigration research, policy and application.

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Immigration and Rural Canada: Research and Practice
Brandon MB April 28, 2005
Final Report

Background

Well-informed and innovative immigration programs and policies can lend to Canada's economic strength and cultural vitality. Though a disproportionately high number of immigrants coming to Canada end up in the major metropolitan centers, immigration clearly remains a crucial issue for rural Canada, as well, given the challenges faced by rural communities in attracting and retaining immigrants, the noticeable impact and visibility of immigrant populations in Canada's rural communities and the comparative lack of debate on rural immigration issues vis-à-vis those of urban centers.

Successfully attracting and retaining immigrants can be a key component of a rural community's economic development strategy. The injection of people and their skills into areas that are struggling to retain current residents serves as a crucial facet of wider strategies to combat the demographic challenges facing rural Canadian communities. Innovative immigration programs and practices developed in or targeting rural areas may be found, though these exist in an isolated fashion with little set recourse to information sharing and collaboration to learn from them.

The CRRF-RDI National Rural Think Tank 2005- *Immigration and Rural Canada: Research and Practice* was developed as a national level event aimed at bringing together parties interested in the theme of rural immigration and strengthening the coordinated capacity and synergy with regards to this theme. An event focusing on immigration and rural Canada is timely, as rural communities are increasingly viewing immigration as a vital component of their strategies for development and renewal. The topic is one that resonates at both the federal and provincial levels of government and holds significance for rural communities and smaller centres across Canada.

Development and Support

The CRRF-RDI National Rural Think Tank 2005 developed out of the success of the CRRF Think Tank 2004- *Local Governance of Rural-Urban Interactions: New Directions,* which was held in Prince George, BC on April 28, 2004. The 2005 Think Tank was developed jointly by CRRF and RDI under the direction and support of an event steering committee comprised of the following individuals representing various organizations and government divisions:

David Moores, Atlantic Canada Opportunities Agency (ACOA);

Rob Vineberg, Citizenship and Immigration Canada (CIC);

Sally Rutherford and Rob Greenwood, CRRF;

David Vardy, The Harris Center;

Ben Rempel and Margot Morrish, Manitoba Labour and Immigration (LIM);

Peter Reimer, Manitoba Agriculture, Food and Rural Initiatives (MAFRI);

Dale Johnston and Pat Lachance, Manitoba Rural Team;

Bill Reimer and Lisa Roy, New Rural Economy (NRE);

Robert Annis, RDI;

Kate Humpage and Marilyn Read, Rural Secretariat; and

Linda Howe, Western Economic Diversification Canada (WD).

The event was made possible by the financial support of the following organizations: WD, LIM, NRE, ACOA, CRRF's National Rural Research Network (NRRN), Rural Secretariat and CIC.

Targeted Participants

Fifty delegates assembled at the Keystone Centre in Brandon, Manitoba for the Think Tank, offering a broad representation of policy, research and practitioners from across the country, including twelve from Atlantic Canada, fifteen from Quebec and Ontario and twenty-three from the four western provinces. A complete list of participants may be found in Appendix #1.

Objectives

The Think Tank was designed and delivered with a particular focus on the following objectives:

- *to identify and clarify* the pertinent issues surrounding rural immigration policy, research and practice
- *to inform* participants of the existing policy and opportunities surrounding rural immigration within the framework of "the present rural reality"
- *to connect* the perspectives of research, policy and application by engaging interests, opinion and expertise from broad fields
- *to provide* an opportunity for networking, facilitating future follow up on the theme
- *to mobilize* people and ideas towards a national rural immigration agenda
- *to promote* active participation and contributions from all in attendance

Event Proceedings

A detailed agenda can be found in Appendix #2.

Introductory Greetings

Dr. Louis Visentin, President of Brandon University, welcomed delegates to the event and commented on the day's theme from his perspective as the son of Italian immigrants. Dr. Visentin stressed the dynamism, innovation and potential that immigration can offer for community development, alluding to the impact of European immigrants in the Niagara region, where he was raised.

Dr. Robert Greenwood, CRRF President and Chair of the National Rural Research Network, followed with greetings on behalf of CRRF and highlighted the importance of the theme to small centres and rural areas, commenting on how immigration can link with the needs and wants of these areas. Dr. Greenwood emphasized that enhancing networks remained crucial to addressing the theme's critical issues. He informed the audience of the New Rural Economy project and CRRF's fall Conference in Twillingate, Newfoundland, entitled "Governance in Small Places".

Dr. Robert Annis, Director of RDI, brought greetings from RDI and thanked the event's financial sponsors. He stressed that having a diversity of people in the room will generate new opportunities for research-policy formation and spoke of RDI's work on developing rural immigration community case studies.

Session #1- Opening Plenary- Immigration and Rural Canada: What are the Issues?

The opening plenary was designed for participants to identify the pertinent issues surrounding rural immigration policy, research and practice. This session allowed participants to generate a list of top issues facing rural immigration that would form the basis of the afternoon's breakout sessions.

Participants moved to six assigned tables and were invited to answer the following:

"From your perspective as a _____, what are the key issues that need to be addressed in Rural Immigration policy, research and practice?"

Each group was given thirty minutes to discuss freely what are the top issues surrounding rural immigration policy, research and practice. Fifteen minutes were then allowed to finalize and record their top-five issues. The top-five lists were then compiled to determine the top issues to be clarified and debated during the afternoon breakouts. The final fifteen minutes were given for each table to report back to the larger group. Additional comments and discussion from this opening session were captured and are included later in this document in the section entitled "Additional Themes from Morning and Afternoon Discussion Sessions." See Appendix #3 for each top-five list.

Top issues to be clarified and debated during afternoon sessions:

#1- Immigration and Rural Communities: Receptivity, Capacity and Settlement

#2- Immigration and "Rural Decline"

#3- Immigration and Entrepreneurship

#4- Immigrant Cultures, Canadian Cultures, Rural Cultures

#5- Immigration and Rural Canada: Labor Market and Credentials Recognition

#6- Recruitment, Selection and Integration: a Best Immigrant Fit for Rural Canada?

#7- Immigration and Rural Canada: Research and Knowledge Needs

#8- Policy and Process at Federal/Provincial Levels: Meeting the Needs of Rural Communities and Immigrants

Session #2- Plenary Briefings

Session two contained four brief presentations designed to provide participants with a selection of the trends, challenges and opportunities surrounding immigration and rural Canada in the areas of demographics, policy and programming. Complete presentations can be found as appendices in this document and at RDI's website (www.brandonu.ca/rdi).

Roland Beshiri, Statistics Canada

See Appendix # 5 for complete presentation and Appendix #6 for accompanying notes

In his presentation entitled "Immigrants in Rural Canada", Roland Beshiri offered comprehensive statistics of Canadian immigration with an emphasis on rural Canada. Areas highlighted included the total number of immigrants to rural Canada and preferred destinations within rural Canada; visible minority immigrants; university education levels of immigrants; overall employment rates and rates by sector; income levels; top immigrant destination Census Divisions; factors in retaining immigrants; and barriers faced by immigrants.

Rob Vineberg, Citizenship and Immigration Canada

See Appendix #7 for complete presentation

In his presentation entitled "Regional Immigration Strategies: A Policy-Research Perspective", Rob Vineberg spoke of CIC's regional immigration strategy and commitment to work with partnerships to share the benefits of immigration while exploring creative new immigration programs/approaches based on community interest and initiative. Despite the importance of immigration to national labour market concerns and population growth, regional needs are to be become greater factors in determining immigration policies. Mr. Vineberg stressed the challenges in developing policy and strategies for regional immigration, including the draw to larger cities (seventy-five percent of immigrants to Canada end up in "MTV" – Montreal, Toronto, Vancouver) and the need to dispel "myths" about communities smaller than one million.

Many communities have outstanding needs that must be addressed to sustain immigration initiatives: competitive services and infrastructure, capacity, information, promotion and partnerships. Respecting immigrant mobility rights and developing flexible approaches and arrangements to meet diverse regional needs remain key challenges faced by CIC in developing a regional immigration strategy. These approaches include Provincial Nominees, Francophone initiatives, student and temporary workers initiatives and municipal involvement.

Gerry Clement, Manitoba Labour and Immigration

See Appendix #8 for complete presentation and Appendix #9 for accompanying notes

Gerry Clement from Manitoba Labour and Immigration delivered a presentation entitled "Manitoba's Immigration Policies and Programs", in which he detailed recent developments and future directions of the province's immigration initiatives. The Canada-Manitoba Immigration Agreement was renewed in 2003, affording the province still greater flexibility, opportunity and responsibility in meeting provincial immigration objectives. Mr. Clement outlined the action strategy for economic growth and highlighted Manitoba's gains in immigration; the province is on its way to meeting its target of ten thousand immigrants by 2006, largely due to significant arrivals through its Provincial Nominee Program (PNP).

Mr. Clement noted that Provincial Nominees choose to live in communities other than Winnipeg at a percentage greater than other immigrants; the PNP is therefore a useful tool in assisting in regional immigration initiatives. He outlined a five-point model for developing a

community immigration plan and identified further challenges in the process of regionalization.

Kerry Pridmore, Ministry of Community, Aboriginal and Women's Services, British Columbia

See Appendix #10 for complete presentation

Kerry Pridmore from British Columbia's Ministry of Community, Aboriginal and Women's Services delivered a presentation entitled "Regional Immigration Initiative". In this, she outlined the objectives of British Columbia's regional immigration initiative and the underlying rationale- stimulating immigration to BC outside of the greater Vancouver region and fostering greater recognition of immigration as a facet of a comprehensive approach to community economic development. Ms. Pridmore further detailed programs supporting regional immigration and priority areas for 2004/5, including eight regional immigration pilot projects.

Session #3- Afternoon Breakout Discussions

The afternoon breakout discussions were designed to clarify the pertinent issues surrounding rural immigration policy, research and practice. Themes for the breakout sessions were extracted from the table top-five lists generated at the morning plenary. Two hour and a half sets of four concurrent workshops were offered. Facilitators in each session led discussions in which participants defined the issues and generated lists of the associated challenges, opportunities and solutions. When appropriate, participants spoke to research needed to strengthen knowledge and enhance policy and practice of a certain issue.

Discussion #1- Immigration and Rural Communities: Receptivity, Capacity and Settlement

Facilitator: Dr. David Douglas, University of Guelph

Defining the Issue

Participants defined one aspect of the issue as willingness: a community must first conscientiously decide it wants immigration and make a purposeful effort to that end, while immigrants, similarly, must display a desire and willingness to settle in small communities. A second aspect of the issue is the amount of moral support offered to immigrants and financial support for immigration initiatives. Settlement services constitute another key component of

this issue. What strategies must a community employ to develop adequate services? Employment concerns were noted as the fourth facet of this issue. Are employers and the wider community sufficiently involved in immigration initiatives? Are both committed to helping immigrants find and retain jobs and address workplace issues such as language requirements?

Challenges

Inaccurate media portrayals hamper immigration at the community level. Smaller communities must contend with being depicted negatively, which reduces their desirability as a destination. Similarly, a misunderstanding of immigrants as either refugees or "resources" leads to false expectations. Are communities aware of the spectrum of immigrants they may receive? Are they ready to create a welcoming atmosphere for visible minorities?

Participants cited the continued need for additional resources as detrimental to immigration initiatives and that funding is linked to past rather than present or future needs. Communities must initiate processes, not have these thrust upon them. The lack of available information, ways to access information and new/appropriate models for settlement impede efforts. CIC's overseas processing capabilities need to be enhanced, as waiting periods can be frustrating for immigrant and community alike.

Opportunities and Solutions

Immigrants can help communities restructure within the new rural economy, in which diverse communities are afforded more opportunity for prosperity. Immigrant entrepreneurs are a key component of this. Rural communities and the Canadian public as a whole must be made aware of the benefits of immigration: for this, a more balanced perspective is required and may be achieved through encouraging pro-immigration writers in the national media, stimulating intelligent debate, publicizing community success stories and celebrating successful immigrants. Pro-immigration communities must champion the benefits of immigration. Small communities must believe in and promote themselves, highlighting attractive qualities such as the low cost of living and Canada's reputation as a safe country with a civil society.

Volunteer services and access to funding are crucial to programming success. Communities have the opportunity to build on existing resources and "expertise on the ground" may be utilized in immigration supports and strategies. Enhancing networks allows for the exchange and development of relevant information. Host programs are crucial to providing moral support- one suggested component of such program was a "buddy system" where community families invite immigrants to their homes and assist with living in the communities. Connecting with urban service providers to establish satellite services in rural areas facilitates the spread of expertise, training and support. Communities may exploit the notion of "co-opitition" - competing amongst themselves for immigrants while co-operating with one another as well. For example, engaging in regional promotion and messaging such as "come to southern Manitoba" can assist individual communities. Rather than looking exclusively overseas, smaller communities may also "poach" immigrants whose first destinations in Canada are larger centres.

Research

1) How many Small and Medium-sized Enterprises (SMEs) are started by immigrants in general and by the different categories of immigrants in particular (example: business, family class, refugee)? How many Canadians are employed in these ventures?
2) How many immigrants leave Canada? Why did they leave? How many leave to retire and at what age?
3) How many immigrants move to rural areas? Why did they move to a particular community?
4) What are the research barriers? How can these be addressed?

Discussion #2- Immigration and "Rural Decline"

Facilitator: David Bruce, Mount Allison University

Defining the Issue

The need to critically investigate rural decline- its definition, its portrayal and how others, including immigrants, perceive it- was deemed here to be of overarching importance. Amenity value in services and recreational facilities factors in rural decline and diminishes prospects for immigration, but this alone is insufficient in explaining population matters, as some areas have services but are unable to retain immigrants or the overall population. Age cohorts contribute considerably to rural decline, and community economic plans, with or without an immigration component, remain critical to the issue.

Prior to considering the prospects of immigration it is important to ask whether opportunities are actually being created for immigrants. Many communities have experienced a long-run period of economic decline and therefore have few opportunities for immigrants; others, however, have labour market shortages or service niches that constitute opportunities for immigrants.

Media perception and portrayal of rural decline, a lack of awareness of opportunities in rural areas and a general lack of information about rural Canada hinder positive portrayals. Participants therefore expressed concern that potential immigrants do not receive appropriate information about rural Canada. What do CIC immigration officers know about rural Canada? Also, what is the content of Canada's immigration website portal? Is rural Canada well represented?

Challenges

Assisting communities develop an immigration plan remains challenging, as does highlighting assets and opportunities and linking this with efforts to target potential immigrants. Compatibility between immigration and a community's social and cultural amenities is not assured. How can rural communities articulate immigration success stories? How can tool kits developed to strengthen community immigration be evaluated?

Ensuring a better connection between immigration processes and personnel and rural areas and that good data ends in the proper hands is challenging. Helping communities manage change associated with immigration and rural decline is difficult. Rural communities must

contend with the observation that many immigrants appear to go to a place where they know someone; often these places are larger cities.

Opportunities and Solutions

All communities need not concentrate on immigration as a component of a development strategy. Should they do so, however, they must take charge of the initiatives- identifying assets and targeting immigration to fill identified niches, advertising more, attracting second wave immigration and creating opportunities for foreign students to see rural Canada. Communities must recognize that employment is the key to immigrant retention while considering what constitutes a "good job" for immigrants. A strategy for support systems is also required. Better communication must be ensured between rural Canada and CIC immigration officers. Regionalization must be prioritized as a component of federal/provincial strategies to enable successful immigration to rural communities.

Research

1) What is the success of the "tool kits" that have been developed to assist community immigration efforts?
2) What makes an immigrant stay or go? Whose responsibility are the individual factors?
3) What are the structural barriers in the area of labour?

Discussion #3- Immigration and Entrepreneurship

Facilitator: Dr. Hilary Rodriques, Natural Newfoundland Nutraceuticals Inc.

Defining the Issue

The issue was defined as determining what must be done to attract entrepreneurs to rural Canada.

Challenges

It was felt that rural Canada poses challenges to entrepreneurial ventures, be they on the part of immigrants or not. For example, it was suggested that the culture of entrepreneurship is not compatible with that of many rural communities. Building networks amongst entrepreneurs across rural Canada to share opportunities and technology is difficult. Efforts to mobilize local resources, responsiveness, time and attention for the development of support systems for immigrant and non-immigrant entrepreneurs alike face impediments in rural Canada.

