

Migration Challenges and Opportunities

Migration Challenges and Opportunities
Name, TBMA Youth Mentorship Program

I'm excited to be here today with you to speak about Migration in Thunder Bay and Northwestern Ontario

In my role at TBMA I work every day with people who are new to the region, who have been drawn here as students, as refugees, for a job or to be with family. I also work closely with people who would love to stay in Thunder Bay but are struggling to do so. Iain asked us to speak to the human element of the sector so that's what I'll try to do today. My experience at the Multicultural Association means most of my knowledge centers around newcomers to Canada so that's what I'll be speaking to primarily today. Iain has asked us to put a personal touch, to make the subject relatable to personal experiences. So while the following slides will feature stats, tables, numbers I'll do my best to put a face to the numbers as well.

When we're speaking about migration however many of the same themes and challenges apply whether a person is moving from Toronto or Tokyo. I'd invite you as you are listening, or pretending to listen, to try draw connections between the information and your own personal experiences. Later when you are working with your round table groups it might be beneficial to share those experiences to discuss how we can build on our successes and

overcome our challenges in relation to migration.



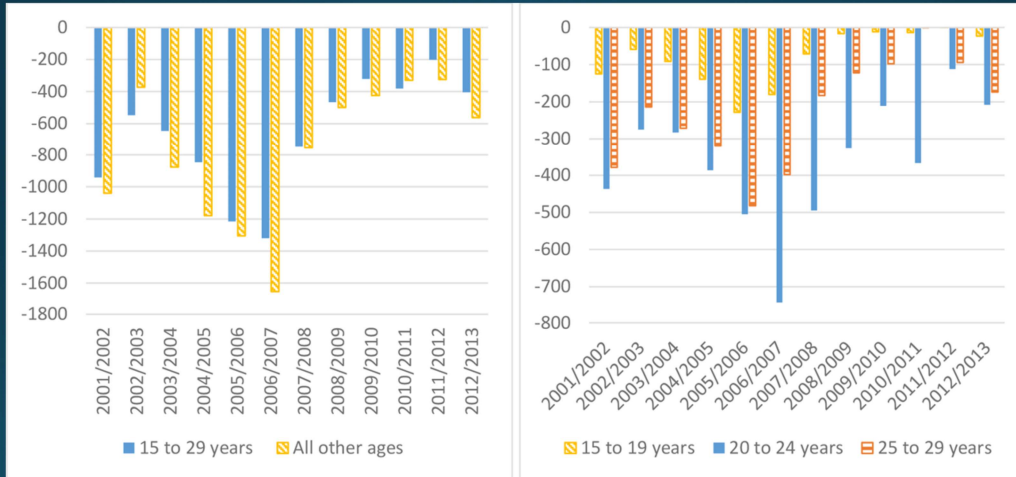
Before we begin I'd like to briefly talk about where I work and what we do so you can get a bit of perspective of where I'm speaking from.

Thunder Bay Multicultural Association, provides newcomer settlement services geared towards immigrants and refugees within their first years in Canada. We offer information, orientation, and referral services to resources in the broader community that help newcomers with their integration. We have an on-site Language Instruction for Newcomers to Canada (LINC) classes for various language levels. We also connect newcomers through mentorship and community events via our Community Connections Program.

Networking and becoming part of one's community is important in newcomer settlement so we make efforts to connect with various businesses and community supports through our Local Immigration Partnership and Northern Local Immigration Partnership. We also provide interpretation and translation services to newcomers, businesses, We are also work closely with a wide range of community groups, service providers and others who provide invaluable support to newcomers in the regions.

While we are based in Thunder Bay we do provide itinerant settlement services across Northern Ontario. I've been fortunate enough to speak with immigrants in Kenora and international Students in Hearst and people from a wide variety of backgrounds everyone in between.

Northwestern Ontario Net Migration



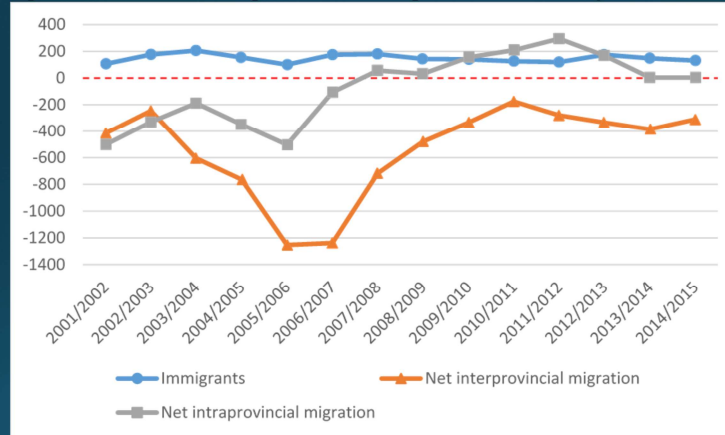
So as promised we do have few trends to look at before we delve into a more personal look at migration.

Since 2001, 15 to 29 year olds have faced negative net migration (i.e., out-migration) levels in the Northwest, while 20 to 24 year olds are contributing most to the decline.

In 2013, there was a net decline of roughly 400 youth, the majority of which were 20 to 24 years old.

Net Migration to District of Thunder Bay

Figure 2. Net Domestic Migration and Immigration, Thunder Bay District, 2001/2002–2014/2015



Source: Author's calculations based on Statistics Canada, CANSIM database, table 051-0063.

This chart shows us some of the numbers for net migration for the Thunder Bay district alone. I've been told the figures for Kenora and Rainy River are being tabulated and will be released soon.

