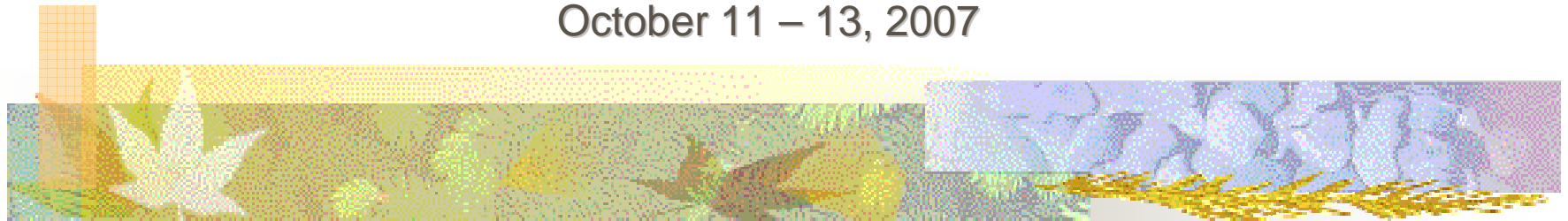


# Changing Rural Settings: Temporary foreign workers & their impact on rural demographics

Presented at the The 19th Annual Rural Policy Conference of the Canadian  
Rural Revitalization Foundation  
October 11 – 13, 2007



Presented by

Robert Annis, Ph.D.

Jill Bucklaschuk, B.A. (*Hons*), M.A.

Alison Moss, B.A. (*Hons*), M.R.D.

Rural Development Institute

Brandon University



**BRANDON  
UNIVERSITY**  
*Founded 1899*

# Rural Development Institute (RDI)

RDI is a research unit of Brandon University that focuses on rural Community Development research, practice & policy.

*How can rural communities & stakeholders ensure successful immigrant attraction, settlement and integration?*

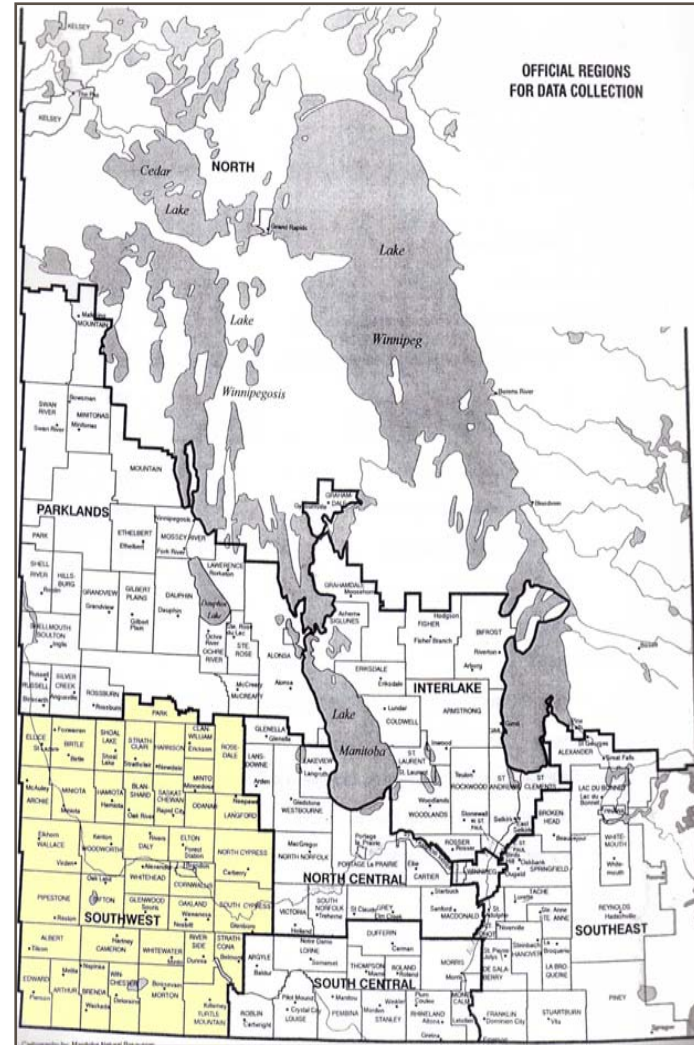
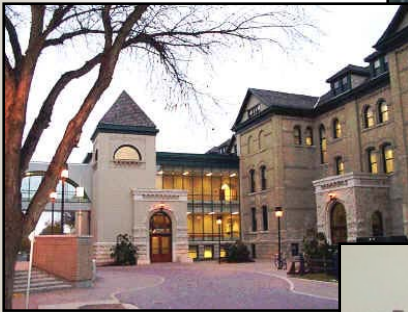