Discussants remarked that bringing immigrants to rural Canada is generally not easy; getting immigrants to take enterprising risks, particularly in rural areas, when they already face multiple risks in immigration is that much more difficult. Informing entrepreneurial immigrants and education, trade, commerce or immigration agencies about the opportunities in rural Canada remains challenging, as does extending economic development services to rural areas.

Opportunities and Solutions

Tremendous opportunity and resources exists within rural communities. People within a particular community who have international connections and access to a wider diaspora can tap these to promote the community to other prospective immigrants. Communities can

provide funding and opportunities to those with connections and a record of entrepreneurial success to further seek and attract immigrant entrepreneurs. Successful immigrant entrepreneurs should be celebrated.

Benchmarks that are representative of community needs must be established. Local resources can be utilized in developing link programs that target immigrant attraction to a community's specified needs. Community profiles can be created and linked with programs to address industry or sector-based needs and opportunities. Develop, preserve and transfer leading technology and promote knowledge-based entrepreneurs to communities. Great opportunities exist for immigrants in business succession.

New immigrants can be helped to succeed in entrepreneurial activities through a reduction of barriers and improved access to capital, including angel capital to assist in startup. Immigration policies should contain flexible entrance criteria that meet Canada's immigration needs while being realistic; for example, mandatory investment amounts must be commensurate with rural opportunities. Government can lead a more collective movement addressing the issue, and the roles of the federal government and Canadian embassies can be increased.

Developing partnerships for regional goal stages and promotion, as well as associations to attract and reach out to entrepreneurial prospective immigrants- for example a "Team Rural Canada"- strengthens capacity. A concerted effort at image asset building is required. This involves actively promoting rural resources and the life style of rural Canada. A better use of the media for this and other immigration attraction initiatives is required.

Rural immigration initiatives can be bolstered through proactive programming that diversifies the number of foreigners who have contact with rural Canada. This includes attracting more temporary immigrants to rural Canada, encouraging tourists to buy homes and developing living abroad programs.

Research

1) What opportunities exist to inform immigrants of entrepreneurial activities and possibilities (research networks, supports, immigration consultants and immigration officers)?
2) How best to convey the message of rural prosperity?

Discussion #4- Immigrant Cultures, Canadian Cultures, Rural Cultures

Facilitator: Jacques Lapointe, Carrefour d'immigration rurale / Rural Immigration Crossroads, Inc.

Defining the Issue

The issue was defined as determining how best to retain and encourage both local culture(s) and those of new arrivals through the reconciliation of values and interests (social, political and economic), establish both harmony and identity and improve attitudes towards change in rural communities. Is the issue simply that some communities are more open to change and shifting cultural dynamics? Furthermore, there is a need to define the processes by which rural communities can be involved in immigration.

Challenges

The challenges surrounding the issue in question are those concerning cultural diversity. Many rural communities are isolated from larger cultural flows and influences. Opportunities for growth and wider community needs and opportunities are often misunderstood by community members who exhibit resistance to change. Prior to immigration initiatives, there may already be a lack of cultural understanding among the groups present in a community. A poor economic state enhances grounds for misunderstanding between groups; a challenge exists in creating suitable employment for both long time residents and newcomers. Citizenship training may be too focused on political culture and values as opposed to other cultural values.

Opportunities and Solutions

Appropriate, sensitive and welcoming language may be used and a mosaic approach employed to create a welcoming and inclusive environment; this can include, for example, referring to "new neighbours" rather than "immigrants." Putting a human face on immigration can make a significant positive impact on the comfort level of immigrants and the wider community.

New values and cultures must co-exist with and not be seen to threaten existing cultures, heritage and values. Homogeneous communities will have different needs than heterogeneous ones. Communities can develop and/or promote material, programs and activities to learn about one another's uniqueness, as well as opportunities for cultural exchange in appropriate venues, such as schools and seniors homes. A pilot project bringing immigrants to First Nations communities was suggested as a means to promote greater cultural understanding.

Community capacity to manage cultural interactions may be enhanced through exploring best practices, sharing experience and enhancing leadership. There is a greater likelihood of success when efforts are feasible and supported by the community. Programs for cultural integration and awareness may become a part of an existing organization or program

There now exists great opportunity for creative ideas to influence immigration policy makers and foster a holistic approach to policymaking. This openness in the policy community must be paralleled by developments and activeness in geographical communities. Influential members in a community, not just official leaders, must be involved in creating a welcoming atmosphere and developing leadership and openness around the matter. It is important that those who take leadership on attracting immigration also take leadership on fostering a positive cultural dynamic.

Immigration initiatives can't be seen as detracting from other community efforts. Communities can create programs that disseminate information about immigration and their

rationale behind its pursuit. Adequate opportunities for all residents of a community must be provided alongside immigration initiatives (i.e., in areas of entrepreneurship, jobs, support for families). Youth retention efforts must be parallel to the immigration policy/process.

Immigrants need to be prepared for cultural difference and the possibility that acceptance from community is a long process. A broad-based citizenship education that emphasizes societal goals, values and cultural events can assist in preparing for cultural difference.

Family reunification can combat the pull of urban centres; families and extended families aid in ensuring immigrants stay in rural areas by reducing feelings of isolation.

Discussion #5- Immigration and Rural Canada: Labour Market and Credentials Recognition

Facilitator: David Vardy, The Harris Centre

Defining the Issue

Credential recognition complexities remain as critical barriers to immigration procedures, affecting both professions and trades. The availability of labour market information, which informs labour force planning to match supply and demand, remains insufficient, compromising the ability to accommodate new Canadians into various trades and professions. Central to the issue is the lack of alternative avenues to enter professions and trades through apprenticeship, whereby practicing members can mentor new Canadians.

New arrivals are not placed into positions where they can make the greatest contribution based upon their expertise and skills, leading to lost productivity. Participants mentioned a "closed shop/conflict of interest scenario" – most professions have been given legislative authority to police themselves and to control the numbers entering the profession, creating a barrier and restricting entry for new Canadians with professional credentials. The conflict of interest arises when Canadian society, through the legislature, allows professions to restrict entry and thereby deny Canadians of much needed services.

Challenges

Canada must compensate new Canadians and recognize, not undervalue, their credentials and capabilities. There remains no national system of credential recognition to facilitate inter-provincial movement of labour; such a lack of mobility is detrimental to best employing the human resources of immigrants. Challenges in protecting public interest from professional self-interest persist: How do governments ensure that the public interest is not subverted by the narrow interest of professions whose objectives may be to restrict rather than to service the needs of Canadians? Canada needs to work out international agreements to promote greater mobility through equivalency and reciprocal recognition.

Opportunities and Solutions

Intervention and leadership are required to address this issue, as are efforts to mobilize diverse segments of the population. Rural communities need to politicize the issue of credentials recognition through bodies such as the Federation of Canadian Municipalities. The Society of Rural Physicians of Canada should be lobbied to ensure the establishment of proper accreditation mechanisms, which can assist in the elimination of any conflict of interest that might inhibit entrance by new Canadians. The profile of general practitioners, of which there

is a shortage, needs to be raised: Canada should not only continue to encourage international medical graduates (IMGs) to fill this need but also offer more incentives to both Canadian and foreign general practitioners.

Further economic and social investment in training and an allocation of resources for credentials recognition are required. Accelerated training programs, a graduated system that recognizes different standards, bridge programs for immigrants who have no need for Employment Insurance or social assistance and government-sponsored internships are all appropriate strategic interventions to combat the labour market and credential recognition concerns of new Canadians. These need to be made more readily available.

A comprehensive policy approach and cooperation of governments, governing bodies and the public are required to address the issue. Conducting a review of regulations can ensure that public interest is protected from self-interest of self-regulated professions. Timely and more sector specific labour market information is needed to address the matter and assist new Canadians to identify opportunities to use their expertise and improve earning potential. All trades must be addressed; community colleges can be more involved in confronting issues surrounding trades.

Discussion #6- Recruitment, Selection and Integration: a Best Immigrant Fit for Rural Canada?

Facilitator: Dr. Margaret Walton-Roberts, Wilfred Laurier University

Defining the Issue

The cultural, linguistic and religious make up of smaller communities may be narrow and detrimental to accommodating a wider range of immigrants. Understanding who might constitute a best fit is important, though simplistic assumptions about what constitutes a good fit might be problematic. For example, thinking that a community has a particular cultural heritage and could therefore accept and integrate new immigrants of the same background may be misleading when that cultural element is nominal at best in a contemporary context in the community in question. Are extended family, cohort and cluster migration possible and feasible?

To what extent are communities taking an active role in the development of infrastructure to support immigration processes, such as websites with their profiles and promotional efforts for targeted recruitment? Have communities themselves thought about the process? Are labour market and business opportunities being identified prior to recruitment efforts? Participants questioned whether immigrants are being matched with the needs and opportunities in communities. Federal recruitment and settlement policies/programs are not responsive to rural realities and needs.

A part of the issue remains convincing communities that it is necessary to foster pre-immigration linkages between themselves and immigrants, follow up and provide ongoing

support. How do issues of scale inhibit rural initiatives of immigrant attraction, retention and service provision? How to encourage, develop or discover local expertise on immigration processes?

Challenges

It remains difficult to create personal connections to ensure that facilitating immigrant settlement and retention is seen as a "mission" as opposed to a "job". Adaptation by both communities and immigrants may be insufficient. The duration of the immigration process is a barrier for communities that need bodies immediately. There remains a need for consistency in policies, as it sometimes remains difficult to tell if policy is promoting or discouraging immigration. Furthermore, the diversity of community wants and needs pose challenges to regionalization efforts.

Small centres struggle to provide the human, monetary and infrastructural resources required to develop the information, tools, and processes for successful immigration attraction and retention. Existing information remains inaccessible and must be made available in different ways alongside the appropriate tools. Language supports and long-term appropriate employment to include other family members may be lacking, as is the availability of other spousal and family supports (i.e., appropriate health care services). The lack of strategic planning regarding labour needs hinders immigration initiatives.

There is an incomplete understanding of how existing immigrants may support future recruitment strategies. Mobilizing faith institutions to support economic immigrants as well as refugees remains challenging.

Opportunities and Solutions

There is considerable room for innovation in how rural areas market themselves and develop attraction strategies. This involves marketing the quality of life rural areas offer, including quality education systems, community safety and cohesiveness. The message of vibrant, attractive rural areas must be contained in imagery of Canada to provide an impression of the country as something more than the CN Tower and Niagara Falls. Communities must facilitate exploratory visits to connect with a larger number of prospective immigrants. Tourism may generate interest in immigration and communities can capture the spin off benefit of their new immigrant visitors. Offering rural homestay programs for international students early in their programs will similarly expose more foreigners to rural Canada.

Areas pursuing immigration require strategic and effective community-based planning. This includes considering immigration while planning for long-term demographic change and related issues such as business and government succession. Immigrants can bring investment capital, positive attitudes, innovation and motivation to rural areas and fill human resource gaps such as physicians, agricultural producers. Affording greater employment flexibility to international students can benefit rural areas.

Successful community-based strategies begin with pre-immigration work. Community volunteers must be incorporated into immigration processes and educated to understand and promote immigration. Supporting research at the community level can build local experts on immigration and establish knowledge bases and competitiveness beyond the large centres.

Communities require such support and knowledge to develop "neutral attraction strategies", in which communities identify needs and immigrants choose based on interest, without

intermediary persuasion. Safe guide entities that look after new immigrants are required because some immigrants have been treated poorly- for example receiving misinformation when purchasing houses or facing impediments to opening businesses- which in turn creates negative images of rural Canada.

A holistic approach to integrate the immigration system on numerous levels is required in order to most effectively identify and respond to gaps. Communities can be assisted in their efforts by a broadening of federal policy, more flexibility in programming and more regional approaches. Provinces must invest to support and enable community readiness. Provinces need to exchange information and dialogue with communities, encouraging them to identify needs and opportunities. Communities can join efforts to share information on recruitment and selection process, and all levels can assist in developing and sharing best practices. Anti-immigration attitudes must be challenged and immigration must be made to work for all Canadians.

Research

1) How do immigrants make decisions about primary and secondary immigration? Why do immigrants leave? Why do they come?
2) What are the attitudes of foreigners potentially targeted for immigration to rural Canada- e.g., what attracts the attention of Germans? How can these attitudes and motivations be focused on in rural immigration strategies?
3) What are the needs of international students and how can these be linked with rural? How can international students serve as catalysts for wider immigration efforts?
4) What works for strategic and effective community-based planning?
5) Comparative review- what are other national policies on rural immigration? Can lessons be learned from these?

Discussion #7- Immigration and Rural Canada: Research and Knowledge Needs

Facilitator: Dr. Tony Fuller, University of Guelph

Defining the Issue

The issue was approached as one of organizing, developing and accessing timely and appropriate research on the matter of immigration and rural Canada.

Challenges

Existing literature on the subject, though thought to be abundant, is not organized, systematized nor categorized to permit greater accessibility. Quality material is therefore lost. Also, research is not properly used to inform policy and practice. For example, it was felt that work that has been done on the matter of credential recognition has not been properly dealt with. Furthermore, understanding what Canadians know and feel about immigration remains challenging.

Opportunities and Solutions

Better research on immigration and rural Canada will make for better policy. One of the ways both research and policy can be strengthened is through stakeholder contribution in identifying issues and solving problems. Comparing strategies and evaluating research and

programs will lead to well-informed and stronger immigration initiatives. Clear understanding of the cultural, linguistic and marginalization issues that may arise through immigration can inform new initiatives and help change thinking around what constitutes success- for example, that large numbers alone do not equal successful immigration.

Further organization of research pertaining to rural Canada and immigration is required. For example, Metropolis, a broad-based immigration research initiative organized on international, national and regional levels, has been successful in creating comprehensive databases and connecting researchers on the topic of immigration. Connecting with such initiatives or developing something similar for rural immigration issues would be helpful. Creating bibliographies for already completed research can assist organizational efforts and improve access. Results from this Think Tank and similar events need to be followed up on and made available to researchers. Public opinion surveys and clear policies on credentials recognition can assist in clarifying some of the pertinent issues surrounding rural immigration.

Research

1) What are the characteristics of rural communities in which immigration is successful and a contributing element to community development?
2) What constitutes a "good" job vs. a "bad" job for immigrants to rural areas?
3) How does the social construct of rural imagery hamper immigration efforts? What can be done to alter negative constructs and improve immigrants' perspective on rural Canada?
4) What is the importance of cultural considerations in immigration to rural Canada? What is the relationship between cultural/ religious supports and needs?
5) What is the minimum amount of services required to attract immigrants?
6) What are the economic interdependencies between urban and rural areas? Researching catchment area around urban and rural non-adjacent areas may tell us.
7) What are the levels of satisfaction of non-immigrants in rural areas with immigration processes?
8) Why do immigrants move? What factors in their resettlement efforts?
9) What is the experience of immigrants in urban areas? How can this knowledge assist rural immigration efforts?
10) What is the role of the church in immigration?
11) What rural immigration initiatives are taking place in other countries? Comparative research is required.
12) What are the urban and rural experiences of refugees?

13) What are the requirements for labour across the provinces? How does this impact economic development?

Discussion #8- Policy and Process at Federal/Provincial Levels: Meeting the Needs of Rural Communities and Immigrants

Facilitator: Nellie Burke, Government of Newfoundland

Defining the Issue

Participants in this session questioned how provincial/federal policies on immigration can serve rural communities when priorities are not aligned with rural needs and those responsible for their development are situated in urban centres. Policies and programs need to be flexible enough to meet the needs of rural communities. For many years, immigration policy was not viewed at the federal level as a partnership between all governments and sectors, though opportunity now exists to strengthen partnerships and incorporate diverse voices in building immigration policy.

Does affordability of immigration become an issue for some communities? The need for clarity and improvement on funding matters is prevalent, as adequate resources are required to fund community services. A gap remains between the recognized need and what the federal government has made available. There remains an unclear understanding of how funds are allocated from immigration initiatives: from a 'need' point of view? From a departmental point of view? Some provinces have the capacity to accept more immigrant people but they are not getting any.

