

Welcome Home: Immigration Trends in the Manitoulin District

Commentary | September 2022

By: Karly Mabee and Mercedes Labelle



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Our main offices:

- 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.
- All are 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 recognize the contributions that they have made in shaping and strengthening these communities, the province and the country as a whole.

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Several data sources were utilized in this report such as the Community Data Program. NPI is the data consortium lead for Northern Ontario under the name "Northern Ontario Data Consortium".

NPI is pleased to have the support of FedNor for this important work to assess the impact of the Rural and Northern Immigration Pilot in Northern Ontario.

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Executive Summary

Ontario's northern, western, and central regions are facing labour shortages, as a result of an aging population, high levels of youth out-migration, and low fertility rates. The Manitoulin District, Ontario is no stranger to this issue, as it has experienced high average job vacancy rates of up to 15 per cent in some occupations. To combat the labour market impacts, the Rural and Northern Immigration Pilot (RNIP) program has been implemented across all five of Northern Ontario's largest cities. The RNIP aims to spread the benefits of economic immigration to small communities with demonstrated need, by creating a path to permanent residence for skilled foreign workers who want to work and live in one of the participating communities.

To assess the effectiveness of the RNIP program in the Manitoulin District, baseline immigration trends are needed to accurately identify which occupations are in need of economic stimulation, and which labour market skills are most beneficial to immigrant success in the community. If admission criteria is not aligned with community-based need, then labour market shortages will only continue to be exacerbated. Which is why evidence-based decision making is crucial to adequately plan for labour supply, demand for housing, and settlement service capacity.

The Manitoulin District has experienced an increase in immigration since 2010 with an increase of approximately 100 per cent. Most immigrants have been accepted under the sponsored family class. The number of economic immigrants that did settle in the Manitoulin District most frequently intended the National Occupation Codes (NOC) of elementary school and kindergarten teachers, and home childcare providers. Although these are the occupations immigrants were most frequently qualified for, the occupation vacancy rates suggest that there is the greatest need for optometrists, chiropractors, and other health diagnosing and treating professionals, managers in health care, and physicians, dentists, and veterinarians to name a few. Given that the Manitoulin District does not have a community participating in RNIP, there are no reported intended NOCs that the district was trying to attract.

This analysis finds that four recommendations are to be considered for the effective measurement of RNIP success.

1. Ongoing annual monitoring and assessment of community-level immigration trends;
2. Expanded analysis to include secondary and domestic migrants;
3. Strengthening the alignment between labour market shortages, targeted occupations, postsecondary institutional fields of study, and immigrant-intended occupations to maximize economic outcomes;
4. Undertaking welcoming community initiatives to welcome, attract, and retain immigrants and the existing population.



Introduction

Population trends in many of Ontario's northern, western, and central regions are characterized by high levels of youth out-migration and low fertility rates. A significant portion of the population is about to age out of the core working-age and labour shortages will emerge. There will not be an adequate supply of young workers to fill these gaps.

Without an adequate influx of immigrants, coupled with integration of the current domestic population into the labour market, shortages will continue to emerge (Ross 2020, 9). To combat this trend and engage in evidence-based decision making that will positively impact Northern Ontario communities, there must be a baseline understanding of current and future immigration demographic characteristics. Using the available data, groups—such as workforce planning boards, chambers, municipalities, employers, and immigration partners—can strategically plan for and fill labour shortages that will emerge.

The purpose of these commentaries is to establish baseline assessments of immigration trends in the 11 Census Divisions in Ontario's northern, western, and central regions—Algoma, Cochrane, Greater Sudbury, Kenora, Manitoulin, Nipissing, Parry Sound, Rainy River, Sudbury, Thunder Bay, and Timiskaming. These assessments can then be used to evaluate immigration pilot programs such as the Rural and Northern Immigration Pilot (RNIP), and potential future newcomer programs.

The data collected can be used to evaluate current federal initiatives and to measure how communities in Northern Ontario are doing at attracting and retaining immigrants. It is crucial to have this information, identify the gaps, and pinpoint who is collecting that data. Additionally, it is important for the data to be collected and reported at the community level. With a more complete picture of immigration trends in Northern Ontario, communities can be compared against each other to assess the effectiveness of immigration, attraction, retention, and successes. Also, communities can self-assess by monitoring their progress, successes, and areas for improvement. Having this baseline immigration assessment will help communities continuously know which immigrants to target and attract to their communities.





Methodology

Ideally, an immigration trend analysis would be done annually with a quick turnaround of results so communities could measure the impact of their decisions soon after they are made. Additionally, having baseline data provides a benchmark for assessing progress, or lack thereof, when compared with future reports. But there are limitations in attempting to annually update immigration trends at the community level.

The data sources used for this analysis include Immigration, Refugees and Citizenship Canada's (IRCC) admission data; the 2016 Census (and subsequent target group profiles obtained from the Community Data Program); Taxfiler Migration Estimates; Emsi Economic Modeling; and the Longitudinal Immigration Database (IMDB). Notably, the data obtained from the census are updated once every five years (as per the frequency of release) and, at the time of publishing, details of citizenship and immigration had not been released. The IMDB has an approximate two-year lag for data to be released and Taxfiler data have a one-year lag. IRCC does have monthly updates to its admission data, but the process for obtaining the data at the community level takes up to six months, and high levels of data suppression are present when requesting data at the community level. Finally, Emsi has economic modelling data updated monthly.

It is important to look at immigration trends in each community over time to see how they evolve, especially when evaluating the impact of a pilot program. But doing so with community-level data, specifically IRCC admission data, reveals that many years have few observations to report as data are suppressed for privacy reasons (see Appendix A).

Additionally, certain datasets are of all immigrants who arrived before 1981, while others are based on those who arrived before 1990. This creates a large group of immigrants that overshadows more recent inflows, which is specifically present when looking at census data. Thus, recent data from post-2000 can provide a more accurate picture of immigration trends and their evolution over time.

Analyzing change over time is particularly difficult in the case of non-permanent residents. The data available are largely organized by year of immigration and, technically speaking, non-permanent residents are not 'official' (i.e. landed) immigrants, according to Statistics Canada datasets (notably the census). Non-permanent residents refer to people from another country who had a work or study permit, or who were refugee claimants at the time of the census and had family members living with them in Canada.

Despite limitations surrounding the frequency of data updates, high levels of suppression, and obtaining this data at the community level, a thorough overview of immigration trends in Ontario's northern, western, and central regions was produced.

Finally, it is important to note the impact COVID-19 has had on Canadian immigration flows, labour market, industries, and so on. This analysis is primarily focused on data prior to the pandemic as that is what was available at the time of writing. To assess the impact of immigration programs in Northern Ontario, we need to know the picture of immigration in the regions.

Theme and Indicator Selection

Many of the indicators selected were aligned with pre-existing government immigration programs. For example, the Federal Skilled Worker (Express Entry) Program provides permanent residence to foreign skilled workers. There are minimum education, language, and work experience requirements. Applications are then further assessed based on age, education, work experience, job offers, official language skills, and adaptability (Canada 2020a).

The Ontario Immigrant Nominee Program (OINP) looks at an applicant's skills, experience, and education, specifically in-demand skills, language skills, and status as a recent Ontario graduate (Ontario 2019).

The RNIP also creates a path to permanent residency for foreign skilled workers with work and educational experience in specific occupations (Canada 2020c).

