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PATHWAYS TO PROSPERITY

Promoting Welcoming Communities in Canada

bulletin

In This Issue

- ◆ Pathways to Prosperity 2015 National Conference ... [Page 1](#)
- ◆ Interview Series: The Canadian Immigrant Settlement Sector Alliance – Alliance canadienne du secteur de l'établissement des immigrants (CISSA-ACSEI) ... [Page 2](#)
- ◆ Pathways to Prosperity Workshop Series ... [Page 5](#)
- ◆ New Co-Investigator Appointed to the Pathways to Prosperity Partnership ... [Page 6](#)
- ◆ 2015-2016 P2P Research Themes ... [Page 7](#)
- ◆ Call for Proposals for Initial Projects Related to the Pathways to Prosperity's National Themes ... [Page 7](#)
- ◆ Factsheet: Demographic Demand for Immigrants ... [Page 8](#)
- ◆ Research Reports: Projects Funded Through 2014 National Call for Proposals ... [Page 13](#)
- ◆ New Report — Helping and Receiving Help from Neighbours: A Look at Canadian and Foreign-Born ... [Page 15](#)
- ◆ CIHS to Produce a Book about the Indochinese Refugee Movement ... [Page 15](#)
- ◆ International Conference on Immigration, Integration and Inclusion ... [Page 15](#)
- ◆ Immigration in the News — Top Stories of the Past Month ... [Page 16](#)
- ◆ Recent Grants ... [Page 17](#)
- ◆ Recent and Upcoming Publications ... [Page 17](#)
- ◆ Recent and Upcoming Presentations ... [Page 17](#)
- ◆ P2P Co-Investigator, Abdie Kazempur, Receives John Porter Tradition of Excellence Book Award in Sociology ... [Page 18](#)

Hold the Date

Pathways to Prosperity 2015 National Conference

We are pleased to announce that Pathways to Prosperity will hold its Third Annual Conference at the Delta Hotel in downtown Toronto on November 30 – December 1, 2015, with a full-day pre-conference workshop on November 29.



This year's conference will be held at the Delta Hotel in downtown Toronto

The Conference will include a discussion of the future of immigration research in Canada (multidisciplinary perspectives and debates), presentations on new research completed by P2P members this year, and presentations and discussions on topics of importance to P2P stakeholders. The Conference will include plenary sessions, workshops, roundtables, poster presentations, and enhanced opportunities to network with colleagues. We thank all those who provided feedback at the last conference and will be taking this feedback into account to ensure an exciting and engaging 2015 conference.

The full-day preconference workshop on November 29 will focus on measurement strategies for settlement organizations, Local Immigration Partnerships, Réseaux en immigration francophone, and other multi-stakeholder partnerships, including approaches to measuring project and network capacity, performance, and outcomes.

Additional conference and preconference details will be announced in the coming weeks and registration will open in July. The Conference immediately follows the Fall Consultation Conference of the Canadian Council for Refugees in Hamilton, for those who may be interested in attending both events.

This year we will be charging a small registration fee for conference participation, with the proceeds being used to provide travel subsidies to those who would otherwise be unable to attend.

Interview Series: The Canadian Immigrant Settlement Sector Alliance – Alliance canadienne du secteur de l'établissement des immigrants (CISSA-ACSEI)

In this issue of the P2P e-Bulletin, we are pleased to include an interview with Chris Friesen, President and a founder of CISSA-ACSEI. The interview focuses on how and why CISSA-ACSEI was founded, its evolution over time, challenges and opportunities that the settlement sector now faces, and areas of research that would most benefit the sector.



Chris Friesen, CISSA-ACSEI

Jean McRae: To begin, can you please give us some background on CISSA-ACSEI: why and how was it established, and what are its main functions?

Chris Friesen: The history of the Canadian Immigrant Settlement Sector Alliance – Alliance canadienne du secteur de l'établissement des immigrants dates back over 30 years. Periodic discussions and debate have occurred over time centered on the notion of whether there was a need for a strong pan-Canadian organization, building on provincial and regional umbrella associations, that would represent the settlement sector on a national basis.

Through the Voluntary Sector Initiative (VSI) between Citizenship and Immigration Canada and the settlement sector (2001-2003), and as an outcome of the second National Settlement Conference that took place in Calgary in 2003, the sector agreed to launch a feasibility study to explore the need for a distinct national body or voice that would represent the broad interest of the settlement sector. At the same time, the Settlement and Integration Joint Policy and Program Council, now known as the National Settlement Council (a pan-Canadian tri-partite consultative body – FPT and settlement sector representatives), was created as a VSI legacy piece. In March 2005, CISSA-ACSEI was established as “an association of associations” and less than a year later a secretariat was opened in Ottawa. During this time, debate continued within the sector on whether to incorporate as a separate legal entity. In November 2007, it was decided that CISSA-ACSEI should proceed with incorporation. Almost five years later CISSA-ACSEI was incorporated with the stated purpose of harnessing the expertise of the immigrant settlement sector and to act as the sector’s national voice to help build a Canadian society in which all immigrants and refugees are able to participate fully.

The founding CISSA-ACSEI Member Organizations are:

- ◆ Affiliation of Multicultural Societies and Service Agencies of BC (AMSSA)
- ◆ Alberta Association of Immigrant Serving Agencies (AAISA)
- ◆ Saskatchewan Association of Immigrant Settlement and Integration Agencies (SAISIA)
- ◆ Manitoba Immigrant and Refugee Settlement Sector Association (MIRSSA)
- ◆ Atlantic Region Association of Immigrant Serving Agencies (ARAISA)
- ◆ The Multicultural Centre of the Yukon, which represents the Yukon Territories, joined CISSA-ACSEI in October 2012.

CISSA-ACSEI carries out its mission by undertaking special projects, research initiatives, government relations, advocacy, and the facilitation of networking and sector coordination on various issues or initiatives that are pan-Canadian in scope and that help

the sector advance public policy, enhance settlement programming, and ultimately strengthen newcomer outcomes in Canada.

Jean: Has CISSA-ACSEI's role changed over time and, if so, how?