Challenges

Reconciling issues of policymaking and mobility rights at the federal and provincial levels remains challenging to regionalization efforts. Is posting individuals to specific areas still foreseeable or is it a violation of the Charter of Rights and Freedoms? How can safeguards be implemented in Provincial Nominee Programs in a manner sensitive to all concerns and objectives? Furthermore, does the waiting for application processing by temporary workers/residents constitute a human rights violation?

The centralization of processing slows regional applications and government downsizing compounds the problems that immigrants face. The needs of recent immigrants- fees and savings requirements, the lack of access or geographical proximity to procedural requirements and waiting periods- must be taken into consideration for a common sense approach in policy making. Furthermore, provincial capacity for immigration, especially in smaller provinces/territories, is insufficient. Service delivery infrastructure provides associated challenges- for example, agencies in urban centres depend on immigration for funding. Sensitivities around immigration may stifle meaningful debate and impede progress on challenging issues.

Opportunities and Solutions

Canada's Immigration Framework, mandated by federal, provincial and territorial levels, provides the opportunity to re-examine the national immigration framework, which must allow flexibility to the provinces while reflecting the needs and realities faced at the municipal level. The appropriate environment exists to include those with ground level expertise in the development and implementation of the national framework; further engaging

rural communities and rural governance bodies in the development of immigration policies will ensure these policies reflect community needs. Provincial Nominee Programs alleviate the need for and challenges associated with posting individuals to specific areas. Further capitalizing on family ties will ensure the success of such programs.

It was suggested that increased transparency is required for successful immigration policy and process, though it was wondered whether this is possible in an environment of increased bureaucratic complication. Increased efficiency is similarly required. Policies and programs may be reevaluated from the perspective of a "smart regulation" / "common sense" approach to vet out unnecessary complications and components that no longer fit. Generating productive debate and dialogue can foster creative and innovative solutions and strategies.

Research

1) What is required to retain international students?

2) What are the human resources needs across the country?

3) Objective comparative analysis across provinces, and, eventually, communities is required.

Additional Themes and Suggestions from Morning and Afternoon Discussions

The following are additional themes and suggestions that arose during morning and afternoon discussions not captured elsewhere in this report.

Policy/ Programming and Commitment to Policy Development

Despite interest in the area, there remains a considerable lack of knowledge surrounding rural immigration. This is very much the case in rural areas themselves, as immigration has never been on the radar of rural development. Immigration processes should be integrated into rural programming. Rurally unique ideas need to be heard nationally and integrated into a policy framework. Both employers and immigrants themselves need to be welcomed to provide input into policies and programming on the matter.

Geography

The vast geography of rural Canada can be a challenge to regional and community immigration strategies. Conversely, the landmass in rural Canada can be attractive to potential immigrants and those already landed, and often this is not captured adequately in attraction strategies.

Lack of Services/Capacity

Prior to looking specifically at immigration, communities need to identify issues of rural decline that speak to the decrease of human capital and economic capital. Not addressing the broader issue of rural decline will lead to a reduction in the quality of life and in the process render areas most in need of people resources undesirable to immigrants. Those concerned with rural immigration issues must ask whether immigration is the proper mechanism to combat rural population decline and the only option for development.

The following needs were identified for the enhancement of rural capacity and strategies as they relate to immigration: to stimulate and accommodate local resources in the process; to encourage local planning boards and local commitment on the matter of immigration; to make a significant effort to generate interest among those who have not yet been involved in immigration as a strategy; and to recruit local “champions”.

Rural communities can more effectively use mainstream social services and capture contributions/ resources that immigrants bring. Replicating settlement agencies in smaller centres is not always necessary.

Selection Processes, Attraction and Criteria

The issue of finding the “right immigrant” remains contentious- is there such a thing? If so, what does this constitute and how can communities locate this? While such an exploration is meaningful, rural communities need to be made aware that it may not always be feasible to choose the immigrants who settle. Conditions must exist wherein immigrants can view and select rural communities as destinations of choice, as opposed to ending up in a community by way of forced regionalization. To make such decisions, landed and potential immigrants require accurate information on employment, social services and additional aspects of life in rural Canada.

Does Canada seek immigrants in a manner that is beneficial to its rural areas? Current selection processes favour skilled, highly educated immigrants who often do not match with rural Canada's needs. Is one solution increasing the number of countries Canada draws from for immigrants? Can this benefit rural Canada?

Creative mechanisms for attraction need to be employed. Communities developing their own immigration strategies can take residents overseas to sell the community. Would advertising rural centres to immigrants as retirement communities be successful? How can rural communities more proactively use universities to enhance linkages and create more work opportunities for international students?

Humanitarian Challenges/Ethics

Throughout the day, some participants raised concerns that the thinking around immigration was disproportionately focused on economic and population questions, with insufficient attention given to ethical concerns. There are questions beyond the more prominent one of posting immigrants to specific locales: Are there ethical challenges about ignoring qualifications? Do impediments to family reunification constitute ethical violations? Is it appropriate to lure international students to stay in Canada, when their home country has made a considerable social investment in them already?

Cooperation, Information, Resource Sharing

With numerous communities and regions seeking to develop immigration strategies, how can information and program ideas be disseminated and shared amongst them? How to share amongst provinces? How to compare, contrast and replicate elsewhere?

All government agencies need to work together and not against each other. It was mentioned that there are too many separate immigration branches and a remaining need to form partnerships with the provincial, federal and municipal governments and make connections at the community level. Awareness building is also required within government offices. Furthermore, there is a need to bring together Non Governmental Organizations, business development and governmental levels to integrate initiatives. The connections between all stakeholders must be enhanced.

Image / Perception

Concern was expressed that people from economically less developed countries have a wrong impression about rural Canada and that this hampers rural immigration initiatives. Rural areas must effectively communicate the message that they offer more amenities and services than do rural areas in other countries without the busy streets, sidewalks and traffic congestions of urban centres. Making new immigrants aware of all the opportunities and advantages associated with living in rural Canada is a priority and a matter to be addressed through programming initiatives. Clear information must be disseminated to counteract misimpressions. For example, how many new or prospective immigrants are aware of the vast number of French speaking areas outside of Quebec?

Similarly, rural Canada has a misguided impression of immigration; it is necessary to change public opinion/attitudes to understand that "immigrants are not here to eat bread" but rather to contribute to Canadian society. Immigrants can't be seen as a bundle of need and common stereotypes must be properly interrogated from all angles. For example, is it really true that all immigrants only want to move to large urban areas to join "their community", or are many

motivated more by joining greater Canadian society? How many would be willing to make a trade off, receiving (potentially) lower income in rural areas for greater safety and security?

Job/Credentials

Though much attention is paid to addressing issues of credential recognition and qualifications, is it possible that these mask rural Canada's real immigration needs? Are there actually jobs available for new arrivals? Is it possible to bring in young people and provide training Canada to circumvent issues of credentials recognition? Is it reasonable to expect families composed of two professionals to move to rural areas if there are not jobs for both spouses? How can this be rectified?

Research Questions, Research Needs

- Access experienced immigrants who have already faced obstacles settling in Canada in general and rural Canada in particular to inform research and policy. (i.e., employ a survey of foreign doctors in rural communities to determine amount satisfaction living in rural areas and what attracted them).
- Conduct further research on the matter of domestic migration and immigrants. What are immigrant migration patterns within Canada? How do these compare with Canada's overall population? How much do we know about the phenomenon of immigrants migrating from rural areas to urban? What are the economic, social and cultural forces behind such migration? Is migration to cities unstoppable?
- Are children of immigrant farmers more likely to leave for larger centres and not take up farming when they grow, and therefore reflect rural trends of out migration?
- What are the issues of social cohesion and rural immigration? How do these inhibit immigration efforts? How well can immigrants integrate into rural society? How well can they find jobs? What happens to immigrants socially and economically in rural areas?
- What are the specific challenges that immigrant women face when settling in rural Canada? Do women have appropriate support systems when they migrate to rural Canada? How can supports be improved?
- What is the role of immigration consultants?
- Develop a greater understanding of what services immigrants require. Do immigrants require immediate proximity to services in order to settle, or are they willing to commute to larger nearby centres?
- Is population maintenance or expansion desirable? Do we instead require strategies for rural population decline?

Wrap Up

Reporters

Three reporters were invited to give impressions on the day and offer their perspective on the matter of rural immigration.

1. **Tom Denton**- Manitoba Immigration Council

Mr. Denton stressed that immigration policy and requirements must be adapted to fit the needs of all Canadians and that a common sense approach is lacking. He suggested that a national population strategy is needed to inform immigration policy. Those developing rural immigration strategies should consider creative ways to meet their goals, including "poaching" - seeking those willing to migrate from urban areas rather than looking exclusively overseas.

2. **Lori Wilkinson**- University of Manitoba

Dr. Wilkinson stressed that rural communities need to carefully prepare for the arrival of immigrants. Changing the thinking around immigration is an appropriate step- for example, considering those who move to a Canadian community from overseas as new neighbours and community members as opposed to immigrants, a term that brings with it much baggage and connotations of difference. She stated that a cultural understanding is imperative to successful immigration dialogue and urged that that we focus on the commonalities and values shared by new arrivals and the Canadian-born population. Those involved in immigration processes need to recognize the challenges in accessing resources and that the process is slow. Starting small and bringing research endeavours together is an appropriate next step in moving the agenda on rural immigration in Canada forward. Matching policy with community and national needs is required.

3. **Bill Reimer**- New Rural Economy, Concordia University

Dr. Reimer stated that many of the issues touched upon during the day relate well to the New Rural Economy Project. He wondered how the needs of rural areas in general may be addressed with immigration policy and immigrants. Local needs must be built into the process and the issue of social inclusion/exclusion must be addressed.

Closing Remarks

Dr. Greenwood and Dr. Annis gave closing remarks to wrap up the day, thanking the event's steering committee, facilitators, presenters and reporters, the RDI team that handled logistics and administration of the event, the staff at the Keystone Centre and Canad Inns, and the NRE and Brandon University students who served as note takers during the day. They reiterated both the need to continue to actively link the areas of research, policy and practice on the matter of rural immigration and the importance of the theme to rural communities.

Conclusion and Follow Up

The following section contains an event evaluation overview and recommended next steps for following with the theme, both originally contained in workshop evaluation forms distributed at the end of the day. The section also includes additional learnings, a summary of key observations from the day.

Summary of Workshop Evaluation

See Appendix #4 for full evaluation.

Feedback on the day from participants was overwhelmingly positive. Of thirty-five respondents, thirty-two gave the workshop an overall rating of "good" (the highest), three gave a rating of "satisfactory" and none gave a rating of "poor" (the lowest).

Thirty-four of thirty-five respondents either strongly agreed or agreed on three points: that the workshop was organized and flowed well; that the workshop topics were of interest; and that the presenters provided useful information. All thirty-five either strongly agreed or agreed that the handout materials were clear and easy to understand.

Next Steps

The following reflects recommended follow up activities as stated on participants' event evaluation forms:

- Revisit the topic in near future (one-two years) to determine progress achieved
- The NRE should adopt the immigration theme
- Applying for a Community University Research Alliance (CURA)- Social Sciences and Humanities Research Council of Canada (SSHRC) grant in partnership with rural immigration partners and CIC to examine the issue of rural immigration
- Examine findings of the Think Tank and other relevant events/research to plan events with greater focus on specific issues within rural immigration. Suggested examples for topics:
    - opening small communities to immigrants
    - immigrant youth
    - population strategy for Canada
    - partnerships with aboriginal communities for immigration initiatives
    - immigrant women's experiences in rural communities
    - international students as potential immigrants to rural Canada
    - rural entrepreneurship and immigration
    - capacity building/leadership in rural communities
    - rural clusters
    - role of university as rural/regional outreach centers
    - rural industry linkages to urban knowledge economy
    - further identifying the topics that are specific to rural communities and immigration

Learnings

Policy

Event proceedings revealed that unique rural challenges and opportunities necessitate that immigration policy be investigated with a "rural lens". Rural immigration efforts may be greatly enabled by a critical review of current federal and provincial immigration policies to determine whether they meet the needs of rural Canada. Similarly, actively seeking greater rural input into immigration policy formation is required. The national immigration framework must be flexible enough to deal with diverse immigration needs, including those of rural areas.

Research

Again recognizing the vastly different challenges and opportunities rural areas face vis-à-vis urban areas, greater attention towards the development of research initiatives on immigration that speak directly to rural areas is required. This includes a more concerted effort at conducting further research on the theme that reflects rural interests and issues, as well as giving particular attention to appropriately organizing and disseminating the results of such research. Already existing knowledge on the theme must also be made more accessible: this includes a further sharing of findings, such as those of this event, to inform and connect appropriate and interested researchers to the theme. Interested researchers should be encouraged to follow up on the numerous knowledge needs identified during the event. Consideration of a rural component for Metropolis or the development of a similar entity expressly for purposes of rural immigration would enhance research focus and capability on the theme.

Practice/Community

Rural communities and stakeholders must give serious consideration of opportunities and limitations of immigration within the context of overarching rural opportunities and challenges. This event spoke to the need for strengthening coordinated capacity and mechanisms to facilitate the organization and sharing of resources and experiences of rural immigration among communities; this in turn will assist communities address immigration goals and concerns through the development of knowledge and expertise. Though not necessarily a desirable option for all communities, immigration should be put on the radar of rural development to lend to knowledge and interest on the theme. A consideration of how existing rural programs, services and infrastructure may be utilized in immigration pursuits is required.

Policy/Research/Practice Interface

Participants felt that the Think Tank cannot serve as a one off event in which regionally diverse representatives from the areas of policy, research and practice gathered to discuss the topic of rural immigration for one day alone. With key issues and associated challenges and opportunities being identified at the day, it remains critical to develop the appropriate venues, supports and mechanisms that channel these into successful practice on the theme.

The day's proceedings further revealed the range and scope of the issue of rural immigration and the critical need to recognize the issue as one that requires the efforts and expertise of a vast range of actors. Rural immigration cannot be viewed as the sole purview of any one governmental department: rather, the social, economic and cultural complexities and

interdependencies require a cross-governmental approach. Similarly, a wide range of rural stakeholders must be engaged in discussions and decision-making processes.

Required then are conscientious follow up initiatives on the theme that invite perspective and expertise from many diverse actors. Further connection and cooperation between those in the areas of policy, research and practice and consistency in deliberations on the matter of rural immigration are needed. Further discussion and dissemination of lessons, practices, and tools and the establishment of working groups on the matter of rural immigration would encourage the sharing of federal and provincial policy developments, research expertise and community needs and successes.

Rural immigration efforts would benefit immensely from a coordinated effort of policy/research/practice towards rural re-imaging, directing a more positive message of rural to all Canadians, landed immigrants and prospective immigrants.

Rural communities must continue to press to access to government personnel and research expertise to inform community decisions and obviate having to begin anew with each individual immigration initiative. Strategies must reflect community needs and national opportunities in a manner that successfully addresses ethical/humanitarian challenges.

Appendix #1- Participants List

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Appendix #2- Agenda

CRRF-RDI National Rural Think Tank 2005
Immigration and Rural Canada:
Research and Practice
April 28, 2005

Agenda

Objectives:

- *to identify* the pertinent issues surrounding rural immigration policy, research and practice
- *to clarify* the pertinent issues surrounding rural immigration policy, research and practice
- *to inform* of the existing policy and opportunities surrounding rural immigration within the framework of "the present rural reality"
- *to connect* the perspectives of research, policy and application by engaging interests, opinion and expertise from broad fields
- *to provide* an opportunity for networking, facilitating future follow up on the theme
- *to mobilize* people and ideas towards a national rural immigration agenda
- *to promote* active participation and contributions from all in attendance

Time	Agenda Item
8:00-9:00 *East Entrance*	Registration
8:00-9:00 Salon A	Informal meet and greet
9:00-9:30 Salon A	▪ Greetings from **Louis Visentin**, BU President ▪ Greetings from **Rob Greenwood**, CRRF President and Chair of National Rural Research Network ▪ Greetings from **Robert Annis**, Director of RDI
9:30-10:30 *Salon A*	Plenary #1 - Immigration and Rural Canada: What are the Issues? Objective: to identify the pertinent issues surrounding rural immigration policy, research and practice. Method: Participants will be seated at assigned tables, ensuring an appropriate mix for discussion and the generation of ideas, and invited to answer the following: "From your perspective as a _____, what are the key issues that need to be addressed in Rural Immigration policy, research and practice?" It will be stressed that this session is for the generation of a list of issues, not an attempt to answer them. The issues identified from this session will feed into the afternoon's break out sessions. Each table will have 30 minutes to discuss freely what are the top issues surrounding rural immigration policy and practice. 15 minutes will then be allowed to finalize and record the Top 5. Table Top-5 lists will be compiled to determine the top issues to be clarified and debated during the afternoon breakouts. The final 15 minutes will be given for each table to report back to the larger group.