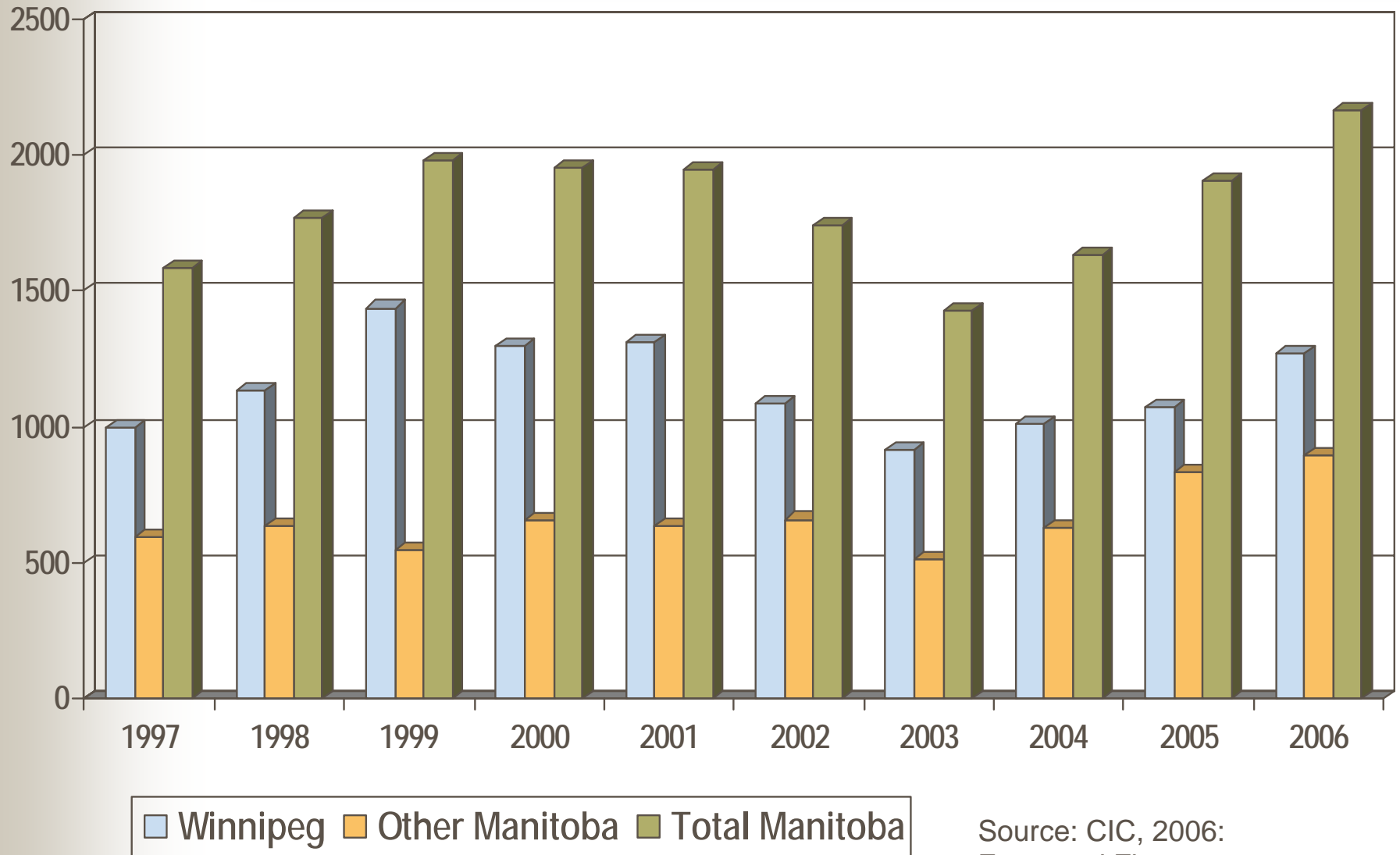
# RDI Initiatives for Expanding Rural Immigration Discussions