Chris: CISSA-ACSEI's role has evolved over time in direct response to funding opportunities and self-generated funds through membership fees to undertake special projects of shared interest to the sector. In 2009-2010, for example, the organization chose to focus national attention on immigrant and refugee youth through a two phase project that not only highlighted youth's unique settlement challenges, but also program and system recommendations. One of our recommendations was a call for a specific pre-departure orientation program for refugee youth. In the recent CFP for pre-departure services, refugee youth orientation was identified as a priority. CISSA-ACSEI released in 2010 the report, "Reconfiguring Settlement and Integration: A Service Provider Strategy for Innovation and Results". This report has often been referred to within the sector as our "white paper". This report helped the sector articulate the unique role, contributions and value-added that the sector offers to newcomers and local communities in nation building. We have also focused our attention on highlighting promising and innovative practices within the immigrant settlement sector, as well as a study on procurement practices both nationally and provincially as a way to explore different funding mechanisms to enhance innovation in the sector while providing the necessary accountability for public funds.

Our role over the past two years has shifted to articulating sector positions on such things as the UNHCR special appeal on Syrian Refugee Resettlement, changes to the TFW program, the implementation of settlement allocation funding, and the call for a National Orientation Program framework that brings together, in a more seamless continuum, pre- and post-arrival orientation services built upon key national messages. We have also been active in supporting the need for strong provincial and regional umbrella associations, and have been particularly encouraged by CIC funding for the first time to support umbrella association infrastructure and on-going staff resources for Atlantic Canada, Manitoba and Saskatchewan.

Jean: Immigration policies have been changing rapidly over the last few years. What challenges and opportunities do you think these changes present?

Chris: The settlement sector plays a key and critically important role in helping immigrants and refugees integrate both economically and socially in Canada. From our vantage point we see the impact of policy changes on the ground through individuals and families as well as on local communities. We must maintain an active role in highlighting the impact of these policy changes through forums like the National Settlement Council. We are concerned that many of the most significant changes have been enacted without broad public consultation, including through the standing committee structure. We are aware that Ministerial authority and specific directives have been frequently used in recent years to implement some of the most significant changes.

With the increased focus on the economy and projected looming high- and low-skilled labour market shortages, one of the areas that presents significant opportunities is strengthening the sector's working relationship with employers and employer councils. There is tremendous innovation within the settlement sector working with local employers across Canada. These working relationships have existed and been built over decades to help address local workforce needs. With the recent introduction of Express Entry, we see further opportunities to build upon our existing work with employers to enhance the support of skilled workers, their spouses and dependents.

The increased transition of temporary residents into pathways to permanency within Canada is another area that we have raised as a sector in regards to expanding program eligibility to support some TFW categories, refugee claimants, and international students. If we know that there is a high likelihood of temporary residents transitioning to permanent residency in Canada, then we need to be able to offer on a comparable and national standard basis early intervention settlement services to support them. The current government has shifted the overall immigration program towards economic categories versus family and humanitarian classes through a stated 70-30 split. It is too early to know the impact of this direction and other immigration changes on traditionally defined core settlement programs, but it is also clear to the sector that overall immigration will continue to increase as future federal governments grapple with our accelerated aging population and declining birth rate. Has the time come to initiate a royal commission on immigration that moves beyond tinkering with the current system and brings together Canadians in creating a long term vision for immigration and Canada? We think so.

Jean: What role do you see for CISSA-ACSEI in meeting these challenges and opportunities?

Chris: The role of immigration in Canadian society continues to grow, placing more focus on the settlement sector and the impact-value of current national settlement program budget investments. Building on strong provincial and regional umbrella associations, we feel that having a strong pan-Canadian voice has increased in importance. CISSA-ACSEI is committed to working within the sector to continue to highlight issues of mutual concern, including the need for policy and program development, while at the same time, working effectively with our government partners to ultimately enhance the settlement outcomes of newcomers to Canada. We are also keen, within our capacity, to reach out to other stakeholders – e.g., employers, public institutions, etc – to effectively help immigrants and refugees build a future in this country.

Jean: What type of research do you see as most essential at this time?

Chris: Research that is linked to policy and program areas is key for the sector. There are several areas of research that would help the settlement sector raise important policy discussions. With the recent increased investments in pre-arrival or pre-departure services, what is the impact of these initiatives? How do we measure the impact? Are newcomers better connected to post-arrival services? What is the right balance between pre- and post-arrival services? With recent immigration settlement patterns to non-traditional regions and centres, how best can we support these newcomers with limited or no service infrastructure? The role and impact of technology through on-line services is another growth area with little or no research on the impact of such services on newcomers. Social innovation, and more specifically social financing — social bonds — is of interest to governments worldwide, including Canada. Are there aspects of the sector's work that might align with social financing options? Are there relevant examples of successful initiatives? We need research in this area to better understand the opportunities and limitations of social financing. While there has been much discussion and a shift from not only output reporting but also outcome reporting, the research and development of common outcome reporting measurement is still needed. What is the impact-outcome of the settlement sector as it pertains to nation building? Understanding the impact of not providing or delaying the provision of settlement support services to some temporary residents (e.g., TFW's, Refugee Claimants) is also of interest to the sector.

Jean: Thank you very much, Chris. We appreciate the time you have taken to answer all of our questions.

Pathways to Prosperity Workshop Series

We are pleased to announce the launch of a new P2P Workshop Series. The goal is to provide training opportunities for P2P members – including researchers, service providers, representatives of other community organizations, graduate students, and government representatives – based on their stated needs. Both practical courses and training modules will be offered, with opportunities for hands-on experience in crafting ‘solutions’ for targeted areas. An additional goal is to provide opportunities to form connections with P2P members who have not previously been able to participate in P2P events for reasons of distance and travel constraints. To achieve this, we will be holding some of the workshops in the West and in the Atlantic region.

For the initial series of workshops, we consulted widely, seeking topics that would be of broad interest to our members. Based on these consultations, we will be offering the following workshops over the course of the coming year:

- ◆ **Multi-stakeholder partnerships and the facilitation of collaboration to support newcomer integration**

October 21, 2015 – Delta South Hotel, Edmonton

This workshop will be a full-day preconference to the AAISA Conference in Edmonton. It will focus on promising practices for building effective partnerships and for multi-stakeholder engagement aimed at maintaining broad, strategic partnerships to improve newcomer outcomes. Questions to be addressed include whether technology can be used to facilitate collaboration through knowledge sharing tools, establishing communities of practice, and how best to mobilize and effectively govern large multi-stakeholder strategic partnerships. Promising practices will be a key area of focus. This workshop will be hosted by AAISA.

