

Temporary foreign workers in rural centres: A case study of Brandon, Manitoba

Presented at the Annual Seminar for the Pan-Canadian Research Cluster on Immigration Outside of Major Metropolitan Cities (Observatory on Immigration Settlement in Rural and Small Urban Areas)

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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.



Migration in Canada & Manitoba

Family Class

Immediate Family

Parents/Grandparents

Refugees

Government Assisted

Privately Sponsored

Economic Class

Provincial

Federal

Provincial
Nominees

Business
Immigrants

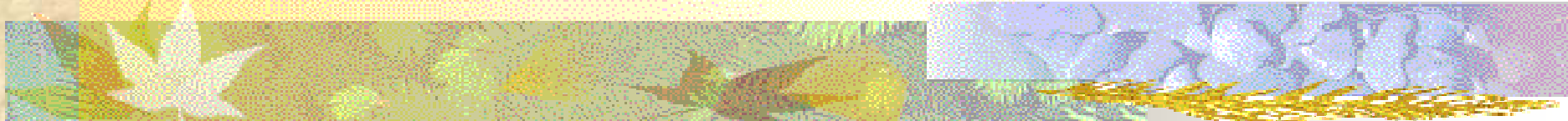
Skilled
Workers

Skilled
Worker

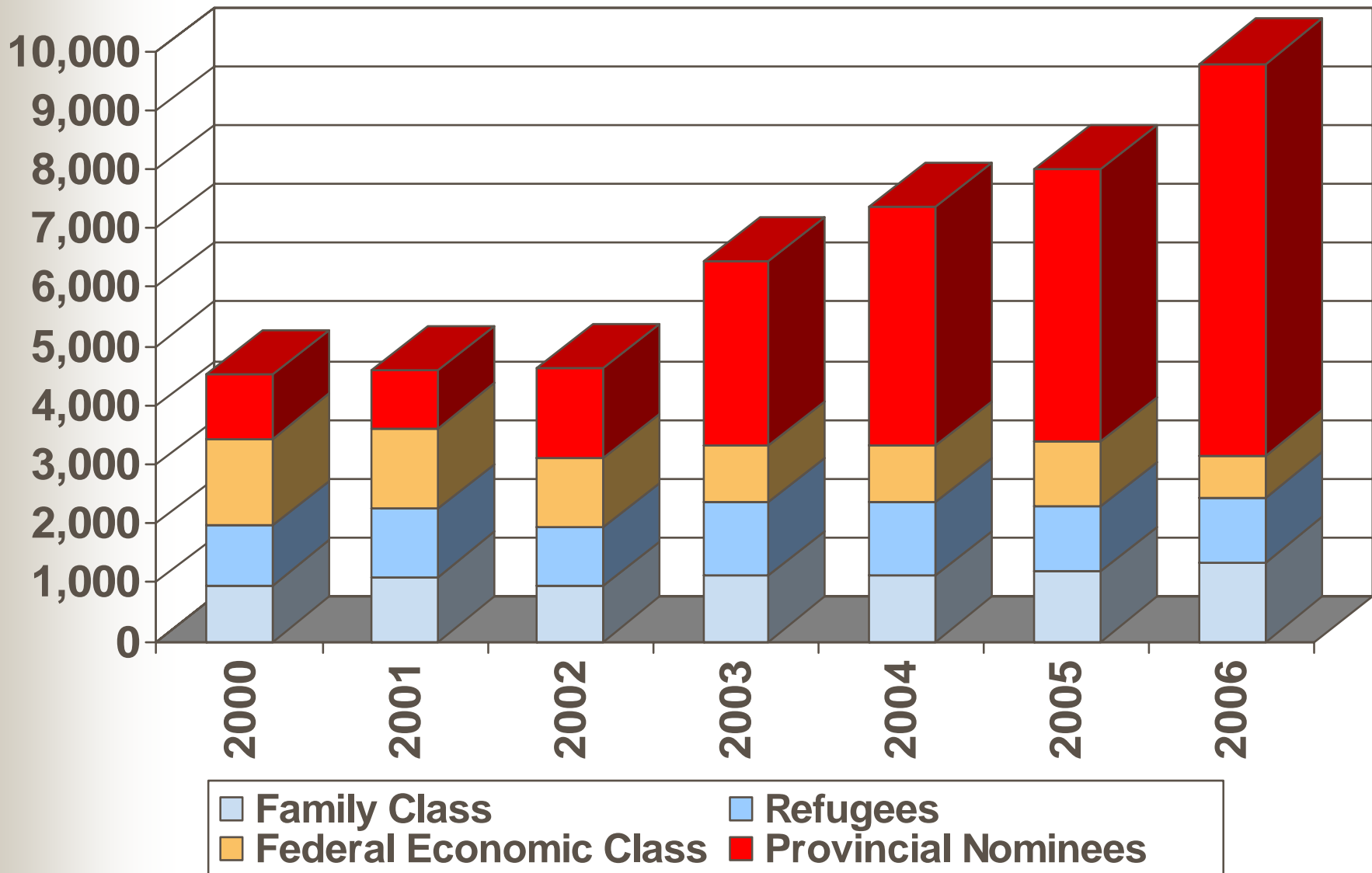
Entrepreneurs,
Investors and Farmers

Priority Streams

General Stream

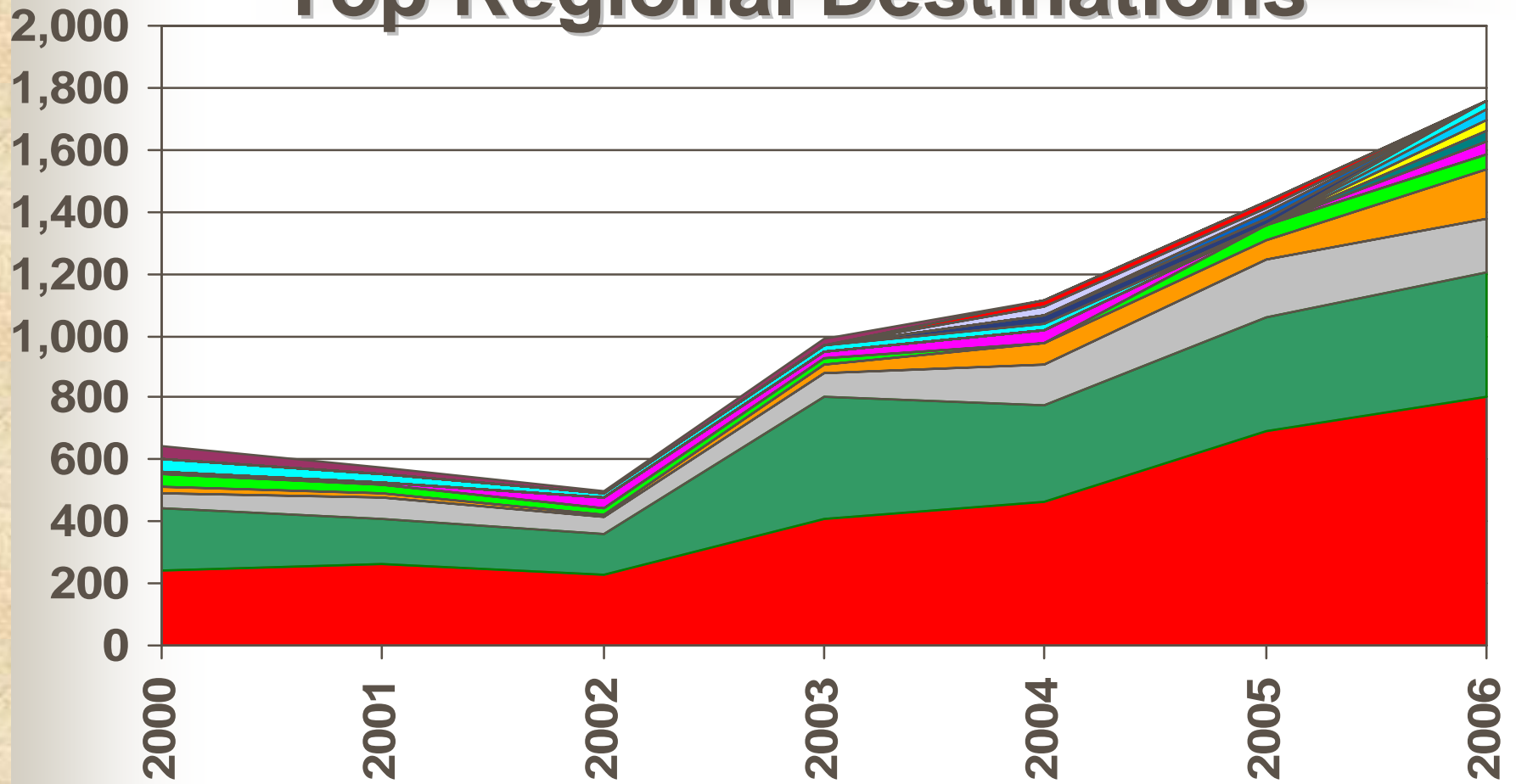


Manitoba Immigration Levels

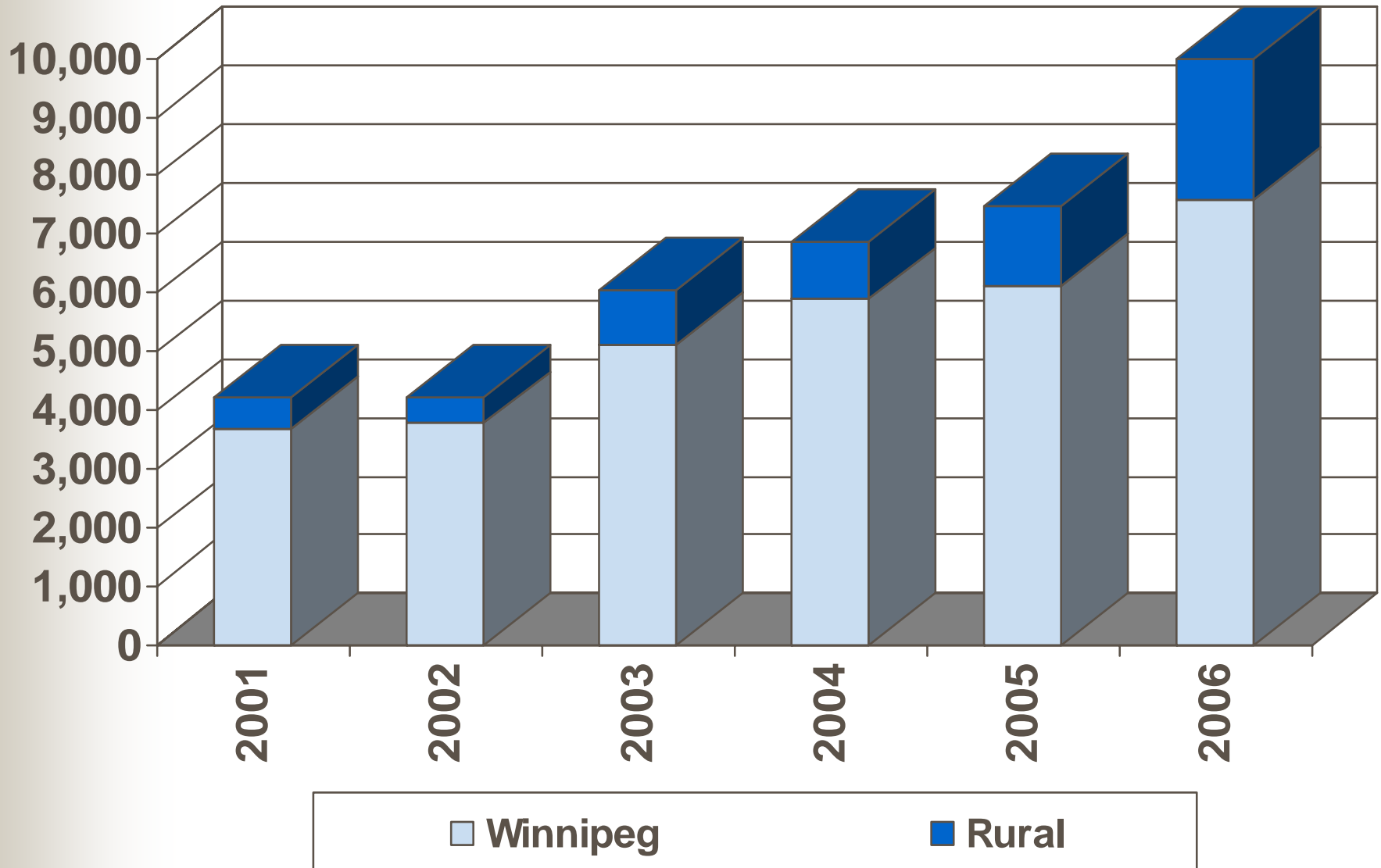


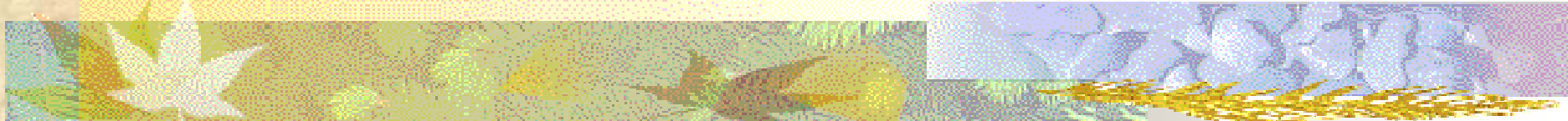
Source: Citizenship and Immigration Canada

