

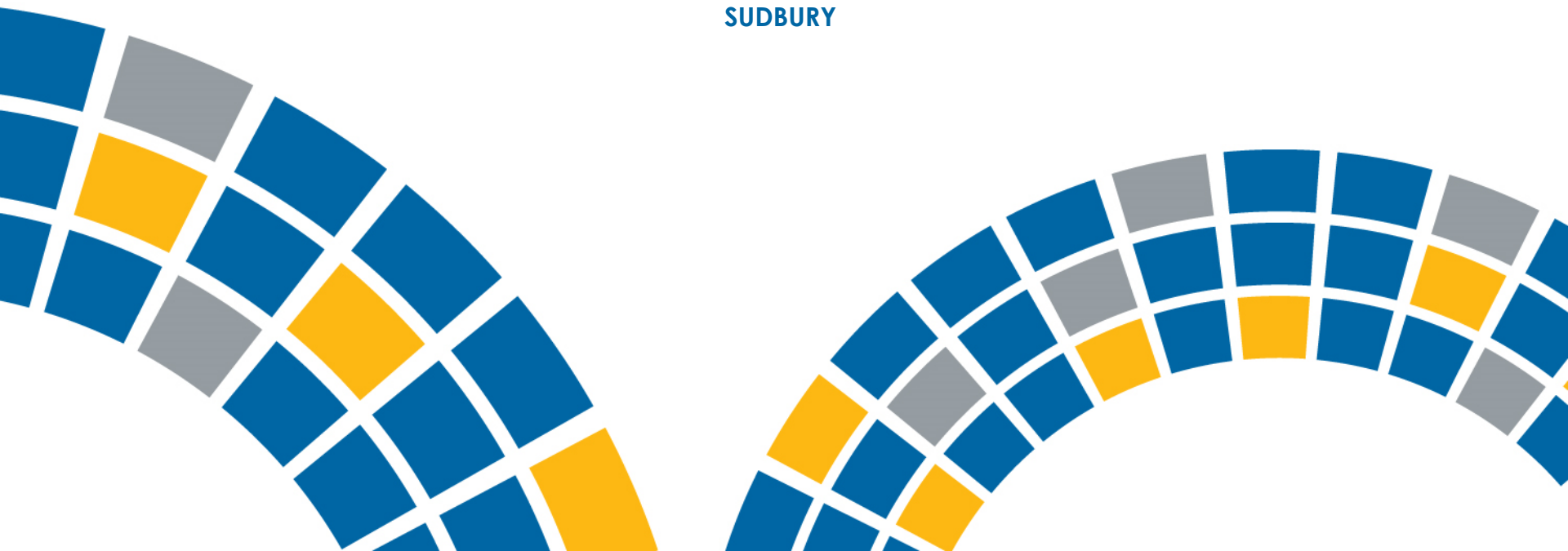
**NORTHERN**  
POLICY INSTITUTE

INSTITUT DES POLITIQUES  
**DU NORD**

**Giwednong Aakomenjigewin Teg**  
b ΔC2-4σ-4 ρ·∇Π.δ' <D'9·ΔbΓ'  
**Institu dPolitik di Nor**

# WELCOME COMMUNITY FORUM PRESENTATION

DR. MARTIN LEFEBVRE  
NOVEMBER 13<sup>TH</sup> 2021  
SUDBURY



# Land Acknowledgement

- NPI would like to acknowledge the First Peoples on whose traditional territories we live and work. NPI is grateful for the opportunity to have our offices located on these lands and thank all the generations of people who have taken care of this land.
- Each community is home to many diverse First Nations, Inuit, and Métis Peoples.
- We recognize and appreciate the historic connection that Indigenous people have to these territories. We support their efforts to sustain and grow their nations. We also recognize the contributions that they have made in shaping and strengthening local communities, the province, and Canada.

# Land Acknowledgement

- **Thunder Bay** is on Robinson-Superior Treaty territory and the land is the traditional territory of the Anishnaabeg and Fort William First Nation.
- **Sudbury** is on the Robinson-Huron Treaty territory and the land is the traditional territory of the Atikameksheng Anishnaabeg as well as Wahnapiitae First Nation.
- **Kirkland Lake** is on the Robinson-Huron Treaty territory and the land is the traditional territory of Cree, Ojibway, and Algonquin Peoples.

