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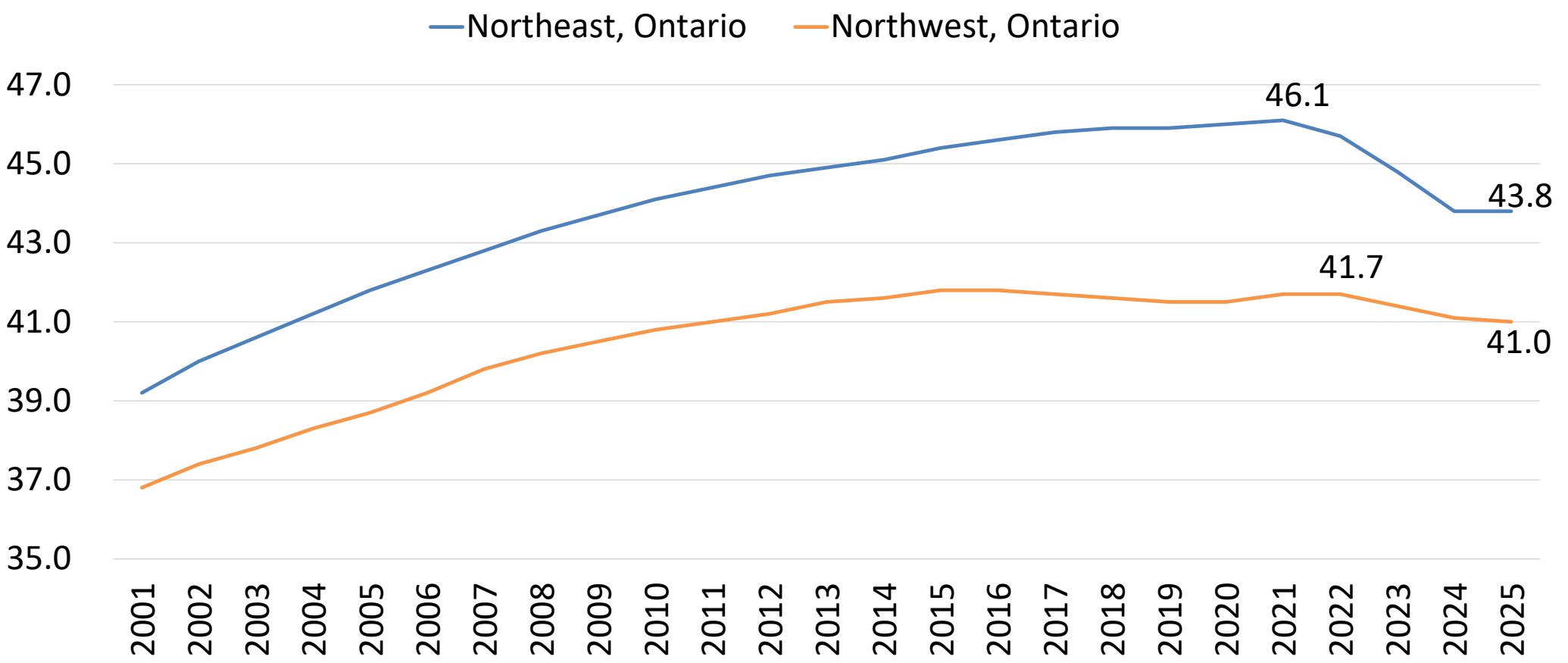
Immigration is about building communities - Rural and small urban immigration in Canada - similarities between Atlantic Canada and Northern Ontario

The demographic situation varies widely across Canada and that demands a flexible approach to population growth.

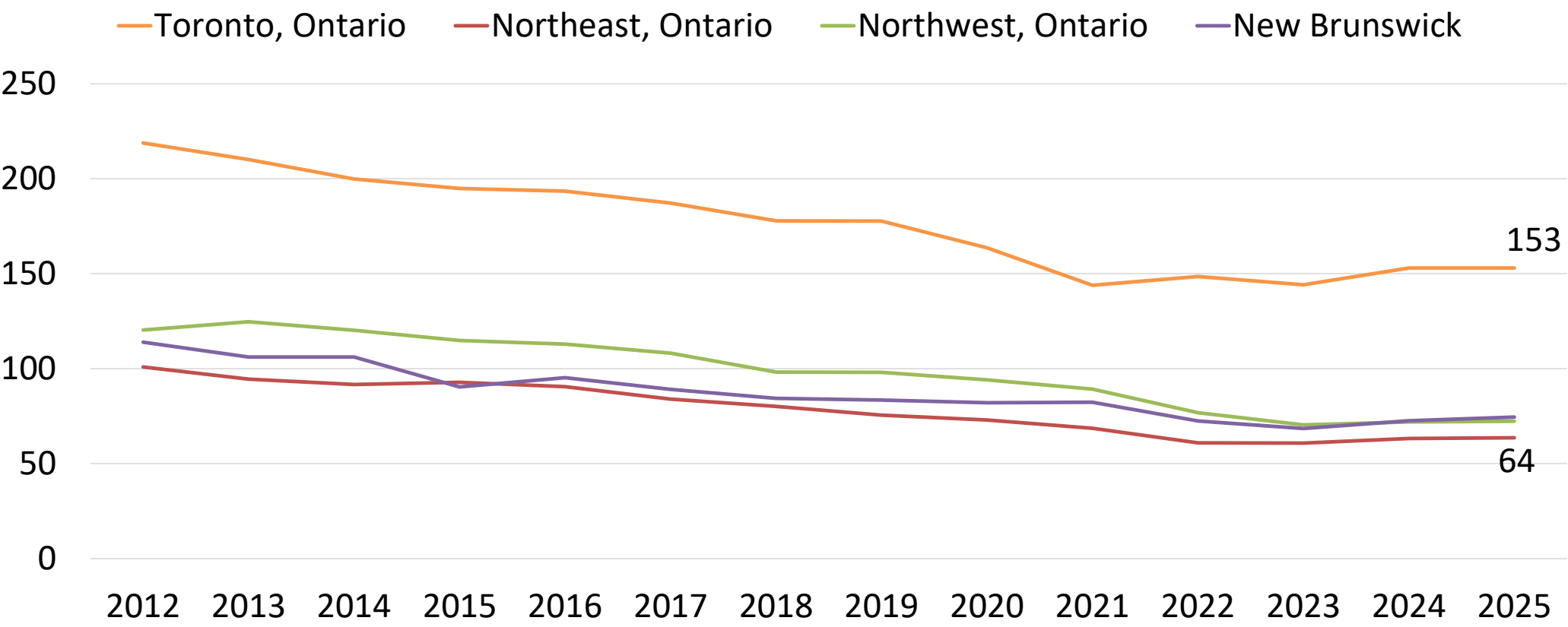
Population growth rate by timeframe

	<u>2011-2016</u>	<u>2020-2025</u>
Canada	5%	10%
Newfoundland and Labrador	1%	4%
Prince Edward Island	2%	15%
Nova Scotia	0%	11%
New Brunswick	1%	11%
Northeast, Ontario	-1%	9%
Northwest, Ontario	0%	3%
Toronto, Ontario	6%	9%
Kitchener-Waterloo-Barrie, Ontario	7%	14%