10:30-11:00 *Salon A*	Health Break An opportunity for personal discussions and establishing new contacts		
11:00-12:00 *Salon A*	What do we know? Plenary Briefings Objective: To *inform* of the existing policy and opportunities surrounding rural immigration within the framework of "the present rural reality". Method: Three brief presentations on rural immigration demography, federal perspective and provincial capacities will be offered.		
	a. Demographic Picture of Rural Immigration (20 minutes)	b. Federal Perspective on Regional Immigration (20 minutes)	c. Provincial Capacities and Opportunities for Rural Immigration - Examples from Manitoba and British Columbia (20 minutes)
	Presenter: **Roland Beshiri,** Statistics Canada	Presenter: **Rob Vineberg**, Citizenship and Immigration Canada	Presenter: **Gerry Clement**, MB Labour and Immigration and **Kerry Pridmore**, Government of BC
12:00-1:00 *Salon A*	Buffet Lunch *An opportunity for personal discussions and establishing new contacts*		
1:00-4:30	Break Out Sessions Objective: To *clarify* the pertinent issues surrounding rural immigration policy and practice Participants will be informed of the issue to be presented in each break out session, which was determined from the list generated during the morning sessions, and then asked to attend a session of their choosing. Each 1.5 hour session will consist of discussing, debating and recording the following: 4. Defining the Issue 5. What are the challenges? 6. What are the opportunities? 7. What are the solutions? Facilitators will be given the opportunity to speak briefly about their experience/expertise in the field of immigration/rural development		
1:00-2:30	Break Out Sessions #1		

Salon A Salon B Private Dining Rm A *Private Dining Rm B*	Break Out Session 1a Issue: To be Determined in morning sessions Facilitator: **Tony Fuller** University of Guelph	Break Out Session 1b Issue: To be Determined in morning sessions Facilitator: **David Bruce** Rural and Small Town Program, Mount Allison University	Break Out Session 1c Issue: To be Determined in morning sessions Facilitator: **Nellie Burke** Government of Newfoundland and Labrador	Break Out Session 1d Issue: To be Determined in morning sessions Facilitator: **David Vardy** The Harris Centre
2:30-3:00	Health Break in Salon A An opportunity for personal discussions and establishing new contacts			
3:00-4:30	Break Out Sessions #2			
Salon A Salon B Private Dining Rm A *Private Dining Rm B*	Break Out Session 2a Issue: To be Determined in morning sessions Facilitator: **Margaret Walton-Roberts** Wilfred Laurier University	Break Out Session 2b Issue- To be Determined in morning sessions Facilitator: **Jacques Lapointe** Carrefour d'Immigration Rurale	Break Out Session 2c Issue- To be Determined in morning sessions Facilitator: **David Douglas** University of Guelph	Break Out Session 2d Issue- To be Determined in morning sessions Facilitator: **Hilary Rodrigues** Natural Newfoundland Nutraceuticals
4:30-5:30	Reporters, Plenary and Wrap Up taking place in Salon A Method: Participants reconvene as one group Reporters will present the findings of each think tank session Reporters: 8. **Tom Denton**- Manitoba Immigration Council 9. **Lori Wilkinson**- University of Manitoba 10. **Bill Reimer**- NRE Participants are invited to speak to the following question: *What is required to build a national research and policy agenda on Rural Immigration?* Wrap Up: **Rob Greenwood**, Canadian Rural Revitalization Foundation **Robert Annis**, Rural Development Institute			

Appendix #3- Group Top-Five Lists

Group 1- Presented by Dr. Joseph Garcea, University of Saskatchewan

1. Immigration and growth
2. Immigration and community reception/capacity
3. Immigration and industry
4. Immigration and aboriginal population
5. Immigration and education

Group 2 - Presented by David Bruce, Mount Allison University

1. Profile of immigrants most likely to move to and stay in rural
2. Federal bureaucratic process must be improved
3. Federal/Provincial programs too narrow and exclusive
4. Community, capacity: what capacities are needed, how can they be built
5. Immigration settlement agencies are urban-based- how to link to/support rural
6. Labour market credentials/needs/strategies-a strategy/linkages are required

Group 3 - Presented by Ben Rempel, Manitoba Labour and Immigration

1. How can immigration resolve the perceived issues of rural decline?
2. How can effective linkages be encouraged between regional stakeholders and agents of planning, preparation and policy to create regional districts of choice?
3. How to integrate new immigrants effectively in rural Canada?
4. How to identify existing issues around human capital needs in regions, and local capacity for meeting those needs through immigration?
5. How to address and erase the deficit in research and knowledge around the business and challenges of rural immigration?

Group 4-Presented by Les Routledge, Prairies Practitioners Group

1. Succession/demographic challenge
2. Fast track/immediate action- “ready-shoot-aim”
3. Perceived images of rural Canada
4. Connecting policy target with needs
5. How to retain

   -settlement/integration/reduce isolation

   -cohort versus families/individuals
6. Connecting education to immigration

7. Funding entrepreneurs in rural communities

Group 5- Presented by Rob Vineberg, Citizenship and Immigration Canada

1. How do we get communities to identify their own strengths and weaknesses?
2. Where do we target the search for immigrants (overseas or large Canadian centres)?
3. Is the overall citizenship and Immigration policy meeting the needs of Canadians (Especially in smaller centres and rural areas)?

3a. Does Canada need a population policy in order to develop an appropriate immigration policy?

4. What is the role of municipal, provincial and territorial governments in immigration recruitment and selection? What role of communities?
5. How to deal with family reunification issues?

Group 6-Presented by Jacques Lapointe, Carrefour d'immigration rurale / Rural Immigration Crossroads, Inc.

1. Raise awareness of benefits of immigration – arts, economy, education and social programs
2. More immigrant input in immigration discussion. “Humanize immigration”
3. French immigration outside Quebec
4. Integration (not assimilation) issues and opportunities (mosaic not melting pot)

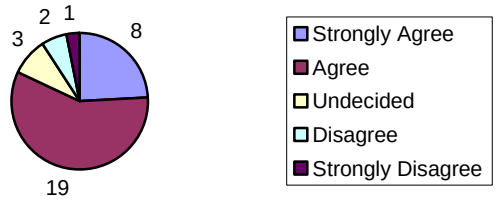
   -preparing local communities

   -inclusive of everyone in incoming families (especially women; gender issues)
5. Recognizing credentials by provinces
6. More qualitative research

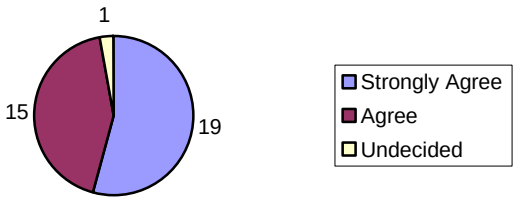
Appendix #4- Workshop Evaluation

Scale= Strongly agree (Highest) ; Agree; Undecided; Disagree; Strongly disagree (Lowest)

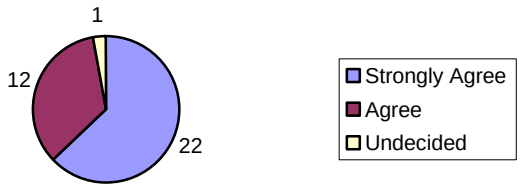
Communication regarding the workshop was clear and timely



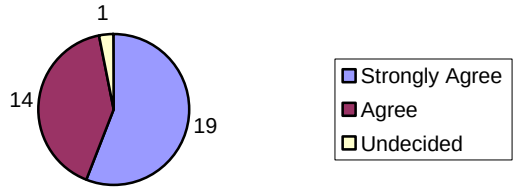
The workshop was organized and flowed well.



The workshop topics were of interest to me.

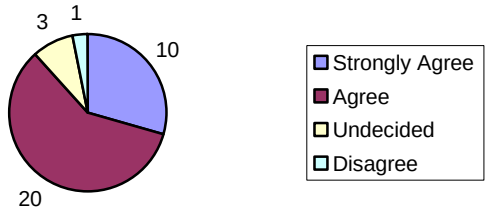


The presenters provided useful information.

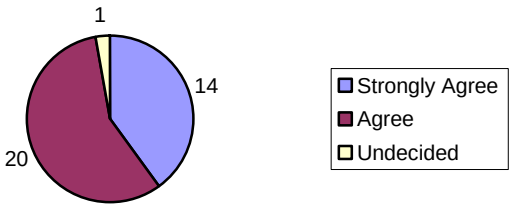


The handout materials were clear and easy to understand.

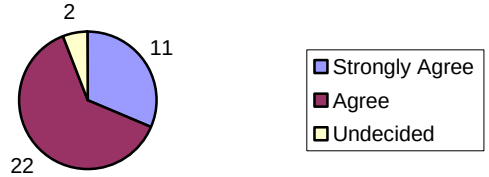
The workshop location worked well for me.



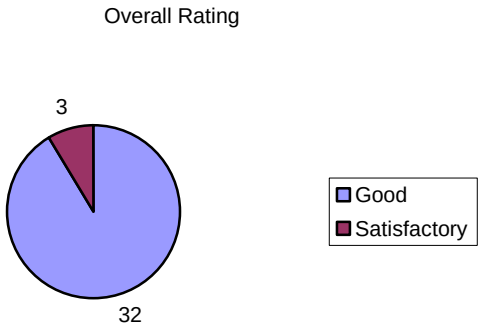
The meals and refreshment breaks were timely.



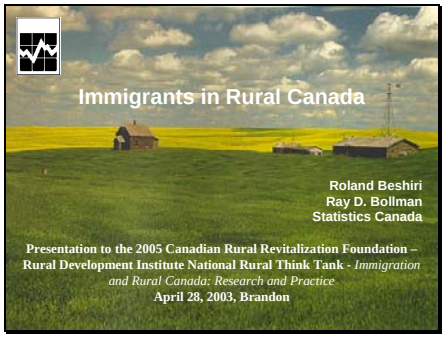
The food & beverages at the meals and refreshment breaks were good.

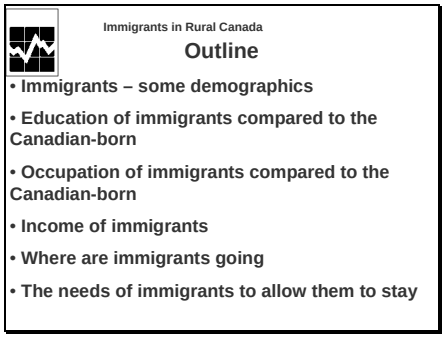


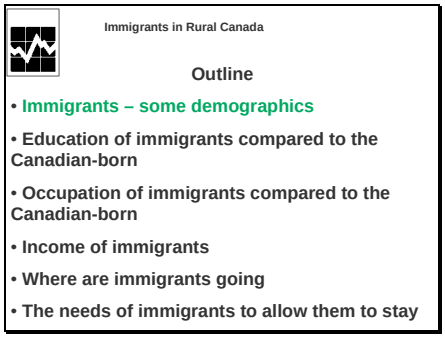
Scale= Good (Highest); Satisfactory; Poor (Lowest)

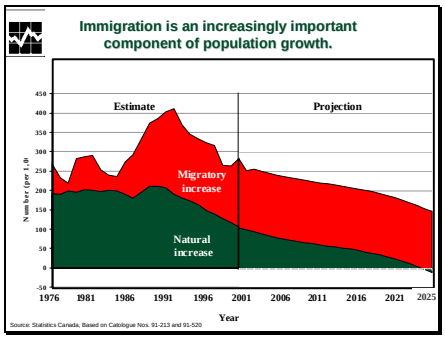


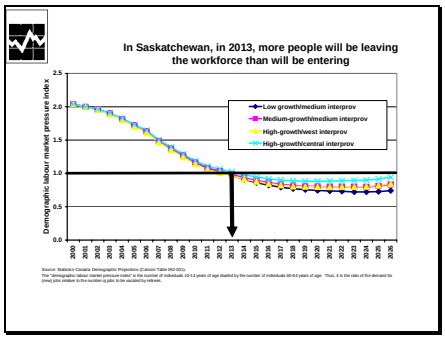
Appendix #5- Roland Beshiri Presentation