...a **think tank** that conducts **independent** policy work,  
to provide **evidence-based solutions** to sustain and  
grow the regions of Northern Ontario.

- Independent
- Non-partisan
- Evidence based
- IN and FOR the North

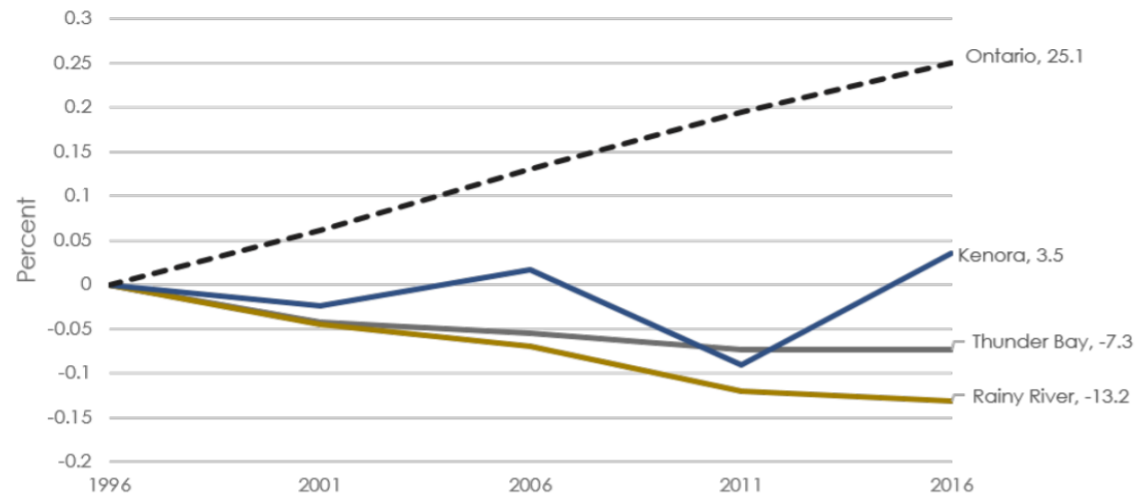
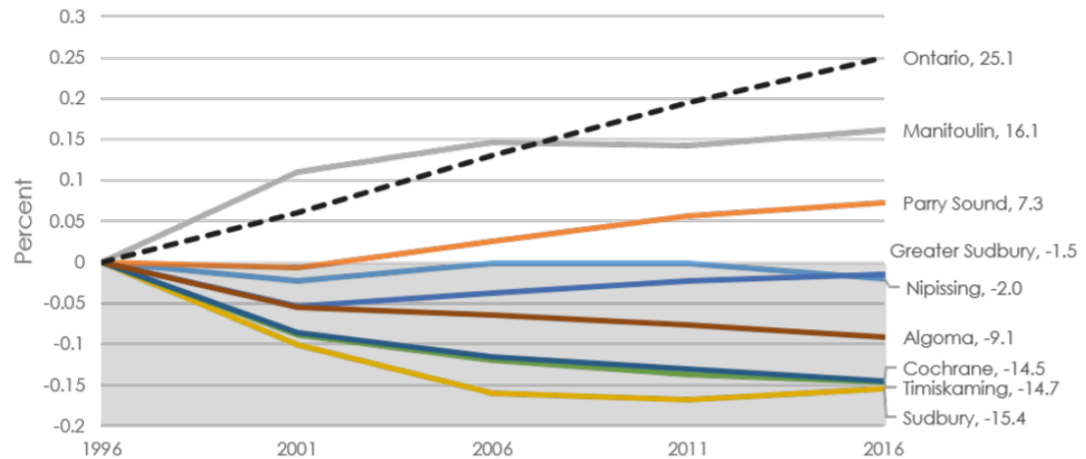


- The Northern Analyst Collective (NAC), a project of Northern Policy Institute, allows members to **“time share” a professional policy analyst**
- Past projects:
  - *Building a Home: Strengthening the Pathways for Newcomer Economic Integration*
  - *French Speaking Migrants to Greater Sudbury: 2017-2026*
  - *Assessing Labour Market Shortages in the City of Thunder Bay*

