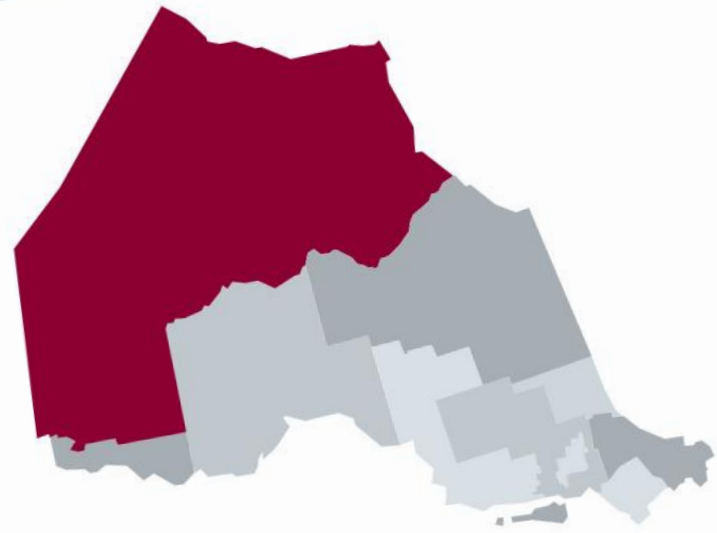


Thunder Bay Local Immigration Partnership

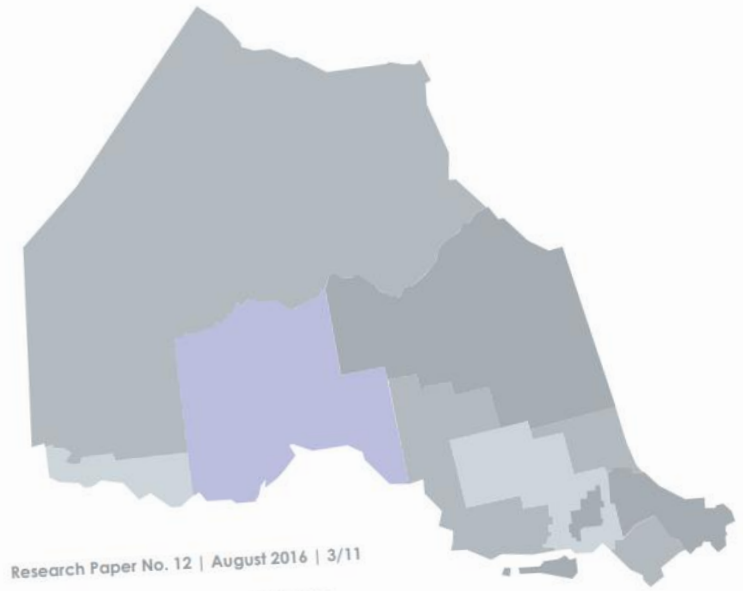
Immigration and migration in the Northwest:
Why do we need immigrants?

Charles Cirtwill, President & CEO
Thunder Bay, 20 September 2017

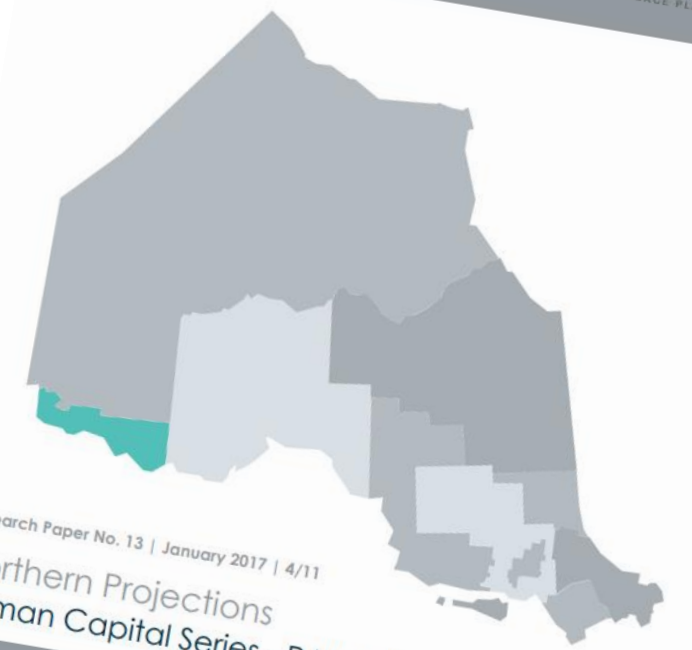




Research Paper No. 21 | June 2017 | 11/11
Northern Projections
Human Capital Series - KENORA DISTRICT
By James Cuddy & Dr. Bakhtiar Moazzami
northernpolicy.ca




Research Paper No. 12 | August 2016 | 3/11
Northern Projections
Human Capital Series - THUNDER BAY DISTRICT
By James Cuddy & Dr. Bakhtiar Moazzami
northernpolicy.ca



Research Paper No. 13 | January 2017 | 4/11
Northern Projections
Human Capital Series - RAINY RIVER DISTRICT
By James Cuddy & Dr. Bakhtiar Moazzami
northernpolicy.ca

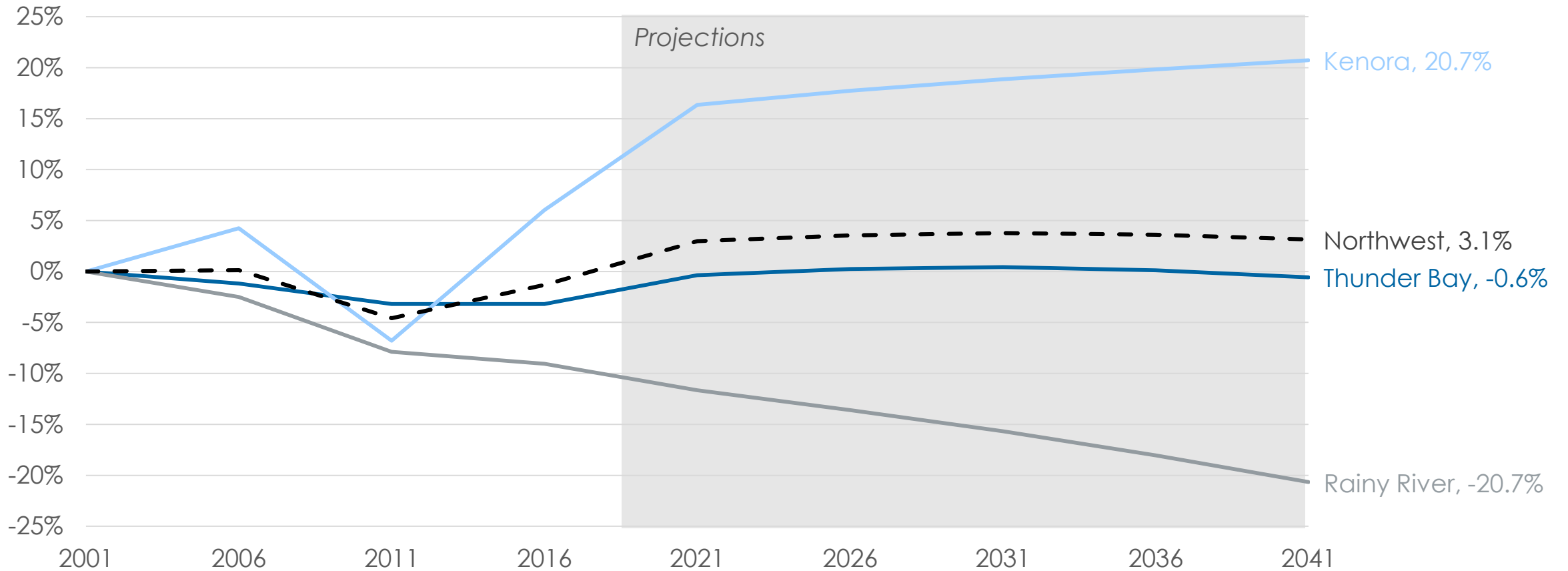
Agenda

1. Demographic Trends: How are Thunder Bay and the Northwest Doing?
 2. Socio-Economic Consequences: Increasing Demographic Dependence, and Decreasing Productivity
 3. Immigration and Migration: One of the Solutions
 4. Not the ONLY solution: Closing the Education Gap
- 