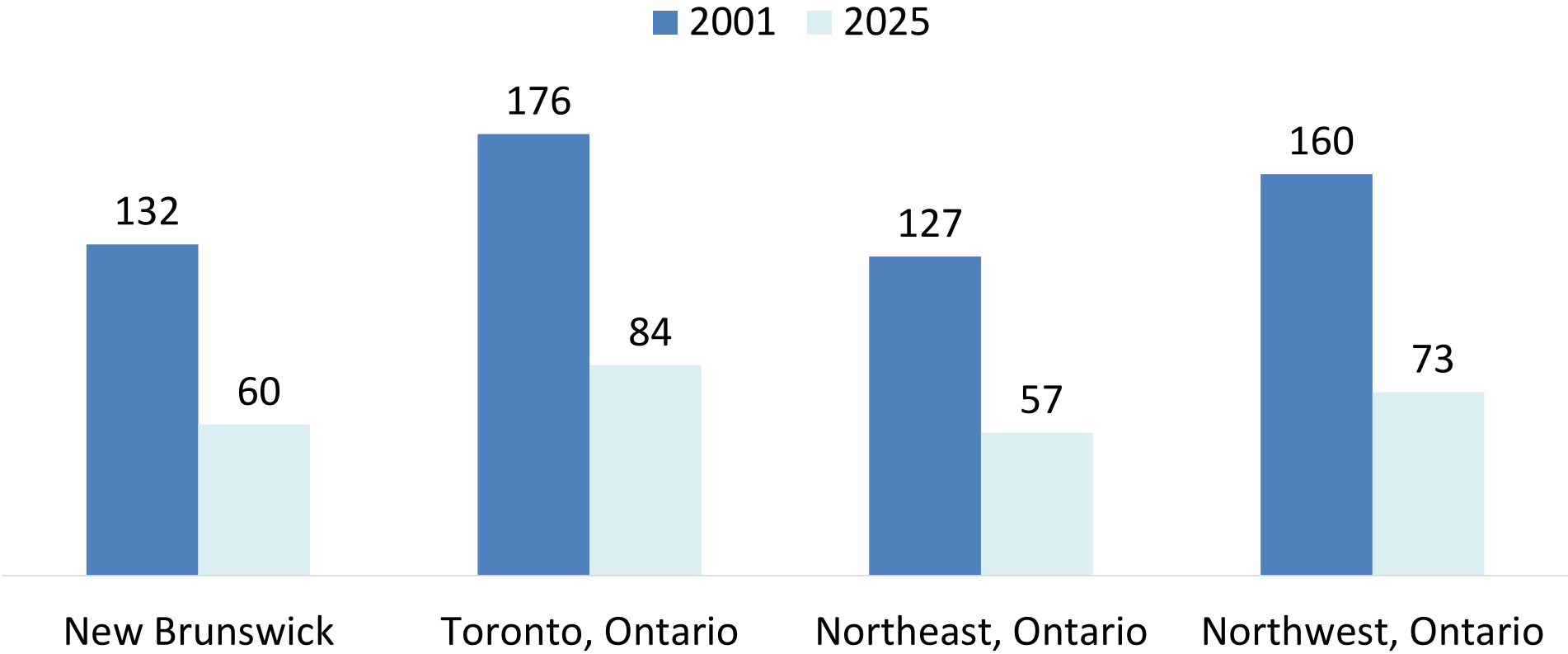
Median age



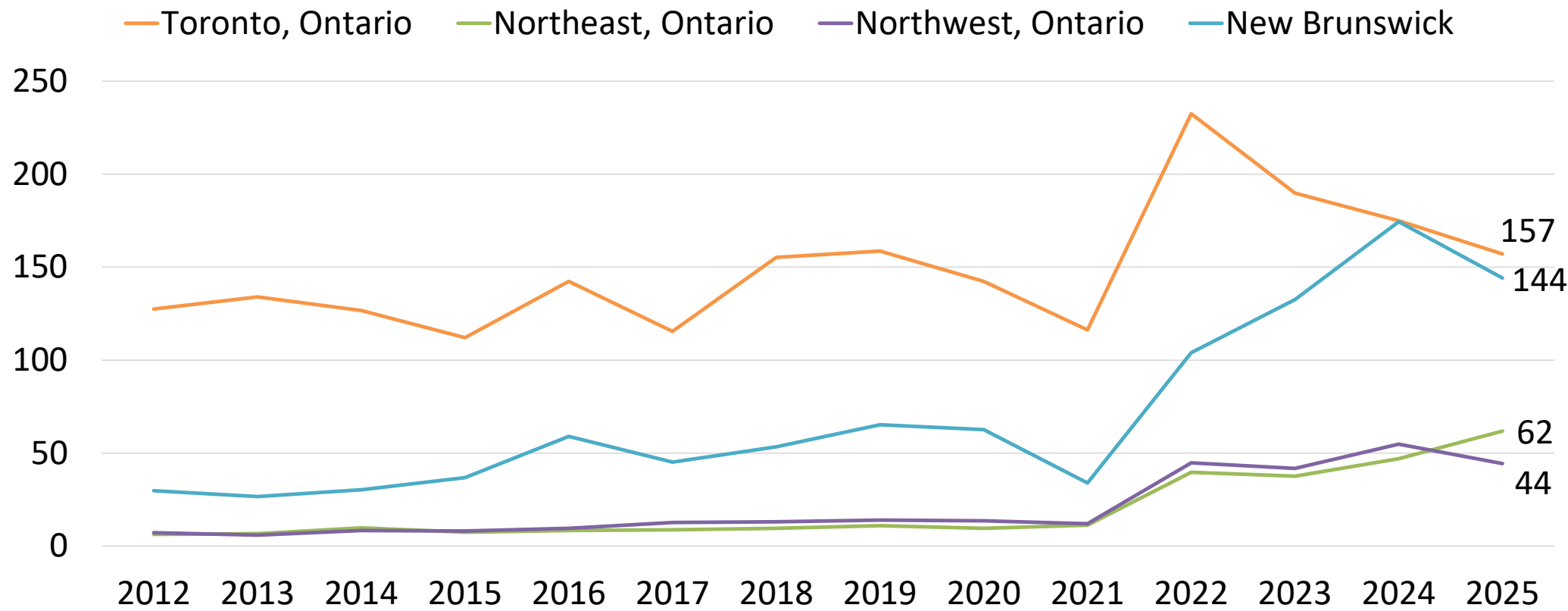
Natural population growth rate (births per 100 deaths)