# Why Population Growth?

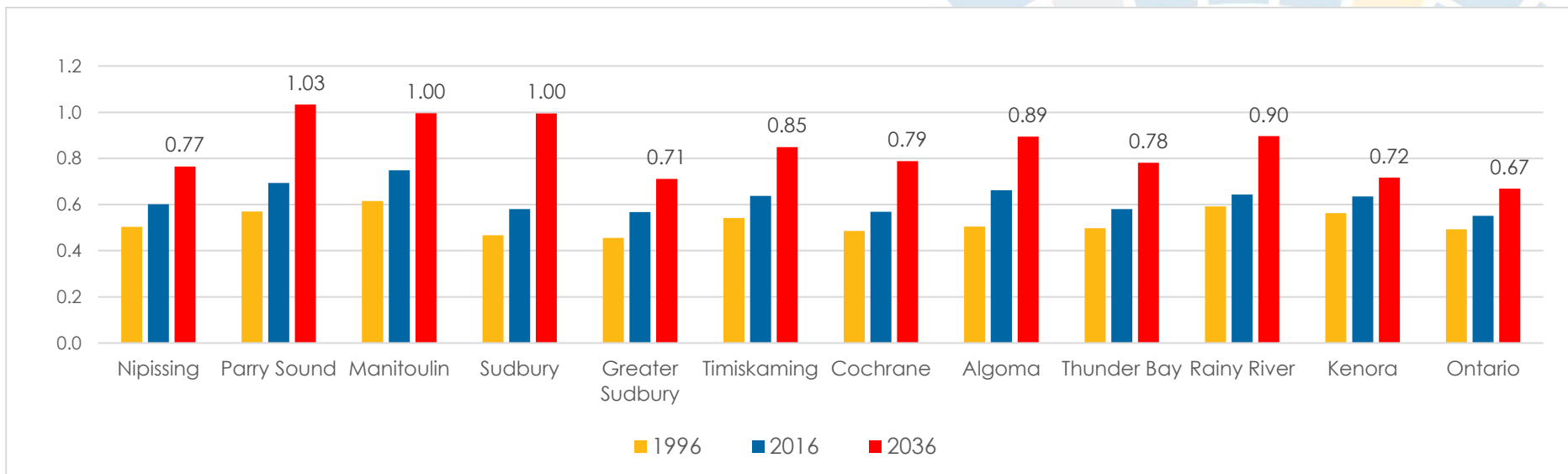
- **8 out of 11** Districts experienced a population decline since 1996

- Decline projected to **continue into 2041**



# What About the Current Population?

- We assume everyone here now and everyone born here WILL be employed
- That's a BIG assumption and will require a LOT of work
- Even assuming that, we STILL won't have enough workers



**Source:** Statistics Canada, Census, various years; population projection for 2036 were derived from the Ontario Ministry of Finance's population projection tool.

**Note:** Calculations of dependency ratios assume 100 percent labour force participation among the working-age cohort, those ages 15–64, and thus overestimate labour force participation rates, meaning the dependency ratios could be higher

# Effects of Covid-19

- COVID-19 has **disrupted** most activities and areas of life – immigration should not be expected to be different
- A result of the ongoing COVID-19 pandemic is a **reduction** in the number of immigrants received in Sudbury and reduced community engagement for many newcomers already in the community.
- This can indicate greater **labour shortages**, a **weaker economic** future, and **less capacity** to support an aging population.