Top Regional Destinations

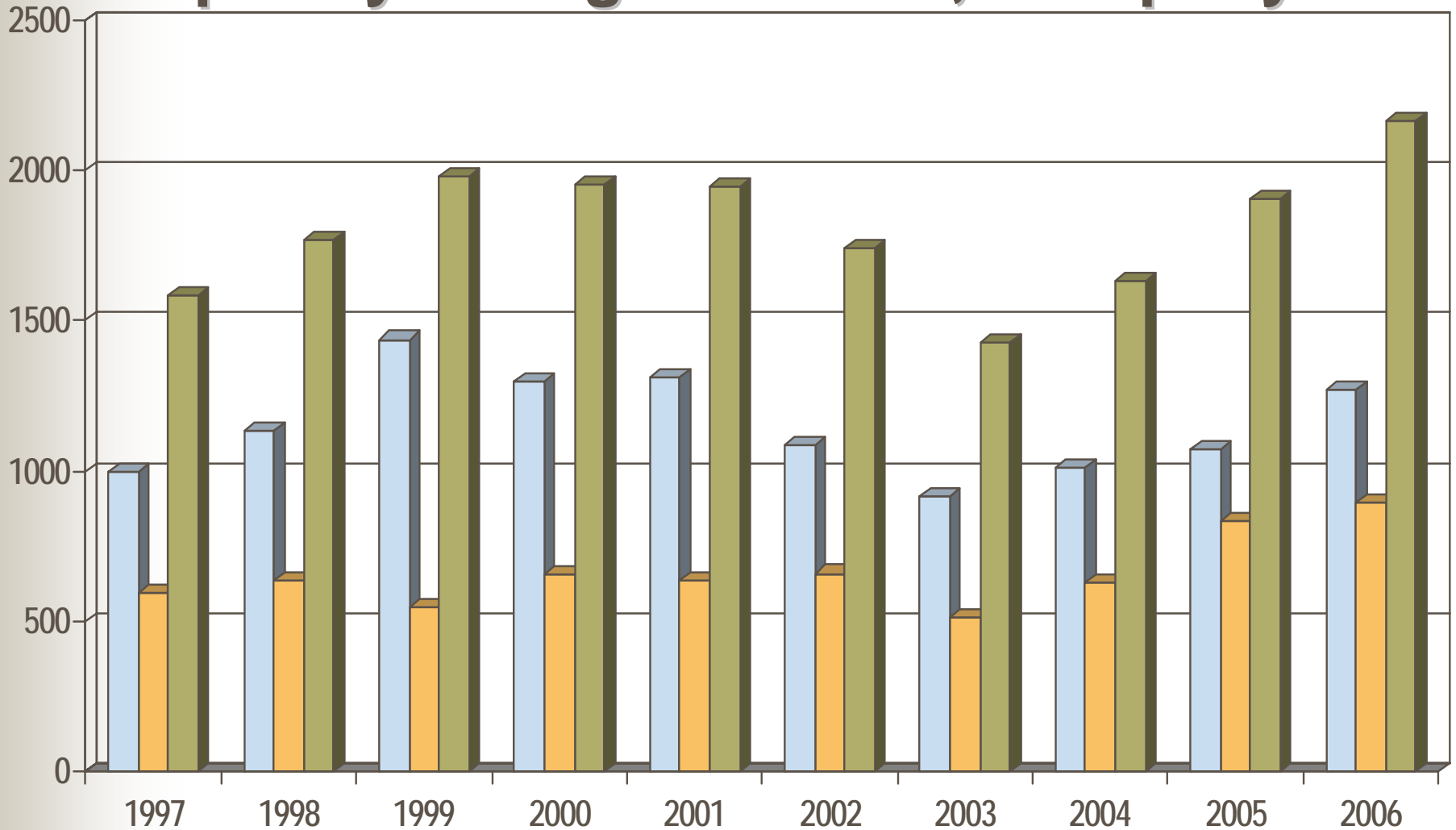


Winnipeg and Rural Immigration