Demographic Trends

Little Population Growth in the Northwest

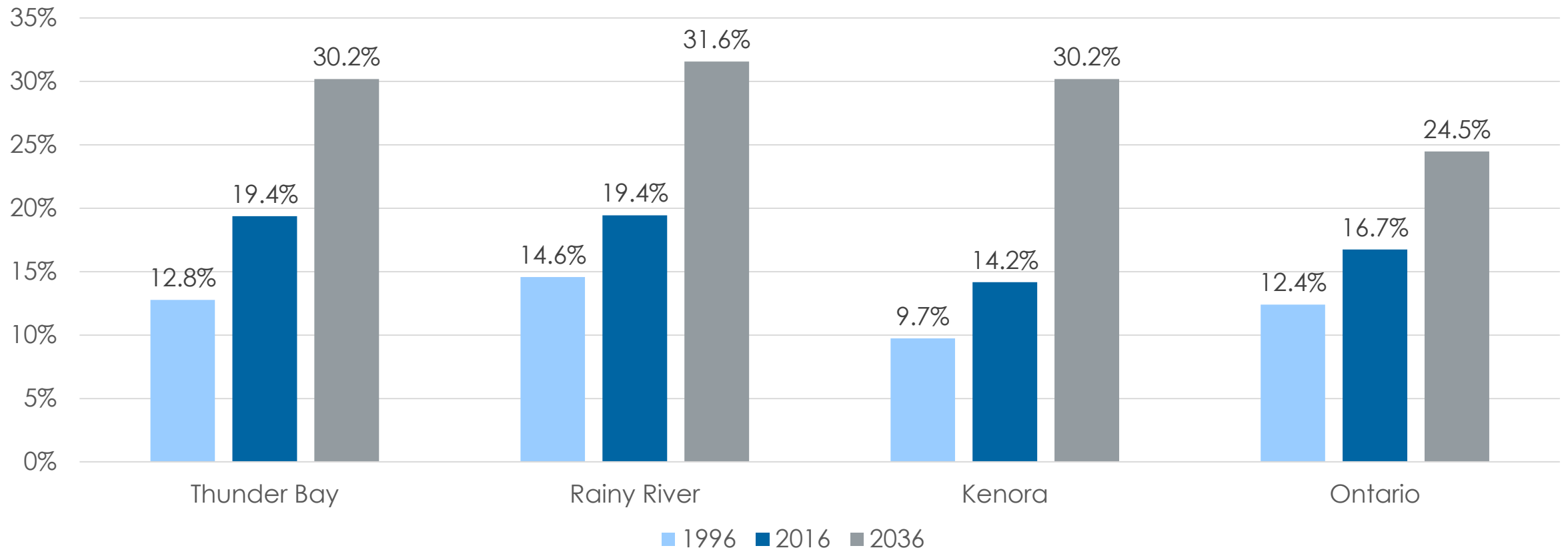
CUMULATIVE POPULATION GROWTH
CROISSANCE CUMULÉE DE LA POPULATION



Demographic Trends

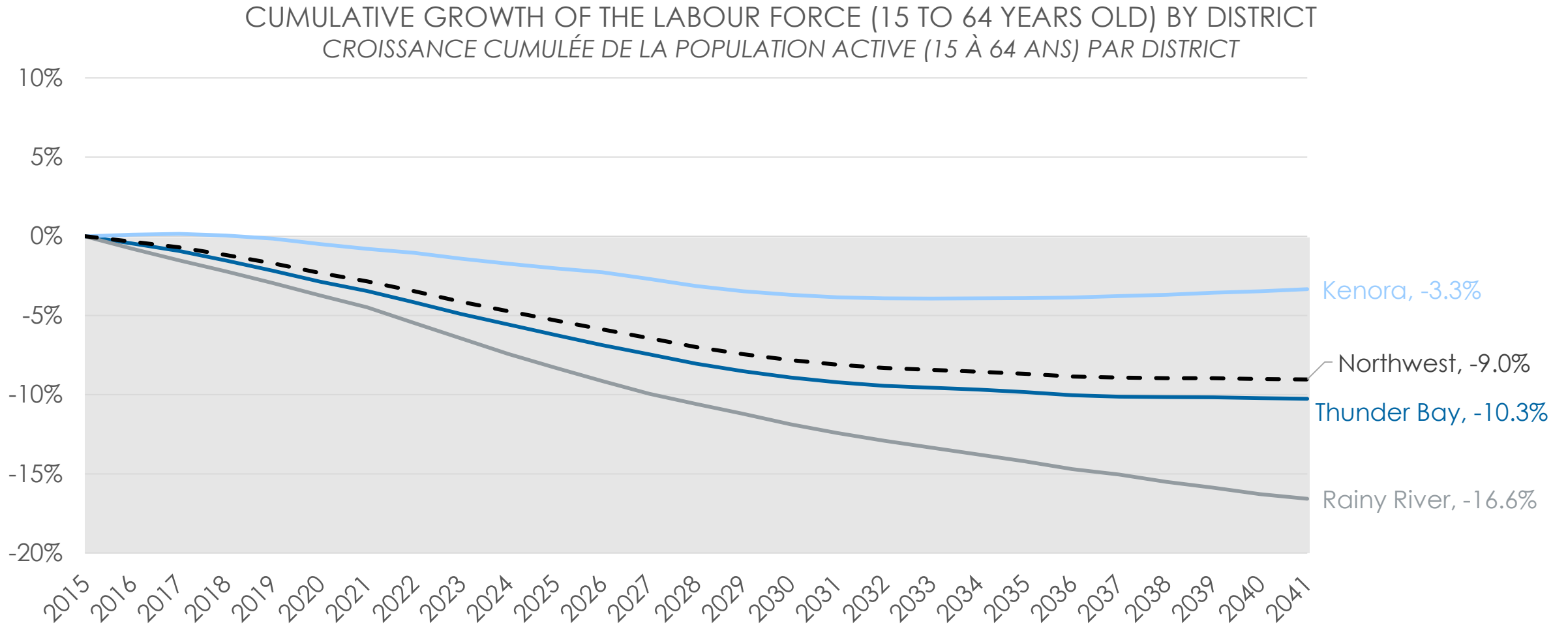
Population is Aging in the Northwest

POPULATION 65 YEARS OLD AND OVER AS A PERCENTAGE OF THE TOTAL POPULATION, BY DISTRICT
POPULATION ÂGÉE DE 65 ANS ET PLUS EN PROPORTION DE LA POPULATION TOTALE, PAR DISTRICT