In Thunder Bay, international immigration is stable, but not spectacular.

We have seen a marked swing in both intra provincial and inter-provincial migration. This is likely because the GTA and areas like the Oil Sands were harder hit by the recent downturn and have been slower to recover than our own region.

Migrants - Where Are They Going?

Destination	Youth (18-24 years)		All other ages		Total	
	out-migrants	% of total	out-migrants	% of total	out-migrants	% of total
ON	290	62.5	1465	60.7	1755	61.0
AB	69	14.9	391	16.2	460	16.0
BC	44	9.5	192	8.0	236	8.2
MB	29	6.3	135	5.6	164	5.7
SK	14	3.0	80	3.3	94	3.3
NS	6	1.3	37	1.5	43	1.5
QC	6	1.3	50	2.1	56	1.9
NB	3	0.6	15	0.6	18	0.6
NL	1	0.2	18	0.7	19	0.7
NT	1	0.2	11	0.5	12	0.4
PEI	1	0.2	6	0.2	7	0.2
NU	0	0.0	8	0.3	8	0.3
YT	0	0.0	2	0.1	2	0.1

Thunder Bay district out-migrants, by province of destination, 2012/2013

Thunder Bay district out-migrants, by top 10 census division destinations, 2012/2013

Destination	out-migrants	% of total	Destination	out-migrants	% of total	Destination	out-migrants	% of total
Kenora	51	11.0	Kenora	325	13.5	Kenora	376	13.1
Toronto	51	11.0	Division No. 6 (AB)	123	5.1	Toronto	165	5.7
Division No. 11 (AB)	26	5.6	Toronto	112	4.6	Division No. 6 (AB)	140	4.9
Ottawa	24	5.2	Division No. 11 (AB)	107	4.4	Division No. 11 (AB)	133	4.6
Greater Vancouver	19	4.1	Ottawa	94	3.9	Ottawa	118	4.1
Greater Vancouver	19	4.1	Albion	81	3.3	Albion	103	3.6
Division No. 11 (MB)	18	3.9	Division No. 11 (MB)	83	3.4	Division No. 11 (MB)	101	3.5
Division No. 6 (AB)	17	3.7	Rainy River	71	2.9	Greater Vancouver	62	2.3
Algoma	12	2.6	Greater Vancouver	63	2.6	Rainy River	81	2.8
Rainy River	10	2.2	Cochrane	63	2.6	Cochrane	75	2.5
Total	464	--	Total	2410	--	Total	2874	--

Source: Cuddy, James. 2015. "NSWPB Local Labour Market Plan."

This table tells us that, for Thunder Bay, other parts of Ontario are also our real competitors in terms of keeping those we attract and retaining our own youth.

Again while we do not yet have these numbers broken down for the other two northwestern districts we expect that trend to hold true.

Migrants - Where Are They Coming From?

Origin	Youth (18-24)		All others ages		Total	
	in-migrants	% of total	in-migrants	% of total	in-migrants	% of total
ON	358	79.2	1565	69.4	1923	71.0
AB	29	6.4	231	10.2	260	9.6
MB	22	4.9	140	6.2	162	6.0
BC	9	2.0	145	6.4	154	5.7
NL	7	1.5	18	0.8	25	0.9
SK	7	1.5	56	2.5	63	2.3
QC	6	1.3	33	1.5	39	1.4
NU	5	1.1	10	0.4	15	0.6
NS	4	0.9	30	1.3	34	1.3
NB	4	0.9	20	0.9	24	0.9
NT	1	0.2	4	0.2	5	0.2
PEI	0	0.0	0	0.0	0	0.0
YT	0	0.0	4	0.2	4	0.1
Total	452	100.0	2256	100.0	2708	100.0

Thunder Bay district in-migrants, by province of origin, 2012/2013

Thunder Bay district in-migrants, by top 10 census division origins, 2012/2013

Origin	in-migrants	% of total	Origin	in-migrants	% of total	Origin	in-migrants	% of total
Kenora	102	22.6	Kenora	390	17.3	Kenora	492	18.2
Rainy River	27	6.0	Toronto	135	6.1	Toronto	170	6.3
Toronto	25	5.5	Rainy River	103	4.6	Rainy River	130	4.8
Simcoe	15	3.3	Division No. 11 (MB)	92	4.1	Division No. 11 (MB)	104	3.8
Algoma	13	2.9	Ottawa	86	3.8	Algoma	98	3.6
Division No. 11 (MB)								
Middlesex	12	2.7	Division No. 6 (AB)	83	3.7	Division No. 6 (AB)	93	3.4
Ottawa	11	2.4	Greater Sudbury	74	3.3	Simcoe	86	3.2
Cochrane	11	2.4	Simcoe	71	3.1	Greater Sudbury	84	3.1
Durham	11	2.4	Division No. 11 (AB)	69	2.8	Cochrane	74	2.7
Total	452	100.0	Total	2256	100.0	Total	2708	100.0

Source: Cuddy, James. 2015. "NSWPB Local Labour Market Plan."

