

All Roads Lead Home: Immigration Flows into Sault Ste. Marie and What this Means for RNIP Impacts

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By: Mercedes Labelle



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Land Acknowledgement

NPI would like to acknowledge the First Peoples on whose traditional territories we live and work. NPI is grateful for the opportunity to have our offices located on these lands and thank all the generations of people who have taken care of this land.

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 Wahnapiet 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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Author's calculations are based on data available at the time of publication and are therefore subject to change.

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About the Author



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Mercedes Labelle graduated from McGill University in 2020 with an Honours Bachelor of Political Science and Urban Systems. During her studies, she focused on Canadian politics and public policy processes, specifically researching the uneven distribution of benefits and services between urban and rural communities. At McGill, Mercedes provided analysis on Canadian Politics for the McGill Journal of Political Studies (MJPS). Through her involvement with MJPS, Mercedes developed a deeper understanding of the diverse interests and needs of the Canadian population. Having grown up in Canada, the United States, and Spain, Mercedes is eager to return to Northern Ontario, where her family now resides. In her free time, Mercedes enjoys listening to podcasts, cooking, and reading.



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".



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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. Sault Ste. Marie, Ontario is no stranger to this issue, as it has experienced high average job vacancy rates of up to 38 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 Sault Ste. Marie, 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.

Sault Ste. Marie has experienced a decline in immigration since 2010 with a decrease of approximately 23 per cent. Most immigrants have been accepted under the Resettled Refugees and Protected Persons pathway. The limited number of economic immigrants that did settle in Sault Ste. Marie most frequently intended the National Occupation Codes (NOC) of university professors and lecturers, pharmacists, specialist physicians, and computer programmers and

interactive media occupations. Although these are the occupations immigrants were most frequently qualified for, the occupation vacancy rates suggest that there is the greatest need for managers in customer and personal services, corporate sales managers, administrative services managers, and managers in art, culture, recreation, and sport, to name a few. Sault Ste. Marie has also has targeted NOCs which they hope to attract, with only three of the 21 NOCs being consistent with occupation vacancy.

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

1. Ongoing annual monitoring and assessment of community-level immigration trends;
2. Community-specific ongoing assessment of the impact of the Rural and Northern Immigration Pilot (RNIP) before, during, and after the program;
3. Expanded analysis to include secondary and domestic migrants;
4. Strengthening the alignment between labour market shortages, targeted occupations, postsecondary institutional fields of study, and immigrant-intended occupations to maximize economic outcomes;
5. Undertaking welcoming community initiatives to welcome, attract, and retain immigrants and the existing population.