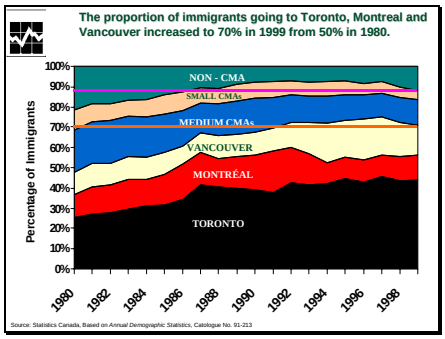


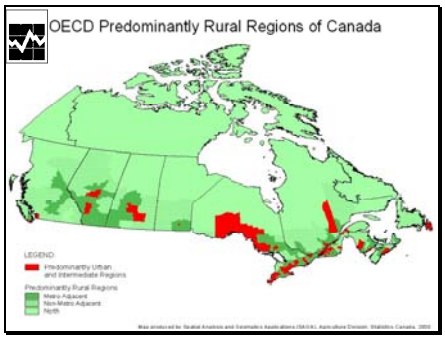


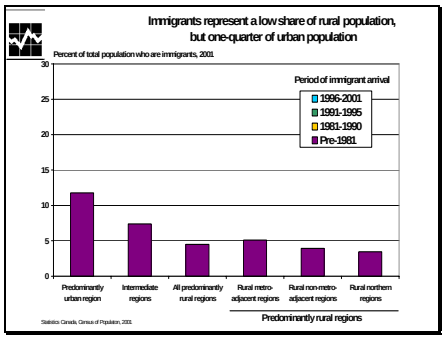


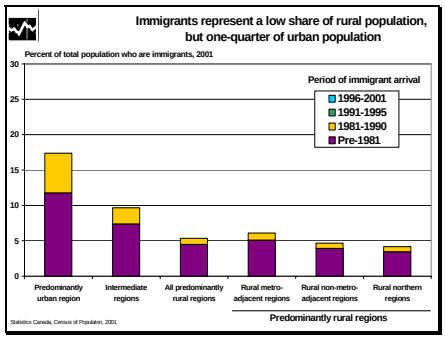


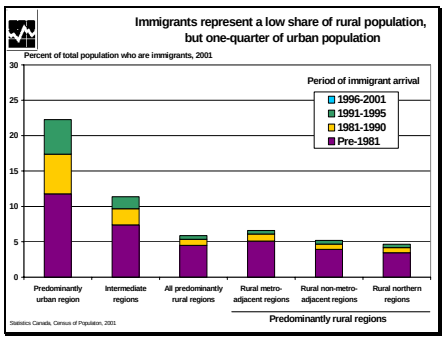


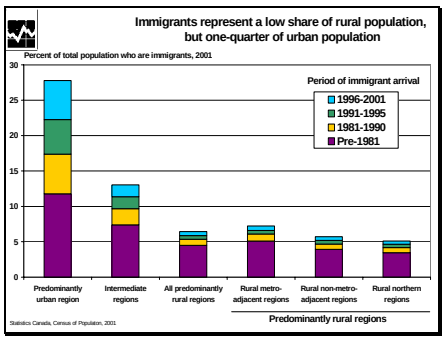


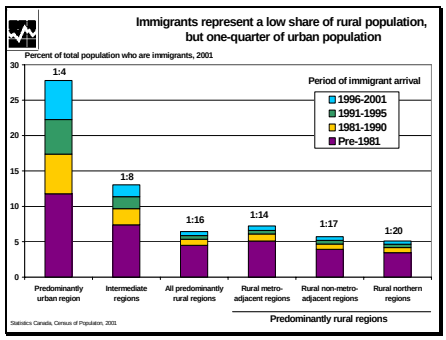


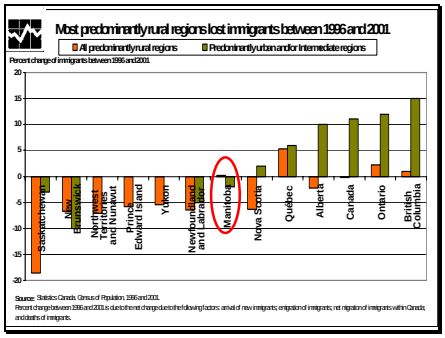


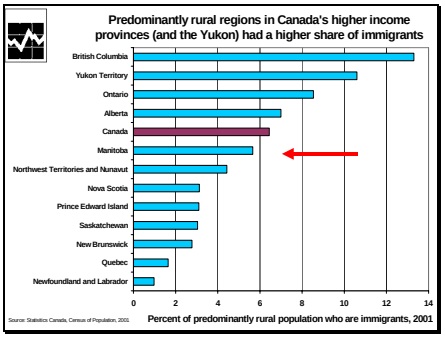


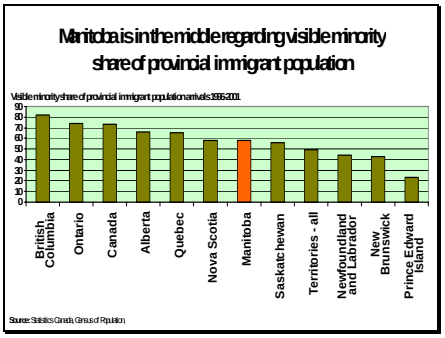


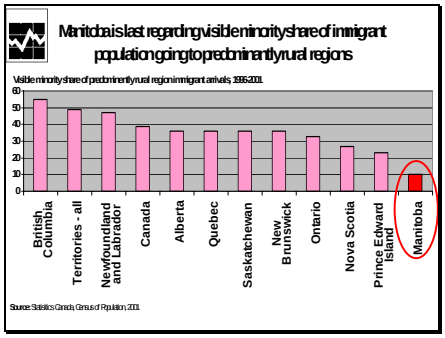


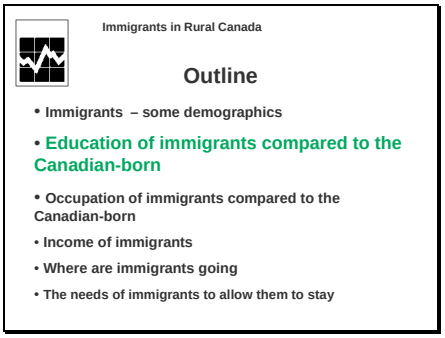


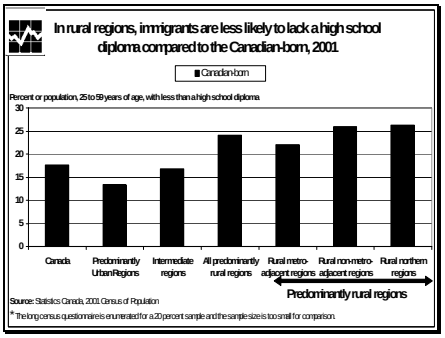

Most predominantly rural regions lost immigrants between 1996 and 2001
All predominantly rural regions
Predominantly urban and/or Intermediate regions
Percent change of immigrants between 1996 and 2001
Saskatchewan
New Brunswick
Northwest Territories and Nunavut
Prince Edward Island
Yukon
Newfoundland and Labrador
Manitoba
Nova Scotia
Quebec
Alberta
Canada
Ontario
British Columbia
Source: Statistics Canada, Census of Population, 1996 and 2001.
Recent changes between 1996 and 2001 is due to the net change due to the following factors: arrivals of new immigrants; emigration of immigrants; net migration of immigrants within Canada; and deaths of immigrants.

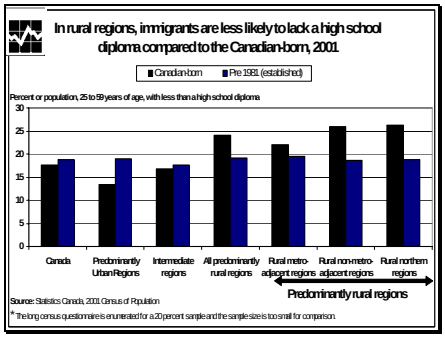

Predominantly rural regions in Canada's higher income provinces (and the Yukon) had a higher share of immigrants
British Columbia
Yukon Territory
Ontario
Alberta
Canada
Manitoba
Northwest Territories and Nunavut
Nova Scotia
Prince Edward Island
Saskatchewan
New Brunswick
Quebec
Newfoundland and Labrador
Percent of predominantly rural population who are immigrants, 2001


Manitoba is in the middle regarding visible minority share of provincial immigrant population
Visible minority share of provincial immigrant population arrivals 1996-2001
British Columbia
Ontario
Canada
Alberta
Quebec
Nova Scotia
Manitoba
Saskatchewan
Territories - all
Newfoundland and Labrador
New Brunswick
Prince Edward Island
Source: Statistics Canada, Census of Population


Manitoba is last regarding visible minority share of immigrant population going to predominantly rural regions
Visible minority share of predominantly rural region immigrant arrivals, 1996-2001
British Columbia
Territories - all
Newfoundland and Labrador
Canada
Alberta
Quebec
Saskatchewan
New Brunswick
Ontario
Nova Scotia
Prince Edward Island
Manitoba
Source: Statistics Canada, Census of Population, 2001


Immigrants in Rural Canada
Outline
• Immigrants – some demographics
• Education of immigrants compared to the Canadian-born
• Occupation of immigrants compared to the Canadian-born
• Income of immigrants
• Where are immigrants going
• The needs of immigrants to allow them to stay


In rural regions, immigrants are less likely to lack a high school diploma compared to the Canadian-born, 2001
Canadian-born
Percent or population, 25 to 59 years of age, with less than a high school diploma
Canada
Predominantly Urban Regions
Intermediate regions
All predominantly rural regions
Rural metro-adjacent regions
Rural non-metro-adjacent regions
Rural northern regions
Predominantly rural regions
Source: Statistics Canada, 2001 Census of Population
* The long census questionnaire is enumerated for a 20 percent sample and the sample size is too small for comparison.


In rural regions, immigrants are less likely to lack a high school diploma compared to the Canadian-born, 2001
Canadian-born
Pre 1981 (established)
Percent or population, 25 to 59 years of age, with less than a high school diploma
Canada
Predominantly Urban Regions
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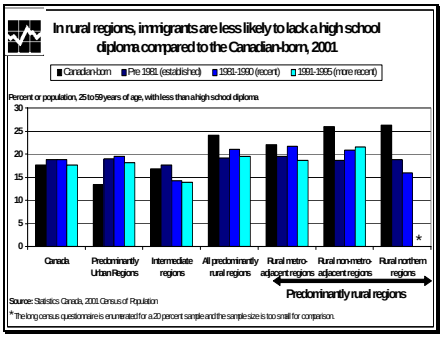
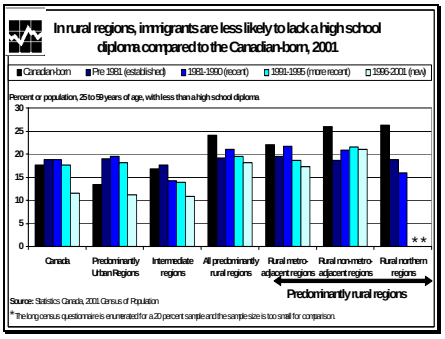
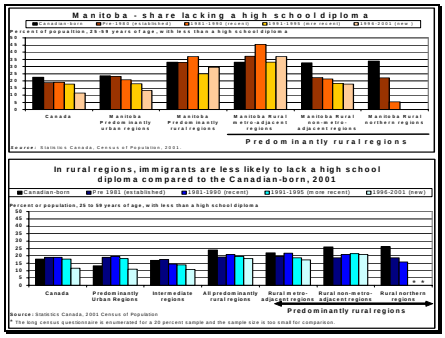
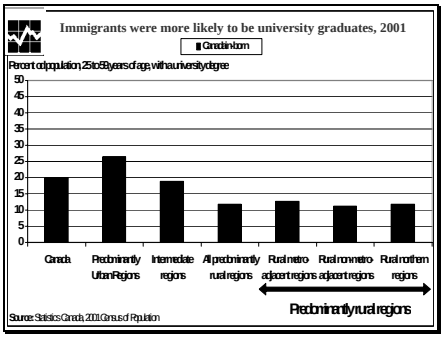
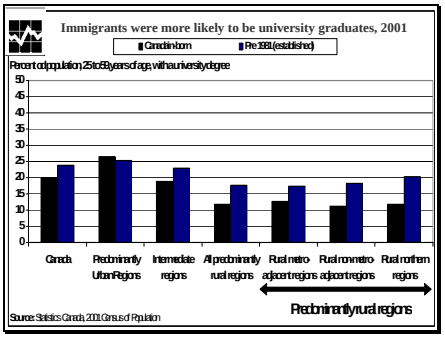

In rural regions, immigrants are less likely to lack a high school diploma compared to the Canadian-born, 2001
Canadian-born
Pre 1981 (established)
1981-1990 (recent)
1991-1995 (more recent)
Percent or population, 25 to 59 years of age, with less than a high school diploma
Canada
Predominantly Urban Regions
Intermediate regions
All predominantly rural regions
Rural metro-adjacent regions
Rural non-metro-adjacent regions
Rural northern regions
Predominantly rural regions
Source: Statistics Canada, 2001 Census of Population
* The long census questionnaire is enumerated for a 20 percent sample and the sample size is too small for comparison.


In rural regions, immigrants are less likely to lack a high school diploma compared to the Canadian-born, 2001
Canadian-born
Pre 1981 (established)
1981-1990 (recent)
1991-1995 (more recent)
1996-2001 (new)
Percent or population, 25 to 59 years of age, with less than a high school diploma
Canada
Predominantly Urban Regions
Intermediate regions
All predominantly rural regions
Rural metro-adjacent regions
Rural non-metro-adjacent regions
Rural northern regions
Predominantly rural regions
Source: Statistics Canada, 2001 Census of Population
* The long census questionnaire is enumerated for a 20 percent sample and the sample size is too small for comparison.


Manitoba - share lacking a high school diploma
In rural regions, immigrants are less likely to lack a high school diploma compared to the Canadian-born, 2001
Predominantly rural regions


Immigrants were more likely to be university graduates, 2001
Canadian-born
Percent of population, 25 to 59 years of age, with a university degree
Canada
Predominantly Urban Regions
Intermediate regions
All predominantly rural regions
Rural metro-adjacent regions
Rural non-metro-adjacent regions
Rural northern regions
Predominantly rural regions
Source: Statistics Canada, 2001 Census of Population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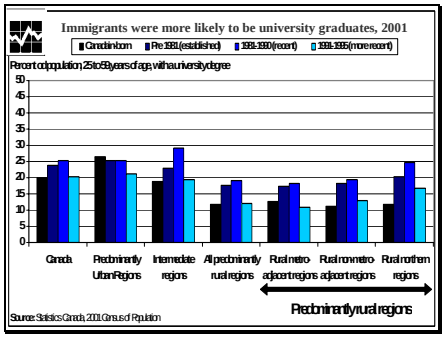
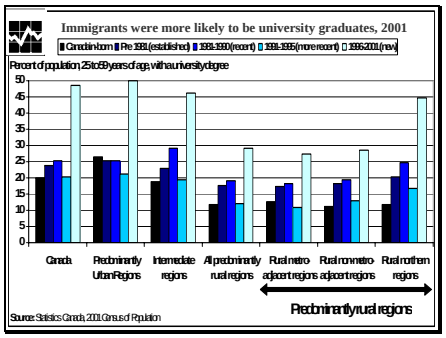
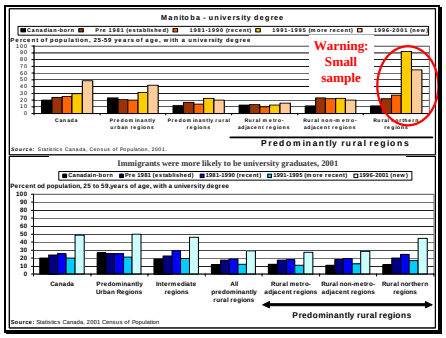
Source: Statistics Canada, 2001 Census of Population



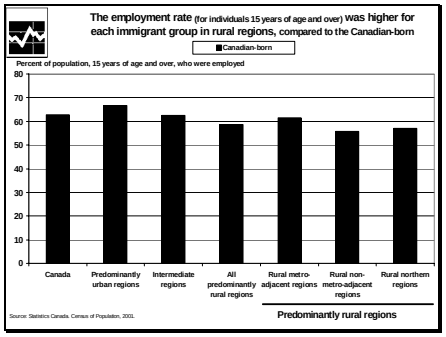


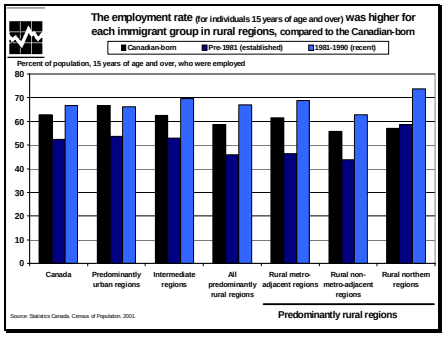


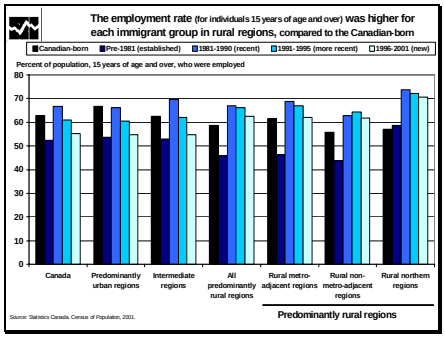
Immigrants in Rural Canada

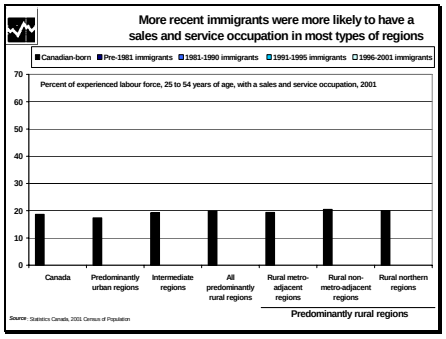
Outline

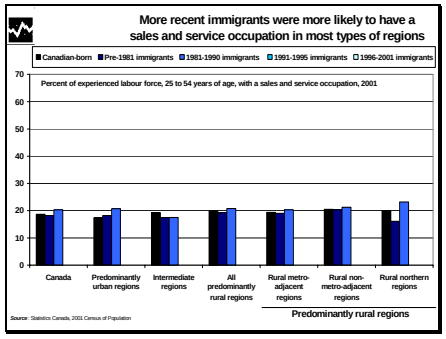
- Immigrants – some demographics
- Education of immigrants compared to the Canadian-born
- **Occupation of immigrants compared to the Canadian-born**
- Income of immigrants
- Where are immigrants going
- The needs of immigrants to allow them to stay