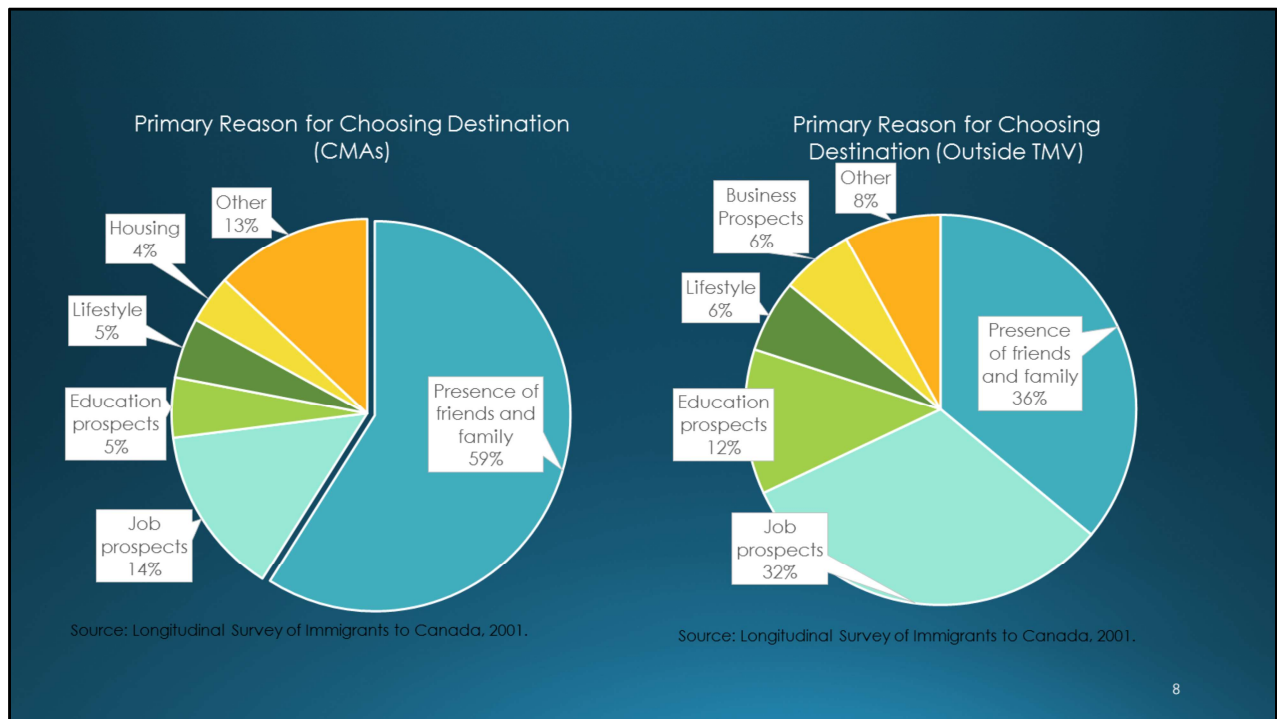
This table tells us that, for Thunder Bay, other parts of Ontario are our real market for migrant attraction.

In particular, other parts of the north and the GTA stand out, as do Manitoba and Alberta (where we have seen returnees from the Oil Sands and other resource slow downs).

While we do not yet have these numbers broken down for the other two northwestern districts we expect that trend to hold true.

Top 10 Mother Tongues	Apr 2016 - Aug 2016	Oct 2015 - Dec 2015	Jan 2016 - Mar 2016	Apr 2016 - Jun 2016	Jul 2016 - Aug 2016	May 2016	Jun 2016	Jul 2016	Aug 2016
Arabic	34	8	25	31	27	22	24	23	20
Other Languages Nes	22	5	10	17	17	5	17	16	16
Spanish	41	24	18	33	20	9	25	18	14
Burmese	30	28	34	25	13	20	15	11	10
English	35	18	16	26	15	17	7	14	7
Chinese	13	5	6	13	8	12	7	8	7
Tagalog	24	26	13	12	13	10	2	6	7
Mandarin	11	6	10	9	8	6	6	7	6
Cantonese	7	2	6	7	6	7	2	6	5
Nepali	15	14	7	10	15	6	2	15	5
Total for Top 10 Mother Tongue	232	136	145	183	142	114	107	124	97
Other Mother Tongues	110	69	57	81	64	39	47	37	47
Total count	342	205	202	264	206	153	154	161	144
Top 10 Countries of Birth (COB)	Apr 2016 - Aug 2016	Oct 2015 - Dec 2015	Jan 2016 - Mar 2016	Apr 2016 - Jun 2016	Jul 2016 - Aug 2016	May 2016	Jun 2016	Jul 2016	Aug 2016
Syria	28	-	14	21	23	14	16	15	20
People's Republic of China	29	12	20	28	20	25	14	19	18
Myanmar (Burma)	29	28	29	26	17	20	20	16	16
Thailand	25	3	12	17	13	5	11	10	10
India	19	18	16	11	13	5	8	9	9
Philippines	31	37	16	16	16	13	4	8	8
Eritrea	6	-	-	6	5	-	6	2	5
Nepal	15	14	7	10	15	6	2	15	5
Guatemala	5	5	2	1	5	-	-	5	4
Socialist Republic of Vietnam	6	5	6	5	6	5	4	6	4
Total for Top 10 COB	193	122	122	141	133	93	85	105	99
Other COB	149	83	80	123	73	60	69	56	45
Total count	342	205	202	264	206	153	154	161	144

In terms of international migration, either primary directly to Thunder Bay, or secondary migration from different areas of Canada. From April to August of this year we saw an increasing number of people arriving from Syria, China and Myanmar/Burma. Increase in the need for services in Arabic has led to



These graphs look at the primary reason immigrants chose to live outside “TMV” (Toronto, Montreal and Vancouver) and why they chose to live in other CMAs (Census Metropolitan Areas, like Thunder Bay). NOTE – the 2nd graph refers to economic class immigrants only

Presence of friends and family-consistently most dominant reason for choosing a destination

A Rainy River immigration study completed in 2006 shows this trend continues in Northern Ontario. According to the Rainy River District Immigration study 46% of immigrants moved to Rainy River because of the presence of family and friends. 35% chose to move because of a job.