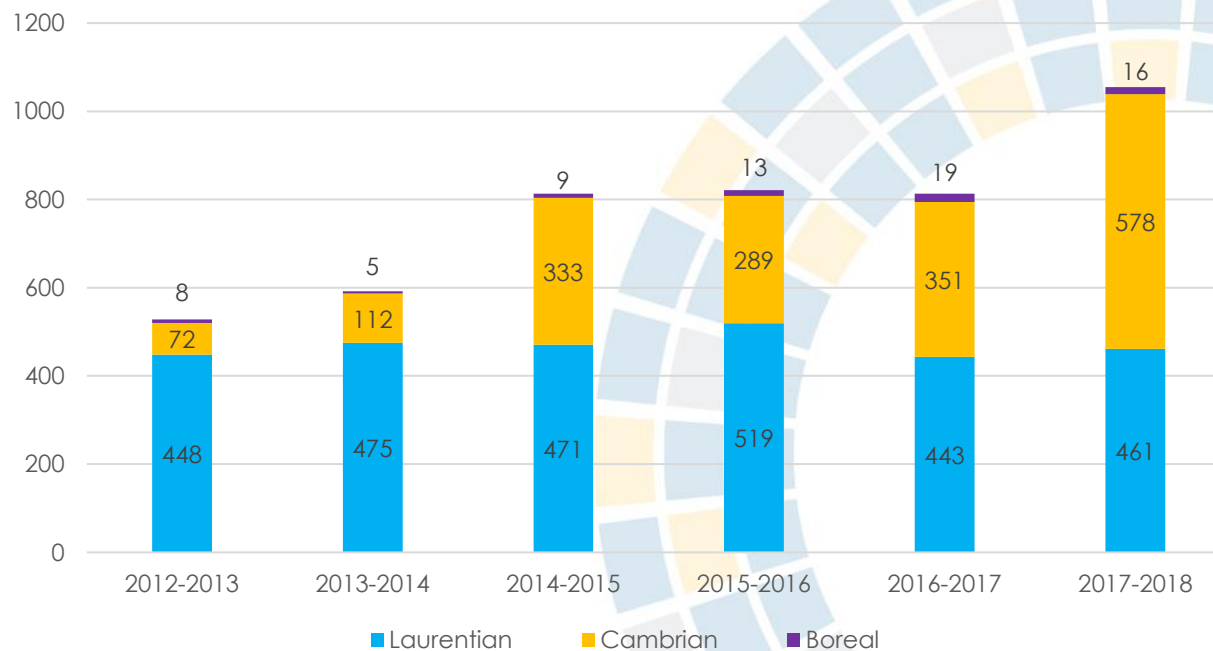


## 2020 – The “Lost Year”

- Covid-19 has severely disrupted migration patterns
- Sudbury welcomed **40% fewer permanent residents** in 2020 than in 2019, and **26% fewer temporary residents**
- The pandemic **made it harder for newcomers** in Greater Sudbury to engage in the community, often by exacerbating existing barriers to accessing services, employment, and social interaction

# Effects of COVID-19

- International students saw a **reduction** in already **limited job opportunities** and faced **increased difficulties** building social ties to the community, both of which could lead fewer students to remain in Greater Sudbury after graduation



# Effects of COVID-19

- Many newcomers who were not working were left **socially isolated** and **without support** as in-person services and social events closed, mirroring the experiences of many newcomer seniors pre-pandemic
- Newcomers lacking English or French fluency struggled to access public health messaging or gain information on new government benefits, and many parents had limited ability to help their children with online school

## Recommendations re: Covid-19

- The provincial and federal immigration ministries should take action to better serve the regions that make up Northern Ontario. **Specific employees should be dedicated** towards helping Northern Ontario businesses **navigate** the process of hiring newcomers.
- Further, the Ontario Immigrant Nominee Program should regionalize in-demand occupations and **reserve a share of nominations for the North**
- Services for newcomers – **or at least information about these services** – should be available in **foreign languages** commonly spoken by newcomers

## Recommendations re: Covid-19

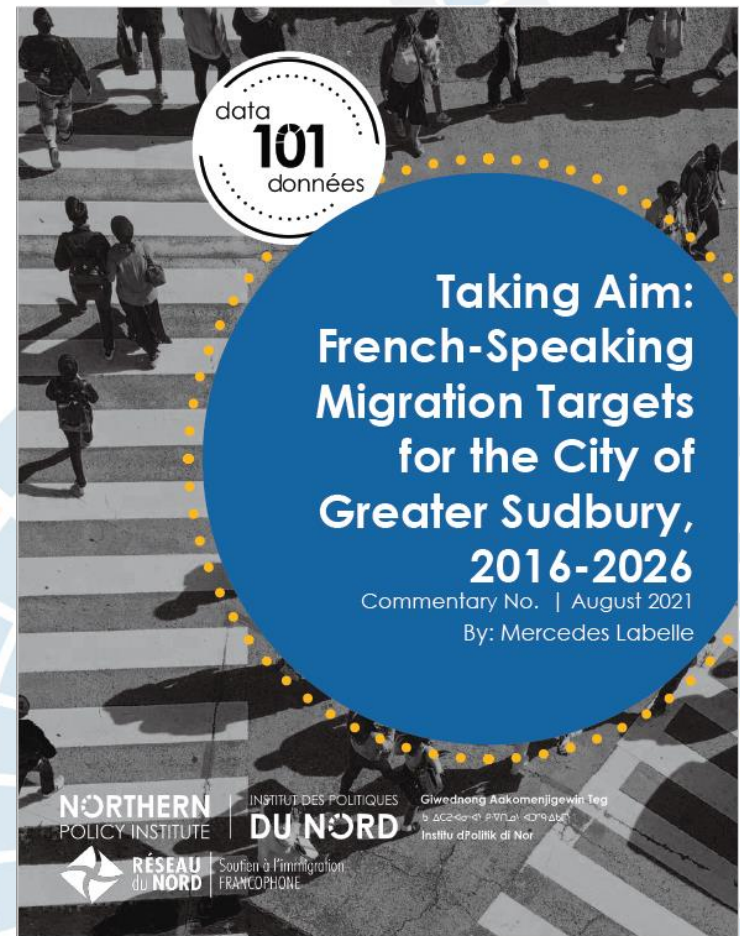
- In Greater Sudbury, participatory community planning should be used to **fill gaps** in service for newcomers, especially under-serviced groups like seniors.
- Programs should be implemented to promote and facilitate the **hiring of international students** in Greater Sudbury
- Policymakers should act to increase the housing supply in Greater Sudbury. Finding **affordable housing** has been a challenge for many newcomers both before and during the pandemic