- **2005** - CRRF-RDI National Rural Think Tank, *Immigration and Rural Canada: Research and Practice* in Brandon with 50 participants from policy, research, & communities across Canada.
- **2005** - Manitoba Rural Immigration Case Studies conducted in Steinbach, Winkler, Portage la Prairie, Parkland.
- **Currently** - Rural Immigration: Demographics & temporary foreign workers (TFWs) in Brandon & area.

# Brandon and southwest Manitoba



# The Provincial Context



Source: CIC, 2006:  
Facts and Figures



# The Local Context

- **Labour shortages = immediate need to recruit high and low skilled foreign workers**
- **Past, present, and future hiring practices of Maple Leaf Foods impact demographics in Brandon:**
  - **Approximately 44% of employees are foreign workers.**
  - **Anticipating about 1400 family member arrivals in the next 18 months.**



# Policy Implications

- **Provincial (Manitoba)**
  - TFWs as a source of permanent immigrants.
  - TFW process as a strategy for meeting immigration targets.
- **Local**
  - Address issues of declining population, labour shortages, & community development.
  - Impacts on the operations of community service providers.



## **Our Current Research Goals**

- **Contribute to collaborative, local-level research on TFWs outside of major metropolitan regions.**
- **To better understand the existing and expected TFW populations in Brandon.**
- **Bridge knowledge gaps with regards to the TFW program, process, and population.**
- **Provide demographic analyses to inform forward-looking programs and policies.**





# Research Areas and Interests

## Understanding the TFW Process & Program

- Gain information on the process of recruiting and hiring TFWs & the roles and responsibilities of key actors.

## Understanding Retention Rates

- Explore TFWs' use of the Provincial Nominee Program & factors related to rates of retention.

## Understanding the Worker

- Explore workers' experiences with the TFW process & decision-making processes.



# **Research Areas & Interests**

## **Understanding Workplace & Community Experiences**

- **Examine diversity & multiculturalism in Brandon, southwestern Manitoba & the workplace, as well as issues related to workplace safety.**

## **Understanding Demographic Shifts & Population Change**

- **Utilize traditional data analyses (Statistics Canada) for population projections.**
- **Utilize demographic modeling (STELLA).**
- **Build an international research network, exploring comparability and rural immigration.**



# **Preliminary Research Activities**

## **Government & Community Consultations**

- **Established a project steering committee of key stakeholders, including service providers, Brandon employers, & government representatives who met in May, 2007.**
- **On-going consultations with federal & provincial government has revealed a need for research on TFWs.**

## **Discussions with Employers**

- **Identified industries & businesses with expected labour shortages.**
- **Purpose of discussions was to understand intended strategies to manage shortages.**



# Emerging Focus

## Engage Canadian researchers in international rural immigration research

- Research team includes partners from:
  - Brandon University, Canada; University of Missouri-Columbia, USA; University of Highlands and Islands, United Kingdom; University of Guelph, Canada; Statistics Canada; Norwegian Agricultural Economics Research Institute.
- Proposal submitted- project will move forward upon funding.
  - *Rural Immigration: Rural Demographic Analysis of Temporary Foreign Workers*
- Utilize a demographic modeling program to assist with analyses and projections.
  - **STELLA: Structural Thinking Experimental Learning Laboratory with Animation** software uses a system dynamic approach to examine complex phenomena.
  - Process for modeling dynamic systems and examining change.



# Emerging Focus

## Create a RDI TFW Dialogue Group

- Encourage dynamic discussions amongst community, employers, government, & researchers.
- Bring together various perspectives to better understand the TFW process & program.
- Ensure the capacity to choose and discuss related, focused topics, engaging guest speakers, & informing policy, programming, & research.
  - Invitees include representatives from Citizenship and Immigration Canada, City of Brandon Economic Development Office, Manitoba Labour and Immigration, Manitoba Agriculture, Food, and Rural Initiatives, Maple Leaf Foods, Rural Secretariat, Rural Development Institute.