Demographic Trends

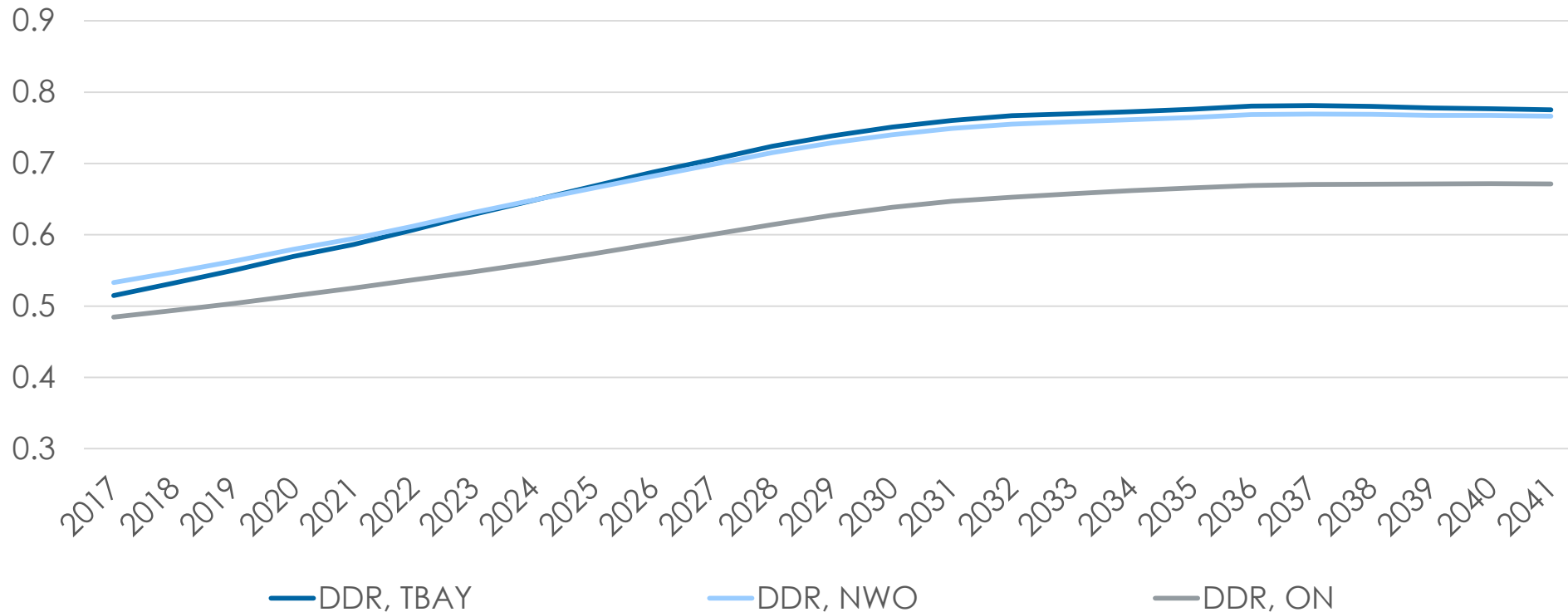
Labour Force is Projected to Decrease in the Northwest...



Socio-Economic Consequences

More and More Dependents

DEMOGRAPHIC DEPENDENCY RATIO (DDR)
RATIO DE DÉPENDANCE DÉMOGRAPHIQUE (RDD)

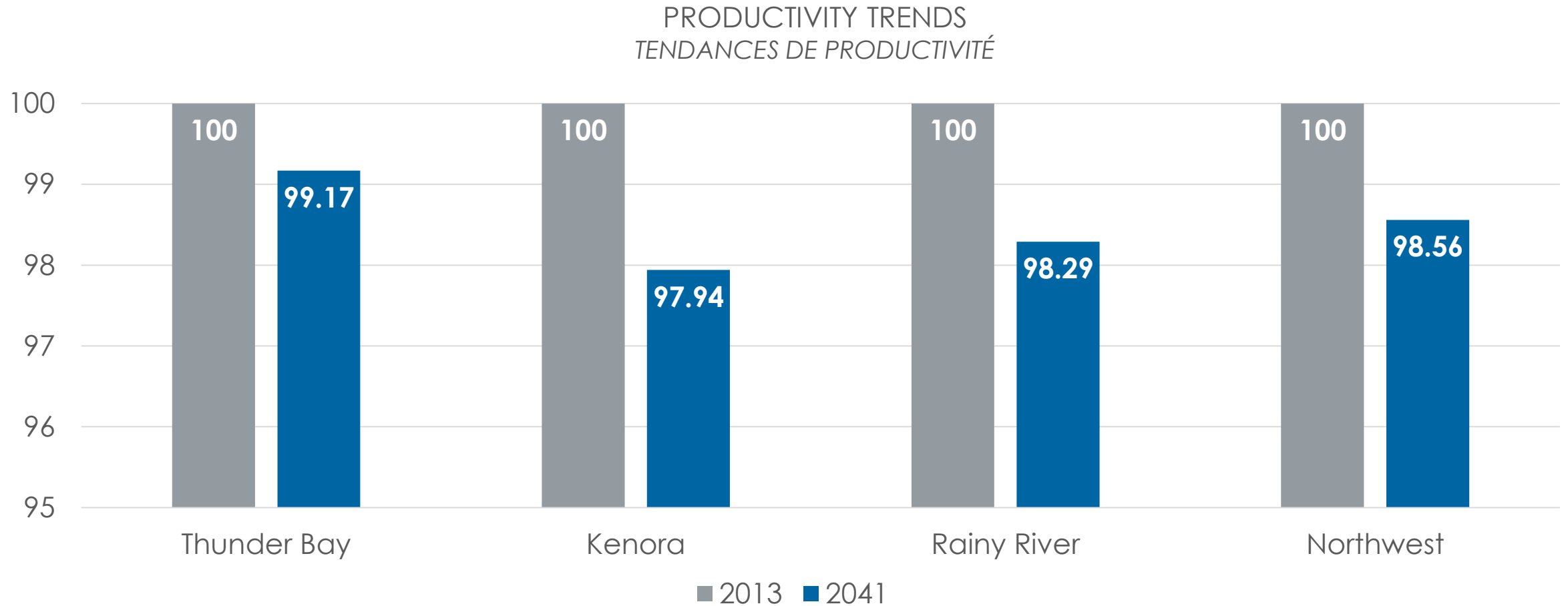


Source: Author's calculations based on Ontario Ministry of Finance population projections – Spring 2016

$$\text{DDR} = \frac{(\text{Population 0-14} + \text{Population 65+})}{(\text{Population 15-64})}$$