- ◆ **Measurement strategies for settlement organizations, Local Immigration Partnerships, Réseaux en immigration francophone, and other multi-stakeholder partnerships concerned with immigrant settlement and integration**

November 29, 2015 – Delta Downtown Hotel, Toronto

This workshop will be a full-day preconference to the 2015 P2P National Conference. It will focus on performance and outcome measurement for those working in the settlement sector. It will include approaches to measuring project and network capacity, performance, and outcomes. It was suggested that we include a session on the use of iCARE data for research and performance measurement, and we have begun to explore this possibility.

- ◆ **Strategies for supporting immigration to Northern, rural, and remote communities**

Spring 2016 – St. John’s, Newfoundland

This workshop will focus on promising practices for recruiting newcomers and for

promoting job opportunities, welcoming communities, and services and supports for newcomers in Northern, rural, and remote communities. One area of focus will be on the role of employers in attracting, retaining, and integrating immigrants, refugees, and international students in these communities. This workshop will be hosted by the Association for New Canadians in St. John's, Newfoundland.

◆ **Use of technology to provide information, language training, and other services to newcomers**

Spring 2016 – Webinar

New technology offers enhanced opportunities to provide information, language training, and other services to newcomers at a distance. This workshop will discuss these opportunities and promising practices that have been initiated in this area.

New Co-Investigator Appointed to the Pathways to Prosperity Partnership



Ted McDonald

Ted McDonald, Professor of Economics at the University of New Brunswick, has been appointed as a co-investigator to the Atlantic region. He holds a Ph.D. and a Master of Commerce in Economics from the University of Melbourne. Ted was designated a University of New Brunswick Research Scholar for 2012-2014 and has been principal investigator or co-principal investigator on over \$1.5 million of research funding since 2009. He is the Academic Director of the New Brunswick Research Data Centre and the Director of

the New Brunswick Institute for Research, Data and Training, a recently launched facility on the University of New Brunswick campus that hosts administrative data from the Province of New Brunswick. His main areas of research and expertise include the health status and health services use of immigrants, rural residents, minority groups and other subpopulations, as well as an ongoing program of research on the socioeconomic and demographic determinants of cancer. He has also researched extensively on immigrant labour market issues. He has published his work in a broad range of academic journals including *Social Science and Medicine*, *Canadian Journal of Economics*, *Canadian Public Policy*, *Oral Oncology*, *Thyroid*, and the *Canadian Journal on Aging*. He also co-edited a book on immigration in Canada published by McGill-Queen's University Press and has co-written a chapter on high skilled immigration in a new volume of the Elsevier Economics Handbook Series entitled 'Economics of International Migration'.

2015-2016 P2P Research Themes

In order to focus P2P national and regional research on the stated needs of our partners and interests of our collaborators, the P2P establishes a list of priority research themes each year. These are developed through extensive consultations, and provide a focus for new research projects, CFPs, the national conference, and workshops. The themes for 2015-2016 can now be found on our [website here](#).

Call for Proposals for Initial Projects Related to the Pathways to Prosperity's National Themes

Pathways to Prosperity invites proposals for funding of up to \$8,000 per project for initial research projects related to current P2P national research themes:

- ◆ Economic Integration of Immigrants in Canada
- ◆ Social and Cultural Integration of Immigrants in Canada
- ◆ Multi-stakeholder Partnerships Designed to Facilitate Immigrant Settlement and Integration in Canada
- ◆ Temporary Resident Streams in Canada
- ◆ Role of the Settlement Sector and Not-for-Profits in Canada
- ◆ Health and Well-being of Immigrants in Canada
- ◆ Location Decisions of Immigrants to Canada
- ◆ At-Risk Populations of Immigrants in Canada

For more information on these themes, [please see here](#).

Up to six proposals will be funded in this round. Funding must be used for primary research related to one of the themes and should represent the first step in a larger, cross-regional project for which outside funding will be sought. As a Pathways to Prosperity project, the research must have a policy or practice component. Proposals should be submitted by individuals or teams that are led by P2P collaborators or partners, and may be submitted in either English or French. Graduate students may be members, but not leads, of these teams.

Applications should be submitted to communications@p2pcanada.ca by July 31, 2015. Decisions will be made by August 31, 2015, with projects expected to be completed by June 30, 2016. A final report based on the research will be required for posting on the P2P website, as well as an article to appear in the P2P eBulletin.

Applications should be a maximum of 6 pages, and include:

- ◆ Rationale (including policy and practice concerns) and relation to a P2P theme
- ◆ Proposed methodology
- ◆ Description of the research team
- ◆ Deliverables
- ◆ Details of plans for extending the research to a cross-regional project, and sources of outside funding to which subsequent applications will be made
- ◆ Timeline
- ◆ Detailed budget

Factsheet: Demographic Demand for Immigrants

Ray D. Bollman (RayD.Bollman@sasktel.net)

Highlights

- ◆ For Canada as a whole, the period from 2009 to 2029 will be a period where the number of individuals 10 to 19 years of age (potential labour market entrants in the following ten years) is less than the number of individuals 55 to 64 years age (potential labour market exiters in the following ten years).
- ◆ The demographic 'gap' between potential entrants and potential retirees represents a potential demographic demand for immigrants.
- ◆ However, the labour market is expected to continue to grow due to the choice of individuals over 65 years of age to continue to be employed.
- ◆ The nature of our calculated demographic demand for immigrants varies widely across the regions of Canada.
- ◆ Some places will have less than 50 potential entrants per 100 potential retirees – suggesting a stronger demand for immigrants.
- ◆ On the other hand, Nunavut as a whole is expected to have 267 potential entrants per 100 potential exiters, indicating strong competition for jobs (so out-migration may be expected).

Why look at the Demographic Demand for Immigrants?

Canada's changing demographic structure will be driving development options in the foreseeable future. In this FactSheet, we look at the demographic pressure on the working age population. Specifically, we compare:

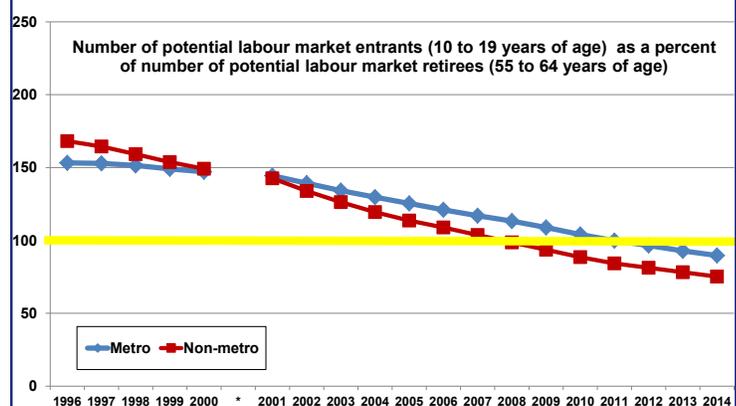
- ◆ The number of individuals who are currently 10 to 19 years of age and thus, ten years from now will be 20 to 29 years of age (and potentially entering the workforce); and
- ◆ The number of individuals who are currently 55 to 64 years of age and thus, ten years from now will be 65 to 74 years of age (and potentially retiring from the workforce).