# Outcomes of RDI TFW Dialogue Group Meeting - Sept 11, 2007

- Discussed potential topics for further dialogue including:
  - Roles & responsibilities of actors, implications for smaller centres & service providers, understanding the process of TFW to Provincial Nominees / landed immigrants, families, community preparedness, recruitment & retention.
- Agreed to meet quarterly with next meeting on November 8<sup>th</sup>, 2007.
- Dialogue topic for next meeting:
  - *Expectations, roles & perspectives of key stakeholders – governments, communities, & employers.*



# **Anticipated Project Outcomes**

- **Clarity and increased knowledge regarding the TFW program and process in the context of rural immigration.**
- **Increased communication amongst all stakeholders to benefit those in positions of planning and policy making.**
- **Informed demographic analyses and population projections.**



**For Additional Information**  
**Rural Development Institute**  
**[www.brandonu.ca/rdi](http://www.brandonu.ca/rdi)**

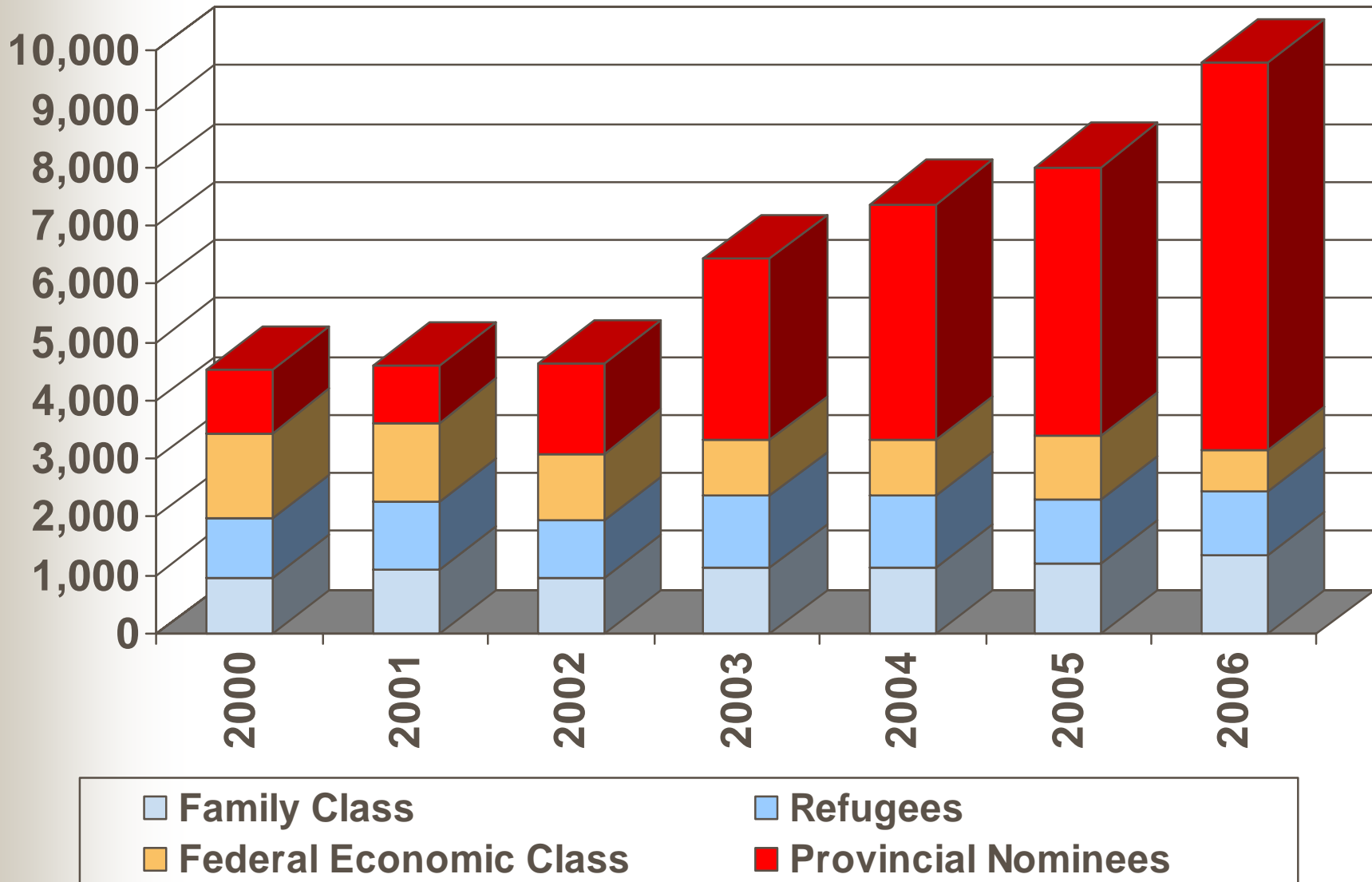
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**Telephone 613-729-7576**