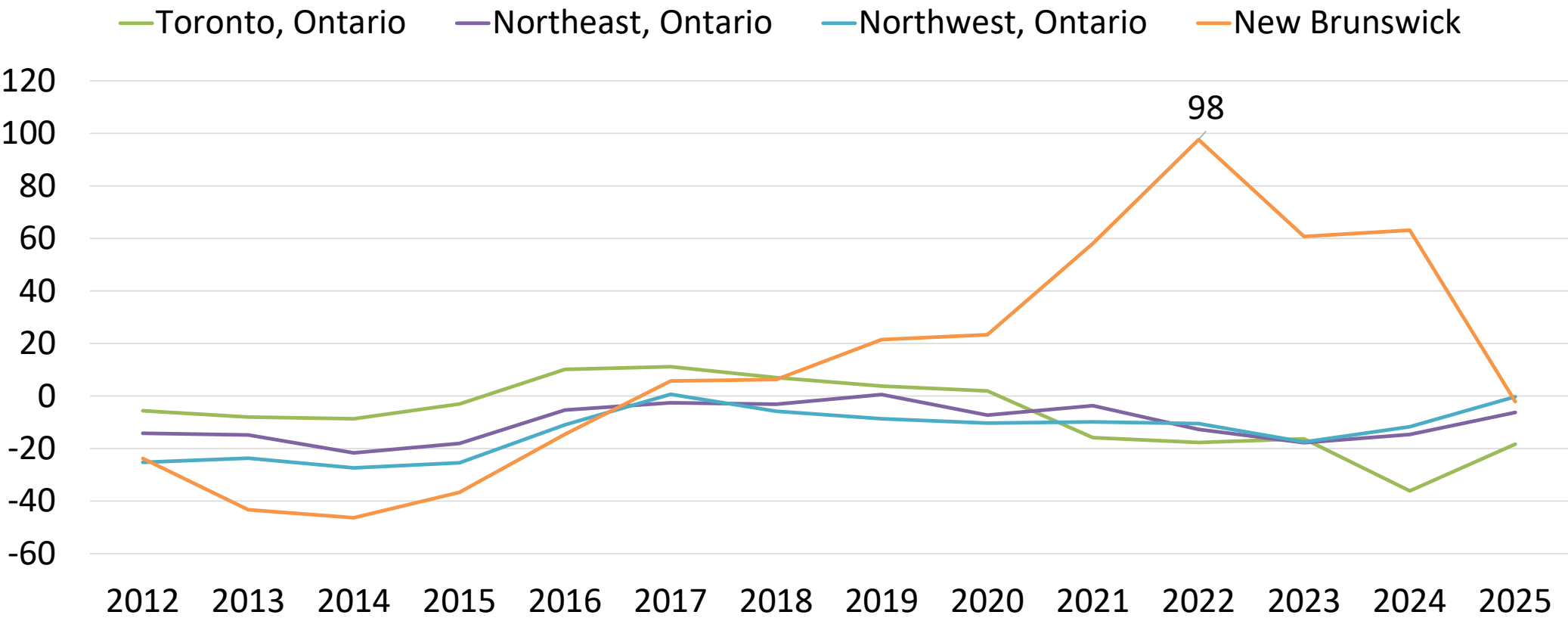
Ratio of under 15 to over 65 population (# under 15 for every 100 aged 65+)



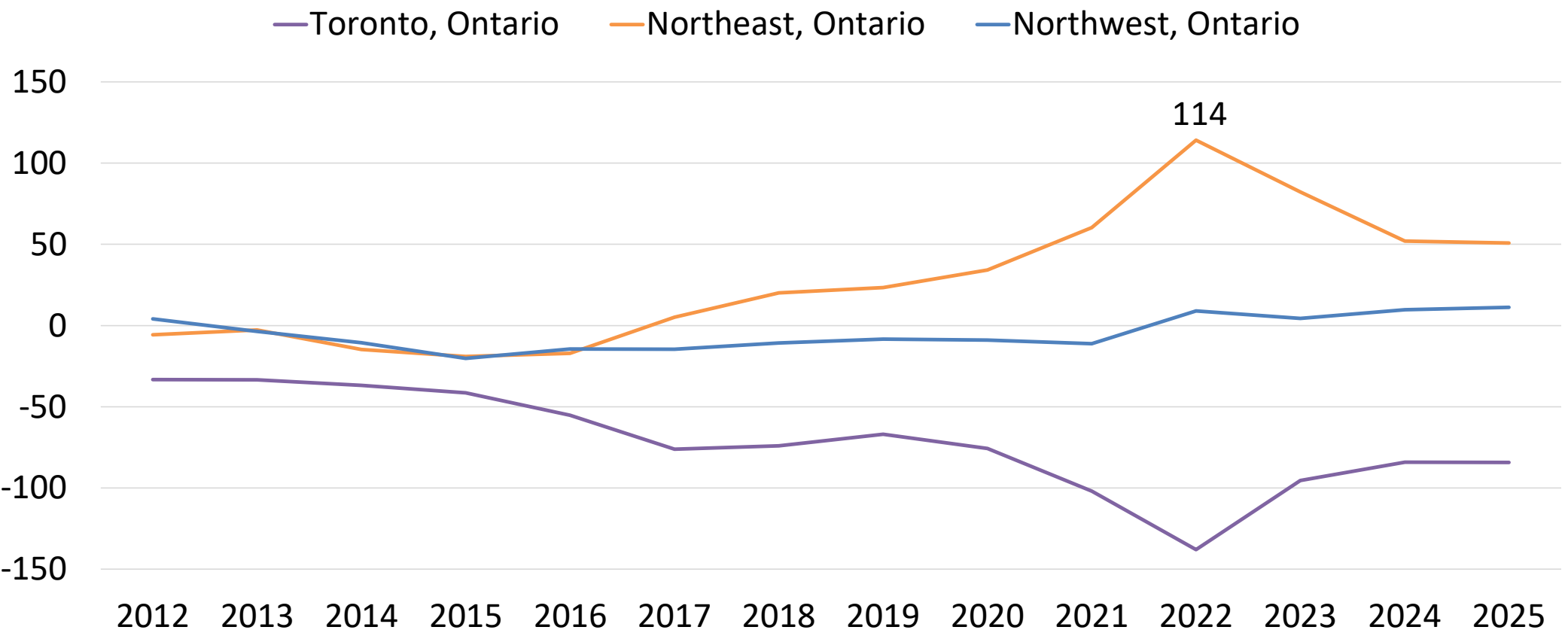
Immigration rate (per 10,000 population)