As mentioned previously, limitations were present surrounding data availability. Ultimately, for the purpose of our analysis, eight themes were identified: economic outcomes, education, housing, immigrant characteristics, immigration system, income, retention, and settlement service-providing organizations (SPOs).¹

Limitations

Economic outcomes, such as income and involvement in the labour market, typically differ depending on the immigration stream the immigrant followed. In terms of labour force participation rates and employment rates among all newcomers, principal applicants in the Economic stream fare best in the Canadian labour market. In fact, they perform better in these metrics than the Canadian-born population (de Chardon 2019, 6). Additionally, unemployment rates among principal applicants in the Economic stream are on par with Canadian-born citizens. Immigrants arriving under the Resettled Refugees and Protected Persons stream as well as Sponsored Family stream usually fare worse.

Although these distinctions are important to note, it was not possible to obtain community-level data separated by immigration stream and period of admission for all indicators (see Appendix C). When possible, the immigration streams were divided; when not possible, total immigration numbers were assessed. Addressing these gaps is crucial in order to collect specific data to ensure immigrants are not treated as a homogenous group. When evaluating a work experience program that will potentially directly impact Economic migrants, it would be useful to have stream-specific data to better assess program impacts.

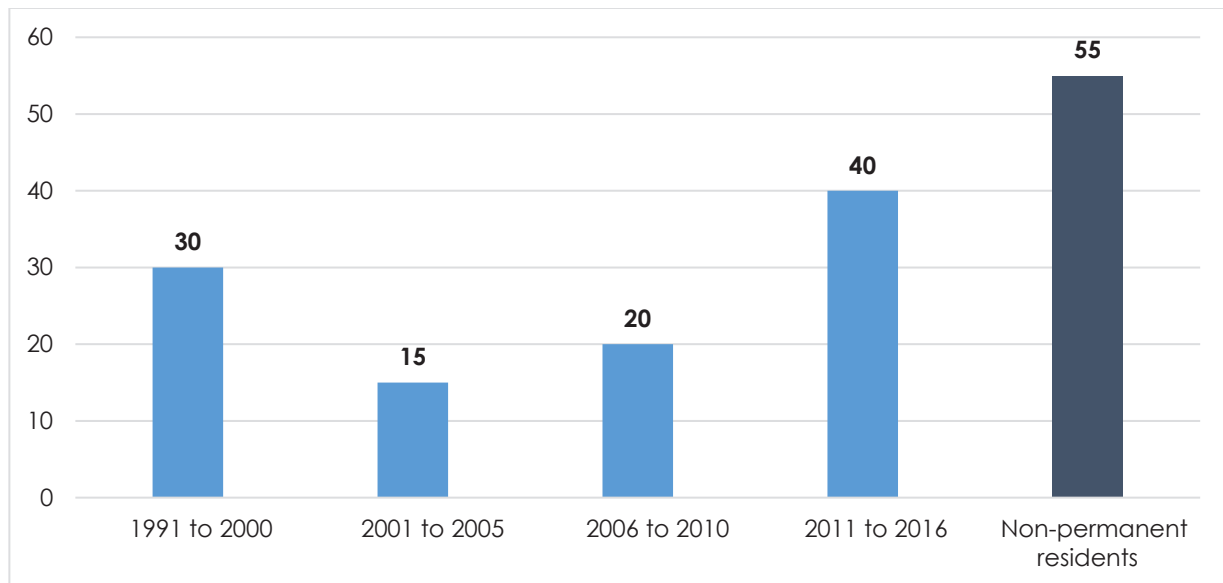
Analysis of immigration trends must continue through the years, especially when assessing a pilot program. A detailed methodology is needed to ensure that the trend analysis can be replicated in the future. Immigration trends should continue to be tracked throughout Ontario's northern, western, and central regions before, during, and after the end of the RNIP and other immigration initiatives.

¹ Service Usage data were only available for the Census Divisions (CDs) of Algoma, Greater Sudbury, Nipissing, and Thunder Bay.

Immigrant Characteristics

The 2016 Census counted 495 immigrants in the Manitoulin District. Immigrant, as defined by Statistics Canada, refers to a person who is, or who has ever been, a landed immigrant or permanent resident (Statistics Canada, 2021a). Thus, these figures do not include temporary residents, such as study and/or work permit holders. Most immigrants in Manitoulin immigrated before 1991 (395 immigrants)—the earliest data available. Since 1991, the city experienced the highest rate of immigration between 2011 and 2016, with levels increasing since 2001. Additionally, most immigrants are Sponsored Family (80), followed by Economic immigrants (35), 'All Other Immigration' (15), and Refugees and Protected Persons (10). Most immigrants to Manitoulin since 2001 have a post-secondary education. Temporary residents are included in the 'non-permanent resident' category, of which there were 55 in Manitoulin in 2016. Longitudinal data on non-permanent resident cohorts are not available from Statistics Canada. Non-permanent residents have no official 'period of landing' as they are not landed immigrants.

Figure 1: Immigrants by period of immigration in the Manitoulin District, 1991-2016



Source: Author's calculations, Statistics Canada, 2016 Census of the Population, Catalogue no. 98-316-X2016001.

To capture the effect of non-permanent (temporary) residents in Manitoulin, Taxfiler Migration Estimates can be used. Taxfiler data make use of tax records to estimate migration patterns. Taxfiler Migration Estimates of international in-migrants include those who file taxes and had a previous address (the year before) in a location outside Canada (Canada, 2021a).

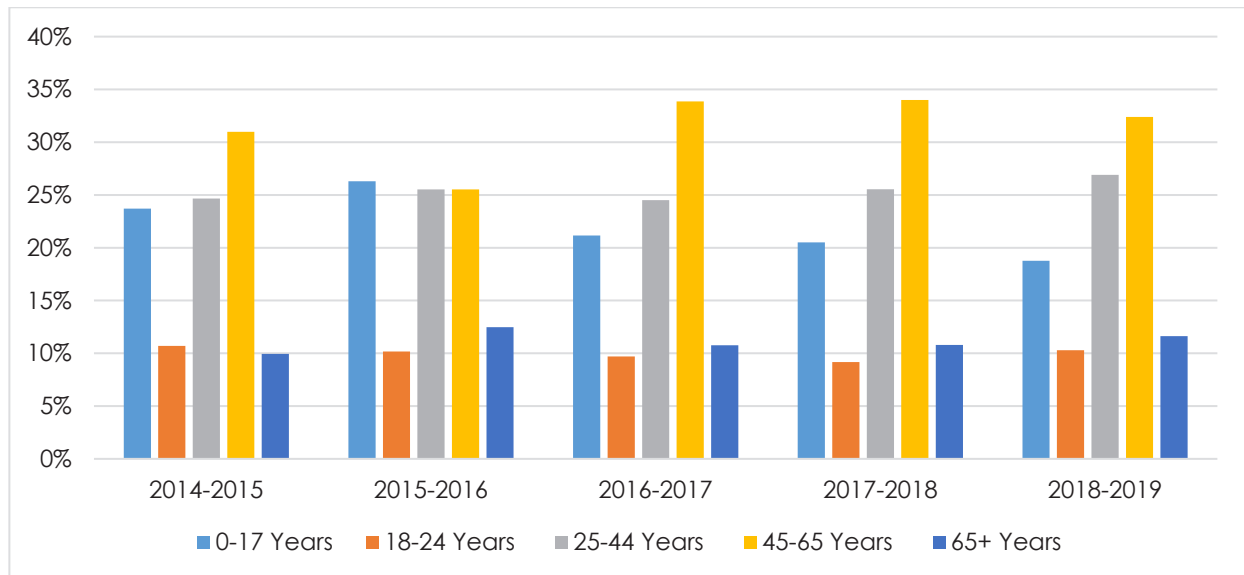
Based on the Taxfiler definition of international in-migrants, the Manitoulin District has seen an increase in the past five years.² In the 2014-2015 tax year, there were seven international in-migrants. That number has fluctuated year over year, reaching 16 in the 2018-2019 tax year. Additionally, that same year, the female-male ratio of international in-migrants was balanced, at 50-50.