**Alison Moss: [mossa@brandonu.ca](mailto:mossa@brandonu.ca)**  
**Telephone 204-571-8553**

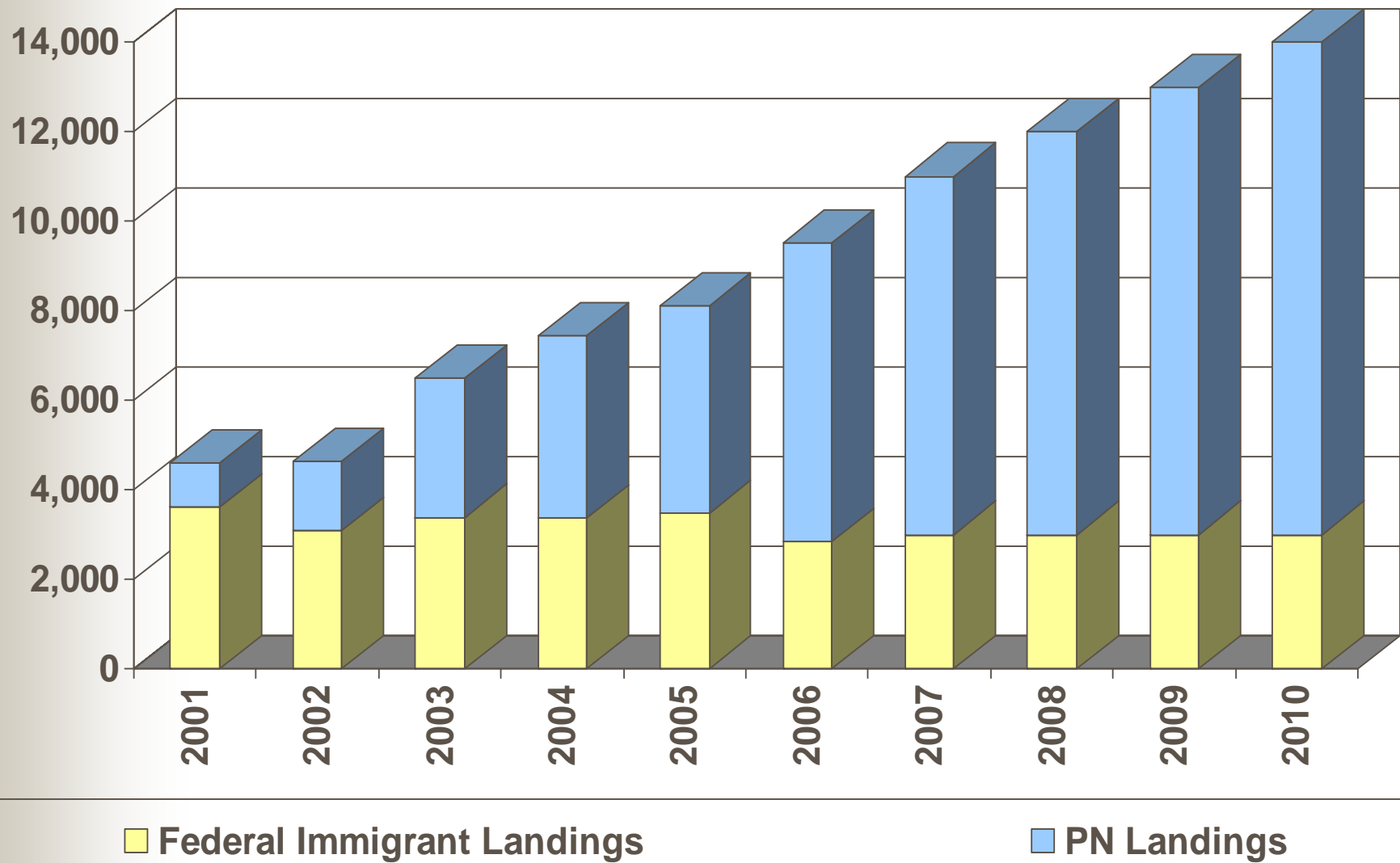