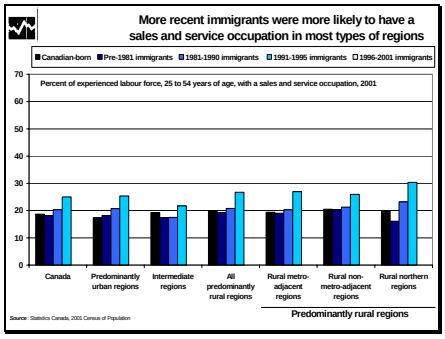


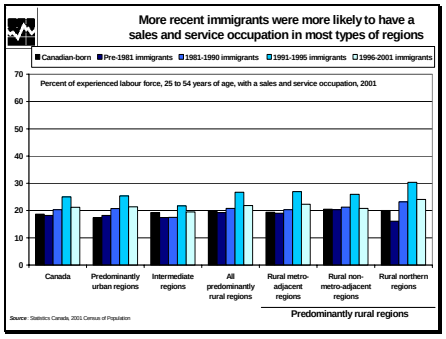


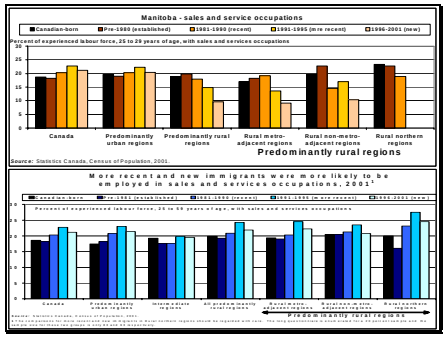


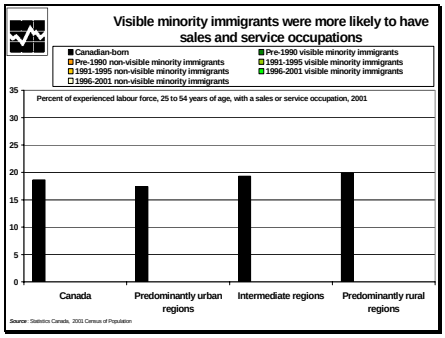


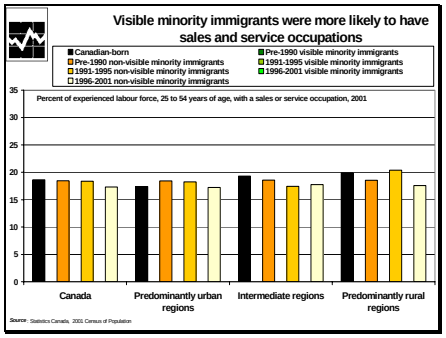









Visible minority immigrants were more likely to have sales and service occupations
Canadian-born
Pre-1990 non-visible minority immigrants
1991-1995 non-visible minority immigrants
1996-2001 non-visible minority immigrants
Pre-1990 visible minority immigrants
1991-1995 visible minority immigrants
1996-2001 visible minority immigrants
Percent of experienced labour force, 25 to 54 years of age, with a sales or service occupation, 2001
Canada
Predominantly urban regions
Intermediate regions
Predominantly rural regions
Source: Statistics Canada, 2001 Census of Population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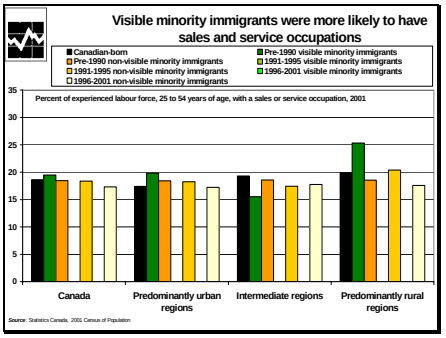
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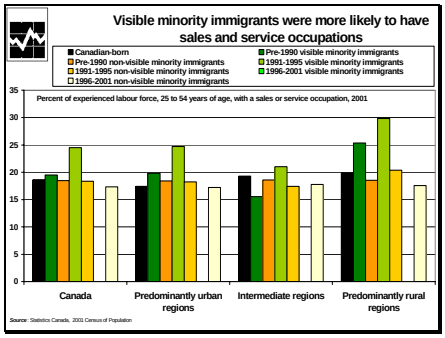
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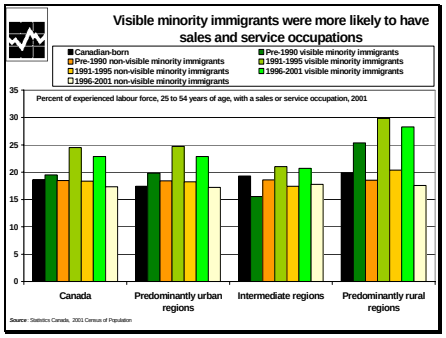
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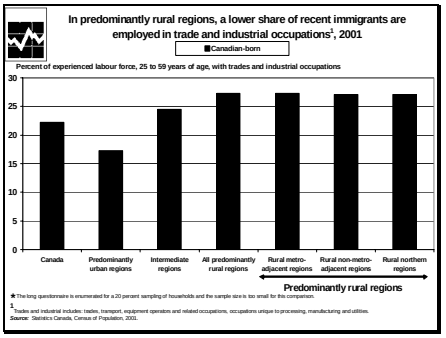
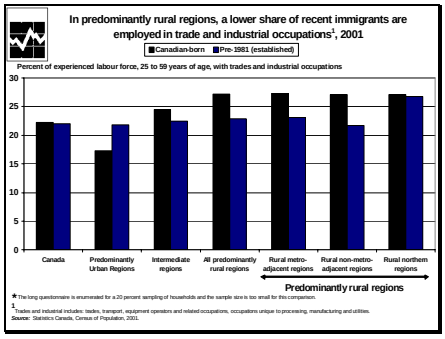

In predominantly rural regions, a lower share of recent immigrants are employed in trade and industrial occupations[1], 2001
Canadian-born
Percent of experienced labour force, 25 to 59 years of age, with trades and industrial occupations
Canada
Predominantly urban regions
Intermediate regions
All predominantly rural regions
Rural metro-adjacent regions
Rural non-metro-adjacent regions
Rural northern regions
Predominantly rural regions
★The long questionnaire is enumerated for a 20 percent sampling of households and the sample size is too small for this comparison.
1 Trades and industrial includes: trades, transport, equipment operators and related occupations, occupations unique to processing, manufacturing and utilities.
Source: Statistics Canada, Census of Population, 2001.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Canadian-born
Pre-1981 (established)
Percent of experienced labour force, 25 to 59 years of age, with trades and industrial occupations
Canada
Predominantly Urban Regions
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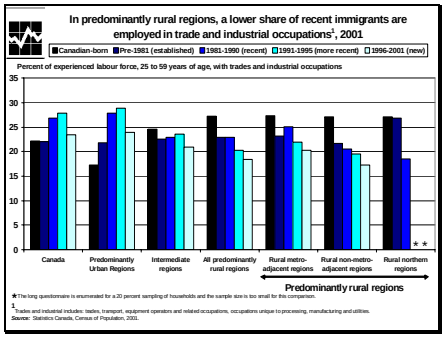
In predominantly rural regions, a lower share of recent immigrants are employed in trade and industrial occupations[1], 2001
Canadian-born
Pre-1981 (established)
1981-1990 (recent)
1991-1995 (more recent)
1996-2001 (new)
Percent of experienced labour force, 25 to 59 years of age, with trades and industrial occupations
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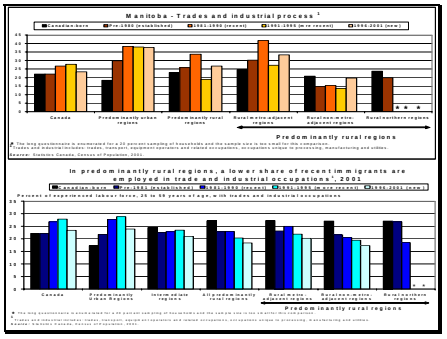
Manitoba - Trades and industrial process [1]
Predominantly rural regions
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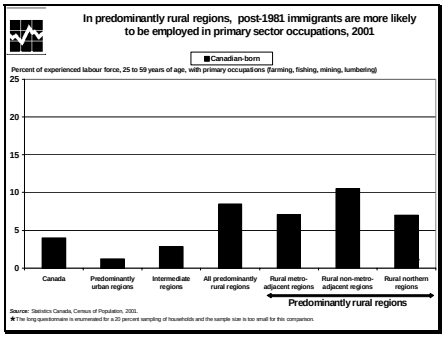
Predominantly rural regions


In predominantly rural regions, post-1981 immigrants are more likely to be employed in primary sector occupations, 2001
Canadian-born
Percent of experienced labour force, 25 to 59 years of age, with primary occupations (farming, fishing, mining, lumbering)
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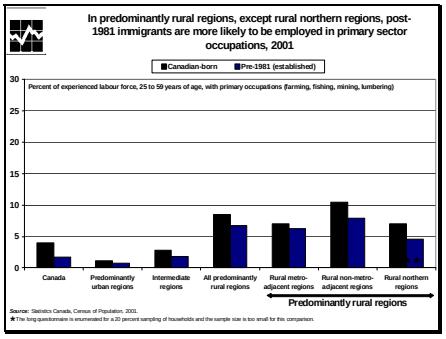
In predominantly rural regions, except rural northern regions, post-1981 immigrants are more likely to be employed in primary sector occupations, 2001
Canadian-born
Pre-1981 (established)
Percent of experienced labour force, 25 to 59 years of age, with primary occupations (farming, fishing, mining, lumbering)
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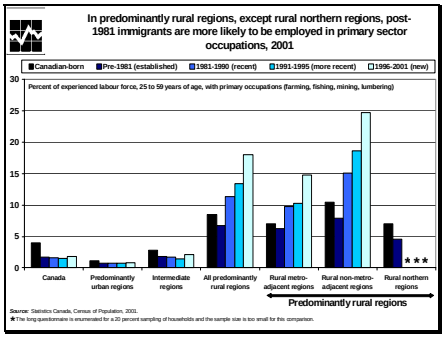
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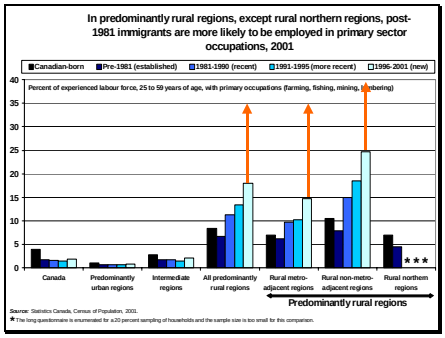
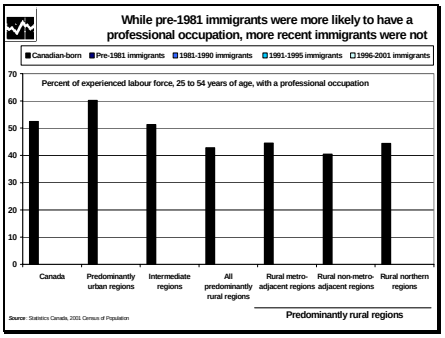
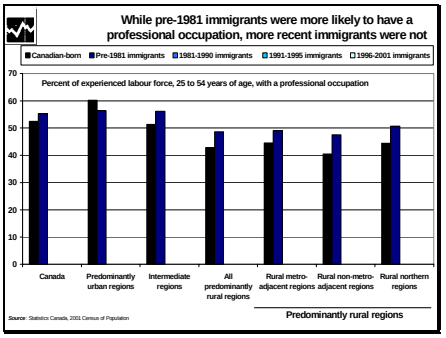
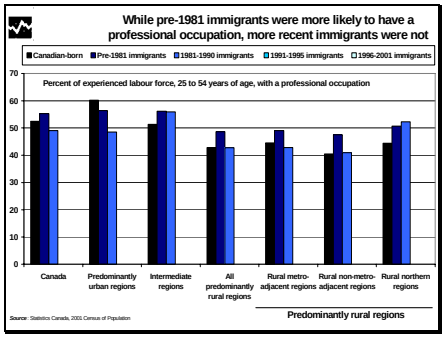
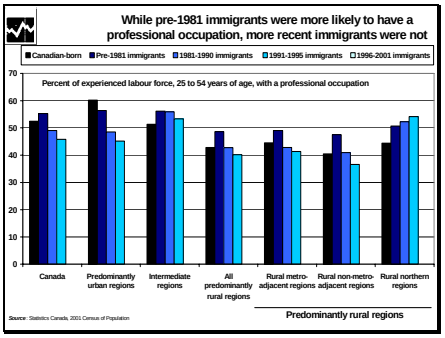
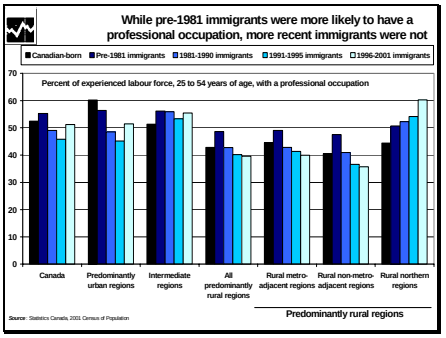












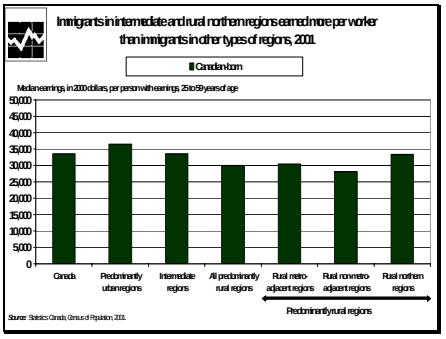
Summary of occupations in Manitoba

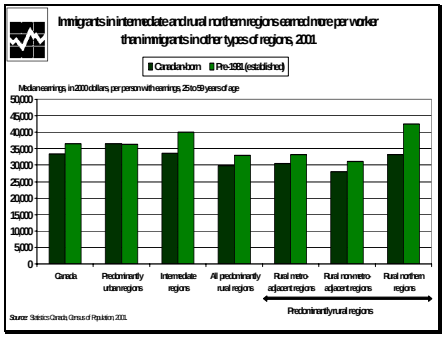
Occupation	Canadian-born	Recent and new immigrants
Professional	45 %	30 %
Sales and service	20 %	15 %
Trade and industrial	25 %	25 %
Primary	10 %	30 %

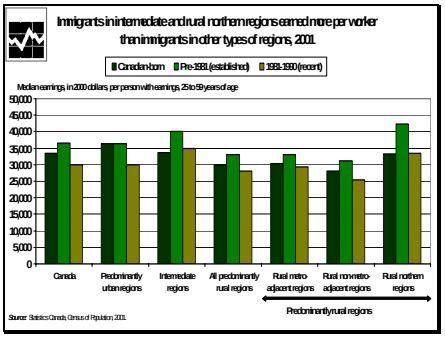
Immigrants in Rural Canada

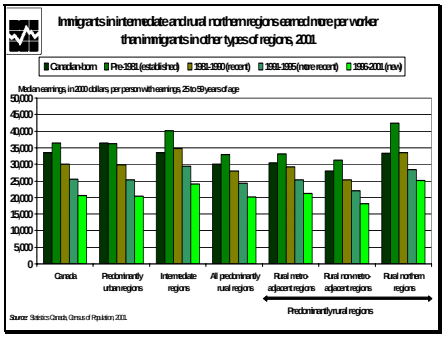
Outline

- Immigrants – some demographics
- Education of immigrants compared to the Canadian-born
- Occupation of immigrants compared to the Canadian-born
- **Income of immigrants**
- Where are immigrants going
- The needs of immigrants to allow them to stay









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Immigrants in Rural Canada

Top ten census divisions ranked in terms of their rate of immigration from 1996 to 2001

Census Division and associated places	Total Census Division population	Immigrants between 1996 2001	Immigrants as a % of Census Division population	Ranking of % immigrants arriving between 1996 2001	Ranking of % immigrants arriving between 2000-2002
Ontario, Toronto Metropolitan Municipality (3520)	2,466,935	282,850	11.4	1	1
British Columbia, Greater Vancouver Regional District (5915)	1,957,480	169,920	8.6	2	4
Ontario, Peel Regional Municipality (3521) includes Mississauga, Brampton	995,695	81,265	8.2	3	2
Ontario, York Regional Municipality (3519) includes Markham, Richmond Hill	729,670	43,410	6.0	4	8
Quebec, Communauté-Urbaine-de-Montréal (2466)	1,812,930	101,035	5.7	5	5
Ontario, Ottawa-Carleton Regional Municipality (3506)	763,590	34,220	4.5	6	7
Ontario, Essex County (3537) includes Windsor	374,095	15,985	4.3	7	6
Alberta, Division No. 6 (4806) includes Calgary	1,012,535	37,935	3.7	8	9
Ontario, Waterloo Regional Municipality (3530) includes Kitchener, Waterloo	438,975	14,305	3.3	9	10
Ontario, Hamilton-Wentworth Regional Municipality (3525)	484,930	15,750	3.3	10	11
Canada	29,639,030	958,305	3.3		

Immigrants in Rural Canada

Next ten census divisions ranked in terms of their rate of immigration from 1996 to 2001