Socio-Economic Consequences

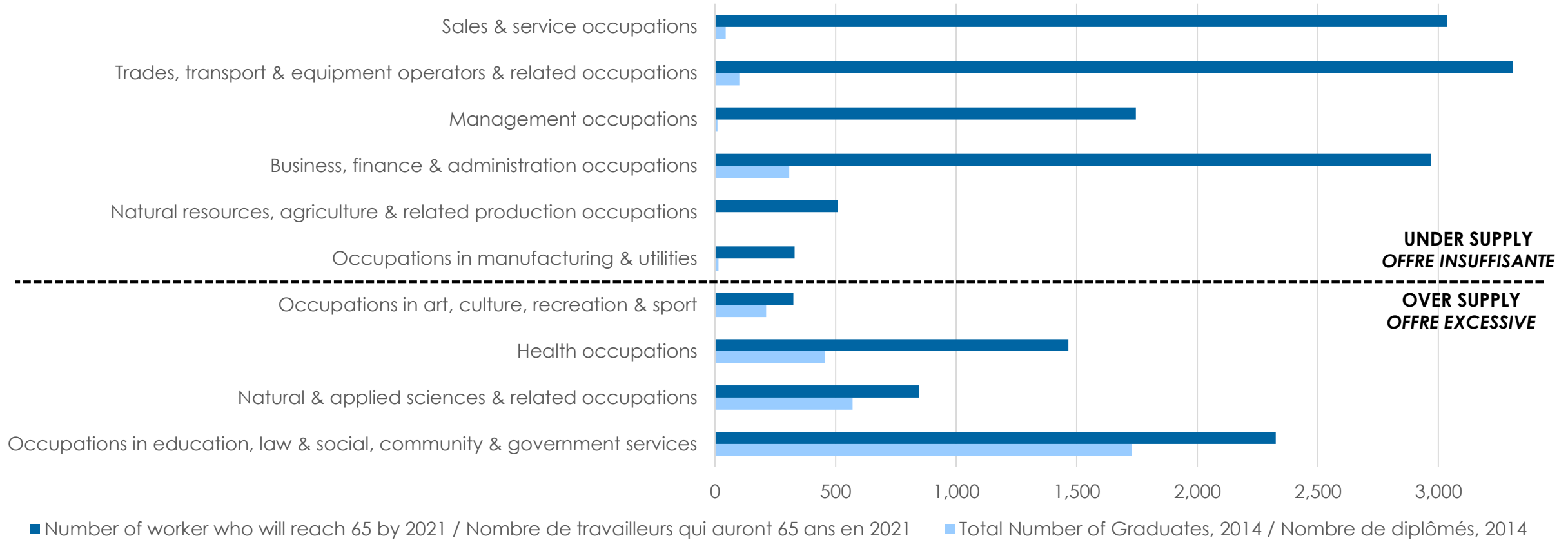
Decreasing Productivity



Socio-Economic Consequences

Skills shortage as workers will retire

NUMBER OF RETIREMENTS BY 2021 AND GRADUATES BY OCCUPATION IN NORTHWESTERN ONTARIO
 NOMBRE DE DÉPARTS À LA RETRAITE D'ICI À 2021 ET DE DIPLÔMÉS PAR OCCUPATION DANS LE NORD-OUEST

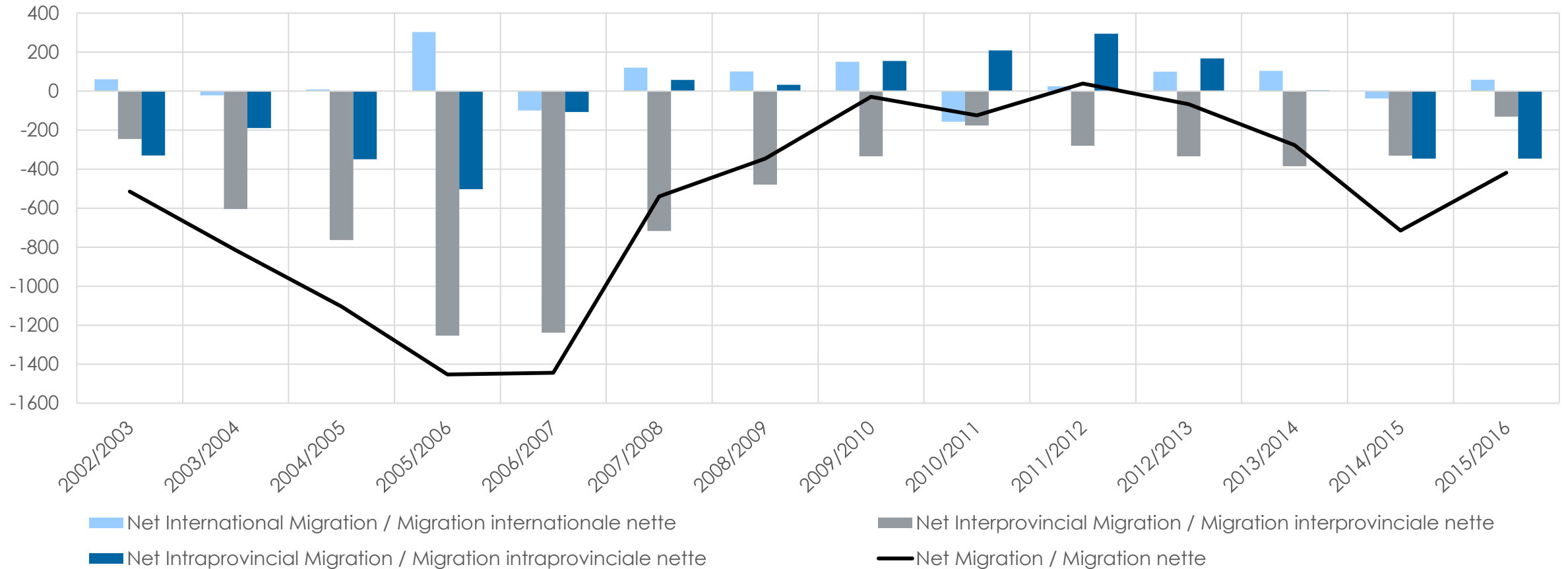


Sources: Jarrod Sundmark, "Labour Market Alignment: Education in the North" Northern Policy Institute, based on Statistics Canada Job Vacancies and Wages Survey, and CUDO/data provided by Colleges; Statistics Canada, National Household Survey, 2011.

Immigration and Migration

A Source of Population Growth

NET MIGRATION AND MIGRATION COMPONENTS - THUNDER BAY DISTRICT
 MIGRATION NETTE ET COMPOSANTES DE LA MIGRATION - DISTRICT DE THUNDER BAY