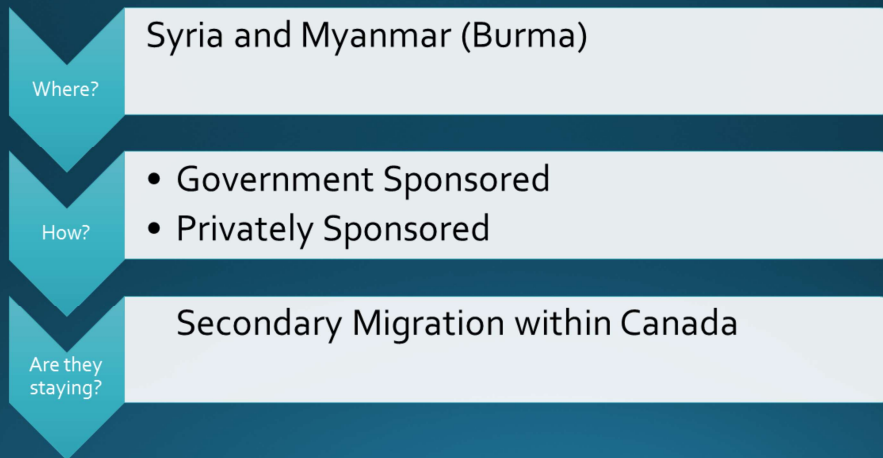
Links back to family and friend immigrant networks as being very powerful both in disseminating information and in attracting other immigrants. We have seen secondary migration of Karen refugees from Quebec relocating to Thunder Bay in order to be with a strong and supportiative cultural community.

While many are choosing to settle in larger urban areas there is also a demand for smaller communities. For refugees from other countries who may be used to a smaller, quieter, rural area they may actually prefer a smaller community. This could also hold true for

migrants from other parts of Canada or Ontario.

Next I'd like to look at some of the ways that newcomers are arriving in Thunder Bay that I see on a daily basis at the Multicultural Association. Later I'll try to give you some examples of people who came in through each of these routes and discuss their challenges and successes.

Refugee Arrivals



Though not an overwhelming source of migration but definitely one of the most visible Refugee arrivals have been in the news over the past year. When it was first announced we received over 200 calls in 3 days with people wanting to volunteer and donate.

As many of you are aware there are a few different ways that refugees are arriving. Some are privately sponsored by local community groups who volunteer to take care of their needs (i.e finding housing, registering in school, transportation) for the first year of arrival. Others arrive as sponsors of the government and our Refugee Assistance program staff headed by Michelle Lander take on the responsibility of helping them settle in Thunder Bay.

To date we have received over 50 refugees and are expecting at least another 100 over the next year. This is primarily families and couples. The children are attending local schools in the public, catholic and french school boards. Many of the adults attend our LINC ESL school. Many are concerned, justifiably, with finding a job. One of the paradoxes is that the refugees are looking for jobs that can support them once their funding runs out. However if those jobs conflict with their English training it may mean that their potential job pool is limited.

November/Early December answered phones non stop registering volunteers and

donations

These arrivals fall into different categories

Many of the early arrivals were privately sponsored by different community groups who responsibility for the financial and social responsibilities of bringing newcomers to Thunder Bay

TBMA also was designated as a Government Assisted Resettlement Program site. Government will assume the financial responsibility and TBMA will assist with finding housing, registering for schools, etc for one year.

As refugees biggest needs

Housing, food
Language Instruction at our LINC school
Transition to job market

Secondary Migration within Canada- But will they stay? I can answer with 100% certainty that the the answer is a definitive maybe.

Early on they are quite dependant on sponsor groups and resources. They do have mobility rights and could choose to move to another part of Canada. Our task is to develop ways to encourage and enable them to stay long term

On the flip side

Seen Karen people coming from Quebec to live with their family here in Thunder Bay.

Economic Immigrants

- Federal Skilled Trades
- Canadian Experience Class
- Ontario Immigration Nominee Program
- Federal Skilled Worker Program

Number of people have utilized these programs to migrate to this region and some in this room may have even experienced them at some level. There are a variety of programs designed to facilitate the immigration of newcomers into the country, each with its own regulations, rules and requirements.

For instance

Federal Skilled Trades Program selection criteria

In order to qualify under the Federal Skilled Trades Program, candidates must **either** have an offer of full-time employment for a total period of at least one year **or** a certificate of qualification in that skilled trade issued by a provincial or territorial body. The job offer can be from up to two employers.

AND

have valid third-party language [test results](#) (that show they meet the minimum language threshold),

have at least two years of full-time experience in a [skilled trade](#) within the five years before they apply, **and**

meet all job requirements for that skilled trade as set out in the National Occupational Classification (NOC).

Some of you may be familiar with the Labour Market impact assessment requirement for

certain streams. This requires an employer to fulfill certain obligations before hiring someone who is not a Canadian or permanent resident. One of the challenges we may need to look at is how well this process is working and what could be done to help make it easier both for the immigrant and the employer.

Other streams don't require a labour market impact assessment to be done.

For instance.