Most permanent residents who landed in Manitoulin between 1998 and 2019 had citizenship from Eritrea. Other common countries of citizenship for landed immigrants include the United States, China, the United Kingdom, and the Philippines. Between 2016 and 2018, there was a significant increase of permanent residents with Eritrea citizenship. In 2016, Manitoulin welcomed 20 newcomers from Eritrea, the highest number in a single year.

² The last five years data are available – 2014 to 2019.

The largest age group at landing in Manitoulin was 45 to 65.³ The second largest group was 25 to 44, perhaps indicating the presence of economic immigration. The smallest age group at landing was 18 to 24.

Figure 2: In-migrant age at landing by year in the Manitoulin District, 2014-2019



Source: Author's calculations, MIG: Migration Estimates from Taxfiler (T1FF), Table B: By Age Group, 2014-2019.

Language

Among permanent residents in Manitoulin, the most prevalent language spoken is English, perhaps due to the points allotted to English speakers in the federal Express Entry immigration program. Additionally, English is the primary language spoken in the United States—one of the most common countries of citizenship for permanent residents. In fact, English is the most common language spoken by permanent residents in Northern Ontario's 11 districts and five largest cities. Other common languages include Tigrinya, Affar, and Chinese.

Tigrinya is the second most common language spoken amongst immigrants in Manitoulin. The number of Tigrinya-speaking permanent residents started increasing in 2016 and 2018. Notably, 10 Affar speakers gained permanent residence in Manitoulin in 2017; for all other years, there were no Affar speakers, except for one in 2016. English-speaking permanent residents have remained mostly consistent since 1998.

Stream

Between 2015 and 2019,⁵ the number of permanent residents to Manitoulin increased then decreased, starting at less than five in 2015, peaking at 20 in 2016, and dropping to five in 2019. Due to the small number of permanent residents to Manitoulin in the past five years, analysis year over year between different immigration streams is not available.

³ Age groupings done by IRCC are not uniform in age range. Age ranges are 0-17, 18-24, 25-44, 45-65, and 65+. Thus, 18-24 are underrepresented because of category groupings. The two groupings that have the largest age range are 25-44 and 45-65, which might overrepresent these categories in the data.

⁴ Language spoken indicates an individual's mother tongue. Mother tongue is the native language of an individual upon entering Canada.

⁵ The most recent years with full data available at time of writing. Captures data from January 1, 2015 to December 31, 2019.

The most common immigration stream for permanent residents in the Manitoulin District between 1998 and 2019 was Resettled Refugees and Protected Persons, followed by Economic immigration, and Sponsored Family. In 2016, the number of Resettled Refugees and Protected Persons coming to Manitoulin peaked at 20. The distribution of applicant status as principal or spouse or dependant has not been available for the last five years due to limited data availability; however, overall, there have been more spouse or dependant applicants than principal applicants.

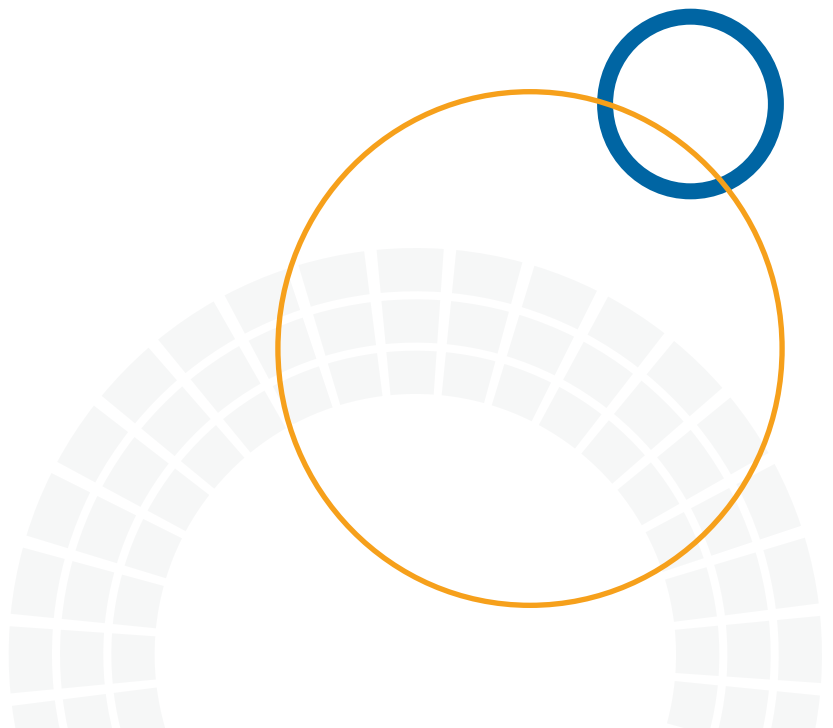
Resettled Refugees and Protected Persons predominantly did not know either official language; very few knew only English, and none knew only French.⁶ Immigrants from the Economic and Sponsored Family streams predominately know only English.

Analysis

Characteristics such as age, education, and language spoken are weighted heavily in the various streams of the Express Entry application system. For example, higher levels of education, such as university degrees, are given more points in the program. Additionally, certain age groups, such as 18-24, are allotted more points, while other age groups (0-17) receive no points.

Despite French being an official language and French-speaking applicants being given points in the Express Entry system, French is not one of the common languages spoken among permanent residents in any of Northern Ontario's 11 districts or five largest cities. Perhaps French-speaking immigrants are not common within most Northern Ontario regions due to the benefits they receive if they locate in Quebec, such as prioritized credential recognition between France and Quebec (Quebec 2019). Additionally, the immigration target set by Immigration, Refugees and Citizenship Canada for French-speaking migrants to Canada (outside Quebec) is 4.4 per cent.

⁶ Another 15 per cent of respondents did not state an Official Language, therefore their knowledge of an Official Language is unknown.



Economic Outcomes

Intended National Occupation Classifications (NOCs)

Measuring immigrants' intended occupations can help align labour supply with labour demand. To put it another way, strategically targeting immigrants with skills needed in the community, such as a specific labour shortage, can promote the vitality of the local labour force. National Occupation Classifications (NOCs) provide an organizational framework of occupations in the Canadian labour market.

Occupations are identified and grouped primarily based on the work usually performed, in other words, by the tasks, duties, and responsibilities of the occupation (Statistics Canada 2016).

In no particular order, the most frequent immigrant-intended NOCs in the Manitoulin District between 1998 and 2019 were:

- Elementary school and kindergarten teachers
- Home child care providers

It is worth noting that 'Other Intended Occupation' was the most selected NOC answer for every district in Ontario's northern and western regions. Thus, it is excluded from this analysis as to only include specific occupations.

Occupation Vacancy Rates

Occupation-specific vacancy rates represent vacancies as a proportion of the total labour force for that occupation. Thus, vacancy rates can identify potential current labour market gaps.

The methodology for calculating vacancy rate mirrors that of the Northern Policy Institute's "Assessing Labour Market Shortages" series of reports on North Bay, Greater Sudbury, Timmins, Sault Ste. Marie, and Thunder Bay (Ross, 2020). The series reflects trends from 2018, but this paper outlines updated calculations to reflect 2020 trends—the most recent full year with data available. A high job vacancy rate typically indicates a stronger labour market for job seekers, as it demonstrates that a higher proportion of the total labour market consists of vacant jobs needing to be filled (Lindzon, 2019).