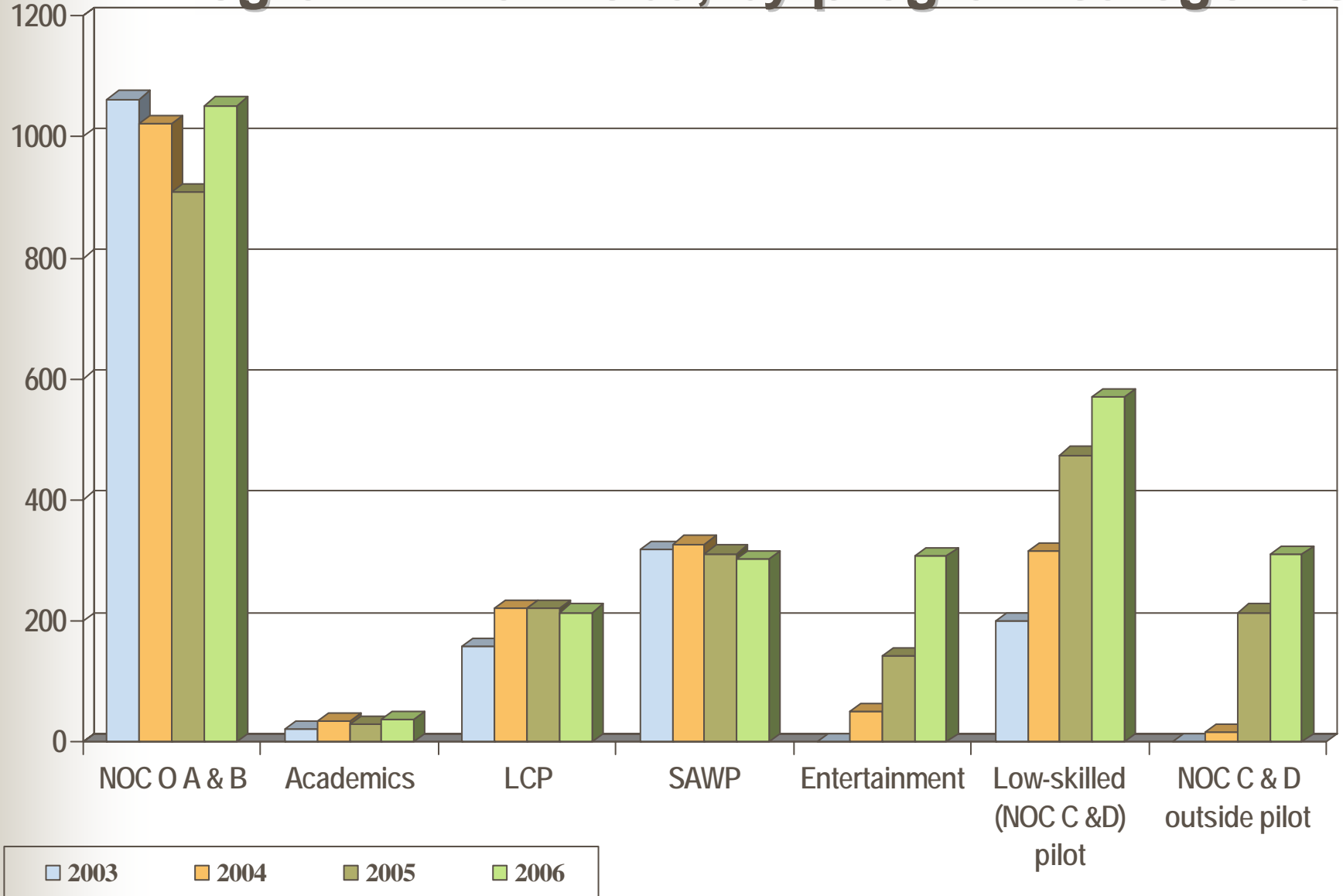
Temporary Foreign Workers, flow per year



■ Winnipeg ■ Other Manitoba ■ Total Manitoba