# Manitoba Immigration Levels

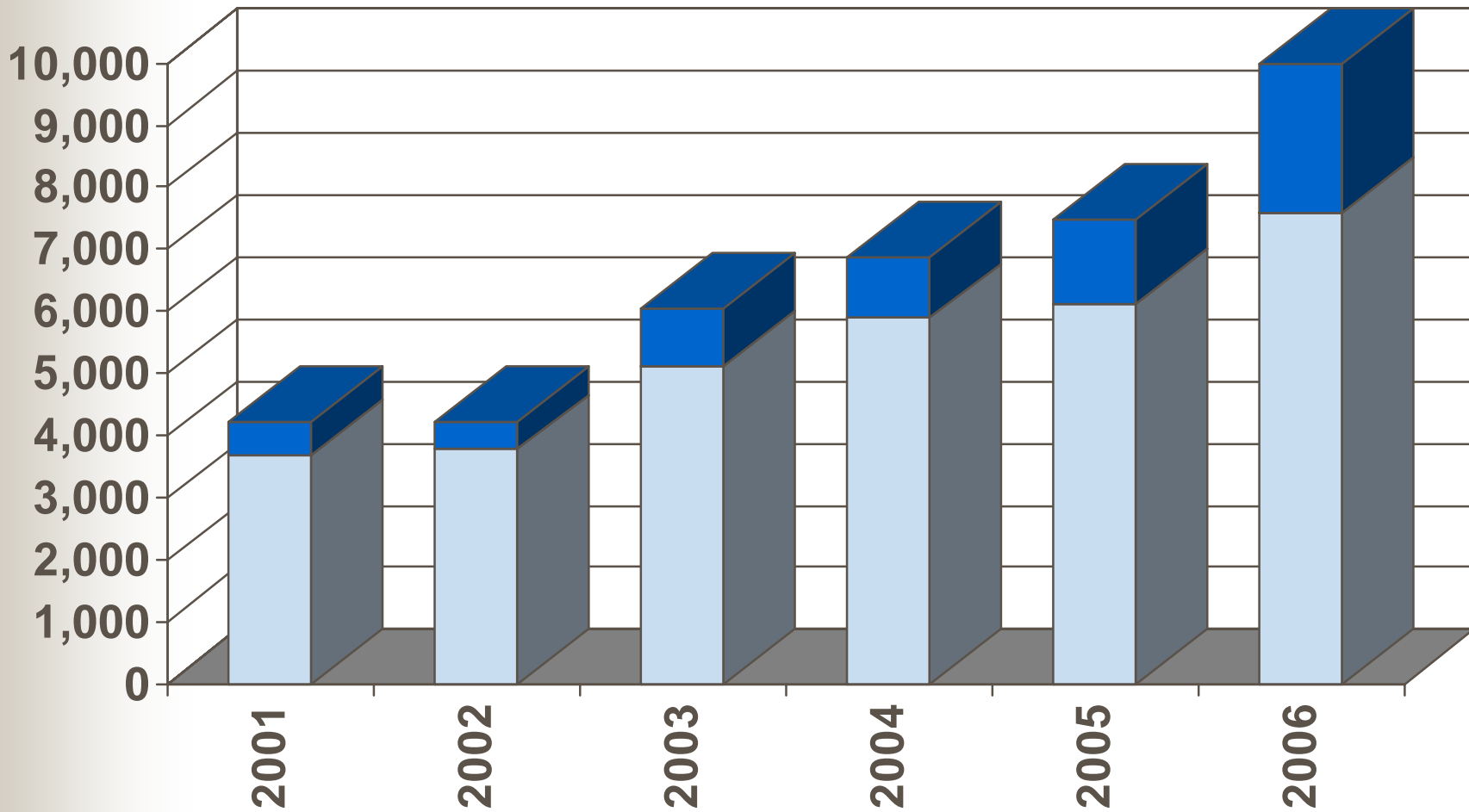


Source: Citizenship and Immigration Canada

# Manitoba Immigration Levels Projection



# Winnipeg