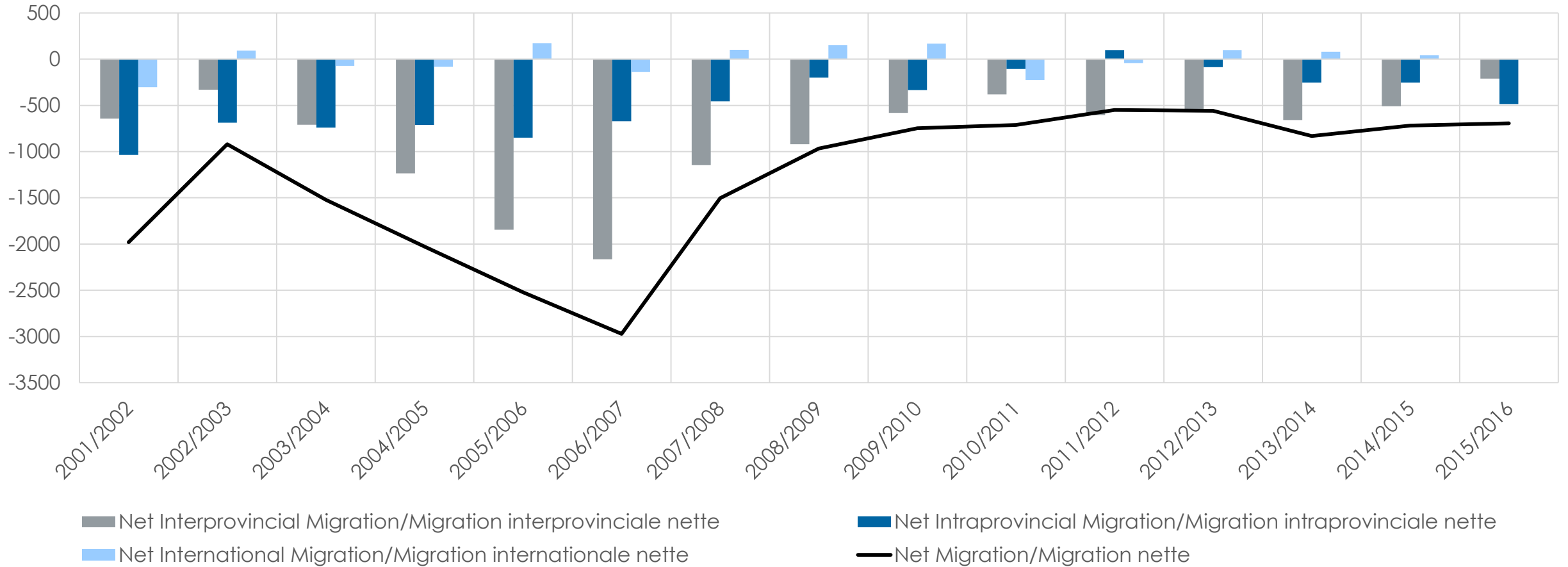


Source: author's calculations based on Statistics Canada. Table 051-0063 - Components of population growth by census division, sex and age group for the period from July 1 to June 30, based on the Standard Geographical Classification (SGC) 2011, annual (persons)

Immigration and Migration

A Source of Population Growth

NET MIGRATION AND MIGRATION COMPONENTS - NORTHWESTERN ONTARIO
 MIGRATION NETTE ET COMPOSANTES DE LA MIGRATION – NORD-OUEST

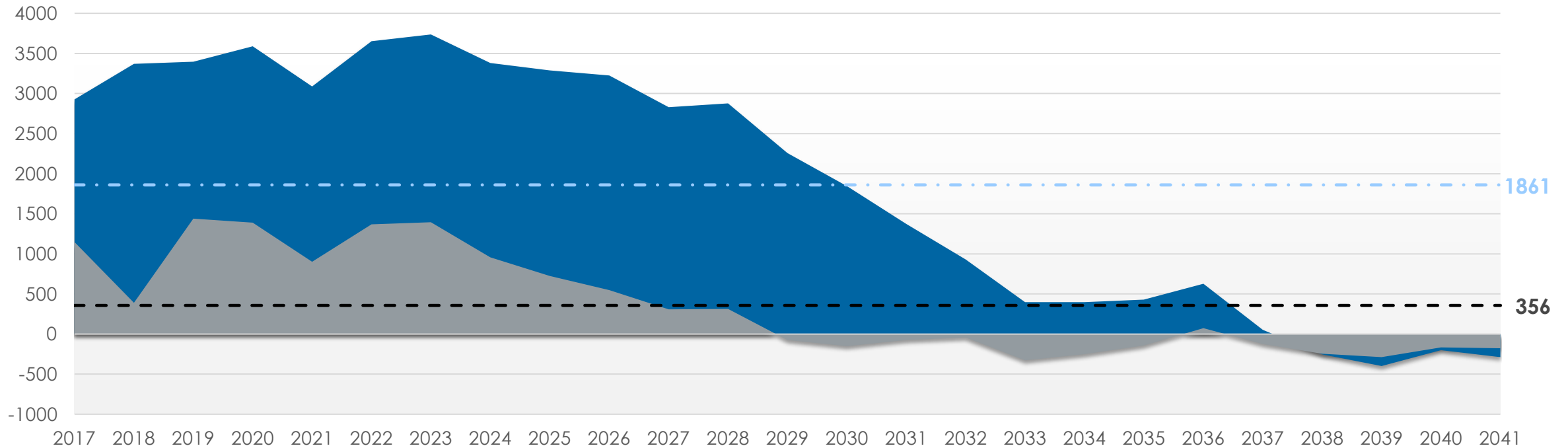


Source: author's calculations based on Statistics Canada. Table 051-0063 - Components of population growth by census division, sex and age group for the period from July 1 to June 30, based on the Standard Geographical Classification (SGC) 2011, annual (persons)

Immigration and Migration

Between 356 and 1,861 newcomers per year needed

REQUIRED ANNUAL NET MIGRATION - **THUNDER BAY DISTRICT**
MIGRATION ANNUELLE NETTE REQUISE - **DISTRICT DE THUNDER BAY**



■ Annual Net Migration, Target 1: DDR constant at 2015 level
Migration annuelle nette moyenne, Cible 1 : RDD constant au niveau de 2015

■ Annual Net Migration, Target 2: Ontario Growth Rate
Migration annuelle nette, Cible 2 : RDD croît au même taux que celui de l'Ontario

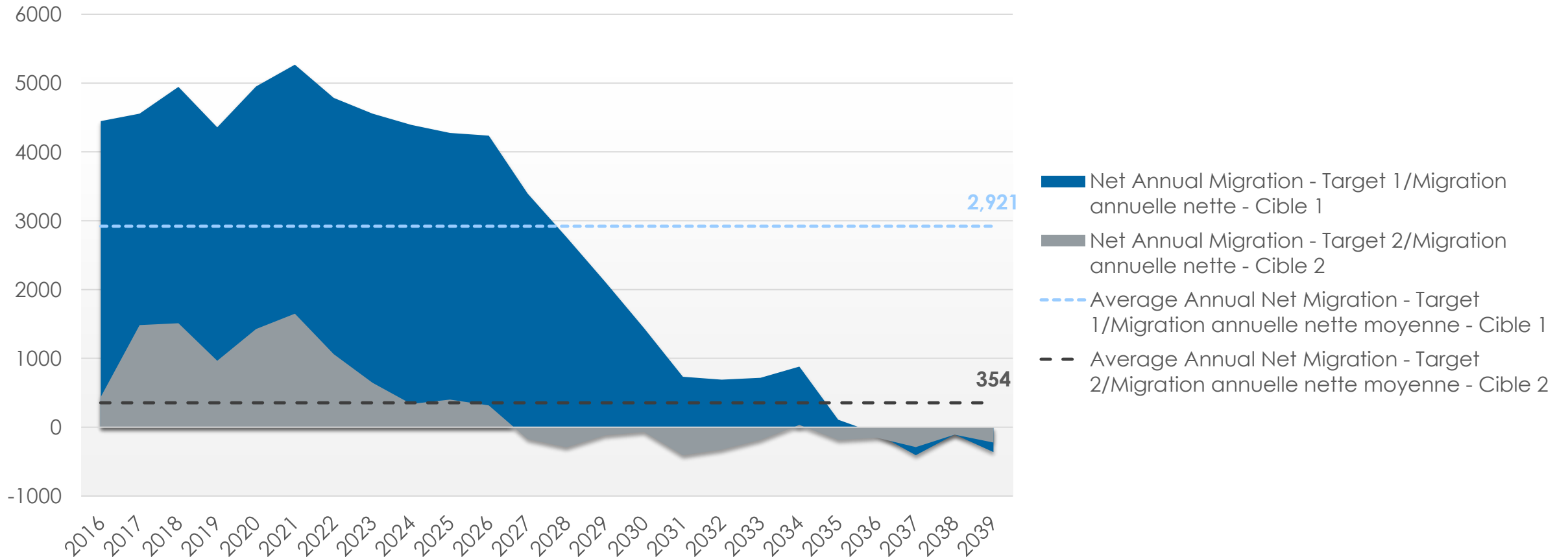
- - Average Annual Net Migration, Target 2
Migration annuelle nette moyenne, Cible 2