Census Division and associated places	Total Census Division population	Immigrants between 1996 2001	Immigrants as a % of Census Division population	Ranking of % immigrants arriving between 1996 2001	Ranking of % immigrants arriving between 2000-2002
Canada	29,639,030	958,305	3.3		
Manitoba, Division No. 3 (4612) includes Winkler, Morden, Altona	41,725	1,150	2.8	11	3
British Columbia, Fraser Valley Regional District (5909) includes Abbotsford, Chilliwack	238,850	6,930	2.6	12	…
Ontario, Middlesex County (3539) includes London	398,860	9,970	2.5	13	13
Manitoba, Division No. 2 (4611) includes Steinbach	50,455	1,215	2.4	14	16
Ontario, Hilton Regional Municipality (3524) includes Oakville, Burlington	372,410	8,805	2.3	15	23
Alberta, Division No. 11 (4811) includes Edmonton	964,945	21,310	2.2	16	26
Manitoba, Division No. 11 (4613) includes Winnipeg	612,165	13,265	2.2	17	21
Ontario, Wellington County (3532) includes Guelph	184,940	3,860	2.0	18	17
British Columbia, Squamish-Lillooet Regional District (5931)	32,925	640	1.9	19	25
Alberta, Division No. 15 (4815) includes Canmore, Banff, Jasper	33,760	635	1.9	20	22

Immigrants in Rural Canada

Next ten census divisions ranked in terms of their rate of immigration from 1996 to 2001

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Canada	29,639,030	958,305	3.3		
Manitoba, Division No. 3 (4612) includes Winkler, Morden, Altona	41,725	1,150	2.8	11	3
British Columbia, Fraser Valley Regional District (5909) includes Abbotsford, Chilliwack	238,850	6,930	2.6	12	…
Ontario, Middlesex County (3539) includes London	398,860	9,970	2.5	13	13
Manitoba, Division No. 2 (4611) includes Steinbach	50,455	1,215	2.4	14	16
Ontario, Hilton Regional Municipality (3524) includes Oakville, Burlington	372,410	8,805	2.3	15	23
Alberta, Division No. 11 (4811) includes Edmonton	964,945	21,310	2.2	16	26
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Alberta, Division No. 15 (4815) includes Canmore, Banff, Jasper	33,760	635	1.9	20	22

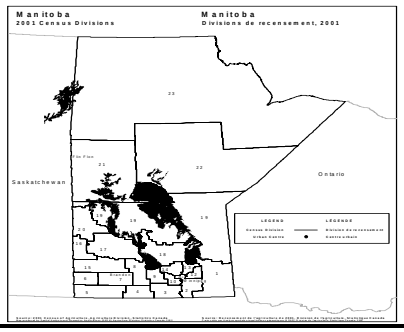
Immigrants in Rural Canada

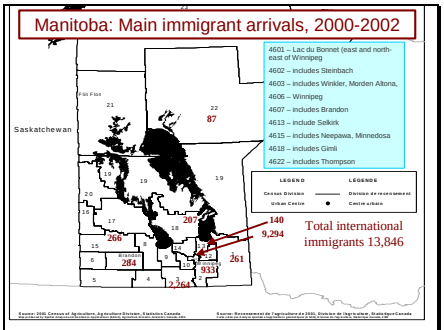
Third ten census divisions ranked in terms of their rate of immigration from 1996 to 2001

Census Division and associated places	Total Census Division population	Immigrants between 1996 2001	Immigrants as a % of Census Division population	Ranking of % immigrants arriving between 1996 2001	Ranking of % immigrants arriving between 2000-2002
Manitoba, Division No. 15 (4615) includes Minnedosa, Neepawa	21,515	395	1.8	21	27
Quebec, Champlain (2458) includes Longueuil, Brossard (south Montreal)	309,895	5,485	1.8	22	19
Quebec, Communauté-Urbaine-de-Outaouais (2481) includes Gatineau (formerly Hull)	224,760	3,885	1.6	23	18
British Columbia, Capital Regional District (5917) includes Victoria	320,710	5,000	1.6	24	…
Quebec, Sherbrooke (2443)	133,165	1,935	1.5	25	12
Ontario, Elgin County (3534) includes St. Thomas	80,150	1,170	1.5	26	…
Ontario, Niagara Regional Municipality (3526) includes St. Catharines, Niagara Falls	404,590	5,855	1.4	27	…
Ontario, Frontenac County (3510) includes Kingston	135,410	1,885	1.4	28	30
Alberta, Division No. 2 (4802) includes Lethbridge	132,110	1,835	1.4	29	14
Saskatchewan, Division No. 11 (4711) includes Saskatoon	234,145	3,175	1.4	30	…
Alberta, Census Division No. 16 (4816) includes Fort McMurray					19
Manitoba, Census Division No. 1 (4601) includes Lac du Bonnet					20
British Columbia, Fraser-Fort George Regional District (5915) includes Prince George					24
Nova Scotia, Halifax County (1209) includes Halifax					28
New Brunswick, York County (1310) includes Fredericton					29

Manitoba
2001 Census Divisions

Manitoba
Divisions de recensement, 2001





What draws immigrants to the top five Manitoba rural destinations

1. Winkler Manitoba

- Active committee and job centre dealing with immigrant recruitment.
- Mennonite centre - recent immigrants from Germany, Mexico and South America
- Main retail centre for southern Manitoba, with services to agriculture
- Light manufacturing – eg. Triple E recreational vehicles

2. Steinbach, Manitoba

- Two large international trucking firms
- Regional agricultural centre (grains, pork, dairy), light manufacturing (e.g., windows)
- Large Mennonite community

Source: B. Edmonston and S. M. Lee, "Persistence and Change in Immigration Settlement and Resettlement", Population Research Centre, Portland State University, November, 2004

What draws immigrants to the top five Manitoba rural destinations

3. Lac du Bonnet, Manitoba

- Most immigrants are from eastern Europe
- A diversified economy: agriculture (grains and canola), mining, forest products, tourism.
- Retirement destination

4. Minnedosa, Manitoba

- Agricultural centre for cereal: grains and canola; and livestock
- European immigrants are being offered work at a plant that manufactures farm machinery and parts or an ethanol plant
- Some immigrants from the British Isles are going into farming or creating small businesses

Source: B. Edmonston and S. M. Lee, "Persistence and Change in Immigration Settlement and Resettlement", Population Research Centre, Portland State University, November, 2004

What draws immigrants to the top five Manitoba rural destinations

5. Gimli, Manitoba

- Has received mainly European immigrants in recent years
- Major employment is tourism – a waterfront resort, major hotel and conference centre, also health and other services for retirees, commercial fisheries, harbour and boating services
- Seagram's distillery
- Retirement destination

Source: B. Edmonston and S. M. Lee, "Persistence and Change in Immigration Settlement and Resettlement", Population Research Centre, Portland State University, November, 2004

Immigrants in Rural Canada

Outline

- Immigrants as percent of total population in rural Canada
- Education of immigrants compared to the Canadian-born
- Occupation of immigrants compared to the Canadian-born
- Income of immigrants
- Where are immigrants going
- **The needs of immigrants to allow them to stay**

Immigrants: how to keep them there

In all three of the largest CMAs (Toronto, Vancouver, Montreal),

The number one reason for immigrants to move to a destination was:

…….to live near family and/or friends (44 %)

Other top reasons:

19 %.....employment prospects
7 %.....lifestyle
6 %.....education prospects
6 %.....housing prices in the area

Source: Statistics Canada, Highlights of the Longitudinal Survey of Immigrants to Canada, 2000-2001 (89-61-XIE). www.dissemination.statcan.ca/Daily/English/030904/d030904a.htm

The strongest reasons for choosing areas other than the three largest CMAs were:

joining family and friends…….. 36%

employment opportunities…….. 32%

Other top choices were:

education…….. 12%

lifestyle…….. 6%

business prospects…….. 6%

Source: Statistics Canada, Highlights of the Longitudinal Survey of Immigrants to Canada, 2000-2001 (89-61-XIE). www.dissemination.statcan.ca/Daily/English/030904/d030904a.htm

Needs of the immigrant

Finding work in their chosen occupation field

After six months, 63% were employed, BUT six out of ten did not work in their chosen occupational field.

- half of those who were working, but in a different occupational group from before immigrating, were looking for another job

Canadian work experience, transferability of foreign credentials

- 76% had at least one type of foreign credential (any formal education greater than high school)
- after six months, ¼ of the immigrants had their credentials verified,
  - 50% half fully accepted,
  - 22% partially accepted,
  - 13% rejected,
  - 15% results pending

Source: Statistics Canada, Highlights of the Longitudinal Survey of Immigrants to Canada, 2000-2001 (89-61-XIE). www.dissemination.statcan.ca/Daily/English/030904/d030904a.htm

Needs of the immigrant

Language barriers

- 18% of immigrants spoke neither official language
- Barriers to finding a job, accessing health care, pursuing further training

Further training

- 67% of immigrants wanted to obtain training upon arrival, mainly university training
- upon six months, 45% had taken on some type of training, of these about 60% were taking language courses and 40% were taking job related course

Source: Statistics Canada, Highlights of the Longitudinal Survey of Immigrants to Canada, 2000-2001 (89-61-XIE). www.dissemination.statcan.ca/Daily/English/030904/d030904a.htm

Summary

- Only about 6% of immigrants go to Predominantly rural regions
- Visible minorities are almost ¾ of all immigrants to Canada

Summary

In rural Manitoba, recent and new immigrants compared to Canadian-born

- are very well educated
- were more likely to be employed
- were less likely to work in professional services and less likely to work in sales and services
- about equally likely to work in trades and industrial occupations
- more likely to work and primary occupations
- but work with a lower average median income

Summary

- Immigrants go to a destination due to social networks and jobs
- Barriers to immigrants are:
  - finding work in their chosen occupation field
  - transferability of foreign credentials
  - language
  - further training

Appendix #6- Notes Accompanying Roland Beshiri Presentation

Immigrants to Canada (Slides 8-12)

Very few immigrants go to rural Canada. By the 2001 census, 18 % of Canada's total population was from immigrants. Of these immigrants, 89 % were living in predominantly urban regions and only 11% (or about 580,000 immigrants) were living in predominantly rural regions. But this accounts for all immigrants who have come to Canada. When we look at immigrant groupings for each census period (arrived between 1981 and 1990, 1991 and 1995, 1996 and 2001), we see that while predominantly urban regions gained about 5% of each immigrant group predominantly rural regions gained only about 1%.

Immigrants to rural Canada (Slide 14)

Immigrants who settled in predominantly rural regions preferred the higher income provinces (British Columbia, Ontario and Alberta) and the Yukon. The higher income province of Quebec is not part of this group and is found below the Canada average. Other provinces that fall within this latter group are Saskatchewan and the Atlantic provinces. Manitoba is in the middle of the whole group, just behind the Canada average of about 6% of immigrants going to predominantly rural regions. That means, of course, that about 94 % of the immigrants are going to the city of Winnipeg.

Visible minority immigrants (Slides 15-16)

It is important to note the impact of the visible minority immigrant. Visible minorities, in 2001, make up almost 75% of the new (arrived between 1996-2001) immigrant population. They are a group that has very different needs than the non-visible minority immigrants.

Sixty percent of those new immigrants that go to Manitoba are visible minorities. This places Manitoba near the middle of all the provinces. However, Manitoba comes in last in regard to the share of visible minorities that go to the predominantly rural regions of each province – only 10%. The rest of the visible minorities are going to Winnipeg.

University education (Slides 23-27)

Across Canada about 20% of the Canadian born had a university degree. This average increased in predominantly urban regions (26%) and dropped in predominantly rural regions (12%). The established and recent immigrants reported in 2001 that a slightly greater share had a university degree compared to the Canadian-born. This share difference increased in predominantly rural regions in favour of the immigrants. The average decreased for the more recent immigrants in all regions. However, the new immigrants increased their average markedly. This was probably a result of the immigrant policies of the federal government.

In predominantly rural regions of Manitoba, the average of those immigrants reporting a university education is only slightly elevated for more recent and new immigrants. In the North, the share of recent and new immigrants with a university degree is much higher. However, the sampling is very small and therefore not truly accurate.

Employment rates (Slides 29-31)

For the Canadian born the employment rate is about 60% for all of Canada and most of the regions. The employment rate of the established immigrants takes a big drop. This is because in

large part these immigrants would be relatively older at the time of the 2001 census, many in their retirement years. The recent immigrants provided the employment rate peak of all immigrants as those that follow have a much lower employment rate. However, in rural regions, these low rates were higher than the Canadian-born.

Again, note the North, where the immigrant employment rates are also dropping but are still maintained at a high rate. In Manitoba the regional profiles are about the same. The only difference is that the employment rates are about 10 percentage points higher.

Sales and services (Slides 32-36)

Sales and service occupations are usually associated with those with a low education and low income. The share of Canadian-born and established immigrants working in sales and service is barely 20 % across Canada and fairly consistent across all the regions. The recent and more recent immigrants each have higher shares in this occupation. However, the new immigrants participated less in this sector, but their participation was still generally more than Canadian-born.

Manitoba differs in that as each census wave of immigrants arrived, a consistently smaller share worked in the sales and services occupations. In the North, no immigrant reported working in this sector in the last two periods.

Sales and services - visible minorities (Slides 37-41)

The total immigrant arrival groups have been split into non-visible minority immigrants and visible minority immigrants. The non-visible minority groups and the Canadian-born working in sales and service occupations were about the same – at about 18% to 20%.

Each visible minority immigrant group has a higher share working in sales and service occupations. The new visible minority immigrant fared better than the more recent visible minority immigrants. It will be interesting in the next census to see if immigrants who arrived between 2001 and 2005 will further reduce this proportion. The high share of visible minority immigrant working in sales and service occupations is much more prevalent in predominantly rural regions.

Trade and industrial (Slides 42-45)

Across Canada about 22% of Canadian-born were occupied in industrial, manufacturing and processing sectors. This increased to about 28% in predominantly rural regions.

In predominantly urban regions all immigrant groups surpassed the Canadian-born, but in all other regions the share is less then the Canadian-born. The share of immigrants working in trade and industrial peaked with more recent immigrants in predominantly urban regions and the shares consistently decreased after the established immigrants.

Each region is not gaining needed workers for trade and industrial occupations. In Manitoba, this trend was not evident as each immigrant group increased their share in this occupation.

Primary (Slides 46-49)

In predominantly rural regions, 8% of Canadian-born work in primary sector occupations. As each successive group of immigrants arrived in Canada, the share working in primary occupation increased. In Manitoba, the profiles are exactly the same but the final immigration group's share is about 35 % and in rural non-metro adjacent about 40%.

Professional (Slides 50-54)

Professional occupations for the Canadian-born average about 52% across Canada, higher in urban regions (60%) and lower in predominantly rural regions (43%).

The established immigrants had a higher share in professional occupations than the Canadian-born in every region but predominantly urban regions. The regional results of the following census wave of immigrants were more mixed. Each succeeding census had a lower share in this occupation in almost all the regions. The exceptions were predominantly urban regions where the new immigrants increase their share, intermediate regions where the shares were almost equal and the rural northern regions where the shares increased for each successive census.

Income (Slides 57-60)

The Canada-born average income is about $34,000 for those 25–59 years of age in 2001. The established immigrants generally did better than the Canada-born in every region. Each succeeding census wave of immigrants had a lower income average.

Despite the higher shares of university education and professional occupations, and sometimes-higher employment rates compared to Canadian-born seen in earlier slides, average income for recent and new immigrants is consistently lower

While the same trends were seen in the North, the average earnings for each immigrant group, in this region, was always higher then the earnings in the other regions. Manitoba had very similar profiles for each region.

Top immigrant destination Census Divisions (CDs) in Canada (Slides 62-65)

After ranking all 288 CDs in Canada by the 1996-2001 arriving immigrant population as a share of the CD's population, we see that five predominantly rural CDs rank within the top twenty. Of these five, two are in Manitoba (CD 4603 and CD 4602, which includes the Mennonite communities of Winker and Steinbach). The other predominantly rural regions were two in British Columbia (in the lower mainland) and one in Alberta (the tourist areas of Jasper and Banff)

An updated ranking is included that shows the 2000-2002 arriving immigrant population as a share of the CD's population. Manitoba's CD 4603 (Winkler) has broken the top five CDs in Canada.

Immigrants: how to keep them there (Slides 72-73)

The number one reason for immigrants to move to a destination was to live near family and/or friends. This was followed by employment opportunities.