The data used to calculate job vacancy rates⁷ were obtained from Emsi Economic Modeling, which were provided through a partnership with the Ontario Ministry of Agriculture, Food and Rural Affairs.

According to Table 1, multiple professional jobs that usually call for a degree from a university appear to have the highest job vacancy rates (NOC Skill Level A). Additionally, there are two Skill Level 0 occupations facing high vacancy rates:

- Managers in health care
- Administrative service managers

There was also one Skill Level B, two Skill Level C, and one Skill Level D occupation categories with a high vacancy rate. It should be noted that the Manitoulin District had lower job vacancy levels than many other districts examined in Northern Ontario.

Given that the Manitoulin District does not have a community participating in the RNIP, there are no reported intended NOCs the district was trying to attract. Though, it is beneficial to consider the average raw job vacancies to target occupations that have demonstrated active recruiting through job postings. The occupations bolded in Table 1 rank among the top ten highest job vacancy rates, and of those ten, two had the highest average job postings for 2020.

At first glance, vacancy rate might not seem indicative of immigrants' economic outcomes. Looked at in conjunction with intended occupations, vacancy rate can indicate if there is alignment between the occupations experiencing high vacancy rates and employment, unemployment, and participation rates among immigrants.

⁷ The methodology the Northern Policy Institute uses to calculate vacancy rate is explained in the "Assessing Labour Market Shortages" paper series by Alex Ross (2020).

To attract immigrants to Manitoulin, there should be an attempt to attract those with skills in the occupations with the highest vacancy rates or most positive LMIA's issued. Alignment of an immigrant's education, skills, and work experience, with in-demand occupations, can contribute to higher employment satisfaction, and thus, retention.

Table 1: Occupations with the highest average job vacancy rates, the Manitoulin District, 2020

NOC	Description	Total Labour Market 2020	Average Unique Job Postings 2020	Job Vacancy Rate
312	Optometrists, chiropractors, and other health diagnosing and treating professionals	17	3	14.82%
031	Managers in health care	15	2	11.05%
311	Physicians, dentists, and veterinarians	35	3	9.71%
441	Home care providers and educational support occupations	100	10	9.64%
011	Administrative services managers	25	2	8.56%
655	Customer and information services representatives	42	4	8.25%
217	Computer and information systems professionals	27	2	7.46%
961	Labourers in processing, manufacturing, and utilities	23	2	7.01%
121	Administrative services supervisors	45	3	6.88%
314	Therapy and assessment professionals	26	2	5.99%

Source: Author's calculations based on Emsi – economicmodeling.com.

Labour Market Impact Assessments (LMIAs)

When looking at the presence of work permit holders in a specific region, it is important to analyze the jobs they are filling. Labour Market Impact Assessments (LMIAs) are submitted by employers to gain approval, in most cases, to hire foreign workers. A positive LMIA will show that there is a labour shortage that cannot be filled by a Canadian worker or permanent resident, indicating a need for a foreign worker to fill the job (Canada, 2021d). It is worth noting that some foreign workers are exempt from needing a LMIA or work permit, such as those in the International Mobility Program.

For the lowest-skill and lowest-wage occupations in accommodation, food services, and retail trade sectors, LMIAs are only approved in regions that do not have high unemployment rates. The Manitoulin District has not had a LMIA approved in the past five years. Therefore, there is no data for analysis of this indicator.

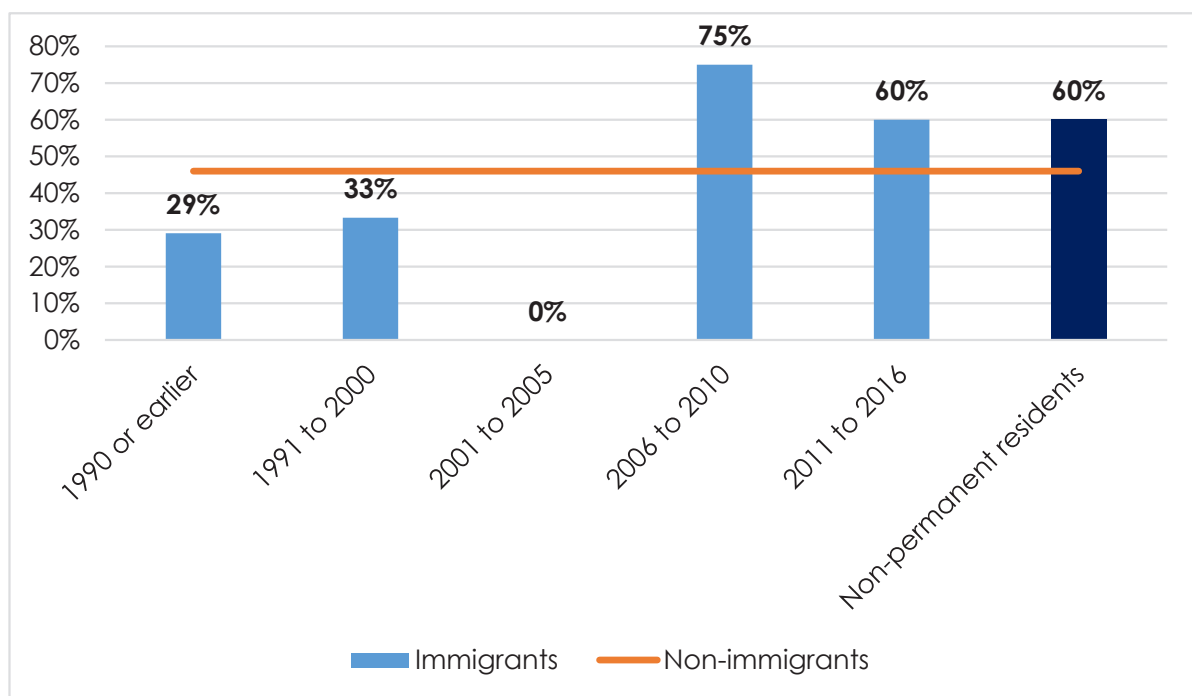
Employment/Unemployment/Participation

Given that only 160 immigrants settled in the Manitoulin District between 1991 and 2016, and 55 non-permanent residents arrived in 2016, the following numbers should be analyzed with caution, given the limited population size. Immigrants in the Manitoulin District who immigrated before 2000, experience lower employment rates than non-immigrants and non-permanent residents. Employment rates for immigrants who landed before 2000 are perhaps lower due to the age of these immigrants—many were perhaps aging out of the labour market. More recent immigrants (2006 to 2016) in

Manitoulin had higher employment rates than more established immigrants and non-immigrants. For other cities in Ontario's northern, western, and central regions—notably North Bay, Timmins, and Kenora—recent immigrants tended to have lower employment rates than more established immigrants.

Non-permanent residents in the Manitoulin District have relatively high employment rates even though temporary residents may be in Canada with permits that have more work restrictions. For example, study permit holders who are enrolled full-time can, without a work permit, work on and off campus for up to 20 hours a week during school terms, which may make finding a job more difficult. Additionally, work permit holders can have either an open or closed work permit. Closed work permit holders are only able to work with the employer specified on their work permit, while open work permit holders can work for any eligible Canadian employer. These factors typically contribute to the higher rate of unemployment among non-permanent residents. However, this is not the case for the Manitoulin District (Canada 2020d).⁸

Figure 3: Employment rates (%) in the Manitoulin District by period of immigration, 2016



Source: Author's calculations; Community Data Program (CDP); Selected Language, Labour Force, Education, Income and Mobility Status Characteristics; Table EO2767-TBL7R.