# French Migration Targets

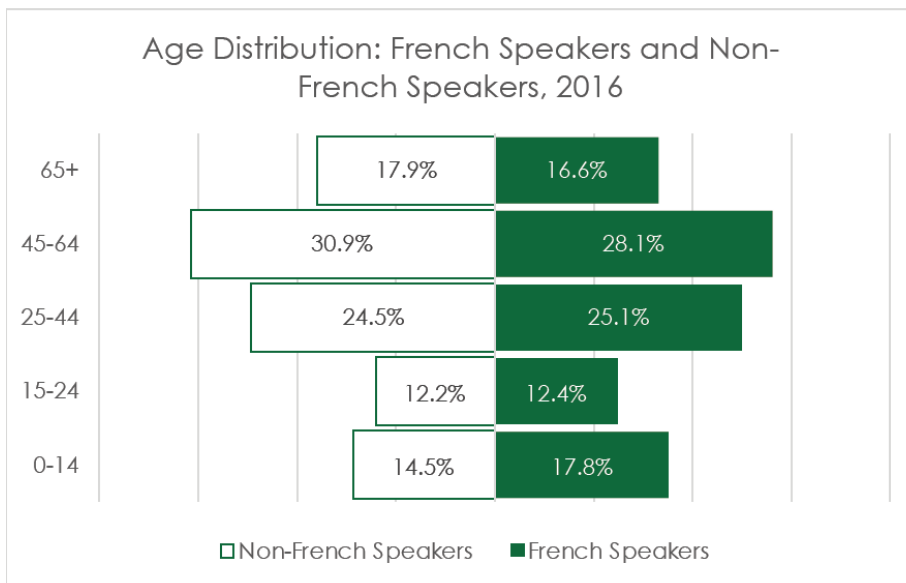
- Immigration is **crucial** for the **survival of French-speaking Francophone communities**
- If we don't at least maintain the current share of French speakers in the working-age pop (through **migration** and **retention**), there may not be an adequate supply of workers to provide services in French in the coming years