Ontario Immigrant Nominee Program (OINP) offer another route to enter into Canada. For instance international students with a job offer the opportunity to permanently live and work in Ontario. Prospective nominees (the applicant) can only apply if:

- they have received an approved permanent **full-time job** offer from an Ontario employer, or from a business making an approved and endorsed investment in Ontario in a high-skilled occupation (NOC 0, A or B).
- **Ontario employers** must first submit a **Pre-Screen Application** to have the position they wish to fill approved by OINP. For information on the Pre-Screen application process for Ontario employers, visit the Employer section of the OINP website. Employers do not need to complete a labour market impact assessment.
- The application fee for international students with a job offer is **\$1500**. This fee can be paid by either the applicant or the employer, but must be included in the nominee application package.
- Challenges is that there can be long wait times and a limited number of spots. For instance the allocated number of spots in this stream for 2016 was already filled by May this year. i.
- Challenges is navigating these programs both from the perspective of employers and communities as well as individuals trying to utilize them. A question to ask would be what can we do to make the process easier, more user friendly.

International Students



2016- 500+ International Students

Top Countries:

China
Korea
India

Programs of Interest:

Aerospace Engineering
Dental Hygiene



2016- 700+ International Students

Top Countries:

China
Saudi Arabia
Korea
Nigeria
India

Programs of Interest:

Engineering
Masters Programs



2016- 5 high school students living with homestay families
Projected 40-50+ students by 2020

Top Countries:

China
Mexico

Programs of Interest:

Opportunity to study in Canada
Partnership agreement with post-secondary institutions

When we talk about attracting people to Thunder Bay there are already a number of groups that are successful in doing it. Increasingly local education institutions have placed a premium on the recruitment and retention of international students. Over 1200 international students are expected to study in Thunder Bay this year. For some it's a temporary experience, stay for one semester or a year.

Others come with the intention of staying in Canada after the graduate. I think this is a tremendous opportunity in terms of encouraging migration.

Big part of getting newcomers to Thunder Bay is getting them here in the first place. Now that they're here, how can we get them to stay?

Lakehead Public Schools International has begun an effort to recruit more students to study at high schools in the city. A positive development is the partnership agreements with both post-secondary institutions to facilitate entry after completing grade 12. Makes it easier to encourage people to stay in the city longer.

College and University have over 1200 combined international students. Many come with prior work experience and certifications.

Post-Secondary graduates are eligible to receive a post graduate work permit usually for the length of their studies. Can use this to acquire Canadian work experience to be able to apply under the Canadian experience classification. Pressure to get number of hours forces them to take jobs not necessarily in their field and not in Thunder Bay. I hear time and time again they are willing to go wherever it takes, as long as there's a job there for them. While we can't necessarily provide jobs for every graduate I hear time and time again that they would stay if they had the option. If they leave it might be difficult to bring them back.

If we want to encourage migration, especially of talented educated young people, we need to continue finding ways to encourage and enable some of these students to stick around.

Newcomer and Youth Retention Efforts

Youth Mentorship Program



Racialized Young Professionals
Network



Immigrant
Social
Network

Another factor which could help migration is supporting youth. As we've seen earlier the data shows that youth represent one of the largest segments of outmigration. I'm going to briefly talk about a few programs that could help
I'll start with the one that I know best, namely because it's the one that I coordiante.

Thanks to a grant from the Ministry of Community and Youth services we are now able to offer Youth Mentorshp Program provides support for at risk newcomer and aboriginal youth. Goal is to help increase outcomes in academics, employment as wells community engagement by matching them with a mentor either in their field, academic goals or an interest. Long term hopefully enable these youth to feel a connection to the community and be able to participate in ints job market and economy and therefore be less likely to leave.

International Student Connect-Costi, across ontario. Designed to help support the settlement of post secondary international students in ontario including assitance with immigration pathways.

Racialized Young Professionals

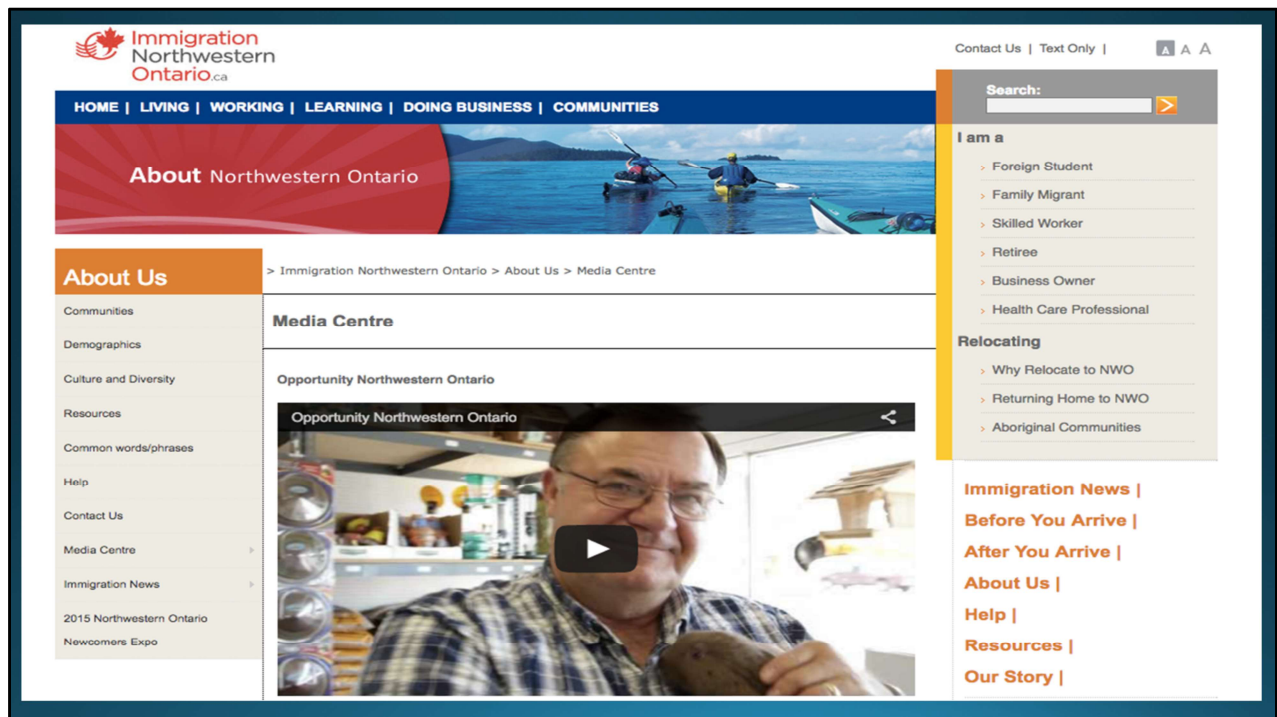
Racialized Young Professionals Network's mandate is to create an equitable community by