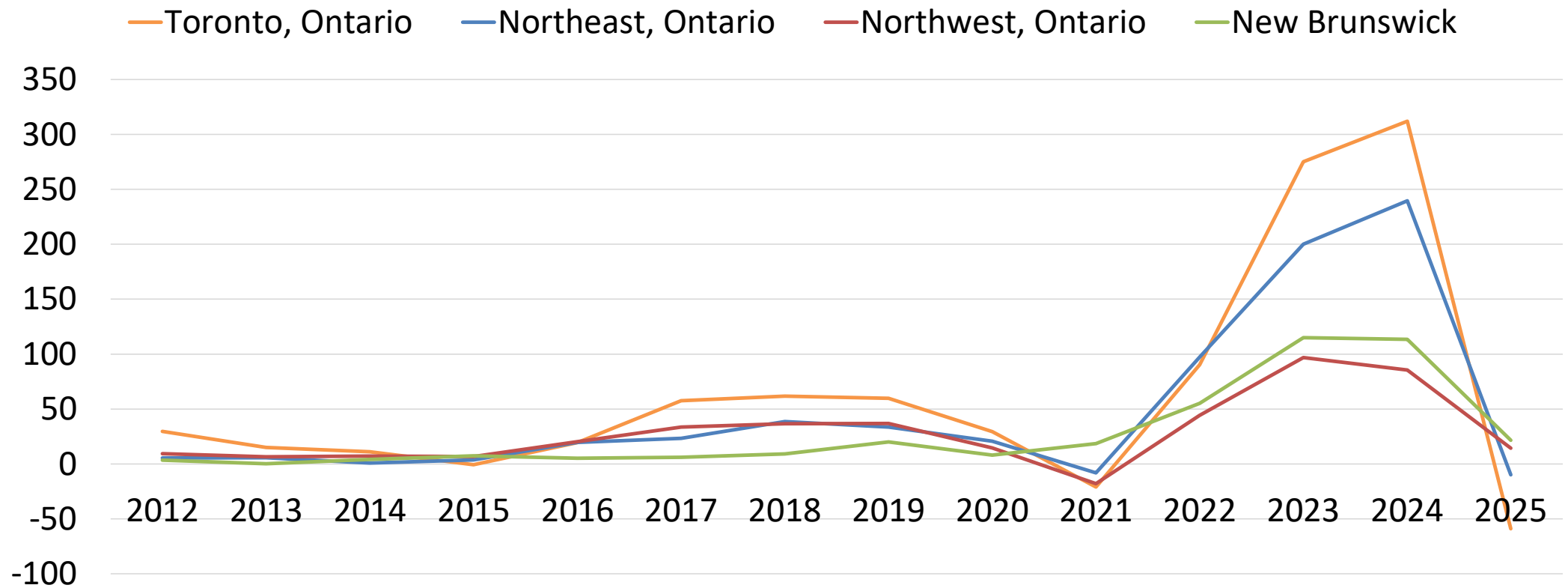
Net interprovincial migration rate (per 10,000 population)



Net intraprovincial migration rate (per 10,000 population)

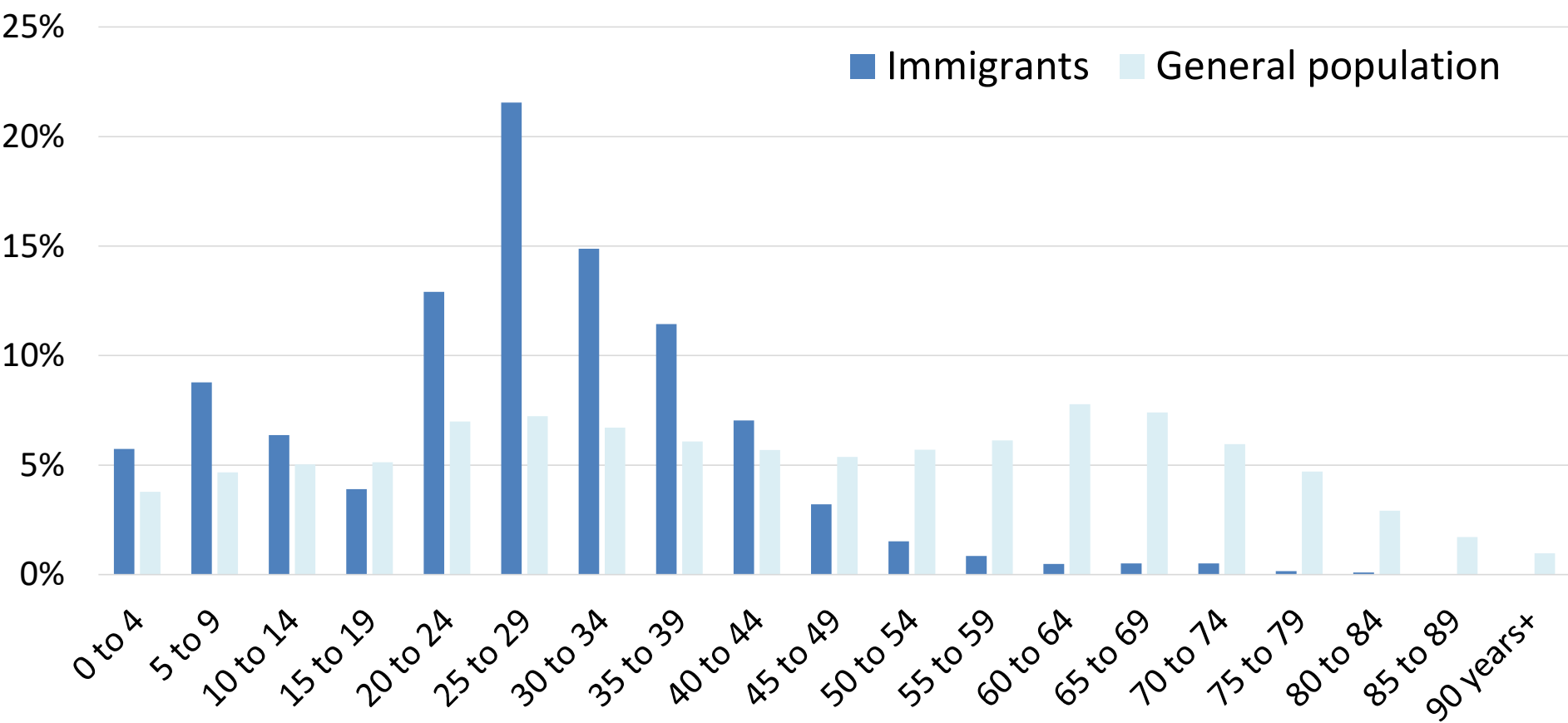


Net non-permanent resident migration rate (per 10,000 population)



Age distribution, immigrants vs. general population

Northeast Ontario



Immigration rate (per 10,000 population), calendar year

	<u>2023</u>	<u>2024</u>	<u>2025</u>	<u>1 year %</u>
Toronto, Ontario	186	165	129	-22%
New Brunswick	138	180	126	-30%
Northwest, Ontario	57	57	51	-11%
Northeast, Ontario	51	57	63	+10%

Decline in PR admissions, 2024 to 2025

Labrador City, NL	-31%
Deer Lake, NL	-50%
Summerside, PE	-61%
Three Rivers, PE	-43%
Kentville, NS	-47%
Truro, NS	-36%