If the number of potential labour market entrants is less than the number of potential labour market exiters, we would expect demographic pressure on the local labour market. The local workforce levels could be maintained if:

- ◆ More individuals continued to work after age 65;
- ◆ The local area attracted workers from elsewhere in Canada; and / or
- ◆ The local area was able to attract more immigrants.

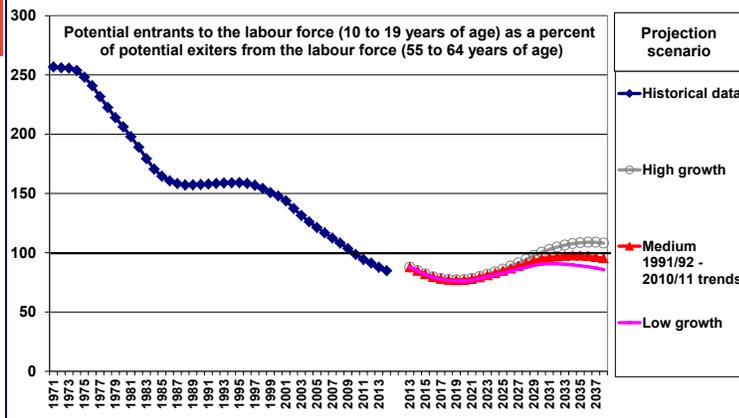
Alternatively, a lower level of employment would be required in the region if firms were able to adopt labour-saving

Figure 1: Demographic replacement of the working age population fell below 100% in 2008 in non-metro Canada



* Data for 1996 to 2000 are classified according to the 2006 grid for CMA boundaries and data since 2001 are classified according to the 2011 grid for CMA boundaries. Source: Statistics Canada. Annual Demographic Statistics. CANSIM Table 051-0001 & 051-0056.

Figure 2: Potential labour market shortage (regardless of projection scenario) up to 2029 due to less than 100 (potential) labour market entrants per 100 (potential) labour market retirees, Canada



Source: Statistics Canada, Demographic Estimates and Projections, CANSIM Tables 051-0001 and 052-0005.

technology. Certainly, this has been the historical pattern in regions specialized in agriculture, forestry and mining.

However, for the cases where potential retirees would need to be replaced by potential entrants, we calculate the gap between the two, which we suggest implies a demographic demand for immigrants for any given area in Canada.

Canada has entered a period with fewer young entrants to the workforce, compared to potential retirees.

Table 1: Number of potential labour market entrants (10 to 19 years of age) as a percent of number of potential labour market retirees (55 to 64 years of age), Canada, Provinces and Territories, 2001 and 2014

	Metro		Non-metro	
	2001	2014	2001	2014
Newfoundland and Labrador	149	78	135	59
Prince Edward Island	n.a.	n.a.	152	80
Nova Scotia	144	77	126	66
New Brunswick	139	80	133	66
Quebec	121	80	120	61
Ontario	151	96	139	74
Manitoba	153	96	179	119
Saskatchewan	190	99	180	99
Alberta	179	95	194	105
British Columbia	140	84	140	70
Yukon	n.a.	n.a.	186	74
Northwest Territories	n.a.	n.a.	298	122
Nunavut	n.a.	n.a.	470	267
Canada	144	90	143	75

Source: Statistics Canada. Annual Demographic Statistics. CANSIM Table 051-0001 and 051-0056.

In 2008, the demographic replacement of the non-metro workforce in Canada fell below 100% (Figure 1). In metro Canada, the same thing happened in 2013. Thus, for Canada as a whole, over the next ten years there will be fewer potential labour market entrants than potential labour market exiters.

We note that the projections by Martel *et al.* (2011) indicate that the level of employment in Canada will continue to increase due to a projected increase in the employment rate of individuals 65 years of age and over. Nevertheless, we expect that demographic pressure on the labour market will continue to be important.

continue up to 2029 (Figure 2). Below, we show the projections for three scenarios: a low population growth scenario; a medium-population growth scenario (based on the trends from 1991/1992 to 2010/2011); and a high population growth scenario. (For details, see Statistics Canada, 2014.)

For Canada as a whole, this potential labour market shortage is projected to

Note the substantial change in recent decades. During the 1980s and 1990s, there were 150 potential labour market entrants per 100 potential retirees from the labour market. Aggregate economic growth was easier to sustain because the labour market was growing. Now, aggregate

economic growth is more difficult¹ because there are fewer potential entrants for each potential exit from the labour force (and growth in the workforce is based on assuming an increasing employment rate among older workers). This demographic situation is projected to continue until 2029, regardless of the projection scenario. Note that the high growth scenario assumes an immigration rate of 9 immigrants per 1,000 population over the projection period, whereas the medium projection assumes 7.5 per 1,000, and the low growth scenario assumes 5 immigrants per 1,000 population. Thus, even an immigration rate that is higher than historical patterns will not prevent potential labour market shortages up to 2029.

The size of the demographic change in recent decades has been large within both metro and non-metro regions of each province (Table 1). In 2001, both metro and non-metro areas in each province had more potential labour market entrants than potential exiters. However, in 2014, only the non-metro areas of Manitoba and Alberta — and the three Territories — had more potential entrants than potential leavers. Thus, most areas of Canada are presently experiencing a demographic demand for immigrants.

¹ Browne (2002), among many others, argues that the aggregate economy does not necessarily need to grow — rather it is growth in well-being per capita that should be the focus. "... the rational response is the one you never hear publicly: 'Don't panic, let the [population] numbers fall. It will be good for us.' ... Population decline drums up visions of collapsing ... All this might indeed come to pass if population decline were rapid. A gradual population decline would be a different matter. The environmental benefits are obvious — fewer cars, fewer houses, more wilderness. But population decline could also empower workers, raise the status of the socially marginalised, reduce inequalities and eradicate poverty. It will not make Britain poorer, as the politicians fear, but wealthier ...".

