# Magnetic North 2025 – Retention is the New Reality

Sudbury, Ontario Science North December 3–5, 2025

## Pre-Conference Reception - Wednesday, December 3

4:00 p.m. | Staff, Volunteers, AV

5:00 p.m. | Welcoming Remarks

Welcoming Remarks – Reseau du Nord

Welcoming Remarks – TBC

Welcoming Remarks - TBC

Welcoming Remarks - NPI

**5:30 p.m. – 7:00 p.m. | Networking** hors d'oeuvres and cash bar; Rotating slide show - Immigration Trends Snapshots

#### <u>Day 1 – Thursday, December 4</u>

7:00 a.m. | Staff, Volunteers, AV

7:30 a.m. | Registration desk and coat check open

**7:30 a.m. – 8:00 a.m. | Coffee break, networking and trade show** Rotating slide show - Immigration Trends Snapshots

8:10 a.m. – 9:05 a.m. | Opening Keynote Address – Day 1

Setting the stage for day 1/introduction of keynote speaker: NPI (10 min)

Invited: The Honourable Minister Lena Metlege Diab, Immigration, Refugees and Citizenship Canada (40 min)

9:05 a.m. – 10:00 a.m. Panel 1 – A Short History of Immigration in Northern Ontario Invited:

Cathy Woodbeck, Thunder Bay Multicultural Association
Deborah Robertson, Northeastern Ontario Multicultural Centre
Monique Beaudoin, Centre de santé communautaire de Sudbury

10:10 a.m. – 10:40 a.m. | Coffee break, networking and trade show Rotating slide show - Immigration Trends Snapshots

10:45 a.m. – 12:00 p.m. | Breakout Sessions Round 1 – Self-reflection Current programs and resources, what do we have and where are the gaps (3 concurrent sessions, 40–50 participants each)

- 1a) Attraction
- 1b) Settlement
- 1c) Retention

**12:00 p.m. – 1:00 p.m. | Lunch**; rotating slide show

1:05 p.m. – 2:00 p.m. – Plenary Panel: A look at the Evidence about Effective Retention

### Proposed:

Invited – IRCC, Economic Settlement Policy Team
Invited – Northern Research Team - "Northern Ontario Labour Force Retention and Attraction in a Post-Pandemic, Digital Economy."

3rd Panelist - TBD

2:00 p.m. - 3:00 p.m. - Spotlight Talks: Newcomer stories and testimonials

**3:10 p.m. – 3:40 p.m. Coffee break, networking and trade show** Rotating slide show - Immigration Trends Snapshots

3:45 p.m. – 5:00 p.m. – Breakout Sessions Round 2 – External Reflection Discussion of Policies, Programs and Pilots (3 concurrent sessions, 40–50 participants each)

- 2a) Permanent Residents and Refugees
- **2b) Temporary Workers**
- 2c) Students

5:00 p.m. – Conference ends for the day at end of breakout sessions

#### Day 2 – Friday, December 5

7:30 a.m. | Registration desk and coat check open

7:30 a.m. – 8:00 a.m. | Coffee break, networking and trade show

Rotating slide show - Immigration Trends Snapshots

8:10 a.m. – 9:05 a.m. | Opening Keynote Address – Day 2

Setting the stage for day 2/introduction of keynote speaker: Réseau (10 min)

Invited : The Honourable David Piccini, Ontario Minister of Labour, Immigration, Training and Skills Development

9:05 a.m. – 10:00 a.m. Bear Pit Session: Pilot Program Coordinators

#### Invited:

Sudbury (RCIP, FCIP)
Sault Ste Marie (RCIP)
Superior East (FCIP)?
Thunder Bay (RCIP, REDI)
North Bay (RCIP)
Timmins (RCIP, FCIP)

10:10 a.m. – 10:40 a.m. | Coffee break, networking and trade show

Rotating slide show - Immigration Trends Snapshots

10:45 a.m. – 12:00 p.m. | Breakout Sessions Round 3 – Immigration Priorities for Northern Ontario Actors – What are WE going to do?

Commitments to Action and Next Steps (lobbying, spending, programs, other) (3 concurrent sessions, 40–50 participants each)

- 1a) Attraction
- 1b) Settlement
- 1c) Retention

12:00 p.m. – 12:15 p.m. – Conference ends at end of breakout sessions

NPI and Reseau to offer separate closing comments and thanks in each of the breakout rooms

**12:30 p.m. – 1:00 p.m. – Teardown**