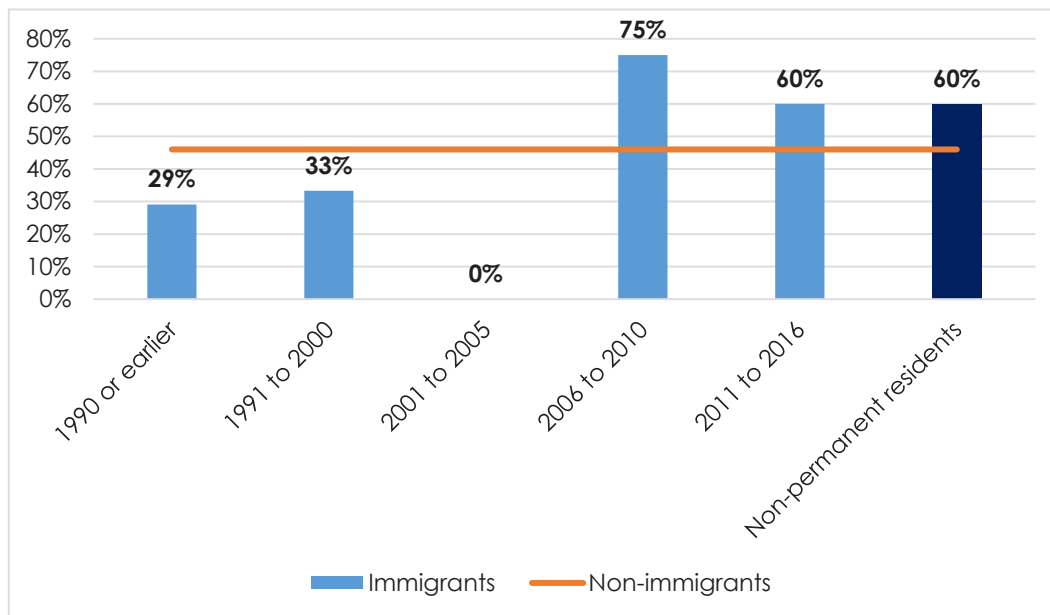
⁸ Unemployment rates for the Manitoulin District are inconclusive given the limited number of immigrants to the region, therefore comparative evaluation is not possible for this region. Notably, the employment rate of zero per cent for 2001 to 2005 is a reflection of the limited data availability.

Participation rate measures the total labour force, comprised of those who are employed and those unemployed, relative to the size of the working-age population. It is the share of the working-age population that is working or looking for work. Measuring participation rate between immigrant cohorts includes the number of immigrants in each cohort actively participating in the labour force, as employed or searching for employment. Regions in Northern Ontario are facing an aging population, low birth rates, youth out-migration, and demographic shifts. Immigrant participation in the labour force is a way to maintain the current standard of living.

When discussing employment and unemployment, time since landing¹ is a large determinant in the measure of immigrants' labour market outcomes. For example, recent immigrants (those landed in the previous five years) face labour market hurdles that affect their integration into the labour market, such as lack of language proficiency, lack of recognition of foreign credentials, and inadequate familiarity with the Canadian labour market (Statistics Canada, 2003, 10). As seen in the Manitoulin District, a high participation rate of immigrants in the workforce combined with a low unemployment rate, indicates there are robust opportunities in the labour market.

Recent immigrants to Manitoulin had a lower participation rate than the 2006 to 2010 immigrant cohort. However, the recent immigrant participation rate was slightly higher than the participation rate for non-immigrants. Even among non-permanent residents (temporary residents such as work or study permit holders), the labour market participation rates were slightly higher than the non-immigrant population.

Figure 4: Participation rate (%) in the Manitoulin District by period of immigration, 2016



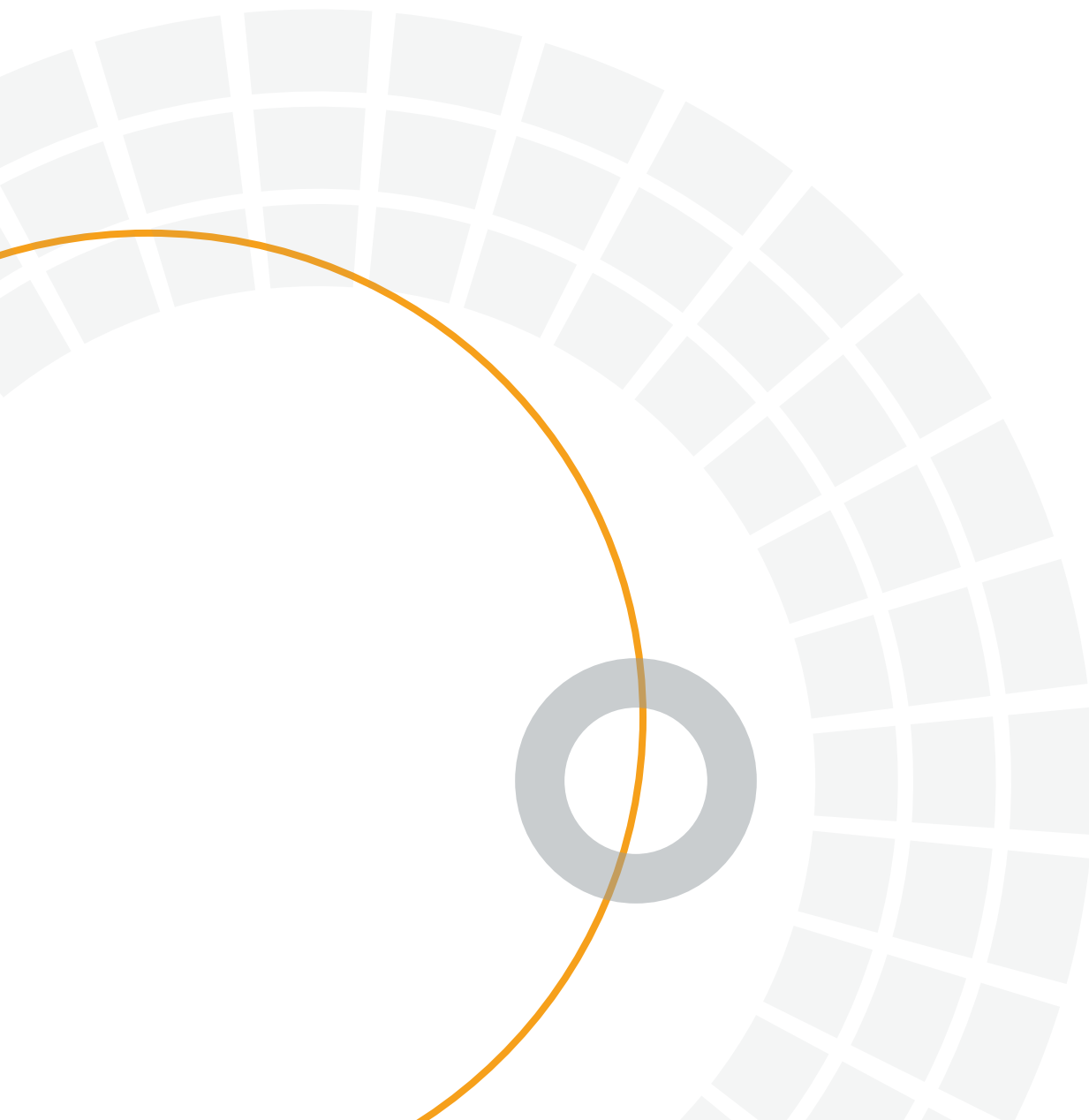
Source: Author's calculations; Community Data Program (CDP); Selected Language, Labour Force, Education, Income and Mobility Status Characteristics; Table EO2767-TBL7R.