# French Immigration Targets

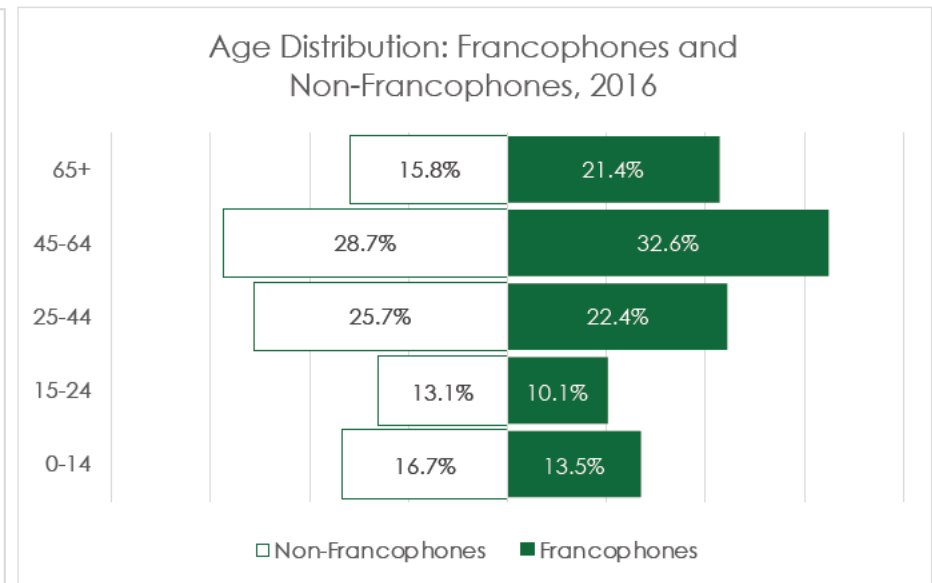
- Forthcoming paper series on French-speaking and Francophone migration targets for the “Big 5” and 11 Census Districts in Northern Ontario
- Target goal: **maintain the current** share of the core working-age population (25-64)



# Demographic Implications



Can speak French or French and English



First Official Language = French  
 Language Spoken Most At Home = French  
 Mother Tongue = French



# Needed French-Speaking or Francophone In-Migrants for the Big 5, 2016-2026

City	% - French-speaking	# of people - French-speaking	% - Francophones	# of people - Francophones
Greater Sudbury	37.8 – 38	10,544 - 12,391	32.6 - 33.7	9,405 - 10,616
North Bay	21.2 – 21.3	3,442 - 3,598	16.4 - 16.6	2,690 - 2,773
Sault Ste Marie	5.8 – 6.3	851 - 1,039	5.2 - 5.5	812 - 865
Timmins	47.8 - 48.9	3,716 - 4,712	41.1 - 41.5	3,231 - 3,961
Thunder Bay	3.3 - 3.5	774 - 863	3.6 - 3.7	875 - 901

# Hitting the Targets – Policy Recommendations

- As discussed in detail in Northern Policy Institute's Northern Attraction series (2019), an **attraction and retention strategy can be created**, specifically for each municipality, with an **emphasis on meeting French-speaking and Francophone targets** and providing a welcoming community for these demographic groups



**The Northern Attraction Series**  
Exploring the Need for a Northern  
Newcomer Strategy  
By Christina Zefi

PART 1/4



**The Northern Attraction Series**  
Identifying Northern Ontario's Strengths  
and Weaknesses in the Attraction and  
Retention of Newcomers  
By Christina Zefi

PART 2/4



**The Northern Attraction Series**  
Evaluating the Suitability of Provincial  
and Federal Immigration Programs for  
Northern Ontario  
By Christina Zefi

PART 3/4



**The Northern Attraction Series**  
Thinking Local: Best Practices and  
Solutions for Northern Ontario  
Communities  
By Christina Zefi

PART 4/4

# Policy Recommendations

- **Assess what assets are available** to French speakers and Francophones in each municipality: are they well-identified and easy to access?
- Greater Sudbury, in collaboration with other regions in Northern Ontario, is encouraged to undertake a mapping exercise to identify organizations and associations that serve French speakers and Francophones.

# Policy Recommendations

- **Communities are encouraged to assess the weight given to language skills**, specifically pertaining to the official languages, in order to meet French-speaking and Francophone migration targets (under the **Rural and Northern Immigration Pilot** (RNIP) program)

# Policy Recommendations

- Focus attraction efforts **beyond international** in-migrants, to also **include domestic and secondary migrants.**
- Pursue community and employer outreach to communicate the benefit and need for French-speaking and Francophone migrants in the community and in the labour force.

**NORTHERN**  
POLICY INSTITUTE

INSTITUT DES POLITIQUES  
**DU NORD**

**Giwednong Aakomenjigewin Teg**  
b ΔC2-Δσ-Δι Ρ-ΔΓΝ.Δι ΔC2-Δσ-Δι  
**Institu dPolitik di Nor**

Thank you. Marsee. Ρα.ά.η.δ.Γ.Π.  
Merci. Miigwech.

1 (807) 343-8956 | [info@northernpolicy.ca](mailto:info@northernpolicy.ca)

[www.northernpolicy.ca](http://www.northernpolicy.ca)



[/NorthernPolicy](#)