Introduction

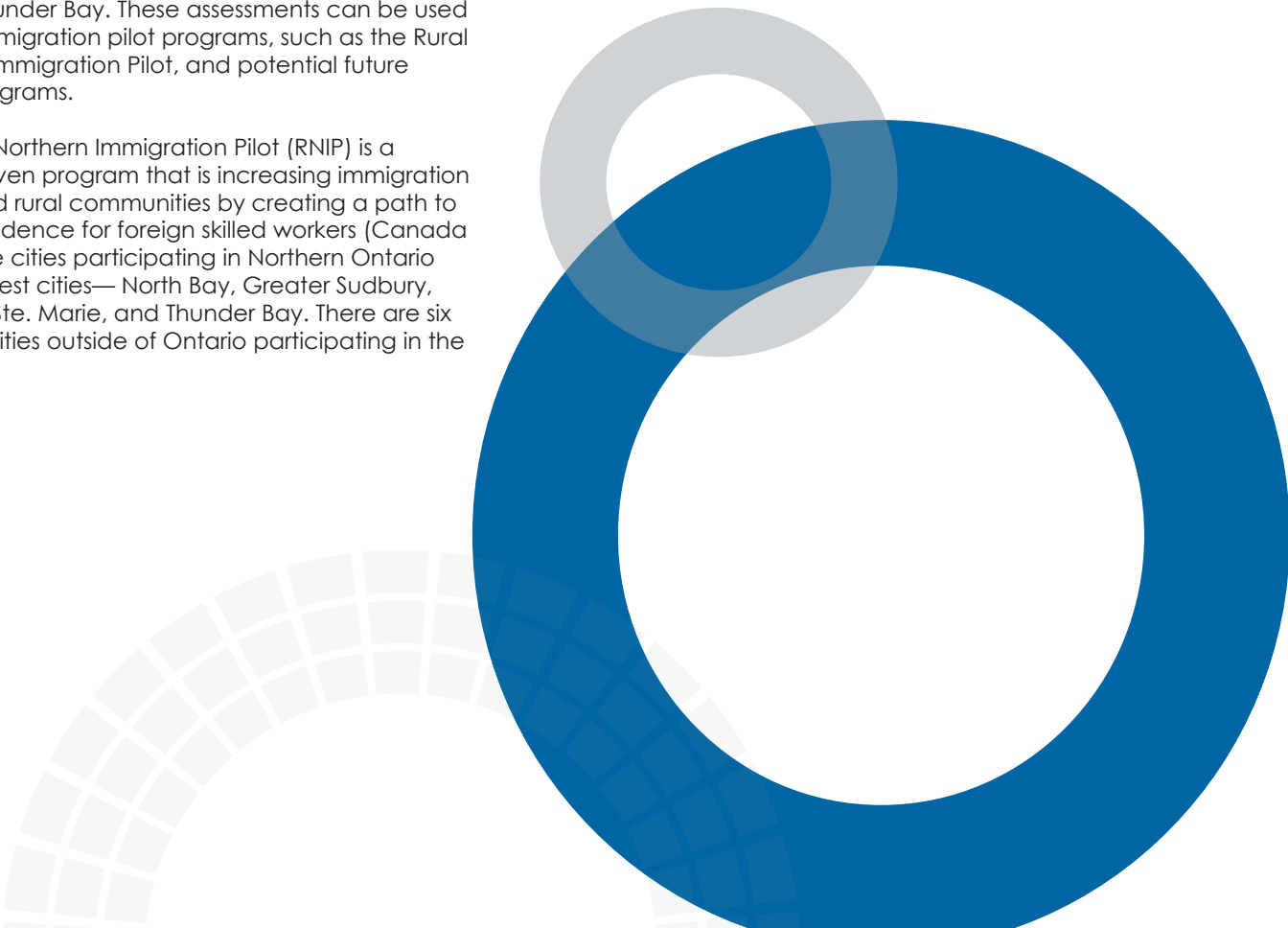
Population trends in many of Ontario's northern, western, and central regions are characterized by high levels of youth out-migration and low fertility rates. Add to that the fact that a significant portion of the population is about to age out of the core working-age and labour shortages will emerge. 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, there must be a baseline understanding of current and future immigration demographic characteristics to engage in evidence-based decision-making that will positively impact Northern Ontario communities. Using the available data, actors—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 reports is to establish a baseline assessment of immigration trends in each of the five largest cities in Ontario's northern, western, and central regions—North Bay, Greater Sudbury, Timmins, Sault Ste. Marie, and Thunder Bay. These assessments can be used to evaluate immigration pilot programs, such as the Rural and Northern Immigration Pilot, and potential future newcomer programs.

The Rural and Northern Immigration Pilot (RNIP) is a community-driven program that is increasing immigration to northern and rural communities by creating a path to permanent residence for foreign skilled workers (Canada 2020c). The five cities participating in Northern Ontario are also its largest cities—North Bay, Greater Sudbury, Timmins, Sault Ste. Marie, and Thunder Bay. There are six other communities outside of Ontario participating in the pilot.

In addition to evaluating current federal initiatives, the data can be used to evaluate, more generally, how communities in Northern Ontario are doing at attracting and retaining immigrants. It is crucial to identify the immigration information that is being collected, the gaps, and 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, different 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 time so communities can 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 can only be updated once every five years (as per the frequency of release) and at the time of publishing, details of citizenship and immigration have not been released. The IMDB has an approximate two-year lag for data 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, meaning the data are suppressed for privacy reasons (see Appendix A).

Additionally, certain datasets group all immigrants that arrived before 1981 together while others group them together 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.

For non-permanent residents, change over time is difficult to analyze since the data 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 refers to people from another country who had a work or study permit, or who were refugee claimants at the time of the census.

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. Plus, as mentioned earlier, to assess the impact of the RNIP pilot, we need to know the picture of immigration before/at the start of the program in Northern Ontario.



Theme and indicator selection

Many indicators selected were identified based on alignment 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. Then, applications are further assessed based on age, education, work experience, job offers, official language skills, and adaptability (Canada 2020a).