Discussion

The federal Express Entry program prioritizes immigrants with certain jobs or NOCs. All federal Express Entry streams require work experience in NOCs 0, A, or B, which are jobs in management and/or requiring university or college credentials. Thus, the Express Entry program caters to high-skilled workers.

As seen with the Manitoulin District's vacancy rates, the high-skilled workers category was not the only one in which there were labour market shortages. There was also a demand for NOC Skill Level C workers. Skill Level C includes intermediate jobs that usually call for high school and/or job-specific training such as transport truck drivers, home support workers and housekeepers (Canada 2020b).

In theory, communities targeting immigrants with specific occupational experience that aligns with their current labour market shortages should result in an increase in employment rates for recent immigrants. Further contributing to positive labour market outcomes, a requirement of RNIP is that the potential immigrant have a permanent job offer, further cementing employment upon arrival.

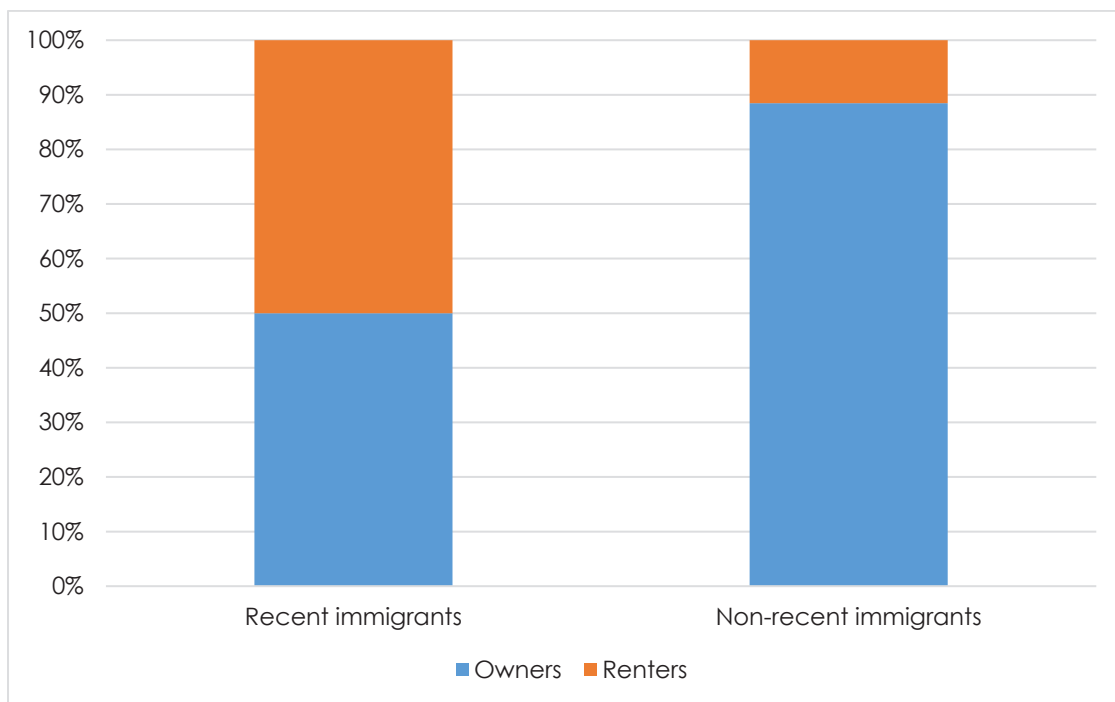


Housing

Housing tenure refers to the financial arrangements under which someone has the right to live in a house or apartment. Looking at immigrants' housing tenure can help measure financial security, especially if the dwelling is owned (Haan 2012, 3). House ownership may also signify an immigrant household's commitment to their new community and society (ibid.) which may be a sign of retention.

In the Manitoulin District, recent immigrants were equally likely to be renters or homeowners. Recent immigrants were also more likely to be renters than non-recent immigrants. Non-recent immigrants were more likely to be homeowners.

Figure 5: Immigrant households in the Manitoulin District by housing tenure (owners vs. renters), 2016



Source: Community Data Program (CDP), Target Group Profile of Recent Immigrant + Immigrant Population, Census 2016, retrieved August 5, 2021.

There are many factors that can influence housing tenure such as housing prices, discrimination, admission category, navigating the system, stable employment, access to credit, affordability/income, availability, and adequacy.

The distinction needed when looking at housing tenure is that between recent and non-recent immigrants. For the data used in this paper, a recent immigrant would be defined as someone who landed between 2011 and 2016. Non-recent immigrants landed before 2011.

Non-recent immigrants have had more time to settle into the community, find careers, and make connections. Recent immigrants, on the other hand, might not yet have stable careers—making it more difficult to qualify for a mortgage and/or build credit—community connections, or knowledge of the Canadian housing market.

Education

The most common field of study for immigrants in Manitoulin was architecture, engineering, and related technologies. The second most common field of study was health and related fields. The third was split between three different fields of study, education, humanities and social and behavioural sciences, and law.

Immigrants who studied in a high-skilled field such as health care, engineering, or architecture, were most prominent in Manitoulin. The Education field of study aligned with one of the most intended occupations for immigrants to Manitoulin between 1998 and 2019: Elementary school and kindergarten teacher.

The District of Manitoulin houses one public post-secondary institutions, a campus of Cambrian College and one owned and controlled post-secondary institution, Kenjgewin Teg Educational Institute. Neither of these institutions had any full-time international students between 2012 and 2018.

International students often comprise an important pool of potential immigrants. They have recognized Canadian education credentials, knowledge of French or English, potentially Canadian work experience, familiarity with Canadian culture, and a connection to the community. For these reasons, international students are expected to integrate more quickly into the labour market and to society than other types of immigrants (Hagar 2019). This could be a potential area of growth for the Manitoulin District.

Immigration System

Study Permit Holders

Given data suppression, which happens when a value is below five in a given year, study permits issued with the Manitoulin District cannot be reported on.

Work Permit Holders

Work permit holders in Manitoulin most commonly have citizenship in the United States of America. The same is true for Northern Ontario's other 10 districts and five largest cities. Other common countries of citizenship include Tanzania, the Philippines, and India.

Work permit holders who gained permanent residence in Manitoulin between 1998 and 2019 did so primarily through the Economic immigrant stream, however, the data is too limited to draw further conclusions.

Discussion

Temporary residents—work permit and study permit holders—make up a large share of Manitoulin's immigrant population; they contribute to the local economy and labour force.⁹ International students pay tuition to local institutions and spend their money in the city (e.g. rent, groceries, transportation, textbooks, clothing), with additional indirect and induced economic impacts. Similarly, work permit holders fill in-demand jobs in the community and pay for rent/mortgage, groceries, transportation, and other necessities. It is important to measure their presence and assess their characteristics, as is done with permanent residents.

⁹ See "Where are the international students? How COVID-19 could affect Northern Ontario's economy," Hilary Hagar, 2020.

Income

Employment Income

Employment income is calculated among immigrants who receive employment income. Total income includes both those with and without employment income. Despite total income also including income from government transfers and investments, employment income may be greater than total income.

