



Addressing Rural Labour Shortages through Newcomer Attraction and Retention: A Scoping Review and Impacts for Communities

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OUTLINE

01

Project overview

02

Methods

03

Emerging themes

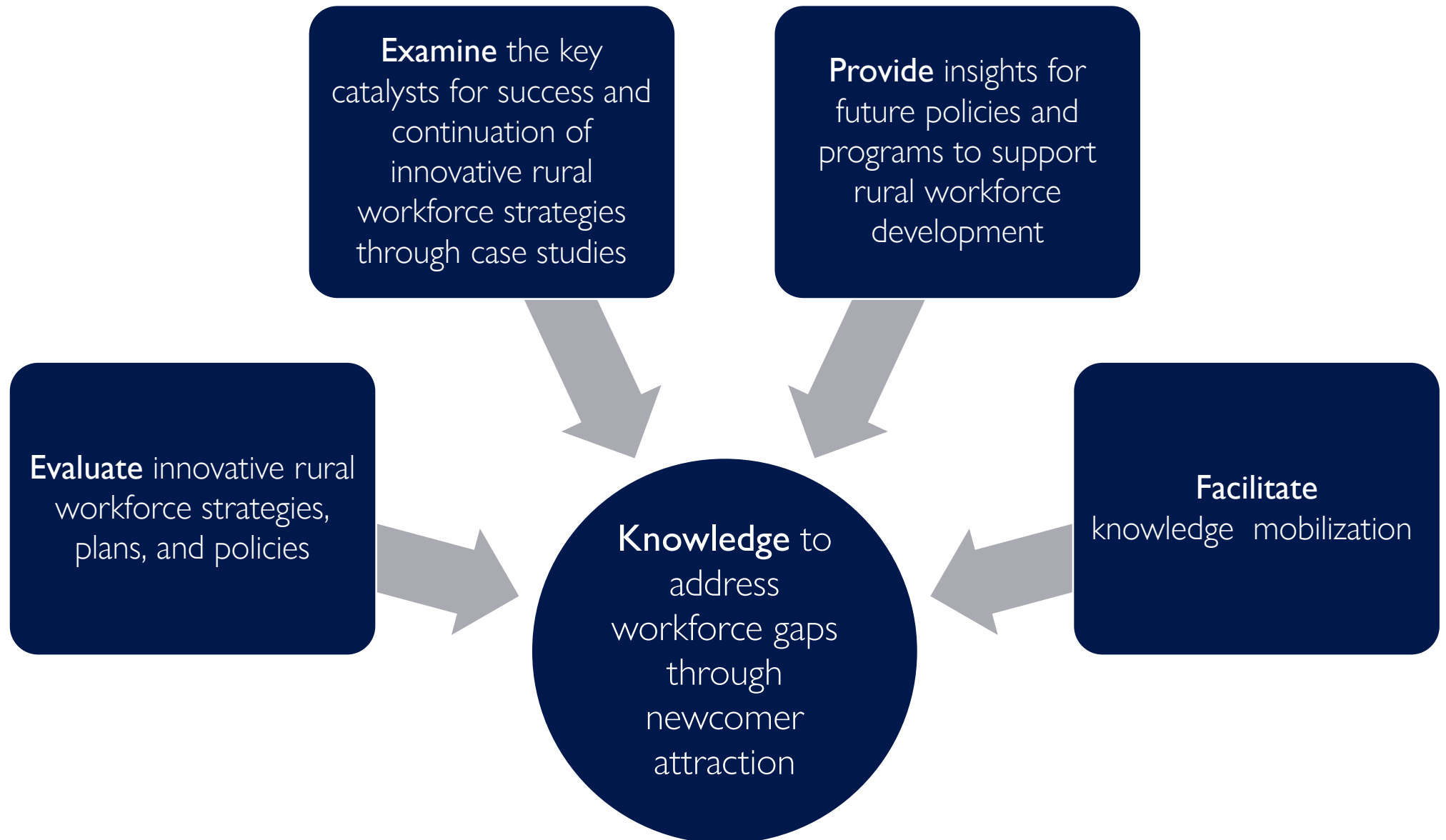
04

Next steps

PROJECT OVERVIEW



Goals of the Research

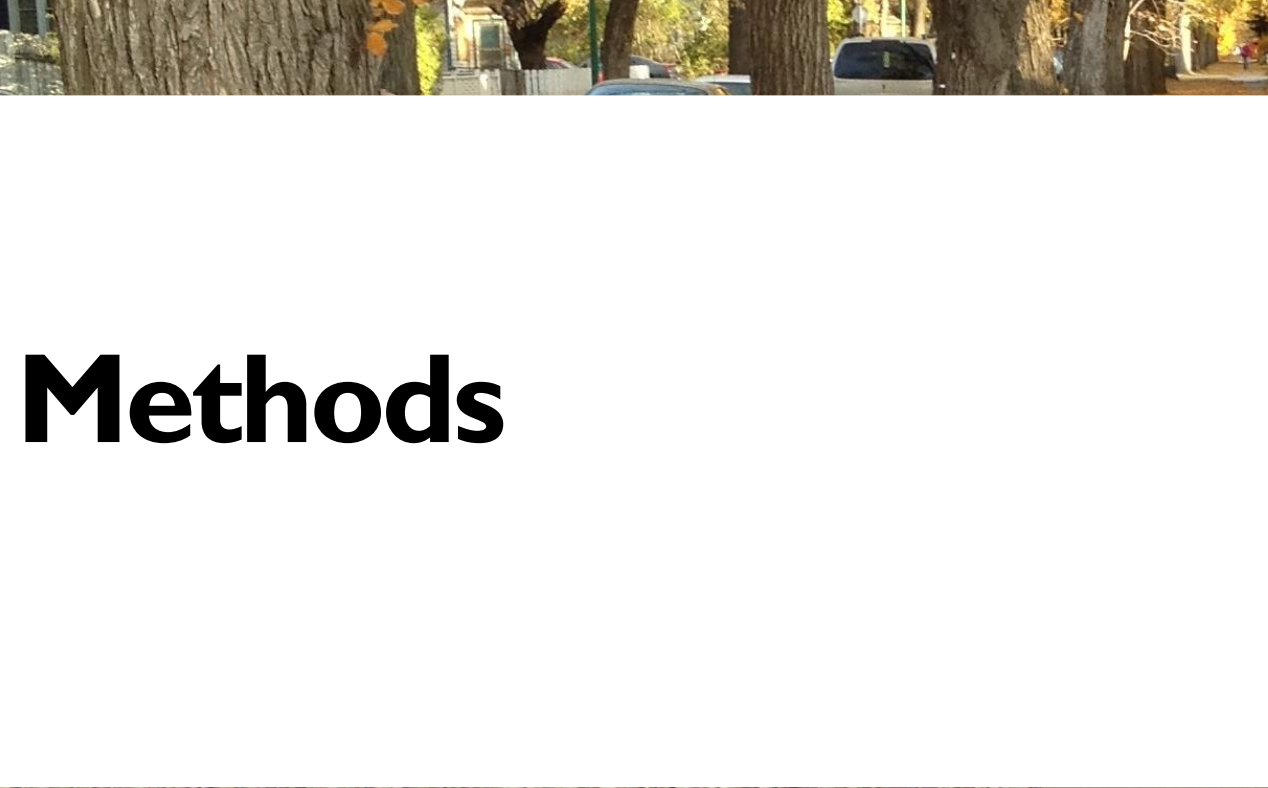


Research Partners

- Canadian Rural Revitalization Foundation
- Community Futures Huron
- Ontario Ministry of Agriculture, Food and Rural Affairs
- Selkirk Innovates
- University of Guelph



Methods



Methods: Scoping Literature Review

- Academic literature search of U of G library database
 - 56 different search terms in 38 combinations
 - 142 unique documents selected from search results after screening for relevance and duplication
 - Additional title and abstract screening using Covidence reduced this number to 90 documents for full review
 - Full review underway in NVivo using combination of:
 - Whole-document case classification codes
 - Imposed codes
 - Positive, neutral, and negative directional codes
 - Emerging codes
- Additional literature being sought through consultation with experts

Preliminary Results



Broad Trends in the Literature

- Certain topics have received more attention than others:
 - International migration vs inter- or intra-provincial urban-to-rural
 - Temporary vs permanent migration
 - Agriculture vs other industries
- Limited information available about:
 - Newcomers to northern regions and territories, certain provinces
 - International students, refugees, and family reunification in rural communities
 - Urban-to-rural migration within Canada

Emerging Themes

- Rural communities need to attract and retain newcomers to meet labour demand, maintain tax revenues:
 - "Small cities and towns as well as rural areas across ... Canada are facing a significant demographic challenge that imperils the viability of these communities" (McQuillan & Laszlo, 2022, p. 2).
- Governments at all levels recognize rural newcomer attraction and retention as a priority:
 - "Unlike the U.S., encouraging immigration to and supporting integration in nontraditional destinations have become some of the central goals of Canadian immigration federalism: the system of shared management of immigration by the provinces, territories, and federal government that emerged in the 1990s" (Pottie-Sherman & Graham, 2021, p. 287).

Emerging Themes

- Rural communities face challenges in attracting and retaining newcomers:
 - "The level of support newcomers receive upon arrival may affect their ability to integrate into the community. Challenges integrating, either socially or economically, are the main reasons newcomers do not stay in a community" (Caldwell et al, 2016, p. 10).
- There is a connection between rural newcomers (particularly temporary workers in the agricultural sector) and precarious or exploitive employment:
 - "The findings show that the likelihood of being employed in temporary employment, part-time employment and employment in multiple jobs for both immigrant and Canadian-born populations generally increased as one progresses from an urban to more rural geography in comparison to CMA/CA Urban Code" (Newbold, 2020, p. 1196).

NEXT STEPS



Next Steps

- Literature Review
 - Expansion to include government policies/programs and community-based literature
 - Expansion to focus on domestic newcomers to rural
- Project Next Steps
 - 3-4 case studies
 - Policy recommendations

Call for Examples

Do you know of a rural workforce development initiative involving workforce attraction or retention?

Send us info at
whelps@uoguelph.ca

More Information

www.ruraldev.ca