- . - Average Annual Net Migration, Target 1
Migration annuelle nette moyenne, Cible 1

Immigration and Migration

Between 354 and 2,921 newcomers per year needed

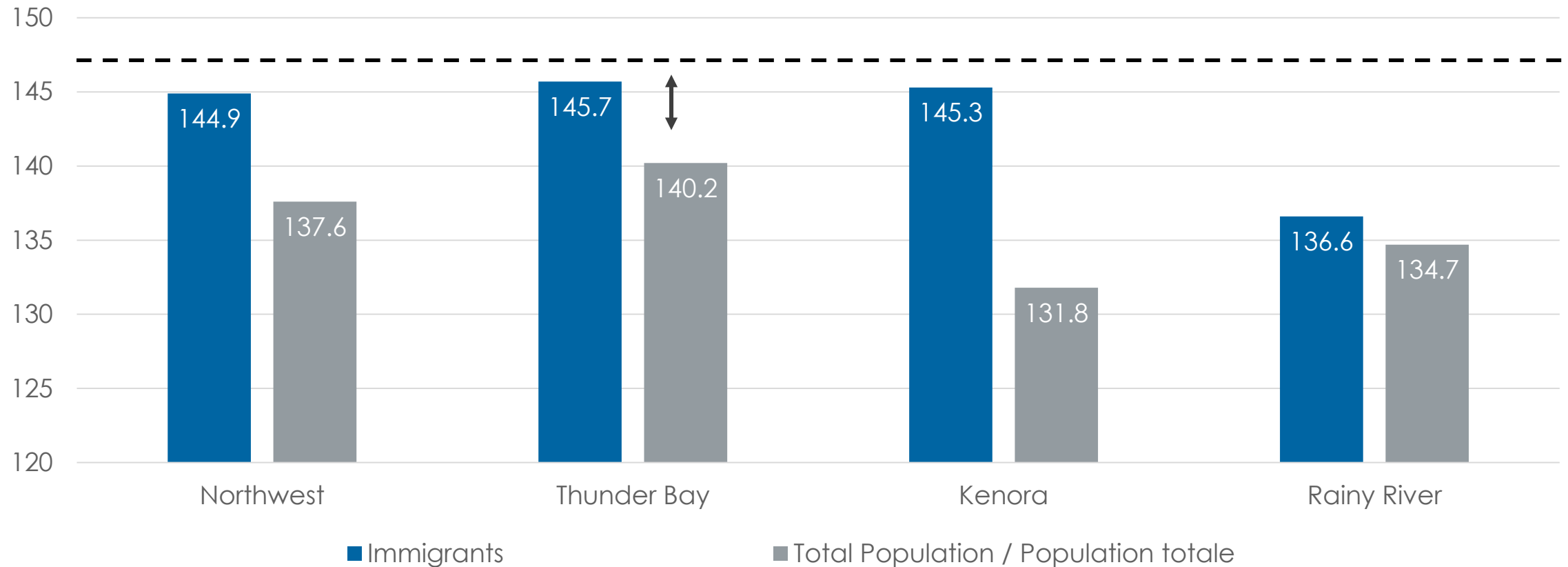
REQUIRED ANNUAL NET MIGRATION – **NORTHWEST**
MIGRATION ANNUELLE NETTE REQUISE – **NORD-OUEST**



Immigration and Migration

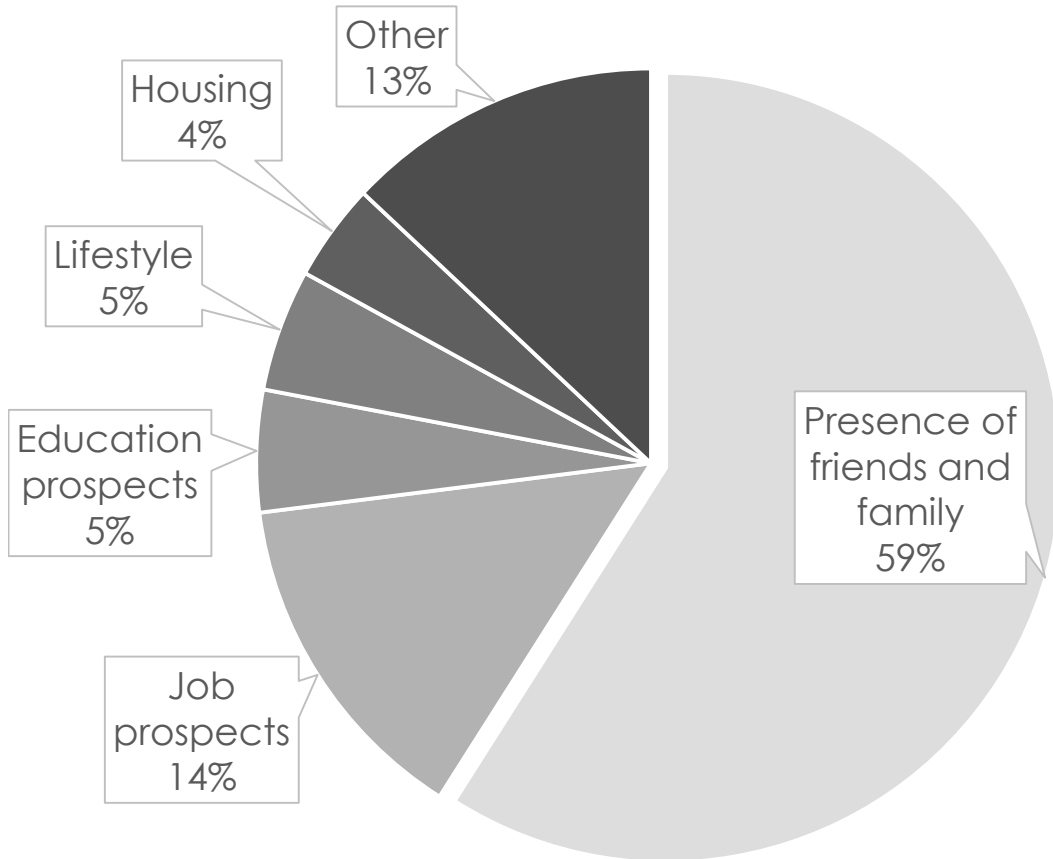
A Source of Productivity Growth – Immigrant Education

HUMAN CAPITAL INDEX FOR THE WORKING AGE POPULATION, 2011
INDICE DE CAPITAL HUMAIN POUR LA POPULATION EN ÂGE DE TRAVAILLER, 2011