Table 2: Number of potential labour market entrants (10 to 19 years of age) as a percent of number of potential labour market retirees (55 to 64 years of age) for each Census Metropolitan Area in Canada, 2011 and 2014

Name of CMA (Census Metropolitan Area) (sorted by 2014 data)	2001	2014
Saguenay, Quebec	127	57
Trois-Rivières, Quebec	106	60
Victoria, British Columbia	121	64
Québec, Quebec	108	65
Peterborough, Ontario	140	70
Thunder Bay, Ontario	142	71
Kelowna, British Columbia	127	74
Sherbrooke, Quebec	125	74
St. Catharines-Niagara, Ontario	125	77
Halifax, Nova Scotia	144	77
St. John's, Newfoundland and Labrador	149	78
Kingston, Ontario	133	78
Greater Sudbury, Ontario	133	79
Moncton, New Brunswick	134	79
Saint John, New Brunswick	144	80
Montréal, Quebec	122	86
Vancouver, British Columbia	141	87
London, Ontario	152	89
Hamilton, Ontario	142	90
Ottawa-Gatineau, Ontario/Quebec	151	90
... Ottawa-Gatineau, Ontario part	149	93
... Ottawa-Gatineau, Quebec part	155	84
Brantford, Ontario	162	91
Edmonton, Alberta	175	93
Guelph, Ontario	163	95
Regina, Saskatchewan	183	96
Windsor, Ontario	153	96
Winnipeg, Manitoba	153	96
Calgary, Alberta	184	97
Toronto, Ontario	152	100
Saskatoon, Saskatchewan	197	102
Kitchener-Cambridge-Waterloo, Ontario	170	102
Oshawa, Ontario	183	106
Abbotsford-Mission, British Columbia	184	106
Barrie, Ontario	193	114

Source: Statistics Canada. **Annual Demographic Statistics**. CANSIM Table 051-0001 and 051-0056.

The pattern also ranges widely across Census Metropolitan Areas² (CMAs) (Table 2). In 2001, every CMA had more potential labour market entrants than potential retirees. By 2014, only five CMAs (Barrie, Abbotsford-Mission, Oshawa, Kitchener-Waterloo-Cambridge and Saskatoon) had more potential entrants than potential exiters. All other CMAs appear to have a demographic demand for immigrants. In 2014, the CMA of Saguenay had only 57 potential labour market entrants for each 100 potential labour market retirees. Trois-Rivières had only 60 potential entrants per 100 potential retirees. As an interesting aside, these two CMAs ranked #1 and #2 in terms of their average life satisfaction scores for the period from 2009 to 2013 (see Figure 1 in Lu *et al.*, 2015).

Similarly, there exists a wide range in our 2014 demographic labour market pressure index across Canada's 293 census divisions (CDs) (Table 3). Within metro, partially-non-metro, and non-metro CDs (as defined in the footnote of Table 3), there is a range from under 50 to over 125 in terms of the number of potential labour market entrants per 100 potential exiters. The lower the number, the greater the potential demographic demand for immigrants. It should be noted, however, that some of the CDs with a low index are retirement destination regions and immigrants in the pre-retirement age group of 55 to 64 years of age are driving, at least in part, the demographic labour market pressure index.

Table 3: Ranking of census divisions by the demographic labour market pressure index*, 2014

Name of Census Division	Demographic labour market pressure index*	Name of Census Division	Demographic labour market pressure index*	Name of Census Division	Demographic labour market pressure index*
Metro** census divisions		Partially-non-metro** census divisions		Non-metro** census divisions	
(sorted by the demographic labour market pressure index in 2014, showing the top 10 and lowest 10 in each geographic group)					
L'Île-d'Orléans, Quebec	49	Papineau, Quebec	44	Stikine, British Columbia	33
Québec, Quebec	61	Maskinongé, Quebec	47	Les Pays-d'en-Haut, Quebec	36
Saint John, New Brunswick	72	Queens, New Brunswick	47	Mékinac, Quebec	37
Longueuil, Quebec	73	Memphrémagog, Quebec	52	La Haute-Gaspésie, Quebec	38
Central Okanagan, British Columbia	73	Portneuf, Quebec	53	Haliburton, Ontario	39
Lévis, Quebec	75	Argenteuil, Quebec	55	Charlevoix, Quebec	42
Halifax, Nova Scotia	77	Le Saguenay-et-son-Fjord, Quebec	57	Le Rocher-Percé, Quebec	42
Greater Sudbury, Ontario	78	Francheville, Quebec	59	Matane, Quebec	43
Sherbrooke, Quebec	79	Bécancour, Quebec	60	Shawinigan, Quebec	44
Les Collines-de-l'Outaouais, Quebec	80	Beauharnois-Salaberry, Quebec	61	Les Basques, Quebec	44
...		
Ottawa, Ontario	92	Vaudreuil-Soulanges, Quebec	97	Nord-du-Québec, Quebec	182
Laval, Quebec	93	Man. Div. 14 (incl. Stonewall)	97	Alta. Div. 17 (incl. Slave Lake)	183
Man. Div. 11 (Winnipeg)	96	Sask. Div. 11 (incl. Saskatoon)	99	Baffin, Nunavut	221
Les Moulins, Quebec	103	Fraser Valley, British Columbia	100	Man. Div. 19 (incl. Berens River)	225
Roussillon, Quebec	103	Lajemmerais, Quebec	100	Sask. Div. 18 (Northern Saskatchewan)	241
York, Ontario	103	Waterloo, Ontario	103	Man. Div. 23 (incl. Churchill)	263
Thérèse-De Blainville, Quebec	109	Durham, Ontario	104	Region 3, Northwest Territories	266
Halton, Ontario	114	Dufferin, Ontario	111	Man. Div. 22 (incl. Thompson)	268
Peel, Ontario	116	Man. Div. 10 (incl. St. Francois Xavier)	137	Kitikmeot, Nunavut	309
Mirabel, Quebec	127	Man. Div. 2 (incl. Steinbach)	158	Keewatin, Nunavut	357