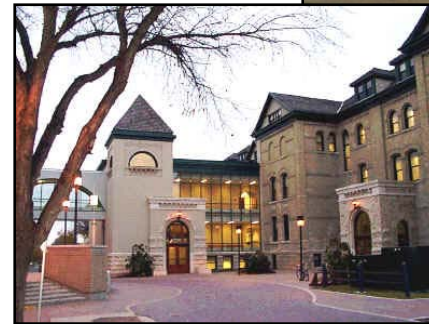
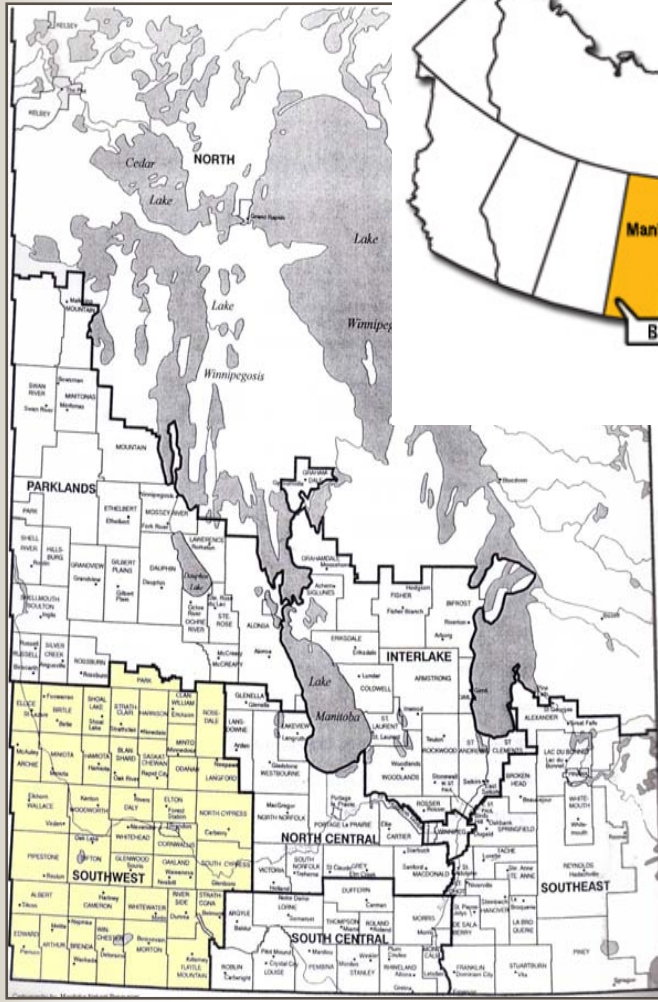
Source: CIC, 2006: Facts and Figures