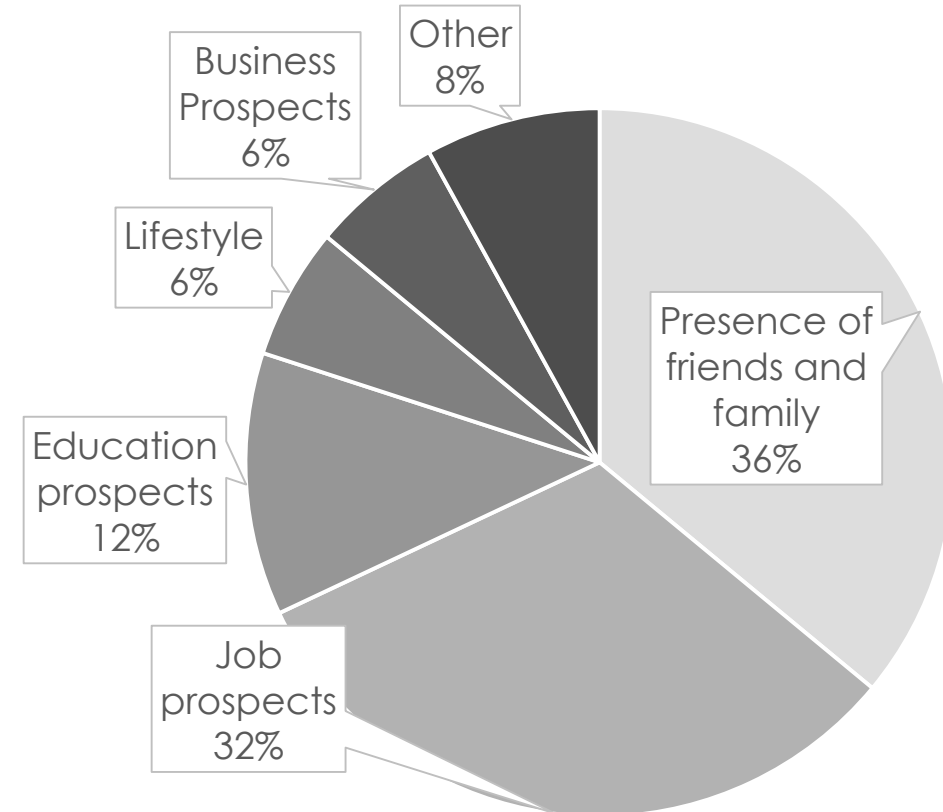


Solutions and Next Steps

PRIMARY REASON FOR CHOOSING DESTINATION (CMA)
RAISON PRINCIPALE DERRIÈRE LE CHOIX DE LA DESTINATION (RMR)



PRIMARY REASON FOR CHOOSING DESTINATION
(OUTSIDE TMV)
*RAISON PRINCIPALE DERRIÈRE LE CHOIX DE LA DESTINATION
(EN DEHORS DES CMA)*



Solutions and Next Steps

State of the North Conference – September 27-28, Timmins

Speakers Panel on **Local Immigration Pilots:**

- Suzanne Ley – Executive Director Nova Scotia Office of Immigration, Atlantic Immigration Pilot
- Monika Feist – Success Skills Centre, Manitoba Nominee Program
- Ronald Labrecque – Assemblée Communautaire Fransaskoise, linkage with Mauritius

Solutions and Next Steps

Community Matchmakers – Project Concept

- Our community is good at attracting interest – estimate 600 resumes from last marketing trip
- Our community is good at settlement – experienced, effective, committed
- There is a GAP between attraction and settlement

- Pre-arrival services
- Help businesses: small, medium and large – process and paperwork
- Help businesses: small, medium and large – match to a candidate
- Help immigrants: find the job that gets them the points they need
- Help immigrants: process and paperwork

Solutions and Next Steps

Tell our story – CEDDC has already started this

- Not just trees and streams
- Affordable housing at all levels
- Competitive wages
- Job vacancies
- Amazing food and entertainment choices
- Short commutes
- Great schools and hospitals
- You CAN get anywhere from here