Yarmouth, NS	-45%
Digby, NS	-55%
Miramichi, NB	-46%
Woodstock, NB	-26%
Chipman, NB	-40%
Shediac, NB	-38%

**We can't go back to a time when
immigrants mainly settled in the
largest urban centres.**

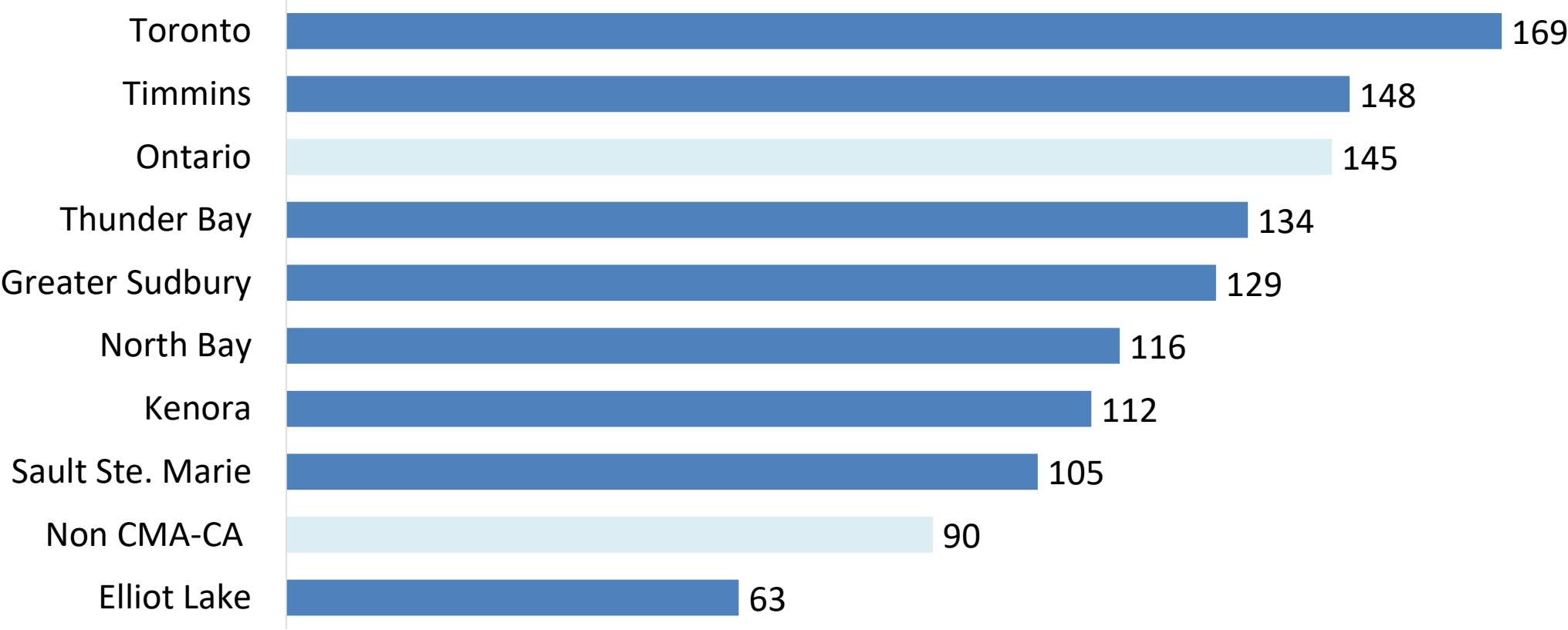
Workforce aged 55+, 2025

	<u>2008</u>	<u>2023</u>	<u>% change</u>
North Bay, Ontario	7,450	12,110	63%
Greater Sudbury, Ontario	18,940	27,310	44%
Elliot Lake, Ontario	1,500	1,780	19%
Timmins, Ontario	4,520	6,240	38%
Sault Ste. Marie, Ontario	11,500	14,080	22%
Thunder Bay, Ontario	14,280	18,780	32%
Kenora, Ontario	<u>1,690</u>	<u>2,920</u>	<u>73%</u>
CMAAs/CAs Northern Ontario	59,880	83,220	39%
Non CMA-CA, Ontario	196,020	266,430	36%

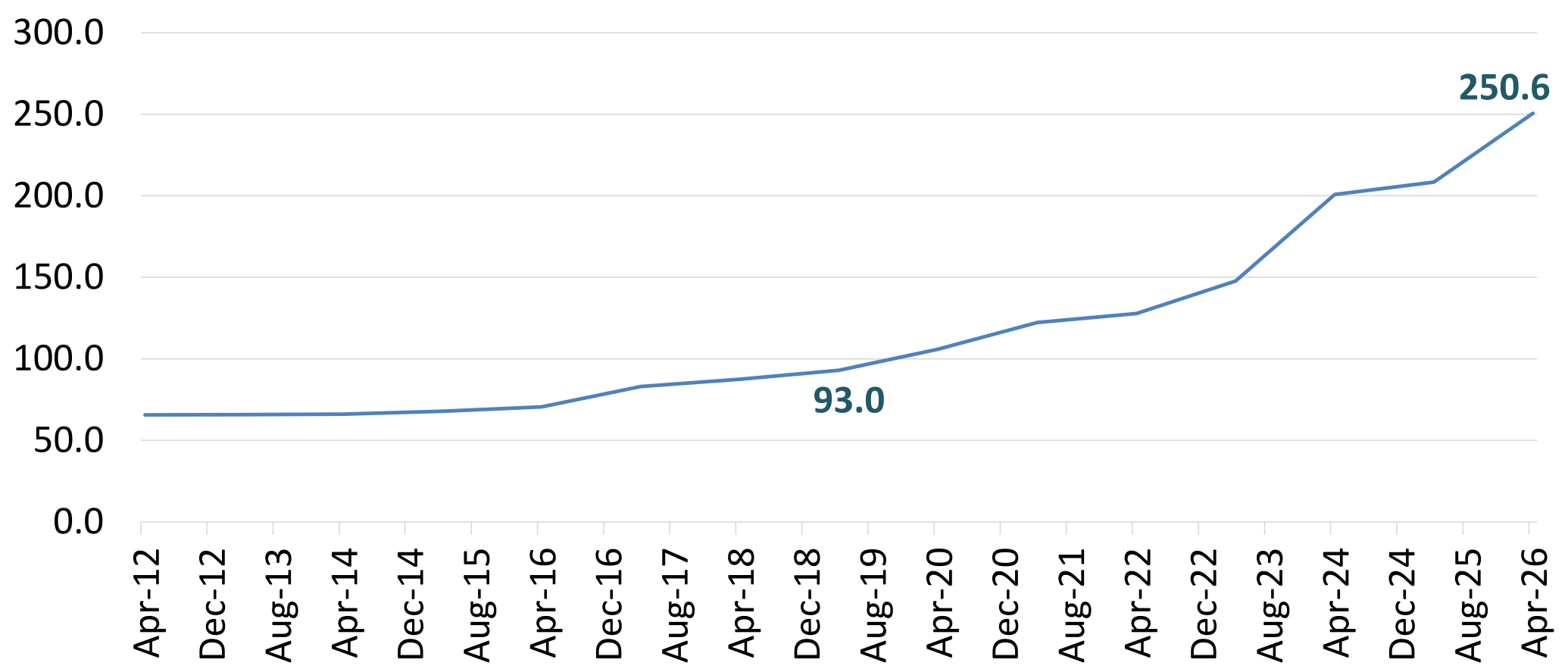
Share of the workforce aged 55+, 2025

	<u>% 55+</u>
Elliot Lake, Ontario	42%
Non CMA-CA, Ontario	34%
Sault Ste. Marie, Ontario	32%
Kenora, Ontario	30%
North Bay, Ontario	29%
Thunder Bay, Ontario	28%
Greater Sudbury, Ontario	28%
Timmins, Ontario	26%