TFW Program – Manitoba, by program categories



Source: Human Resources and Social Development Canada

Brandon and southwest Manitoba





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 approximately 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.**



Key Research Areas

Temporary foreign workers in rural centres: A case study of Brandon, Manitoba

- **Conduct a community scan to understand the scope & impact of TFWs.**
- **Provide a foundation to explore more specific topics & highlight what is & is not working in the community.**
- **Provide a history, context, & profile of immigration & foreign workers in the area.**
- **Focus on the worker & their experiences from home country to Brandon to Provincial Nominee.**



Families

- **Examine the situation of & issues related to families of TFWs, their employment experiences, & how or if they are considered in the TFW program.**

Regional, local & community perspectives: Making the TFW Program work in local contexts

- **Explore the impacts of TFWs on rural communities, community development, & planning.**
- **Understand the community's influence & perspective on the retention of TFWs.**



TFWs & the Provincial Nominee Program (PNP)

- **Explore TFWs' use of the PNP & clarify how they become landed immigrants.**
- **Develop the concept of transitional foreign workers.**

Understanding retention rates of TFWs

- **Examine the factors that lead to successful retention of TFWs both within the community and business.**
- **Explore the link between recruitment strategies / requirements & retention / settlement.**



Understanding the Low-Skilled Pilot Program for TFWs

- **Clarify & elaborate on the expectations, roles, & responsibilities of key stakeholders including government, community, employers.**

Demographic Analyses & Population Projections

- **Provide population projections for the next 5 – 10 years.**
- **Engage researchers from Canada, United States, & Europe on the topic of demographic modeling & rural immigration.**
- **Utilize STELLA for demographic modeling.**



Research Activities To-Date

Government & Community Consultations

- **Established a project steering committee including service providers, employers, & government representatives - May, 2007.**
- **Consultations have revealed a need for research on TFWs.**

Discussions with Employers

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



Research Activities To-Date

Presentation to the Canada-Manitoba Working Group - September, 2007.

Presentation at the Rural Policy Conference of the Canadian Rural Revitalization Foundation, “Connecting Communities: Rural and Urban” - October, 2007.



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.
 - Modeling dynamic systems and examining change.



Emerging Focus

RDI TFW Dialogue Group

- Encourage multi-perspective & dynamic discussions amongst community, employers, government, & researchers.
- Topics for further discussion:
 - 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.
- Dialogue topic for Nov. 8 meeting:
 - *Expectations, roles & perspectives of key stakeholders – governments, communities, & employers.*



RDI TFW Dialogue Group

- **Products resulting from the discussions at each meeting:**
 - **Record of meeting notes**
 - **RDI TFW Discussion Paper Series**
 - **Summary of topic**
 - **Key issues**
 - **Challenges and /or barriers**
 - **What is working**
 - **Policy implications**
 - **Questions for further research**



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

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