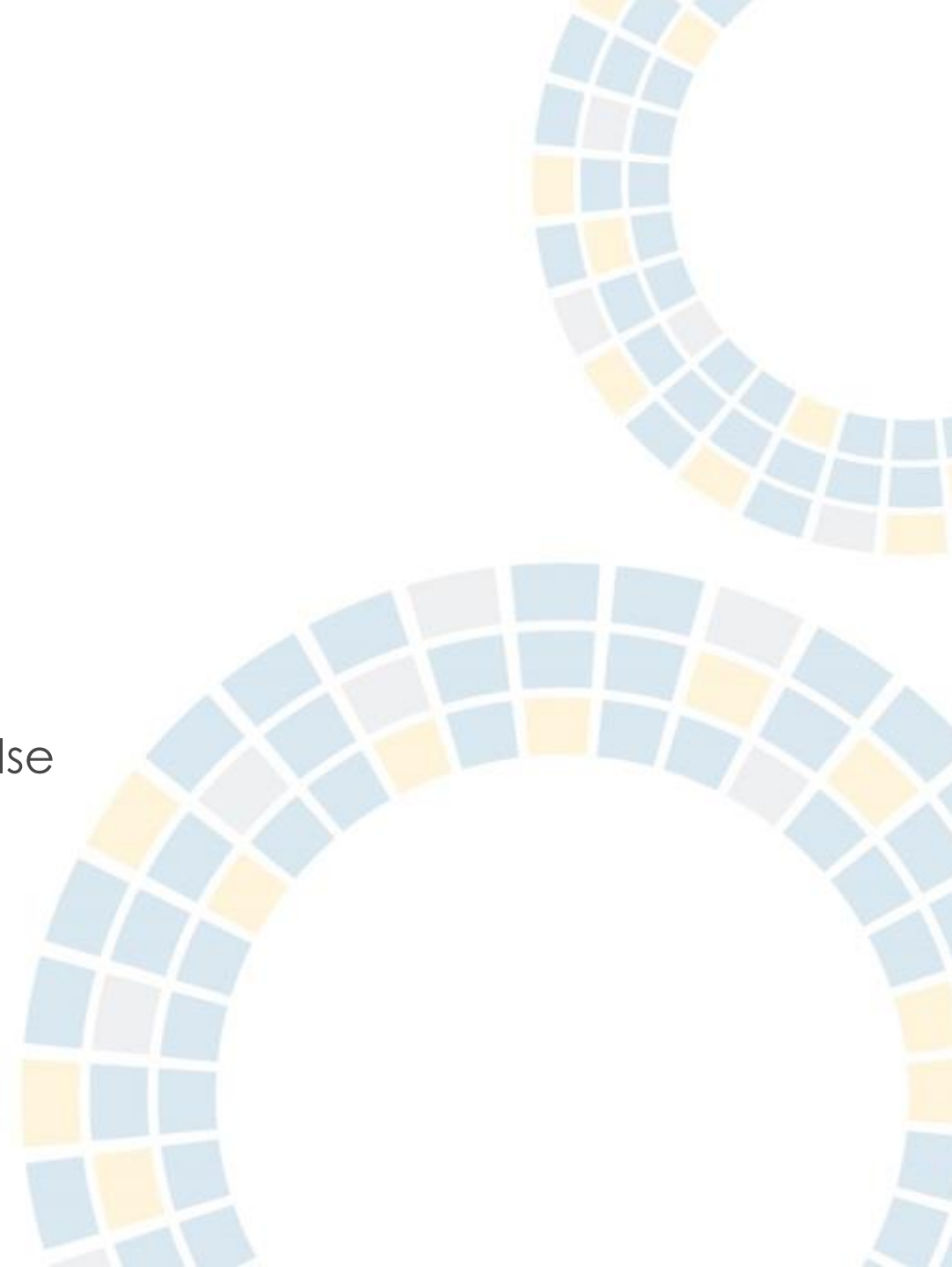
- Internet and Cell – needs some work



Solutions and Next Steps

Be **CONSISTENT** – Work Together

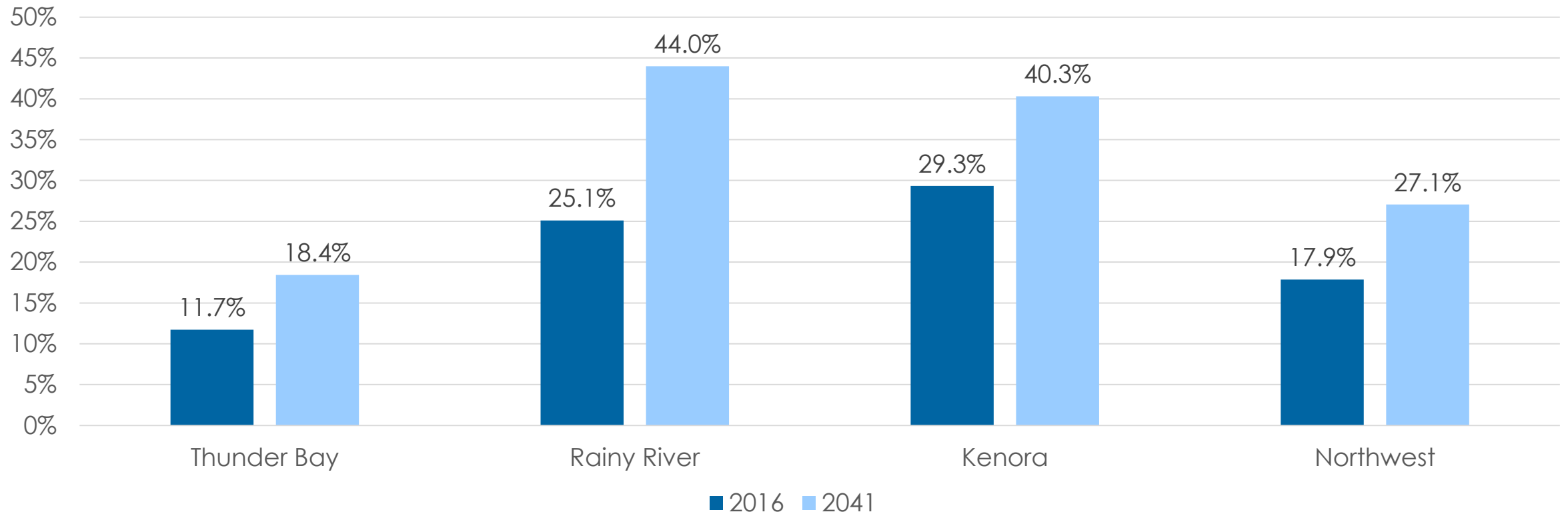
- Three goals – no more – ONE would be better
- Everyone buy in
- Everyone send the same message
- NOT distracted by “flavour of the month fad”
- NOT put off if growth happens first somewhere else
- It is going to take TIME, MONEY and EFFORT



NOT an Either/Or Choice

Labour Force Increasingly Composed of Indigenous People

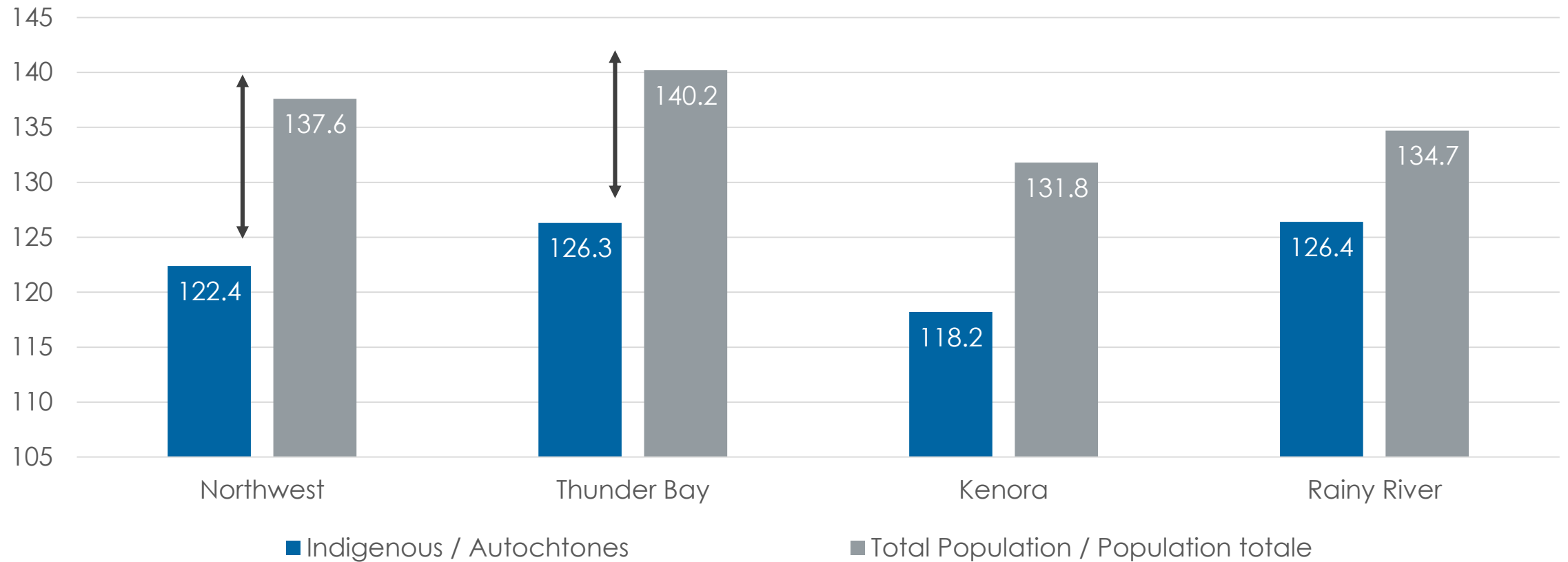
INDIGENOUS SHARE OF THE TOTAL LABOUR FORCE – PROJECTIONS
POPULATION AUTOCHTONE EN PROPORTION DE LA POPULATION ACTIVE - PROJECTIONS



NOT an Either/Or Choice

We must ALSO close the education gap

HUMAN CAPITAL INDEX FOR THE WORKING AGE POPULATION, 2011
INDICE DE CAPITAL HUMAIN POUR LA POPULATION EN ÂGE DE TRAVAILLER, 2011



Conclusion

- The Northwest's labour force is aging and declining.
- That decline impacts the future economic sustainability and productivity of our communities.
- In the short-medium term migration could help mitigate this trend.
- In the medium-long term, investing in Indigenous education could help close the skills gap.
- We **MUST** do **BOTH**.
- Success depends on **WORKING TOGETHER – *surprise?!***

Thank you. Merci. Miigwetch.

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