The Ontario Immigrant Nominee Program looks at an applicant's skills, experience, and education. Specifically, in-demand skills, language skills, and status as a recent Ontario graduate (Ontario 2019). Finally, the RNIP Program 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, seven themes were identified: immigrant characteristics, economic outcomes, housing, education, immigration system, income, and retention.¹

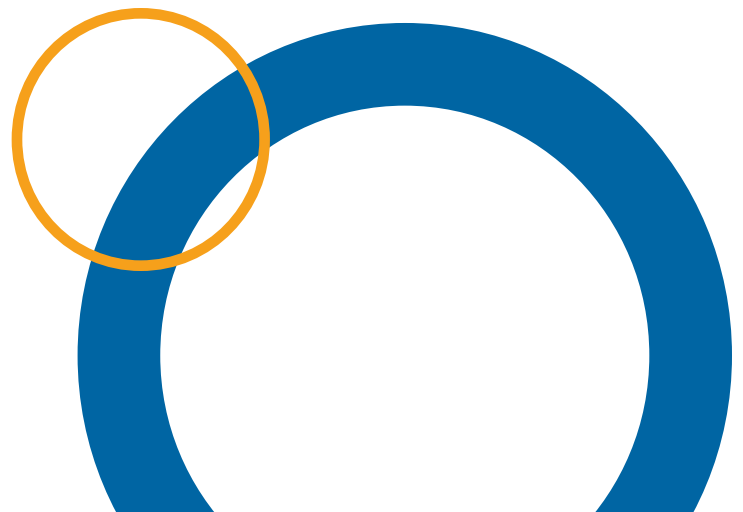
Limitations

Economic outcomes, such as income and involvement in the labour market, typically differ depending on the immigration stream the immigrant followed. Among all newcomers, principal applicants in the Economic stream fare best in the Canadian labour market in terms of labour force participation rates and employment rates. 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. Resettled Refugees and Protected Persons and Sponsored Family stream immigrants usually fare worse.

Although these distinctions are important to note, it was not possible to obtain community-level data separated by stream of immigration and period of admission for all indicators (see Appendix C). When possible, the immigration streams were divided; when not, total immigration numbers were assessed. Addressing these gaps is crucial in getting more specific data to ensure immigrants are not treated as a homogenous group. When evaluating a work experience-based 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 Retention data were only available for the Census Metropolitan Areas (CMAs) of Greater Sudbury and Thunder Bay.