Income data could only be analyzed broadly for all immigrants in the Manitoulin District, given the limited number of immigrants since 2006. Immigrants who settled in Manitoulin had comparable median and average employment income to non-immigrants. Average and median total income levels were higher among immigrants than among non-immigrants.

Although assessment over period of arrival cannot be done for Manitoulin, we can look to trends identified in the literature. De Chardon emphasizes that, "annual earnings for high-skilled principal applicants surpass the Canadian average soon after landing and increase over time." (2019, 9) Immigrants and refugees often need time to settle in their new country and, as a result, number of years since migration generally corresponds with improved economic and social outcomes (Crossman 2013).

Household Income

Factors that contribute to household income for immigrants include number of people in the household, pre-admission experience, knowledge of official languages, and category of admission (Statistics Canada, 2021b). Data is unavailable for recent immigrants, so analysis based on their period of immigration is not possible. For average and median household income metrics, data were only available for all immigrants.

Average income for immigrants, both total and after tax, were higher than the median incomes, which may suggest there are outliers who made a much higher income and pulled the average up.

Table 3: Immigrant household income statistics in the Manitoulin District, 2016

	Average total income	Median total income	Average after-tax income	Median after-tax income
All Immigrants	\$75,521	\$61,229	\$65,647	\$54,352

Source: Author's calculations, Community Data Program (CDP), Household & Family TGP of the recent immigrant population, Census 2016, custom tabulation.

Low Income Cut-offs (LICOs)

Low income cut-offs (LICOs) are income thresholds below which a family will likely devote a larger share of its income to necessities such as food, shelter, and clothing than the average family. Statistics Canada calculates LICOs by looking at the income threshold at which families are expected to spend 20 percentage points more than the average family on food, shelter, and clothing (Statistics Canada 2015). As the purchase of necessities is done with after-tax dollars, after-tax income is used to determine LICOs. Given limited data availability, LICO information is unavailable for the subcategories of immigrant cohorts in Manitoulin District. Overall, in 2016, there were 25 immigrants and 260 non-immigrants below the LICO after tax.

10 Recent Immigration data found in all other 11 Census Divisions is not available in the Manitoulin District given the limited number of immigrants.

Retention

Recent immigrants who immigrated between 2011 and 2016 had an average retention rate of 63 per cent after one year, and zero per cent retention rate after five years. This means that 100 per cent of recent immigrants are leaving Manitoulin within their first five years of gaining permanent residence. Retention rates are higher and more consistent when considering all immigrants who moved to the community in any given year. The retention rate for all immigrants after one year was 92 per cent and dropped to 81 per cent after five years. As years since admission increase—otherwise known as time spent in a community—retention rates decrease, indicating immigrants are moving out of the community.



Conclusion

When assessing immigration programs, both current and future, it is important to establish a baseline assessment of immigration trends for the purpose of monitoring and assessing effectiveness. Without these baseline immigration trends, it would be much more difficult to understand the impact of changing demographics and services provided in the community. As communities in the regions of Northern Ontario seek to attract more immigrants and retain the current population, these metrics will be important for predicting the success of new community members and identifying gaps for needed improvements at the local level.

Welcoming initiatives and sustainable economic growth (via immigrants filling labour market shortages) help the entire community. Thus, although the purpose of this paper is to establish a baseline assessment of immigration trends in the region for the purpose of monitoring and assessing the impact of welcoming initiatives and settlement programs, many other aspects need to be looked at in tandem. Having this baseline immigration assessment will help communities continuously know which immigrants to target and attract to their communities. Reflecting on the trends of the past can help guide communities with data for informed decision making about their futures.

Recommendations

Economic immigration is a valuable tool for communities to fill labour market shortages and counteract the effects of an aging population, low birth rates, and high levels of youth out-migration. For this process to be successful and meaningful for all parties involved, the following recommendations must be considered:

1. Ongoing annual monitoring and assessment of community-level immigration trends in Ontario's northern, western, and central regions

Now that baselines have been established for immigration trends in Ontario's northern, western, and central regions, this analysis should be used and built upon to monitor and assess trends in the regions year over year.

Not only should immigration trends be monitored and updated but so should labour market indicators such as vacancy rates in specific occupations. This analysis will aid in monitoring the impacts of the RNIP as well as other welcoming, attraction, and retention efforts undertaken by communities.

It should be noted that data availability and accessibility were a challenge, with long wait times for IRCC admission data. Additionally, there were high levels of data suppression when working at the community level. With the upcoming release of 2021 census data, as well as the continued updating of the IMDB and Taxfiler data, a more comprehensive picture of immigration trends can be provided moving forward.

2. Expanding the above analysis to also include domestic and secondary migrants to (and in) Northern Ontario communities

In terms of participation in the housing and labour markets, domestic and secondary migrants, and those already in the communities, shape the economic landscape. Once in the communities, to retain them, they need access to welcoming infrastructure, employers, and to the community as a whole.

A limitation to this extra layer of analysis is data availability. IRCC keeps admission records on international in-migrants and temporary residents based on intended destination. Domestic and secondary migration are not captured in these records. Thus, data sources are limited to the census and Taxfiler information.

3. Strengthening the alignment between labour market shortages, targeted occupations, post-secondary institutional fields of study, and immigrant-intended occupations to maximize economic outcomes

Available data should be used to align labour supply with labour demand, thus promoting a robust local labour market and contributing to sustainable economic growth. All involved—chambers, planning boards, post-secondary institutions, employers, immigration networks—can strategically target labour supply to fill current vacancies via targeted immigration.

To aid in attraction and retention of immigrants, as well as promote positive labour market outcomes for the community, more strategic alignment is recommended. Available data can and should be used to guide decision making alongside consultations with community partners and employers.

Migrants already in the community comprise a large source of labour. This population also needs to be considered. Are migrants participating in the labour force? Are they unemployed or underemployed? Are their (foreign) credentials and life experiences adequately acknowledged and compensated?

4. Undertaking welcoming community initiatives to welcome, attract, and retain immigrants and the existing population to/in Ontario's northern, western, and central regions

Beyond looking at the trends measured quantitatively using data gathered from IRCC, the census, Taxfiler estimates, and IMDB, there is a need to also measure attitudes and perceptions of people in the community. Communities participating in the RNIP are required to undertake community welcoming efforts. The implementation of community welcoming initiatives lead to positive benefits for everyone, not just those participating in the pilot.

The effects of these initiatives should be tracked on an ongoing basis, as should immigration trends generally. To do this, primary data collection must be deployed, likely in the form of focus groups and surveys. Important indicators to track include sense of belonging, meaningful employment, positive community interactions, and welcoming infrastructure (such as services available).

When looking at each community's labour market, the individual and community-wide benefits of immigration will be felt when there is alignment between the labour shortages in the community and the immigrants who are applying their skills to fill these gaps.