of workers under 35 for every 100 aged 55+

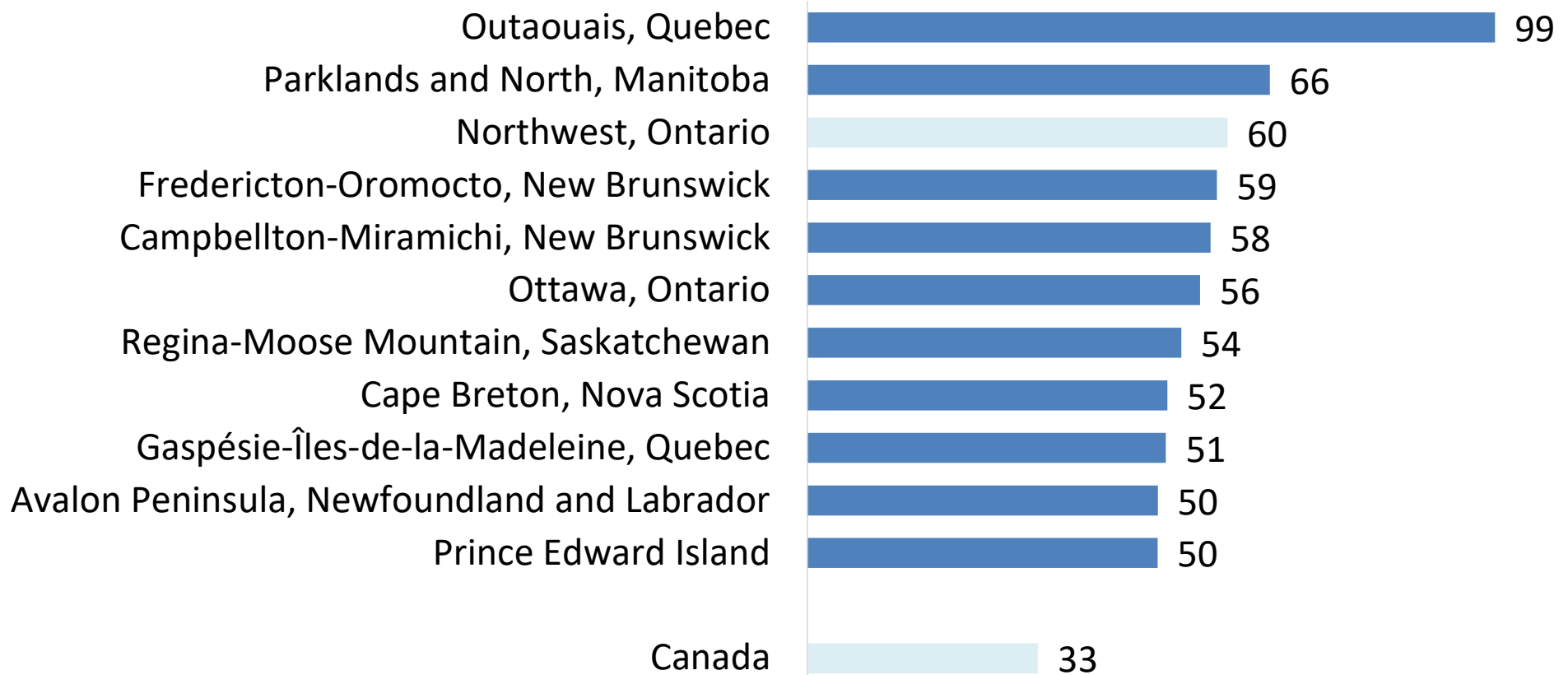


Immigrants in the Atlantic Canada workforce (000s)



Ratio of public to private sector employment

Public sector workers per 100 private sector workers



Employment growth by type, 2015-2025

	<u>Public sector</u>	<u>Private sector*</u>
Canada	29%	18%
Northeast, Ontario	30%	11%
Northwest, Ontario	24%	4%
New Brunswick	34%	11%
Campbellton-Miramichi, New Brunswick	32%	-3%
Moncton-Richibucto, New Brunswick	45%	28%
Saint John-St. Stephen, New Brunswick	21%	3%
Fredericton-Oromocto, New Brunswick	37%	17%
Edmundston-Woodstock, New Brunswick	29%	-8%

Immigration will be key to addressing workforce demand

- Address workforce **replacement demand**.
- Ensure we can meet the needs of both the **public and private sectors**.
- Ensure we have enough **entrepreneurs**.
- Address **workforce growth opportunities**.
 - Mining, natural resources, large scale construction, tourism, urban centre jobs.