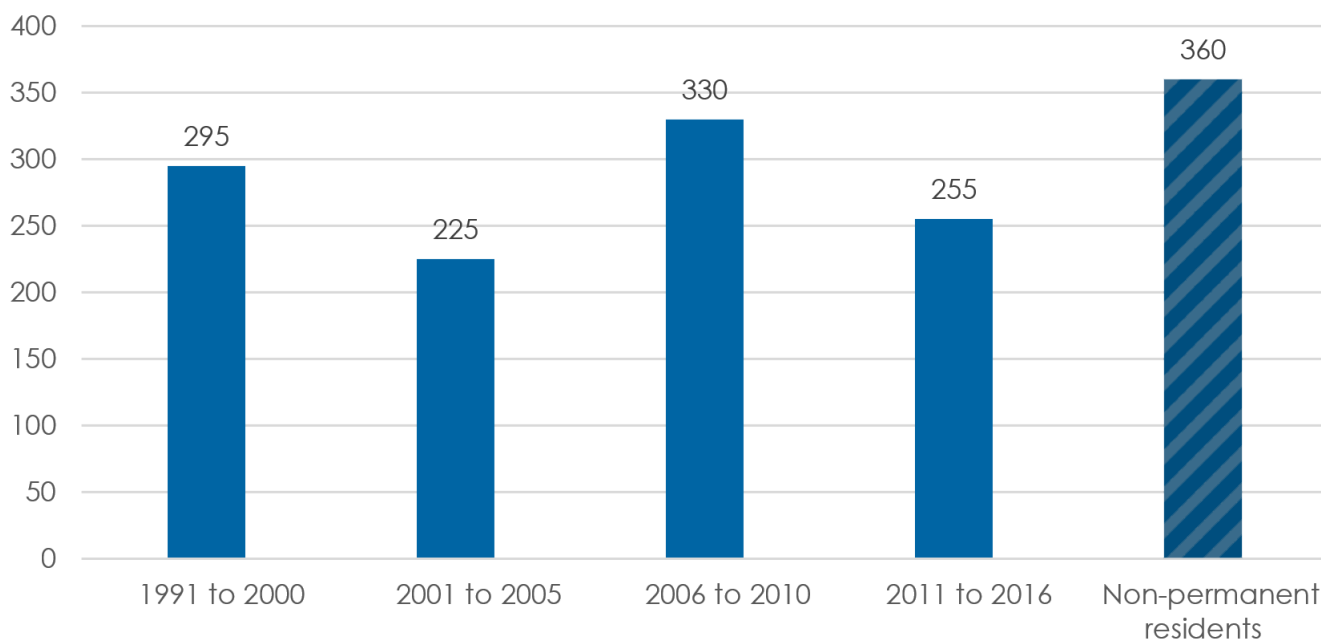


Immigrant Characteristics

The 2016 census counted 6,515 immigrants currently residing in Sault Ste. Marie. 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 Sault Ste. Marie immigrated before 1991—the earliest time frame with available data. Since then, the time frame with the most immigration to the city was 2006 to 2010. Between 2011 and 2016, 265 immigrants settled in the city.

Additionally, most immigrants came through the Sponsored Family stream (735), followed by the Economic stream (655) and the Resettled Refugees and Protected Persons stream (130).² The majority of immigrants to Sault Ste. Marie since 2001 have a university degree. Temporary residents are included in the 'non-permanent resident category,' of which there were 360 in Sault Ste. Marie in 2016. Longitudinal data are not available from Statistics Canada on non-permanent resident cohorts. They have no official 'period of landing' as they are not landed immigrants.

Figure 1: Immigrants by period of immigration in Sault Ste. Marie CA, 2016



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

² The total number of immigrants in the 'All Other Immigration' category is 10

To capture the effect of non-permanent (temporary) residents in Thunder Bay, Taxfiler Migration Estimates can be used. Taxfiler data use 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, Sault Ste. Marie has seen steady increases in the past five years³. In the 2014-2015 tax year, there were 47 international in-migrants. That number has steadily increased year-over-year to 357 in the 2018-2019 tax year.

The gender balance of immigrants to Sault Ste. Marie has fluctuated throughout the years. From 2013 to 2015, females made up a larger share of immigrants. In more recent years (2016 to 2018), males made up a larger share of immigrants. In the 2017-2018 tax year, 58 per cent of immigrants were male and 42 per cent were female. In the 2018-2019 tax year, 55 per cent of international in-migrants were male.

The largest age group at landing in Sault Ste. Marie is consistently 25 to 44.⁴ The second largest group is 45 to 65. Since 2015, the smallest age group at landing has been those between 18 and 24.

³ The last five years of data are available – 2014 to 2019.

⁴ 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 over represent these categories in the data.