empowering racialized people. According to Statistics Canada, nearly 6.3-million people identified themselves as a member of a visible minority group. Visible minority population has a median age of 33.4, compared with 40.1 for the population as a whole. Despite the staggering statistics, racialized individuals are not proportionally represented where decisions are being made. Thus, a grassroots network of individuals was formed this year in order to break down racial barriers. To date they have hosted 3 networking dinners profiling 6 success stories, hosted various roundtable discussions, organized monthly meetings and our group has been profiled by CBC radio.

This group is playing an integral role in helping people to feel welcome and empowered in Thunder Bay. If we can encourage that it may make them more likely to stay long term. If not they may seek a more welcoming environment elsewhere.

Immigrant Social Network

This is by no means a comprehensive or exhaustive list. It would be nearly impossible to detail all the organizations, religious groups, service agencies and individuals who do so much to help facilitate the settlement of newcomers and youth in our city. Later in your discussions I would encourage you to share the ones that you know best, the positive attributes that they bring, the challenges they are facing and how we might help them to overcome them.



I'd like to highlight one of the efforts to help encourage immigration to the region. The immigration portal at immigrationnorthwesternontario.ca Stephanie Ash of Firedog Communications was scheduled to be here today to discuss the challenges and benefits of using it however a family emergency meant that she was unable to make it.

I do have a few brief notes to share with you

The [Northwestern Ontario Immigration Portal](#) provides practical information about [living](#), [working](#), [learning](#) and [doing business](#) in Northwestern Ontario communities to ensure that the lives of newcomers Canada is a success. The portal highlights information about our [cities and towns](#), [business](#) and [career](#) listings. You'll notice specialized tabs to provide customized information for different types of migrants from students, to skilled workers, to retirees and health care professionals.

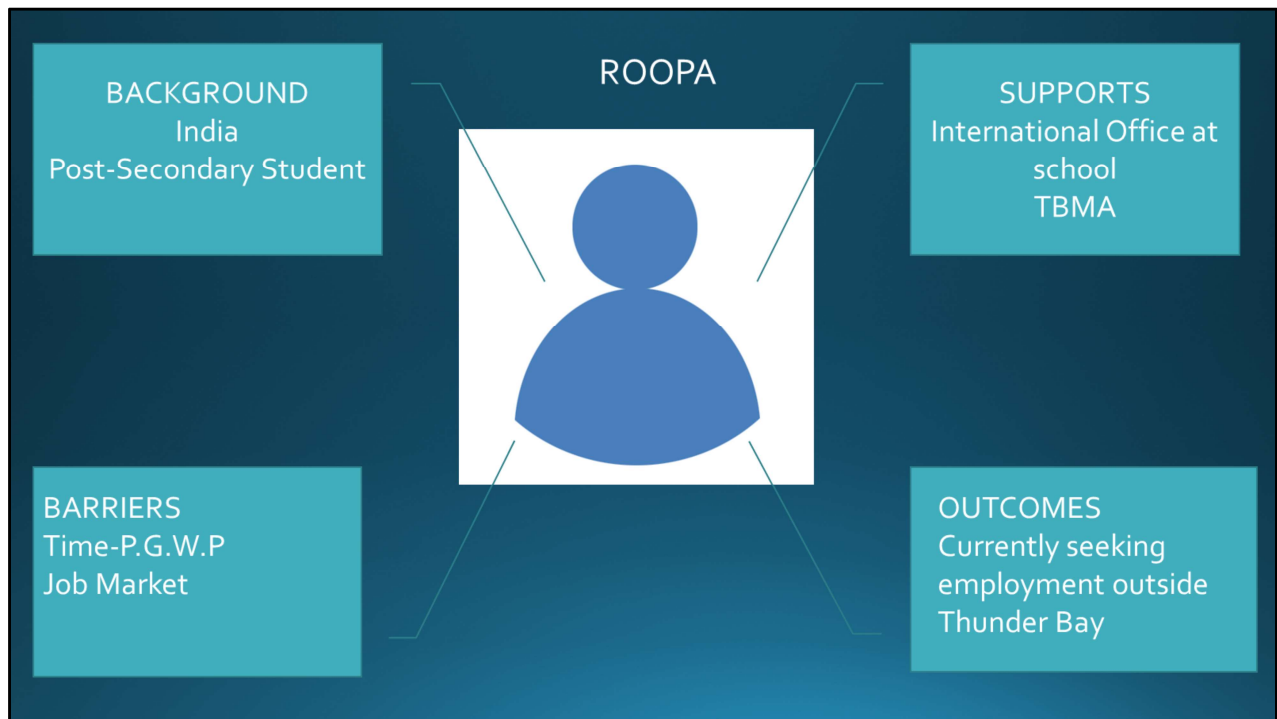
The media page provides video testimonials of people who have moved to the region discussing their experiences.