and Rural Immigration

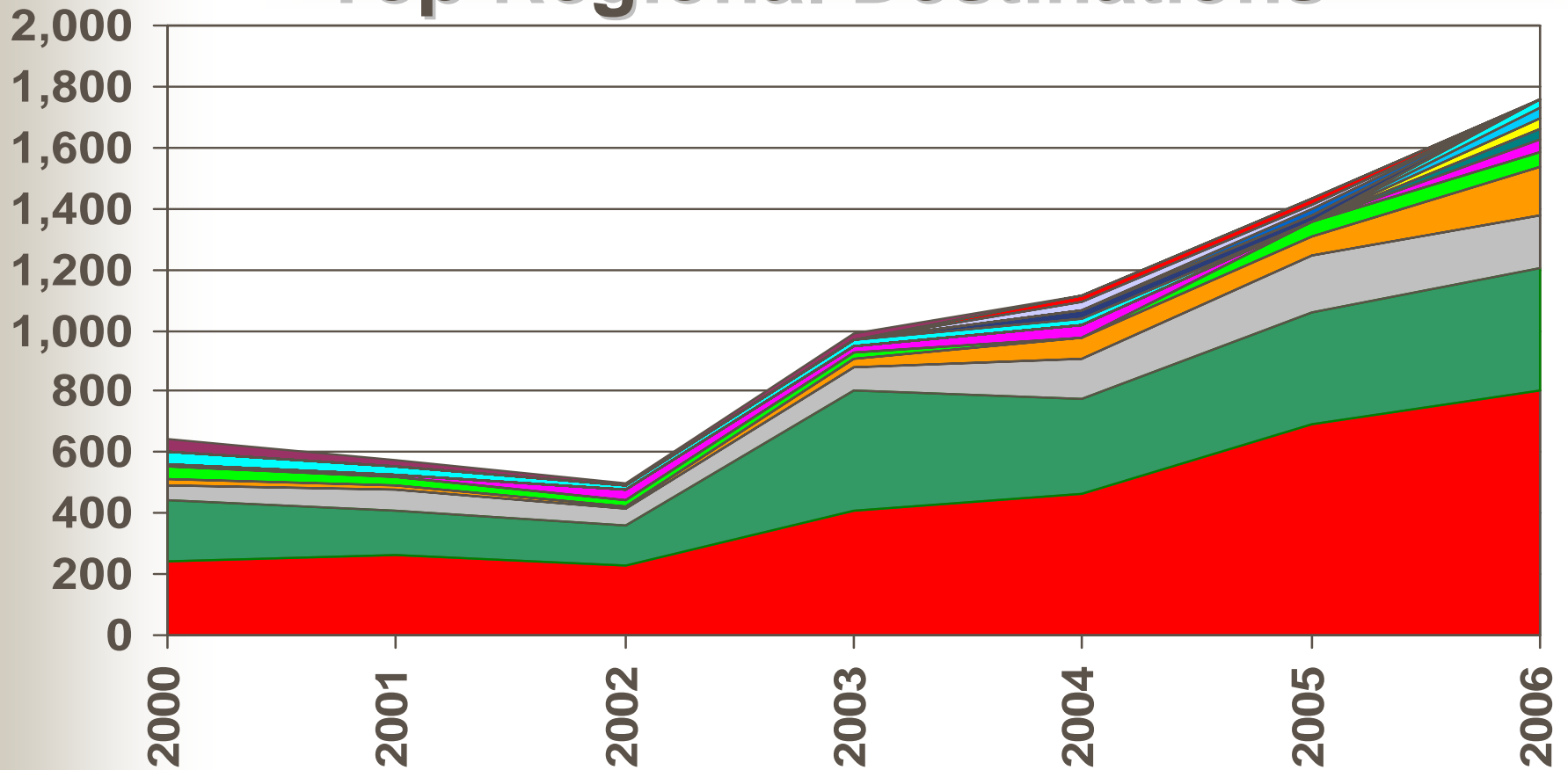


Winnipeg

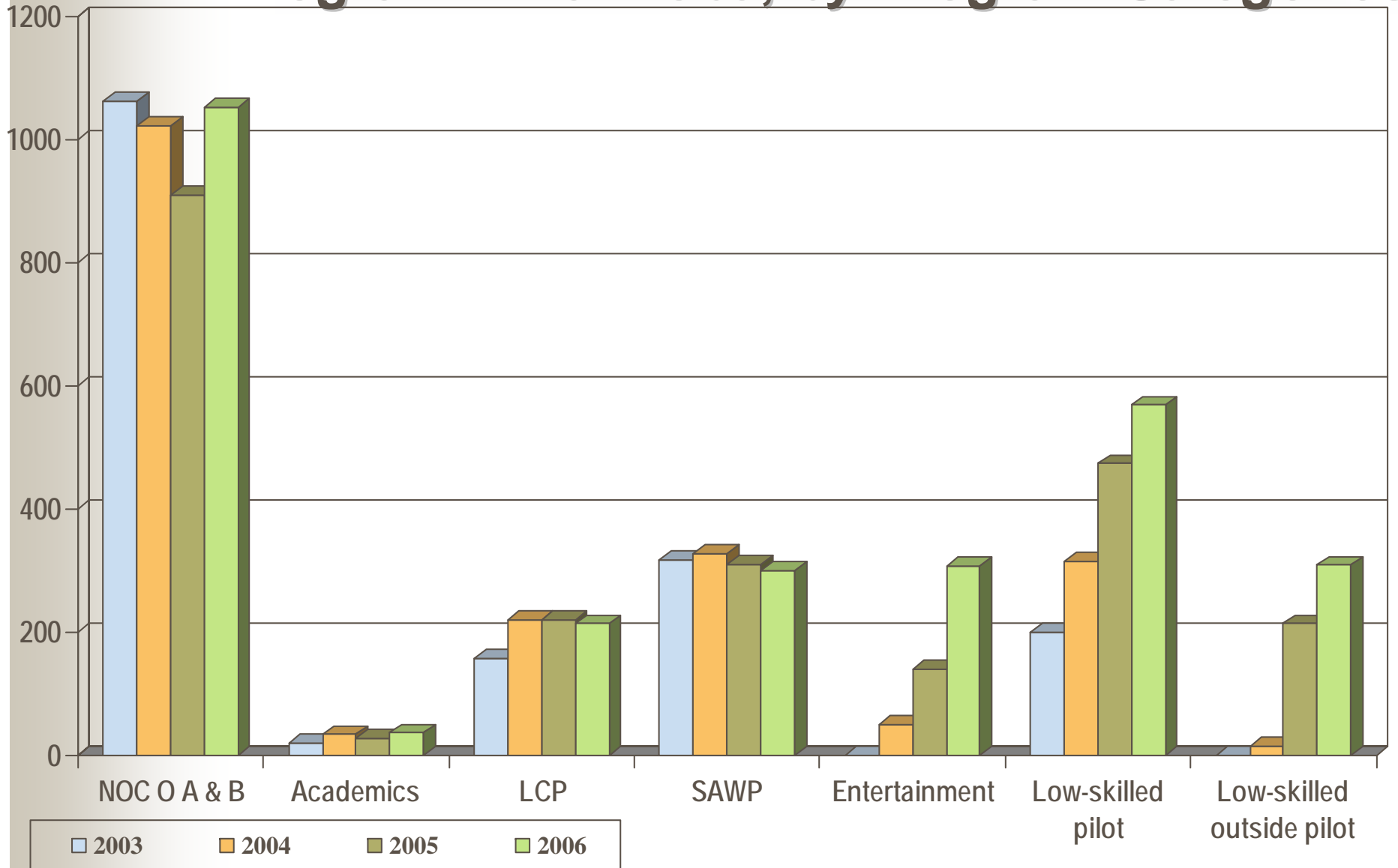
Rural

Source: Citizenship and Immigration Canada 2006

# Top Regional Destinations



# TFW Program – Manitoba, by Program Categories



Source: Human Resources and Social Development Canada