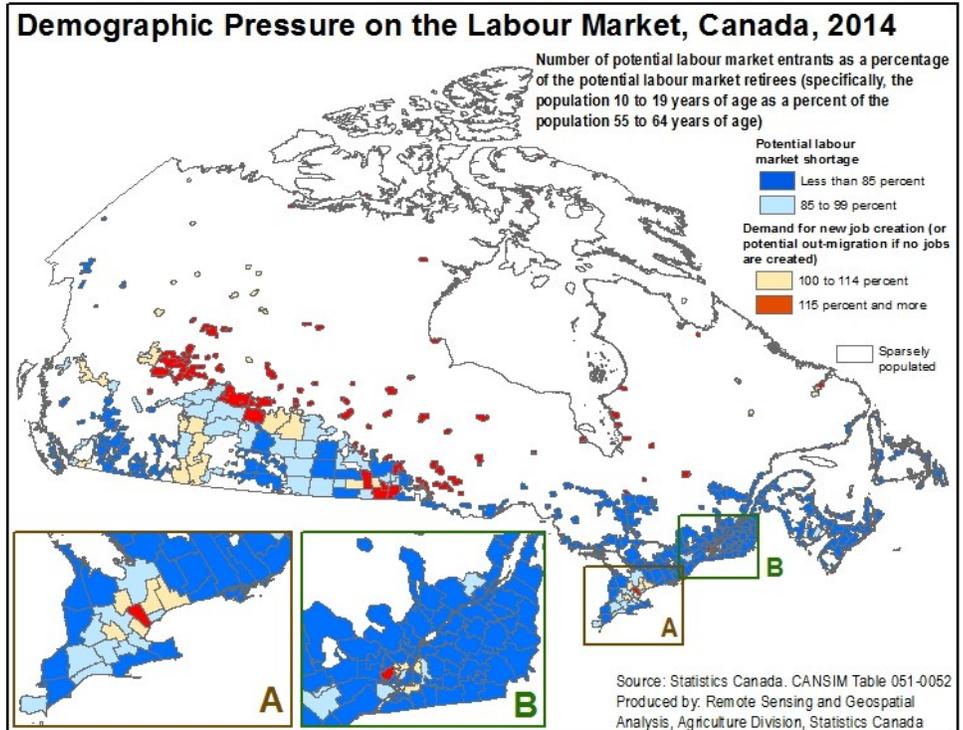
* Population 10 to 19 years of age as a percent of the population 55 to 64 years of age
 ** Metro census divisions (CDs) have all their component census subdivisions (CSDs) within a Census Metropolitan Area (CMA). A partially-non-metro CD has some, but not all, of its CSDs in a CMA. A non-metro CD has all of its component CSDs outside a CMA.
 Source: Statistics Canada. **Annual Demographic Statistics**, CANSIM Table 051-0062.

² Census Metropolitan Areas (CMAs) have an urban core population of 50,000 or more with a total population of 100,000 or more. (Prior to 2006, the urban core threshold was 100,000) and the CMA includes the total population of neighbouring census subdivisions (CSDs) (i.e., incorporated towns and municipalities) where more than 50% of the employed residents commute (i.e. a measure of social-economic integration) to the specific CMA.

A higher number indicates the likelihood of more competition for jobs – or out-migration may take place if no new jobs are created. Specifically, among non-metro CDs, the 10 CDs with the highest number of entrants per potential retiree are all northern CDs. This suggests that jobs will need to be created in these CDs or out-migration may be expected.

Note that every CD east of the GTA (Greater Toronto Area) is facing a

potential labour market shortage (dark blue in the Map). The dark blue in southeastern British Columbia and on Vancouver Island is influenced, as least in part, by the immigration of individuals who are 55 to 64 years of age.



Summary

For Canada as a whole, we are in an era with fewer potential labour market entrants for each potential labour market retiree. The resulting demographic pressure on the labour market can be attenuated by more individuals remaining employed after they reach 65 years of age, by labour saving technologies, or by immigration. The calculated demographic labour market pressure index varies widely across the regions of Canada, suggesting that different 'remedies' may be required in different locales. Generally, however, regions with a lower index can be expected to have a higher demographic demand for immigrants.

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Research Reports: Projects Funded Through 2014 National Call for Proposals

1. Role of Employers and the Private Sector in Supporting the Integration of Immigrants in Canada

Research Team: Cathy Woodbeck, Thunder Bay Multicultural Association; Aaron MacMillan, Thunder Bay Multicultural Association; and Brent Kelso, Research Associate

In Northwestern Ontario, much like in the rest of Canada, there is an ever increasing focus on immigration and nation/region building, as well as on the need for communities and employers to consider the recruitment and attraction of newcomers for growth and economic stability. Municipalities are beginning to view immigration as an economic driver and an element of community growth strategies.

Employers recruit immigrants without considering the need to welcome and integrate them. While employment has been recognized as the main attractor, and sustained employment as the primary factor in retention, other supporting factors and the welcoming ability of the community are also critical for retention. The misconception or assumption that a job is the answer to all integration needs is being replaced by the reality that integration is critical and that it takes a whole community.

The goal of this research project was to investigate the role of employers and the private sector in supporting (or not supporting) the integration of immigrants; to assess their knowledge and practices in regard to attracting, hiring and training immigrants and newcomers; and to provide a much needed snapshot of immigrant hiring practices, or lack thereof, in the region.

We expected to find a correlation between knowledge and use of integration practices, on the one hand, and the number of immigrants and newcomers hired by industry, region and area, on the other. We also wanted to gain an understanding of what settlement resources and community programs are being utilized by employers to support the integration of newcomers into the community and region in an effort to increase receptivity.

The results of the research provided examples of best practices by employers, insight into employers' understanding of and misconceptions about hiring immigrants, as well as an opportunity to engage employers in training and informed discussion on the issues that arose.

2. Orienting Live-In Caregivers

Research Team: Denise L. Spitzer, University of Ottawa; Sara Torres, University of Montreal; Aimee Beboso, Philippine Migrant Society of Canada; Roshelle Wee Eng, Research Assistant; and Marian Sanchez, Research Assistant

Since 1992, thousands of women and men, predominantly from the Philippines, have entered Canada under the auspices of the Live-In Caregiver Program (LCP) — now the Caregiver Program (CP). The L/CP enables participants to apply for permanent resident

status after completing approximately two years of service as in-home caregivers. This unique program that enables temporary foreign workers to become permanent residents poses particular challenges for both pre-departure orientation programs and for immigrant-serving agencies that are not authorized to offer services to temporary foreign workers (although many do so regardless of the guidelines).

To understand more about the learning needs of L/CP workers throughout their trajectory from applicant to permanent resident, we conducted focus groups and interviews with prospective CP workers in the Philippines, and with current and former L/CP workers in the Ottawa region. Additionally, we observed both mandatory pre-departure orientation sessions (PDOS) provided by the Philippine government and the voluntary Canadian Orientation Abroad (COA) program offered by the IOM in Manila. Respondents who had never traveled abroad found the information on airport procedures useful; however, often, people did not recall advice that was not immediately helpful to them. We suggest that a series of in-person and on-line orientation seminars providing accurate and timely information prior to transitioning to the next stage of migrant status would facilitate L/CP workers' settlement in Canada.