Stephanie regrets that she was unable to be here today but encourages you all to utilize the portal as much as possible to help promote migration to northwestern ontario. I'd invite you in your discussions to talk about how it could be best utilized..



These are some of the most common issues I hear from international students and other newcomers.

- 1) These are highly motivated people often with a wealth of experience from their home countries.. Love Thunder Bay, for those that have visited the region and like smaller communities. In short they are willing to go anywhere if it helps them get a job. Many also have families that are ready to move once their parent is settled
- 2) Frustrated accessing Job Market (name on resume whether that's true or not that's a perception being held. Frustration over lack of recognition of prior credentials or Canadian work experience.
- 3) Others face
- 4) Perceived lack of food cultural options. More and more connections to cultural groups
- 5) Now again these are primarily comments from international immigrants but the themes are consistent. Is there a job for me? Are there people that like the things, the food that I do? Will I be accepted?



I met Roopa through one of the International Student Connect programs which she attended during her final semester of studies here in Thunder Bay.

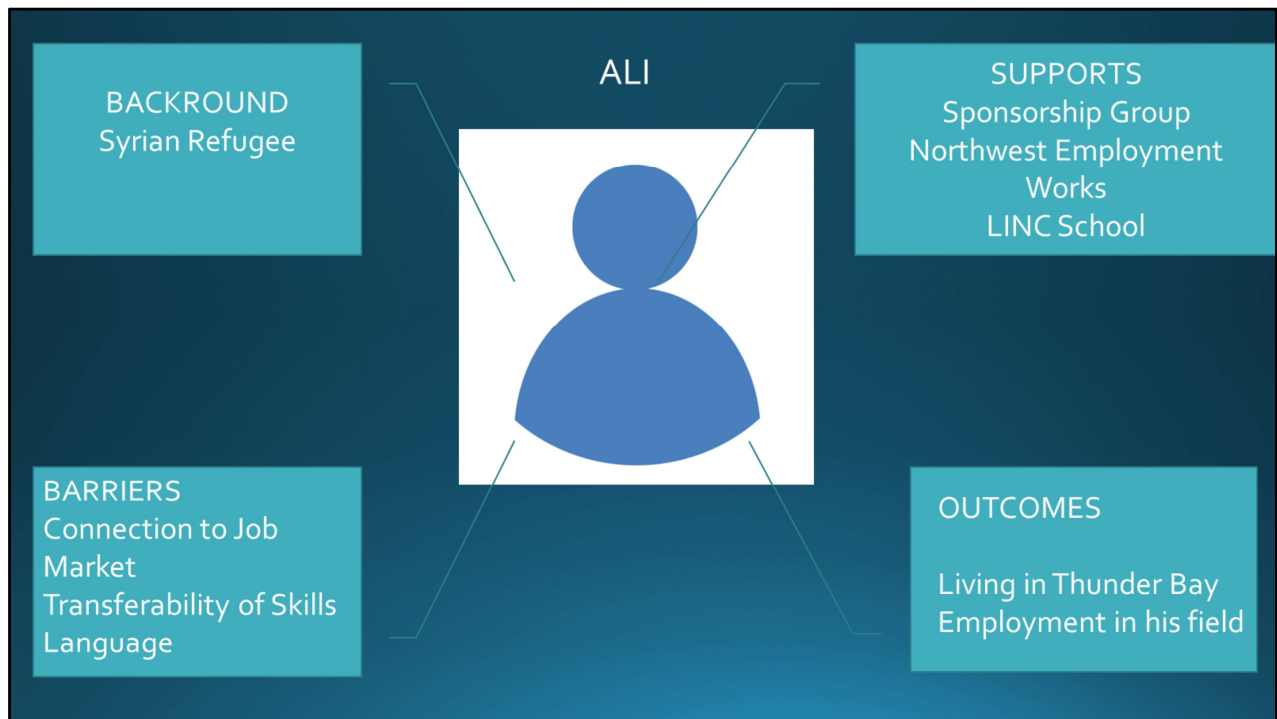
-Enjoyed her time in Thunder Bay and would love to stay here. She struggled with two things, both related to the employment. The first was that Her qualifications and experience didn't seem to help her at all in Canada. While she did have a diploma she was unable to make any connections or get any interviews.

The second was that she felt she was racing against the clock. The PGWPP allows students who have graduated from a participating Canadian post-secondary institution to gain valuable Canadian work experience. Skilled Canadian work experience gained through the PGWPP helps graduates qualify for permanent residence in Canada through [Express Entry](#).

Because her PGWP was for a limited time she understandably felt pressured to get the hours required to help her secure permanent residency.

Felt disconnected from Job Market and wasn't willing to wait around. She heard that job opportunities were better in Toronto so she moved.

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Ali was a privately sponsore syrian refugee who moved here early last year.