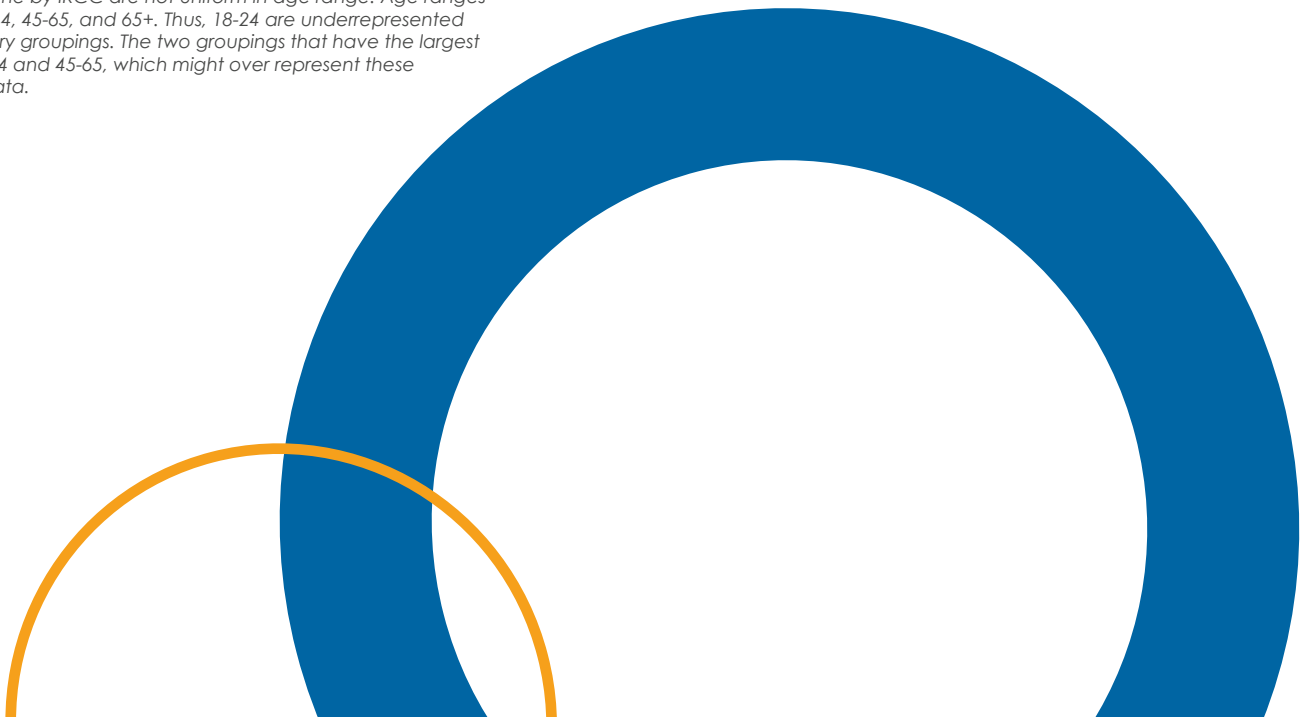
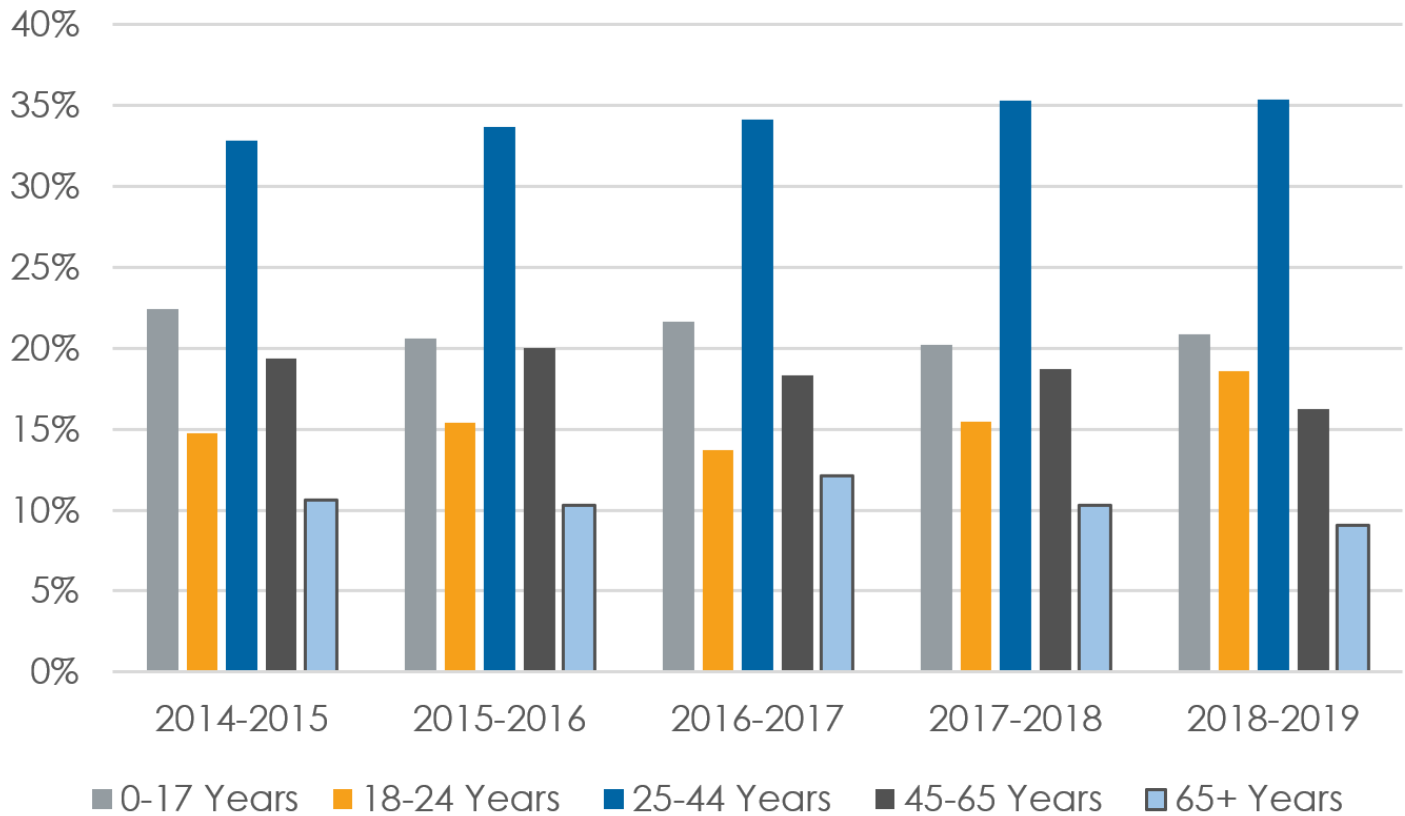