**We need an immigration system
that is fit for purpose in 2026.**

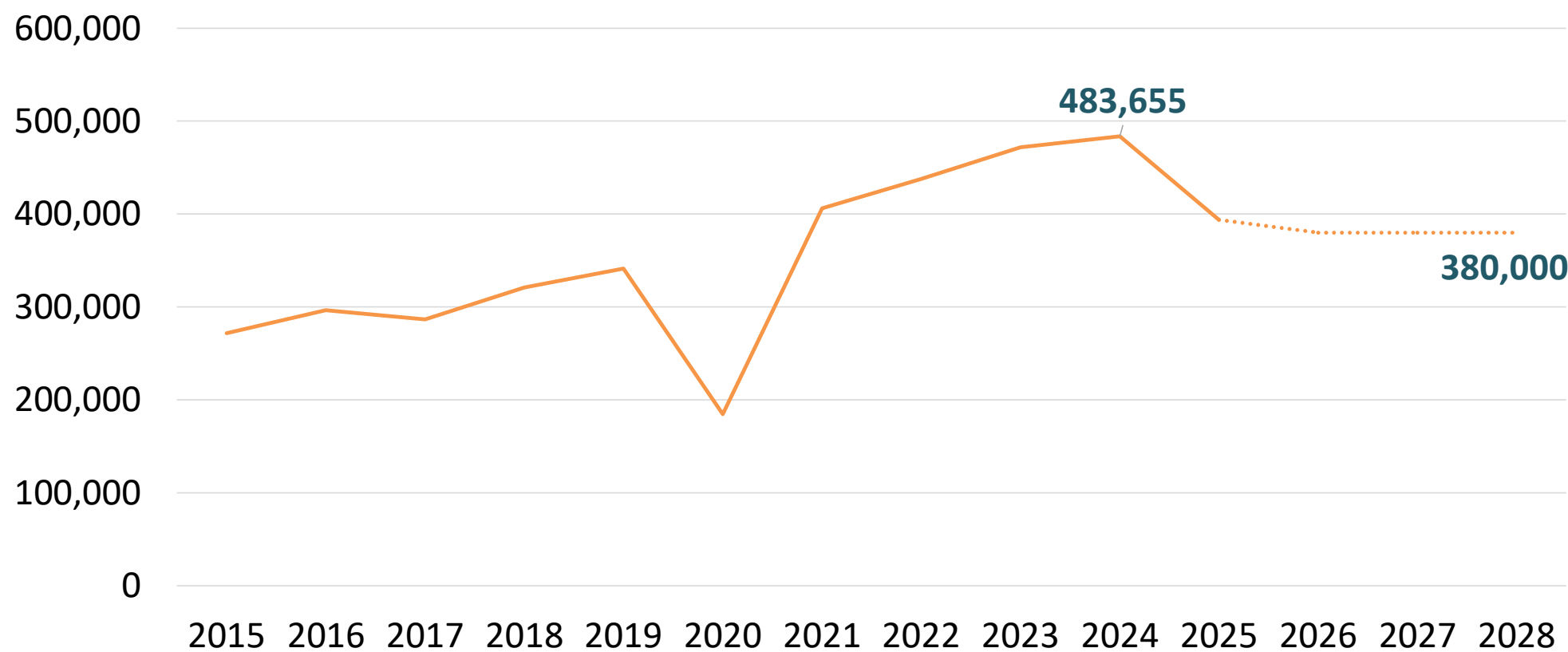
What is a fit for purpose immigration system?

- Historically, immigration was **concentrated in the largest urban centres**.
- In the past decade there has been a move to **increase immigration into other areas**.
 - More flexibility in economic migration (AIP, RNIP, RCIP, etc).
 - Increased use of PSE and post-graduate work permits.
- A **surge in temporary workers** (mostly PSE related) pushed the non-permanent resident population to well over three million.
- **Backlash** led to government deciding to bring down the temporary population and also to slash annual permanent resident admissions.

What is a fit for purpose immigration system?

- Originally the plan was to reduce PR admissions even further but now the **target is 380,000 per year** through 2028.
 - The plan before called for an **increase to 500,000** by 2025 with modest increases thereafter.
 - Federal government decided to **drop non-permanent resident population** from 6.5% to less than 5% by 2026.
- **Interesting point:** Over 20 million international tourists visit Canada each year and we are pushing for more.

Permanent resident admissions, actual and target (Canada)



What is a fit for purpose immigration system?

- Assuming the 380,000 immigrant target is maintained and temporary resident population is stable after 2026, annual population growth across Canada **will settle at 0.8% to 0.9% per year.**
- Between 1971 and 2009 **annual population growth averaged 1.1% per year** – and only a small fraction of the population retired from the workforce each year. **Real GDP growth averaged 2.7%/year.**
- A 500,000 annual immigration target – with a stable temporary resident population after 2026, would lead to **a 1.1% - 1.2% increase per year** – would even that be enough to address workforce demand and **drive 2.5% real GDP growth?**

What about artificial intelligence (AI)?

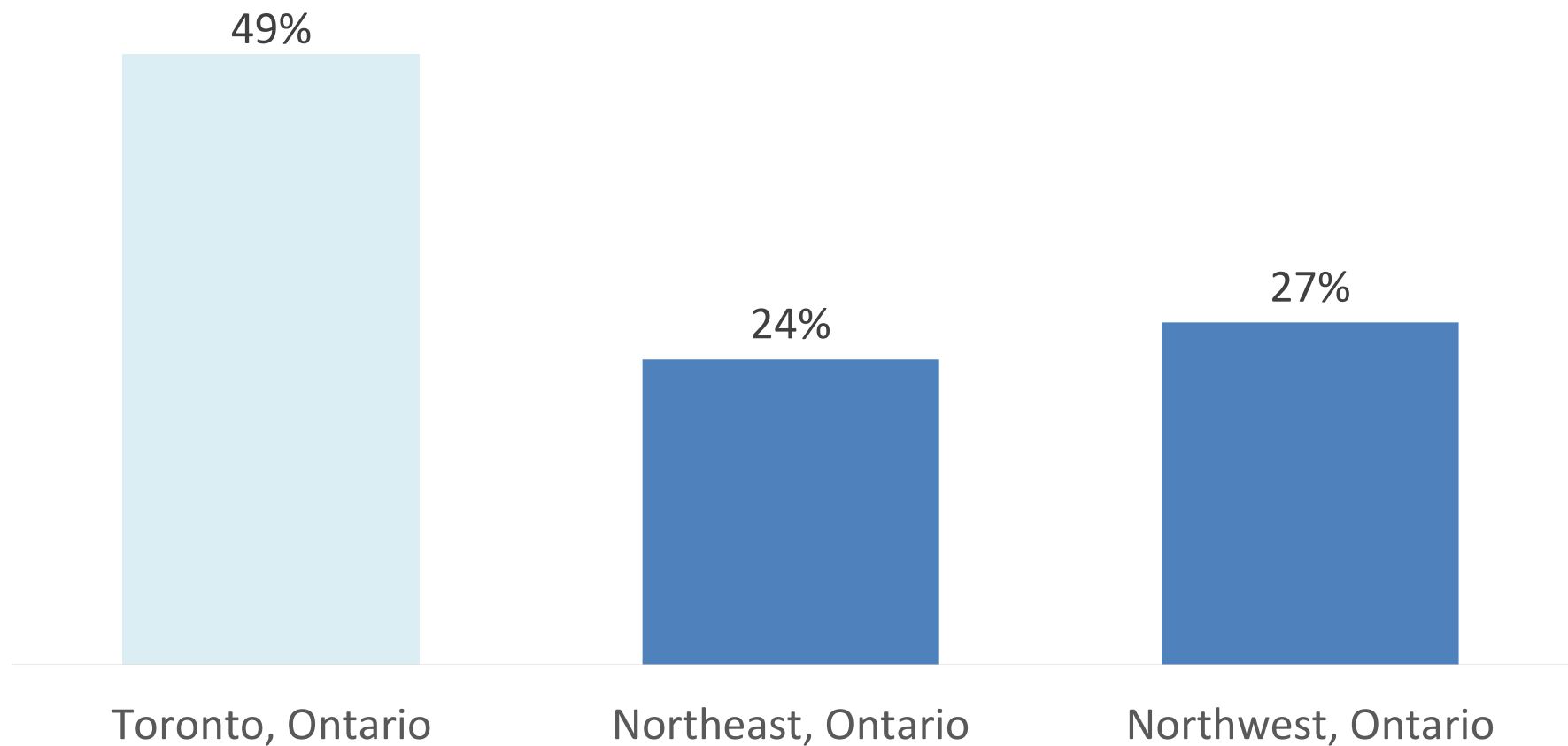
- Two schools of thought: a) AI will augment the existing workforce or b) AI will decimate the existing workforce.
- We can't do workforce planning based on hypothetical futures:
 - Vehicle automation.
 - ATMs – bank tellers.
 - Many times – technological breakthroughs lead to unforeseen new economic opportunities and job creation.
- In the end, is population growth primarily about workforce demand or about **community renewal and future sustainability?**