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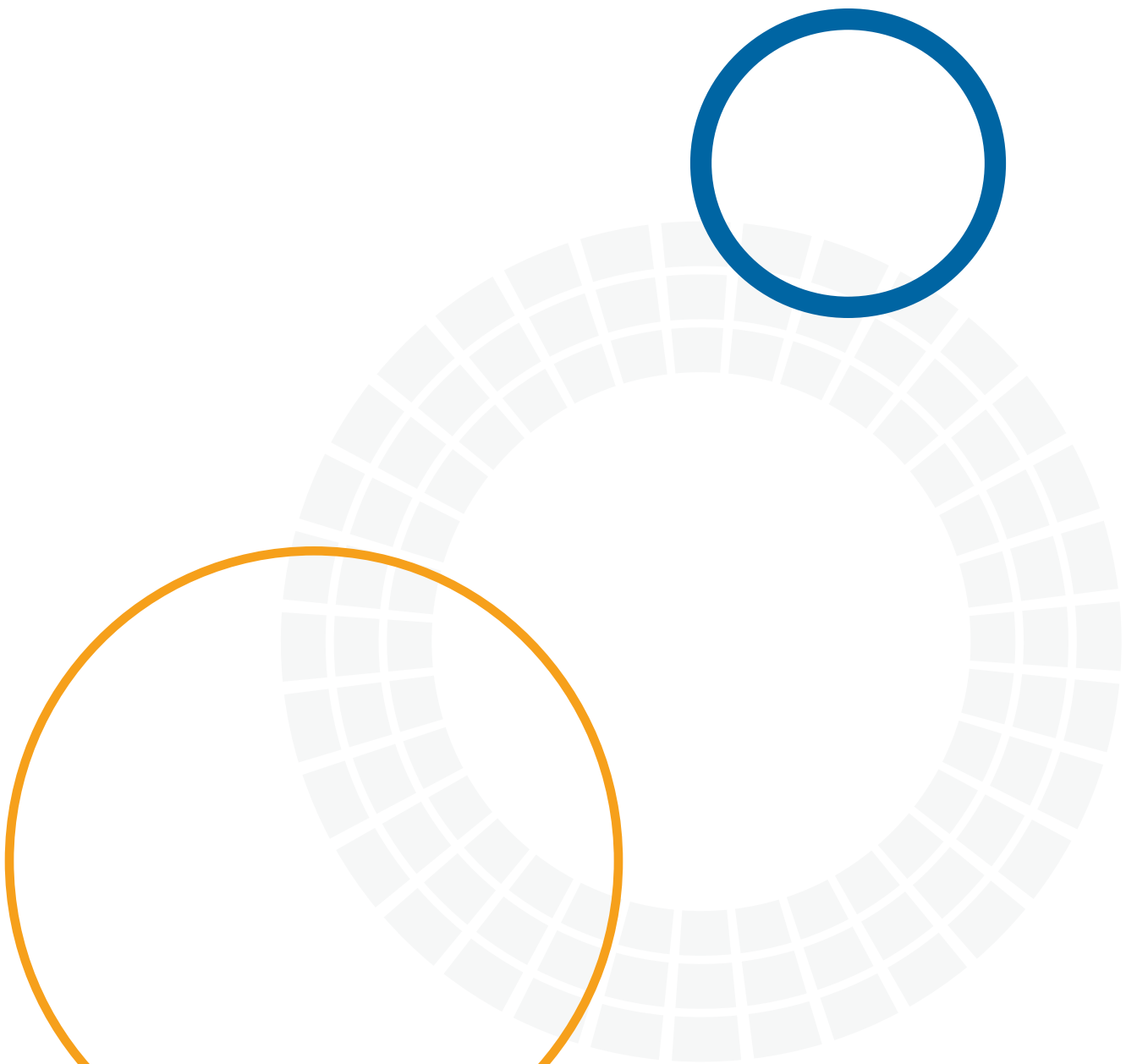
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Appendix A: Data Suppression

All values between zero and five are shown as '--' in requested datasets from IRCC. This is done to prevent individuals from being identified when IRCC data are compiled and compared to other publicly available statistics. All other values are rounded to the closest multiple of five for the same reason. Years with suppressed or rounded data are still significant because they represent a non-zero value. But there are challenges when working with small and suppressed data.



Appendix B: Definitions

Economic immigrants: Immigrants who have been selected for their ability to contribute to Canada's economy through their ability to meet labour market needs, to own and manage or build a business, to make substantial investment, to create their own employment, or to meet specific provincial or territorial labour market needs.

Sponsored Family immigrants: Immigrants who were sponsored by a Canadian citizen or permanent resident and were granted permanent resident status based on their relationship either as the spouse, partner, parent, grandparent, child, or other relative of this sponsor.

Resettled Refugees and Protected Persons immigrants: Immigrants who were granted permanent resident status based on a well-founded fear of returning to their home country.

Other immigrants: Immigrants who were granted permanent resident status under a program that does not fall under the Economic, Sponsored Family, or Resettled Refugees and Protected Persons categories.

Immigrant status: Refers to whether the person is a non-immigrant, an immigrant, or a non-permanent resident:

- Non-immigrants: Persons who are Canadian citizens by birth.
- Immigrants: Persons who are, or who have ever been, landed immigrants or permanent residents. Such persons have been granted the right to live in Canada permanently by immigration authorities. Also includes persons who are Canadian citizens by naturalization.
- Non-permanent residents: Persons who do not have Canadian citizenship and who are not landed immigrants or permanent residents. Includes those who have work, study, or temporary resident permits, or who are refugee claimants, and their family members sharing the same permit and living in Canada with them.

Recent immigrants: Individuals who obtained a landed immigrant or permanent resident status up to five years prior to a given census year. For the data used in this paper, a recent immigrant would be defined as one who landed between 2011 and 2016. Non-recent immigrants landed before 2011.

All immigrants: Individuals who are, or who have ever been, a landed immigrant or permanent resident.

Unemployed: Refers to persons who, during the week of May 1 to May 7, 2016, were without paid work or without self-employment work and were available for work and either:

- a. Had actively looked for paid work in the past four weeks; or
- b. Were on temporary layoff and expected to return to their job; or
- c. Had definite arrangements to start a new job in four weeks or less.

Unemployment rate: Refers to the unemployed expressed as a percentage of the labour force during the week of May 1 to May 7, 2016. The unemployment rate for a particular group (e.g. age, sex, marital status, geographic area) is the unemployed in that group, expressed as a percentage of the labour force in that group.

Appendix C: Indicator List

In total, 24 indicators were identified for trend tracking and analysis.¹¹

Category	Indicator
Economic outcomes	Admission of permanent resident (PR) by intended occupation (NOC)
	Unemployment/employment/ participation rates
Housing	Housing tenure (renters vs. owners)
Education	Highest level of education
	Field of study for international students
	Field of study for the immigrant population
	Number of international students by post-secondary institute
Immigrant characteristics	Admission of PR by country of citizenship
	Gender of international in-migrants
	Age at landing
	Admission of PR by language spoken (mother tongue)
	Study permit holder by language spoken (mother tongue)
	Work permit holder by language spoken (mother tongue)
	PR by immigration stream and language
	PR by immigration stream and family status
	PR by country of citizenship
Immigration system	Study permit holders by country of citizenship
	Work permit holders by country of citizenship
Income	Percentage of low income cut-offs after tax (LICO-AT)
	Median and average total income by immigration status and time frame
	Median and average employment income by immigration status and time frame
	Median and average household income
Retention	Immigrant mobility – retention rates by years since admission
SPOs	Settlement service clients by service type

¹¹ Not all indicators were available for each geography. Service Usage data were only available for the Census Divisions (CDs) of Algoma, Greater Sudbury, Nipissing, and Thunder Bay. Retention data were not available for the Parry Sound District.

About Northern Policy Institute

Northern Policy Institute is Northern Ontario's independent think tank. We perform research, collect and disseminate evidence, and identify policy opportunities to support the growth of sustainable Northern Communities. Our operations are located in Thunder Bay, Sudbury, and Kirkland Lake. We seek to enhance Northern Ontario's capacity to take the lead position on socio-economic policy that impacts Northern Ontario, Ontario, and Canada as a whole.

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All Roads Lead Home: Immigration Flows into North Bay and What this Means for RNIP Impacts

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