3. Pre-arrival Services of Filipinos in Alberta: Bridging Gaps in Immigrant Services

Researcher: Glenda Tibe Bonifacio, University of Lethbridge

A qualitative research study involving 26 Filipino participants was conducted in Edmonton, Calgary and Lethbridge from August 2014 to January 2015. Findings indicate that pre-arrival services were considered important in the migration journey from the Philippines, or another country, to Canada. These services were categorized as either formal or informal: formal services were those provided by the Canadian and Philippine governments, and informal services were provided by private entities such as family networks, church groups, recruitment agencies and immigration lawyers. Access to formal pre-arrival services depended on the following factors: period of arrival to Canada, country of residence prior to migration, and type of immigration program.

Pre-arrival preparation generally differed based on financial resources; distance of residence to Manila, Cebu, or the nearest consular office; access to the internet and technology; knowledge and education; and social support and access to networks. The research also revealed that human capital such as income class and education, as well as social capital involving transnational social networks among Filipinos, produced differential access to pre-arrival services, both formal and informal. Gender was not considered an issue in access to and type of pre-arrival services as both men and women need to be prepared about the challenges ahead.

There is a need to bridge the gap between formal pre-arrival and post-arrival services, particularly those offered by the Canadian and Philippine governments. Ensuring that information provided at the pre-arrival stage is understood and carries over to the next stage will result in better outcomes.

Helping and Receiving Help from Neighbours: A Look at Canadian and Foreign-Born

Submitted by Fernando Mata

Neighbours are important agents of civic integration for both Canadian and foreign-born individuals. For immigrants, greater participation in help exchanges with neighbours is desirable in ensuring social cohesion, the creation of social capital as well in terms of enhancing mutual trust, reciprocity and solidarity between community members. A recent [report](#) produced by Fernando Mata used a pooled sample of approximately thirty-eight thousand Canadian adults drawn from Statistics Canada's General Social Surveys (GSS) of 2010 and 2012 to look at the participation in help exchanges between immigrants and their neighbours.

Findings suggest that bidirectional help exchanges were the most prevalent pattern of behaviour among both Canadian and foreign-born individuals. Multivariate analyses using multiple correspondence analysis and multinomial logistic regressions revealed that higher rates of bidirectional exchanges of help were typical among the Canadian-born when compared to foreign-born groups. This research also concluded that immigrant status and length of residence are as important as other socio-demographic and attitudinal correlates in influencing help exchange behaviour, and that favourable views of a neighbourhood increase the occurrence of bidirectional help exchanges. This research also hints that there may be different cultures of "civic engagement" in Canada where neighbours may play more or less peripheral roles as agents of civic integration.

CIHS to Produce a Book about the Indochinese Refugee Movement

Submitted by Gerry Maffre

This year, Canada marks the fortieth anniversary of the start of the Indochinese refugee movement to this country. In this largest single refugee program in Canada's history, government officials, non-governmental organizations of diverse purposes and Canadians came together to provide safety and sanctuary to close to 130,000 Indochinese. To mark this anniversary and reflect on the achievements, the Canadian Immigration Historical Society has undertaken a number of projects. Society members are working on a book about the early years of the movement drawing on the recollections of a diverse group of involved individuals. As well, a special website has been launched — www.cihs-shic.ca/indochina — where visitors can find more information about this book, a special edition of the Society Bulletin, photos, and historical documents capturing some key elements of the program.

International Conference on Immigration, Integration and Inclusion

Pathways to Prosperity was pleased to be a partner in organizing this year's International Conference on Immigration, Integration and Inclusion that took place May 31–June 3, 2015 in Quebec City. Special thanks to Kamel Béji for leading the program committee and organizing the conference; to Michèle Vatz-Laaroussi, Secil Erdogan, and Chedly Belkhodja for organizing P2P sessions; and to all the P2P members who participated. It was a great opportunity to meet new researchers in the field and to catch up with our colleagues.

Immigration in the News — Top Stories of the Past Month

Below are links to top stories that the P2P is following. These stories and other material can be accessed through the [Media Corner](#) of the P2P's website. The Corner provides links to articles appearing in the national and local media. Some international content is also included. Articles are updated weekly.

Globe and Mail – June 1, 2015 – [Lack of Federal Resources Fails International Student Strategy](#) – Canadian officials are finding it difficult to keep up with the increasing demand from international students, leading to waiting times for visas that are weeks longer than those in Britain or the United States, and reducing the program's competitiveness.

Radio-Canada – 31 mai 2015 – [Réfugiés syriens : le Canada est débordé](#) – Alors que le groupe armé État islamique intensifie sa présence en Syrie, Radio-Canada a appris qu'au pays le nombre de demandes de réfugiés parrainés par des proches est passé de quelques dizaines par mois à plusieurs centaines. Selon certains, très peu sont admis au pays et le processus est long.

Gouvernement de l'Ontario (Communiqué) – 28 mai 2015 – [L'Ontario adopte une loi pour maximiser les avantages de l'immigration](#) – L'Ontario a adopté ... la Loi sur l'immigration en Ontario ... la Loi: facilitera la collaboration entre l'Ontario et le gouvernement fédéral en matière de recrutement, de sélection et d'admission d'immigrants qualifiés ...

Toronto Star – May 27, 2015 – [Canada Slips Out of Top-Five Countries in Integrating Immigrants](#) – Canada has dropped out of the top five nations when it comes to integrating immigrants, due to policy changes by Ottawa that restrict family reunification and citizenship. According to the latest world ranking ... Canada has slipped from third to sixth place.

CBC – May 16, 2015 – [Refugee Board Members' Rulings Varied Widely in 2014, Data Suggests](#) – Success in gaining refugee protection in Canada still seems to depend on the luck of the draw, according to a new analysis of Immigration and Refugee Board data. The analysis ... found wide variations among decisions by adjudicators...

Toronto Star – May 16, 2015 – [Low Acceptance and Backlog Stifles Foreign Nanny Program](#) – Ottawa has approved fewer than 10 per cent of requests by potential employers to bring in foreign caregivers under a revised program introduced in December, latest data shows.