We need an immigration system that is fit for purpose in 2026

- A sustained curtailment of permanent resident admissions and temporary residents could end up having serious impacts **particularly outside the large urban centres**.
 - PSE enrolment in universities and colleges.
 - Temporary workers.
 - Permanent resident admissions where they are needed the most.
- It will end up harming the country's GDP growth, government fiscal sustainability and long-term investment potential.
- “It's the population decline” PM Carney – when asked about the two quarters of real GDP decline.

**Beware the call for a rigorous
return to the ‘points’ system
for immigration.**

Share of permanent resident admissions under an economic pathway, 2023



Beware the 'points' system for immigration

- Immigration should be targeted to demographic and workforce realities on the ground.
- The points-based system **hurt immigrant retention** outside the large urban centres.
- Attracting highly skilled immigrants is **still very important** but flexibility based on local demand is key.
- Boosting **family class immigration** into Atlantic Canada, northern Ontario, etc. will be important (highest retention rate).

**Attracting international students
should still be a top focus.**

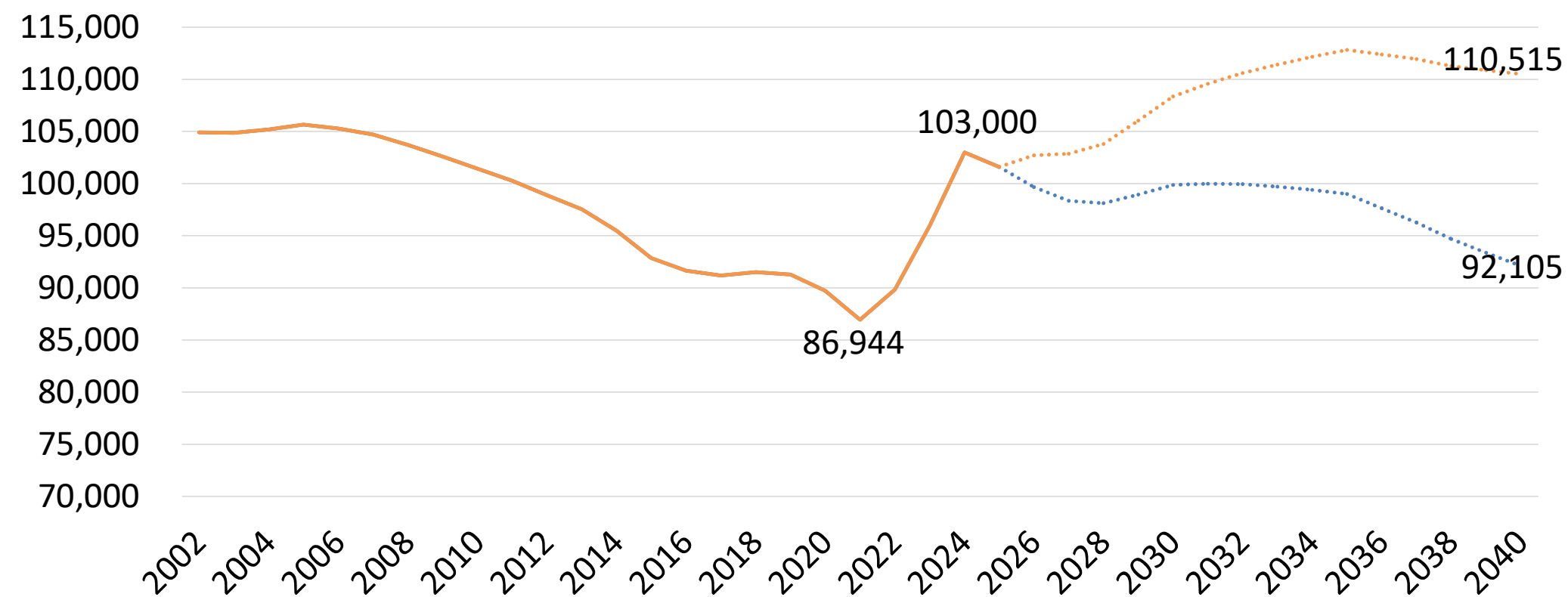
Attracting international students should still be a top focus

- Young adults have traditionally played a vital role in the labour market.
- They make up a large share of part time workers or seasonal jobs – in food services, retail, tourism, etc.
- It's a win-win – they get work experience, employers get a flexible workforce at reasonable salaries.
- If the domestic 15-24 population starts to dwindle – it can have negative impacts such as services not offered, hours curtailed, wages pushed up/inflation, etc.

Attracting international students should still be a top focus

- Boosting international (and national) enrolment in PSE – helps bolster this segment of the workforce (another win-win) as well as:
 - Supports a high value export industry (PSE).
 - Trains an army of talent to meet future workforce demand.
- PSE is also an important way that immigration can support the vast number of SMEs that cannot afford the time and expense of traditional international worker attraction pathways.
- **Attracting families to live in northern Ontario can also help address a declining 15-24 aged population.**

15-24 population growth trajectory (low-growth and high growth scenarios), Northern Ontario



Ultimately, immigration is about building communities – not just addressing workforce demand.

Demographic rebalancing

- Many countries around the world are facing similar demographic challenges.
- Canada is **attractive to international migrants**.
- Canada is a vast country that is **still sparsely populated**.
- The U.S. has 8X population on a smaller geographic footprint.
 - Added 79 million to the population between 1995 and 2025 – again in a land area smaller than Canada.
 - Was among the leaders in the OECD for GDP growth.

**Ten recommendations to ensure we
properly leverage immigration to
support regional prosperity.**

Recommendations

1. Work with the federal government to ensure immigration programs will support population growth in northern Ontario.
- 2. Encourage local communities to take the lead on population growth planning.**
3. Ensure there is adequate immigrant settlement support at the community level around the region.
- 4. Align tourism promotion and people attraction plans.**
5. Ensure there is alignment between talent development and population attraction and workforce occupational demand.

Recommendations

6. Target immigrants specifically for the construction trades.
- 7. Continue to develop local economic development opportunities.**
8. Encourage the growth of post-secondary education (PSE) across the region.
- 9. Expand the use of temporary foreign workers where there is a demonstrated demand.**
10. Develop entrepreneur attraction plans.

Questions?