Appendix #7- Rob Vineberg Presentation

Regional Immigration Strategies: A Policy-Research Perspective

Robert Vineberg
Citizenship and Immigration Canada
Brandon, April 2005

CIC's regional immigration strategy

- Commitment to work in partnership to share the benefits of immigration more evenly across the country by testing new approaches:
  - in the short-term, to examine possibilities for adapting existing programs
  - in the longer-term, to explore creating new programs or approaches based on community interest and initiative

What is Known

- Immigration is the primary driver of population and labour force growth
- About 75% of all immigrants go to Montreal, Toronto and Vancouver
- The Prairies' share of immigration dropped steadily from:
  - 21% in 1982 to
  - 10% in 1992 and
  - 9% in 2002

What are the Challenges?

- The draw to bigger cities
- Competitive services & infrastructure
- Development of community capacity
- Need for partnership
- Need for information, promotion
- Need to dispel "myths" about communities smaller than 1 million

What are the Opportunities?

- Commitment from Minister and Federal Government
  - building capacity within CIC to help facilitate pilot projects
- Interest from many provinces
  - Manitoba, NB, Alberta, Saskatchewan, NS
- Emerging regional or local skills shortages

The Federal Government's Role

- Facilitator
  - Facilitating provincial and community-led initiatives through processing and removal of policy and procedural impediments
- Promoter
  - Going to Canada web portal
  - Missions abroad
  - Publications (e.g. the Tool Box for Smaller Communities)
- Partner
  - Working with provinces and territories, other federal departments (e.g. IC, HRSD), NGOs, to remove barriers

Guiding Principles for Action

- Respect for mobility rights of all residents
  - Increase choices for settlement in Canada
  - Increase information for intending immigrants
- Flexible approaches and arrangements to meet diverse regional needs
  - Provincial Nominees
  - Francophone initiatives
  - Student and Temporary Worker initiatives
  - Municipal involvement (e.g. Winnipeg Agreement)

Have we turned the tide?

- In 2003, immigration to Canada declined by 8,000 from 229,000 in 2002 to 221,000 in 2003.
- But in 2003 the Prairies received 24,100 immigrants, an increase of 3,000 over 2002.
- The Prairies share rose to 10.9% - the first relative increase since 1988.

Perhaps

- Immigration to the Prairies increased again in 2004 to 26,000 or 11% of Canada's total of 235,824
- This represented an increase of 7.58% over 2003
- Also more are going to more destinations

The Data*

Province	2003	2004	Change
Alberta	15,834	16,468	+ 4.0%
Saskatchewan	1,668	1,941	+16.4%
Manitoba	6,500	7,426	+14.3%
City			
Calgary	9,153	9,307	+ 1.6%
Edmonton	4,566	4,810	+ 5.3%
Winnipeg	5,126	5,890	+14.9%

The Manitoba Data*

City	2001	2004	Change
Altona	4	36	+ 800%
Brandon	69	130	+ 88%
Morden	9	73	+ 711%
Steinbach	150	310	+ 106%
Winkler	259	465	+ 80%
Winnipeg	3,715	5,890	+ 59%

The Data* (con't)

Francophone & Bilingual Immigration

Province	2003	2004	Change
Alberta	491	846	+ 72%
Saskatchewan	54	159	+194%
Manitoba	160	231	+ 44%
Total	705	1236	+ 75%

* Provisional Data for 2004

What does all this mean?

- We need to look at "what's hot" for policy makers.
- Regionalization of immigration is "hot!"
- Policy makers need to know what works:
  - Compare Provincial nominees programs
  - Compare student pilots
  - Assess effectiveness of municipal initiatives
  - Examine Francophone pilot projects
  - etc.

Citizenship and Immigration Canada / Citoyenneté et Immigration Canada — Canada

Conclusion

- This is new territory but early results are encouraging, especially in Manitoba.
- We need to evaluate programs and pilot projects, act on recommendations and share what works.
- Practitioners and researchers have a real opportunity to help to define future regionalization policy.

Citizenship and Immigration Canada / Citoyenneté et Immigration Canada — Canada

Appendix #8- Gerry Clement Presentation

Manitoba's Immigration Policies and Programs

CRRF-RDI NATIONAL RURAL THINK TANK

Brandon

APRIL 28, 2005

Manitoba Labour and Immigration

A Shared Responsibility

- Canada/Manitoba Immigration Agreement renewed in 2003
- Greater flexibility to meet provincial immigration objectives
- Opportunity to recruit and nominate skilled workers through Provincial Nominee Program
- Ongoing responsibilities for settlement services and integration

Manitoba Labour and Immigration

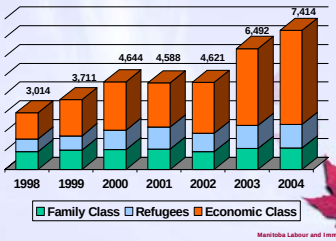
Action Strategy for Economic Growth

- Defines a target of 10,000 immigrants
- Strengthens settlement, adult language training and qualifications recognition
- Increase provincial nominee stream
- Implement Young Immigrant Farmer Program
- Increase immigration so that all areas of province will benefit
- Attract skilled Francophone immigrants
- Attract international students to Manitoba
- Establish the Manitoba Immigration Council

Manitoba Labour and Immigration

Manitoba Immigration 1998 to 2004 (Preliminary)

Source: Citizenship and Immigration Canada



Manitoba Labour and Immigration

Manitoba Provincial Nominee Program

	1998	1999	2000	2001	2002	2003	2004
Allocations	200	450	500	750	1,500	1,500	1700
Certificates Issued	70	500	515	758	1,314	1,435	2,097
PN Landings		418	1,088	972	1,519	3,081	4,041

Source: Manitoba Provincial Nominee Data Base
LIDS, Citizenship and Immigration Canada

Manitoba Labour and Immigration

Manitoba Immigration by Regions 1999 to 2004

	1999	2000	2001	2002	2003	2004	Total
Interlake	18	61	61	32	54	85	311
Eastern	157	288	224	193	485	426	1773
Central	290	316	318	310	502	656	2392
Western	85	99	120	101	117	175	697
Mid Western	17	51	13	16	23	23	143
Parklands	30	31	19	30	61	45	216
Norman	9	54	52	50	42	39	246
Winnipeg	2914	3697	3737	3797	5129	5883	25157
Manitoba (NES)	191	47	44	92	79	82	535
Total	3711	4644	4588	4621	6492	7414	31470

Manitoba Labour and Immigration

Regional Immigration

- Regional Immigration Plan
  - Immigration as a factor for growth
  - Local economic and settlement capacities
  - Ability to mobilize and motivate a welcoming community
  - Successful establishment and retention of newcomers

Manitoba Labour and Immigration

Manitoba Rural Immigration Community Case Studies

LESSONS LEARNED IN PLANNING

- Personal ties
- Critical mass
- Jobs
- Proactive long-term settlement
- Cultural/linguistics capacities
- Appropriate services/scale
- Immigrants' motivations/expectations
- Formalize roles
- Minimize social isolation
- Maximize information

Manitoba Labour and Immigration

Developing a Plan

Step 1: Getting Started
- Identify Stakeholders, Establish Local Committees, Contact Government of Manitoba, Learn From Other Communities

Step 2: Assessing Capacities
- Community Readiness, Infrastructure, Local Economy

Step 3: Developing A Plan
- Objectives, Points Of Contact, Welcoming Community, Promoting Communities

Step 4: Implementation
- Promote the Plan, Coordinate Exploratory Visits, Mobilize Volunteer Sector, Information Sharing

Step 5: Evaluation
- Consult, Review, Report

Manitoba Labour and Immigration

Challenges and New Directions

- **Increased arrivals and changing newcomer profile (50% skilled workers)**
- **Timely labour market entry**
- **Addressing barriers to qualifications recognition**
- **Building new settlement approaches**
- **Extending services to regions**
- **Impacts of growth**
- **Increased partner involvement**
- **Retention**

Manitoba Labour and Immigration

Manitoba

For More Information

Manitoba Labour & Immigration
9th Floor, 213 Notre Dame Ave.,
Winnipeg, Manitoba
http://www.immigratemanitoba.com
immigratemanitoba@gov.mb.ca

Provincial Nominee Program:
945 2806

Settlement Services & Adult Language Training:
945 6300

Manitoba Labour and Immigration

Appendix #9- Developing a Community Immigration Plan

Notes accompanying presentation by Gerry Clement

Note: This planning guide is being further developed over 2005/06 to provide easier access to existing information and resources for those becoming involved in regional immigration and settlement.

For further information contact:

Manitoba Labour and Immigration
Immigration and Multiculturalism Division
9th floor - 213 Notre Dame Avenue
Winnipeg R3B 1N3

Phone: (204) 945-2806
Fax (204) 948-2256
E-mail: immigratemanitoba@gov.mb.ca
Website: www.immigratemanitoba.com

Step 1: Getting Started

Identify Stakeholders

- Include business and labour associations, community groups and volunteer-based organization

Establish a Regional Immigration Committee

- Define roles and responsibilities and designate one contact person

Contact the Government of Manitoba

- Obtain information on provincial immigration and settlement objectives and programs by contacting Manitoba Labour and Immigration
- Obtain information on provincial retraining and economic development resources and strategies
- Learn from other communities- research the immigration initiatives and settlement programs in other communities and regions of Manitoba

Step 2: Assessing Capacities

Community Readiness

- Identify current level of community wide support for increased immigration
- Gather regional population statistics
- Gather information on community organizations, volunteer capacities, ethnic groups with on-going ties to overseas family and friends

Social Infrastructure

- Determine quality of life indicators (housing, educational & health facilities, crime rate, environmental screen, recreational opportunities)
- Assess capacity to encourage and absorb demographic growth

The Regional Economy

- Identify current economic, industrial, and commercial capacity in the region
- Assess the capacities of the regional labour market to meet the needs of local employers
- Identify current opportunities for business investments including capacities for new businesses or joint ventures as well as sales of existing businesses including farms

Step 3: Developing A Plan

Objectives and Rationale

- Identify clear objectives and outcomes for the plan including an annual target level

Establishing the Organization

- Establish a community/regional immigration office with designated contact person(s) / coordinator(s)

Ensuring the Successful Settlement and Retention of Newcomers

- Community outreach: promoting the plan in the community
- Identify volunteers who can be a part of the "support system"
- Develop information for potential employers on cultural diversity, English as a second language (ESL) classes at the work place, employment standards, and other settlement issues
- Plan levels and delivery of appropriate settlement services related to housing, schools, ESL, and social services

Promoting Your Community

- Attract newcomers and other workers already in Manitoba to your community
- Promote your community nationally and internationally
- Consider the benefits of 'cluster immigration' (multiple families with a similar background) balanced with a commitment to the benefits of diversity
- Consider the benefits of exploratory visits by potential applicants
- Develop a policy regarding immigration representatives

Finalizing the Plan

- Develop polices and procedures related to information-sharing with the Province of Manitoba concerning potential newcomers
- Agree to the content and process for providing an annual report
- Obtain the approval of the relevant municipal authorities before implementing the plan

Step 4: Implementation

- Distribute copies of the plan to stakeholders including Manitoba Labour and Immigration
- Promote benefits of immigration within the community
- Provide information within community on home countries of potential immigrants to ensure understanding and positive attitudes of other cultures
- Prepare for delivery of settlement services in consultation with the Settlement Branch, including the matching of immigrants and volunteers
- Share information with Manitoba Labour and Immigration about potential and actual arrivals and landings of newcomers

Step 5: Evaluation

- Monitor on-going issues and concerns
- Modify the Immigration plan every year based on changing labour market and community dynamics
- Report on the progress made in achieving the outcomes described in the plan, as well as the challenges and problems that arose and the solutions implemented in response

Appendix #10- Kerry Pridmore Presentation

REGIONAL IMMIGRATION INITIATIVE

Presented by: Western Economic Diversification (WD) and
Ministry of Community, Aboriginal and Women's Services (MCAWS)
April 28, 2005

Western Economic Diversification Canada / Diversification de l'économie de l'Ouest Canada — British Columbia

Outline of Presentation

- Defining the Regional Immigration Initiative
- Guidelines and objectives
- Programs supporting regional immigration
- Priority Areas 2004/2005
- Lessons Learned To Date

Western Economic Diversification Canada / Diversification de l'économie de l'Ouest Canada — British Columbia

What is the Regional Immigration Initiative?

- **Objectives:**
  - create awareness of immigration as a tool to support socio-economic development outside of the Greater Vancouver Area
  - increase the capacity of these communities and regions to attract and retain immigrants
- **Led by the Ministry of Community, Aboriginal and Women's Services (MCAWS) and Citizenship and Immigration Canada (CIC) through the *Agreement for Canada - British Columbia Cooperation on Immigration* and Memorandum of Understanding on Regional Immigration**

Western Economic Diversification Canada / Diversification de l'économie de l'Ouest Canada — British Columbia

Why introduce a Regional Immigration Initiative?

- **In BC, 90% of immigrants settle in the Greater Vancouver Region** (36,624 immigrants in 2004)
- **Estimated average annual immigration to selected communities or regions since 1996 – Victoria (814), Okanagan (511), Nanaimo (145), Prince George (126)**
- **Many rural communities are experiencing economic challenges and declining populations**
- **Share the benefits with communities outside the Greater Vancouver Region**

Western Economic Diversification Canada / Diversification de l'économie de l'Ouest Canada — British Columbia

Guidelines for a BC Approach

- **Regional immigration is one part of a comprehensive approach to community economic development**
- **Must be community driven**
- **Uses range of levers under Fed. and/or Prov. authority to attract and retain immigrants**
- **Requires multiple partners – ministries and departments, municipalities, employers, business organizations, economic development associations, educational institutions, settlement agencies, etc.**

Western Economic Diversification Canada / Diversification de l'économie de l'Ouest Canada — British Columbia

Programs Supporting Regional Immigration

- **British Columbia Provincial Nominee Program (BC PNP):**
  - Business Category
    - Introduced a Regional Component in October 2003
    - Criteria includes $600,000 PNW, $300,000 investment, outside GVRD, create 2 new jobs with active management
    - 65 Regional Business applicants approved to date
  - Strategic Occupations (Skilled Workers)
    - Applicant must have job offer
    - 25% of approved Provincial Nominees destined to employment opportunities outside of Greater Vancouver Region
- **Exploratory Projects on Labour Market Attachment**
  - Mission, Nanaimo, Lower Columbia, Lake Country and Victoria (www.mcaws.gov.bc.ca/amp/ophresources/index.htm)

Western Economic Diversification Canada / Diversification de l'économie de l'Ouest Canada — British Columbia

Priority Areas 2004/2005

- **Eight Community Based Projects**
  - Completion June 2005
- **Member of the Small Centre Strategy Working Group**
  - Toolbox for Small Centres scheduled for distribution June 2005
- **Presentations to raise awareness**
  - Rural Communities Summit, Cumberland Small Cities Conference
- **Support for community planning and consultation**

Western Economic Diversification Canada / Diversification de l'économie de l'Ouest Canada — British Columbia

Eight Regional Immigration Pilot Projects

Western Economic Diversification Canada / Diversification de l'économie de l'Ouest Canada — British Columbia

Eight Regional Immigration Pilot Projects continued...

- ***Rural Community Immigration Readiness Toolkit*** **- Revelstoke**
- ***Innovative Approaches to Attract and Retain Immigrants*** **- Powell River**
- ***Attracting and Retaining Entrepreneurial Immigrants*** **– Vernon**
- ***Local Labour Market Development*** **- Prince George**
- ***Pathways to the Okanagan*** **- Okanagan**
- ***Welcoming Immigrants to Central Vancouver Island*** **- Nanaimo**
- ***Immigration Strategic Plan*** **- Alberni-Clayoquot**
- ***Immigration Action Plan and Welcoming Community Program*** **– Abbotsford**

Western Economic Diversification Canada / Diversification de l'économie de l'Ouest Canada — British Columbia

Lessons Learned To Date

- **Partnerships are Essential**
- **Need to Leverage Resources (time, money, expertise)**
- **High level of Engagement Required**
  - Community Organizations
  - Municipal, Provincial and Federal Government Departments
- **Must have a Flexible Approach**
- **Long Term Process**

Western Economic Diversification Canada / Diversification de l'économie de l'Ouest Canada — British Columbia

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The role of the RDI Advisory Committee is to provide general advice and direction to the Institute on matters of rural concern. On a semi-annual basis the Committee meets to share information about issues of mutual interest in rural Manitoba and foster linkages with the constituencies they represent.