Toronto Star – May 15, 2015 – [Immigration Policy Will be Part of Election Conversation, Opposition Says](#) – Immigration policy under the Conservative party's watch has changed substantially ... both the Liberals and the NDP say they are going to make immigration policy part of the election conversation.

North Bay News – May 15, 2015 – [Council Supports Push for Permanent Residents' Municipal Vote](#) – The city is supporting a push to allow permanent residents to vote in municipal and school board elections. ... The province holds the ultimate decision for the change to be made.

CBC – May 12, 2015 – [Nova Scotia Launches Immigration Stream Aimed at International Students](#) – The Nova Scotia government has created a new immigration stream geared towards international students who have worked in the province for at least a year. ... the province will nominate candidates through the provincial nominee program for the federal government's new express entry system...

CBC – May 12, 2015 – [Express Entry: Early Immigration Data Shows Many Already in Canada](#) – Nearly half of the skilled immigrants who qualified for a chance to obtain permanent residency within the first three weeks of the launch of a new immigration system were not applying from abroad but were already in Canada.

Recent Grants

Erdogan-Ertorer, S. (2014-2016). Syrian refugees: The asylum experience in Turkey. York University, Faculty of Liberal Arts and Professional Studies International Collaboration Grant.

Guo, Y. (2014-2016). Parent and community experience and engagement with English as an Additional Language (EAL) policies. The Alberta Centre for Child, Family and Community Research (ACCFRC).

Lavoie, C. (2014-2015). La Coopérative d'intégration francophone de l'Île-du-Prince-Édouard (CIF -ÎPÉ). Atouts et lacunes de la communauté acadienne et francophone en comparaison aux besoins des nouveaux arrivants de langue française à l'Île-du-Prince-Édouard.

Recent and Upcoming Publications

Tolley, E. (2015). [Racial mediation in the coverage of candidates' political viability](#). *Journal of Ethnic and Migration Studies*, 41(6), 963-984.

Recent and Upcoming Presentations

Chira, S. (2015, June). Designer immigrants and cash cows: Locating international students within neoliberal citizenship in Canada. Paper to be presented at the Canadian Sociological Association Conference, Ottawa, ON, Canada.

Chira, S. (2015, June). Retracing their steps: Contextualizing international students' route to Canadian citizenship. Paper to be presented at the Canadian Sociological Association Conference, Ottawa, ON, Canada.

Colle, L. (2014, November). Looking back, looking forward at transforming access. Speech prepared for the Fairness Commissioner to the Transforming Access Forum, Toronto, ON, Canada.

Colle, L. (2015, January). Speech prepared for Fairness Commissioner to ACCES Employment Board and senior staff at the ACCES Employment Toronto Event, Toronto, ON, Canada.

Colle, L. (2015, March). [Putting immigrant skills to work: Employment match rates in the regulated professions](#). Presentation prepared for the National Metropolis Conference, Vancouver, BC, Canada.

Colle, L. (2015, March). [Improving employment match rates: Moving from research to practice](#). Presentation prepared for the National Metropolis Conference, Vancouver, BC, Canada.

Colle, L. (2015, April). [Immigrant employment: An examination of match rates, licensure and successful workplace integration](#). Presentation prepared for Ontario's Office of the Fairness Commissioner at the Conference Board of Canada Immigration Summit, Ottawa, ON, Canada.

Erdogan-Ertorer, S. (2015, June). Immigrant experiences in labour market. Session organized for the International Conference on Immigration, Integration and Inclusion (C4i), Quebec City, QC, Canada.

Erdogan-Ertorer, S. (2015, June). Participation or integration? "Integration" experiences of immigrants in the labour market in Ontario. Paper at the International Conference on Immigration, Integration and Inclusion (C4i), Quebec City, QC, Canada.

Book Award

P2P Co-Investigator, Abdie Kazemipur, Receives John Porter Tradition of Excellence Book Award in Sociology

Abdie Kazemipur's *The Muslim Question in Canada: A Story of Segmented Integration* (UBC Press, 2014) has been selected by the Canadian Sociological Association as the 2015 recipient of the John Porter Tradition of Excellence Book Award in Sociology.

In addition to receiving the award at a special ceremony on June 3, 2015, Abdie will be a keynote speaker at the CSA's 2016 annual meeting at the University of Calgary.

Congratulations, Abdie!

Guo, S., & Guo, Y. (2015, March). Immigration, integration and welcoming communities: The role of community centres in bridging newcomers to Calgary. Paper presented at the National Metropolis Conference, Vancouver, BC, Canada.

Hébert, Y. (2015, March). Navigate communities, activate communities: Voices from Calgary and Vancouver. Panel presented at the National Metropolis Conference, Vancouver, BC, Canada.

Ilieva, R. (2015, March). Content area faculty and language matters in times of internationalization. Panel presented at the TESOL International Convention, Toronto, ON, Canada.

Lavoie, C. (2015, février). Évaluation de la perception des atouts et lacunes de la communauté acadienne et francophone de l'Île-du-Prince-Édouard et des besoins des nouveaux arrivants d'expression française par les organismes du Réseau d'intégration francophone ÎPÉ. Présentation publique à Le Réseau d'intégration de l'Île-du-Prince-Édouard, Charlottetown, PE, Canada.

Lavoie, C. (2015, mars). Animateur de la Deuxième table ronde sur l'immigration en français à l'Île-du-Prince-Édouard, Charlottetown, PE, Canada.

Sissons, C., Esses, V., & Kiziltan, Ü. (2015, May). In É. Bastien (Moderator), Informing policy making through SSHRC's Partnerships. Session presented at the C²U Expo, Ottawa, ON, Canada.

Sturdy, S. (2015, March). How community organizations and municipalities make welcoming communities "work". Paper presented at the National Metropolis Conference, Vancouver, BC, Canada.

Sturdy, S. (2015, March). How universities and international students shape and reshape the largest cities in Canada. Paper presented at the National Metropolis Conference, Vancouver, BC, Canada.

Taylor, S. (2015, March). Lessons learned. Paper presented at the TESOL International Convention, Toronto, ON, Canada.

Taylor, S. (2015, March). Somethings old and new: Rethinking in-between spaces for English language learners' engagement. Paper presented at the TESOL International Convention, Toronto, ON, Canada.

Taylor, S. (2015, March). All plurilingual & nowhere parler: Plurilingual French immersion graduates' access to la francophonie and a plurilingual world. Paper presented at the AAAL/ACLA, Toronto, ON, Canada.

Thank You

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