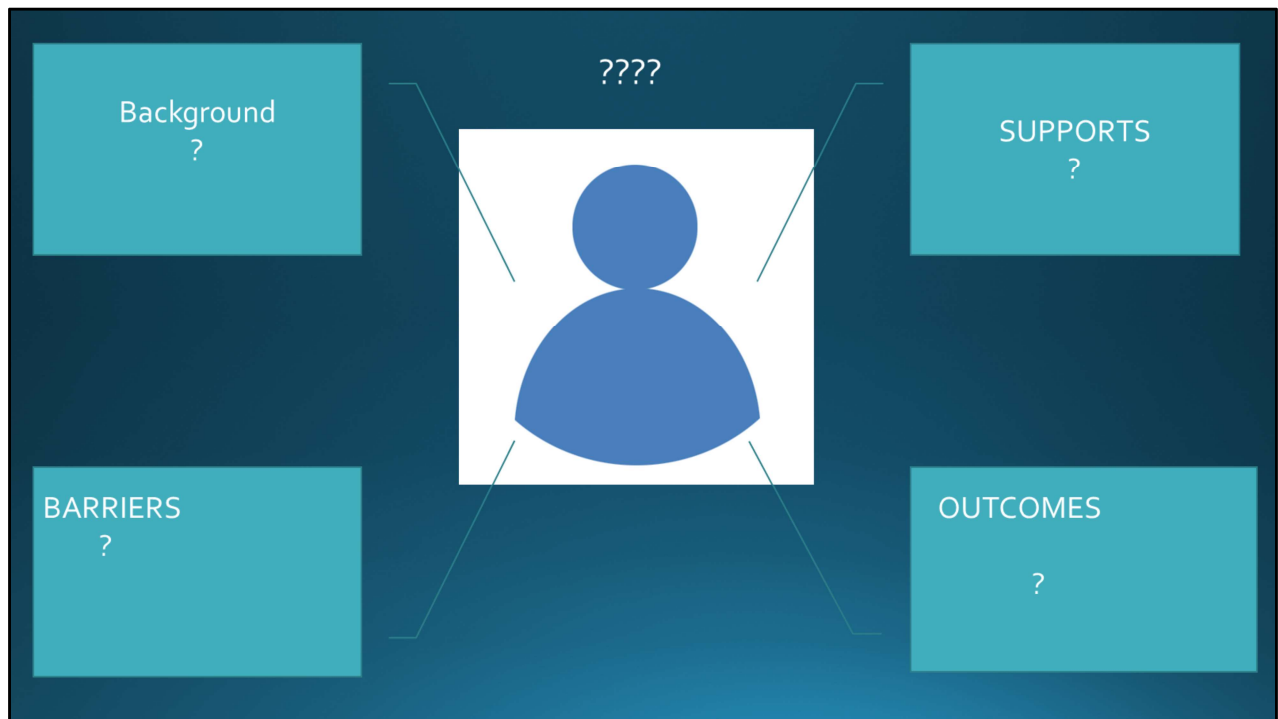
Some of the barriers he faced involved finding a connection to the job market, seeing how his skills as an upholsterer could transfer as well as improving his language ability.

Sponsorship group took care of basic necessites as well as providing initial job training and support

Linc school provide language training to allow him to upgard his english skills

He received training and funding through Northwest employment works to support his ininitial trainig phase with an employer.

Lving in Thunder Bay, has worked out an arrangement with his employer to continue attending linc school and developing his english language skills while also using his exisitng skills in meaningful employment.



These are just a few of the stories. I've been fortunate to hear of others success around the region and I'm sure you could fill in your own profiles with migrants you've met or heard of. I'd encourage you to think of stories and discuss others that you're familiar with. Taking into account their backgrounds, the barriers they face, what supports are available and what the outcomes were.

. When you're trying to think of solutions think of things that have worked for them and for others. Share stories of challenges and how they were surmounted or if they were not what are some possible ways to ensure a better outcome.

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How do we attract Newcomers ?

How do we enable them to stay?

- Are newcomers able to connect with employers and find meaningful, long term employment? How do we facilitate the recognition of foreign work experience/ credentials?
- Are there attainable pathways for immigration? What costs or obstacles are associated with them and how can we help mitigate them?
- How do we encourage secondary migration for underemployed newcomers? How can we encourage secondary migration of International Students?
- Do newcomers feel connected to their new community? What cultural and community connections can we facilitate?
- How do we create a community/region that will retain more graduates?
- How can we coordinate frontline services among service agencies and groups?

Finally these are some questions and challenges that you might also want to keep in mind as you work within your groups.

Some deal with policy and lobbying government(ie changing rules becoming permanent resident, recognizing foreign work experience/credential)

Others could be financial (costs with immigration, how to ensure that a newcomer can afford to support their family while also completing training for the field)

Cultural and community connections

Coordination

ROUND TABLE ASSIGNMENTS

- What solutions would you suggest?
- What roadblocks need to be removed to enable the Northwest to implement each suggestion?
- Who should take the lead in implementing the suggestions?

Recap of Challenges:

I'll leave you know with the challenges of how do we solve some of these issues. In some way I hope I've left you with more questions than answers because that is what will help spark some discussion. I also hope that there are many of you who are wondering why I didn't mention certain organizations, efforts or initiatives underway in the region to encourage migration. As I mentioned before that is in no way meant to diminish their importance. I'm simply speaking to the areas and organizations that I work directly with and know best. I would encourage you though to share those thoughts with the people at your table, talk about the success that they've enjoyed and the challenges they are facing. I look forward to walking around to meet some you afterwards to hear your thoughts and ideas on how migration can help sustain the city and region that we all love.

Thank you again for the opportunity to speak and thank you to the organizers of the conference for hosting this wonderful event. Thank you.