Figure 2: In-migrant age at landing, by year, in Sault Ste. Marie CA, 2014-2019



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

Language

The most prevalent language spoken⁵ among permanent residents in Sault Ste. Marie is English, perhaps due to the points allotted to English-speakers in the Express Entry federal immigration program. Additionally, English is the primary language spoken in the United States—the most common country of citizenship for permanent residents. In fact, English is the most common language spoken by permanent residents in all 11 Northern Ontario districts and its five largest cities. Other common languages include Arabic, Chinese, Spanish, and Hindi.⁶

Arabic-speaking permanent residents significantly increased to 80 in 2016, up from zero the previous year; in the other years prior, numbers have been below 15. The numbers remained high through 2019, with 70 Arabic-speaking immigrants gaining permanent residence in Sault Ste. Marie that year.

Service Usage

Immigrants in Sault Ste. Marie most commonly use information and orientation services provided by settlement service-providing organizations (SPOs). Other common services used include community connections and needs assessments and referrals. There is low usage of language training services.

⁵ Language spoken indicates the mother tongue of individuals. The mother tongue is the native language of an individual upon entering Canada.

⁶ Hindi is commonly spoken in India.

Stream

Between 2014 and 2019⁷, the number of permanent residents coming to Sault Ste. Marie has increased steadily, starting at 70 in 2015 and peaking at 175 in 2019. Between 2015 and 2019, the most common immigration stream among permanent residents in Sault Ste. Marie was Resettled Refugees and Protected Persons, with 290 people gaining permanent residence through that stream. That trend coincided with a large number of Arabic-speaking immigrants landing in Sault Ste. Marie. Sponsored Family immigrants was the second most common stream between 2015 and 2019, with 175 gaining permanent residence in the city.

Between 1998 and 2019, the most common immigration stream for permanent residents in Sault Ste. Marie was Sponsored Family, followed by Economic, Resettled Refugee and Protected Persons, and All Other Immigration. This long-term trend reflects the shift in streams that happened over the past five years. Within the Sponsored Family category, most permanent residents are principal applicants. Within the Economic stream, most permanent residents are spouses or dependents.

Economic immigrants primarily know English; very few know neither official language. Sponsored Family immigrants are predominantly English speakers, with a portion not knowing either official language.

In 2016, the number of Resettled Refugee and Protected Persons in Sault Ste. Marie jumped to 85 from five in 2015. Numbers remained high through 2019, with 105 becoming permanent residents that year. The incidence of Economic immigrants becoming permanent residents in Sault Ste. Marie peaked at 60 in 2010. In 2019, 35 Economic immigrants became permanent residents.

⁷ The most recent years with full data available at time of writing.



Analysis

Characteristics such as age, education, and language spoken all are weighted heavily in the Express Entry program streams. 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 also being an official language, and points being given in the Express Entry Program to French-speaking applicants, 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 in most Northern Ontario districts due to the benefits they receive if they locate in Quebec, such as prioritized credential recognition between France and Quebec (Quebec 2019). But the immigration target set by Immigration, Refugees, and Citizenship Canada for French-speaking migrants to Canada (outside Quebec) is 4.4 per cent.



Economic Outcomes

Intended 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 Sault Ste. Marie between 1998 and 2019 were:

- University professors and lecturers
- Pharmacists
- Specialist physicians
- Computer programmers and interactive media occupations

The four most common immigrant-intended occupations in Sault Ste. Marie were all Skill Level A occupations. It should be noted that 'Other intended occupation' was the most selected NOC answer for every district in Ontario's northern, western, and central regions. Thus, it is excluded from this analysis to focus on specific

Occupation vacancy rates

occupations.

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 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). That series reflects trends from 2018, but this paper has updated the 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 rates⁸ 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, most occupations facing high vacancy rates in Sault Ste. Marie are management-related occupations (Skill Level O). There are also two Skill Level A occupations and two for Skill Level C.

⁸ The methodology Northern Policy Institute uses to calculate vacancy rate is explained in the "Assessing Labour Market Shortages" paper series by Alex Ross (2020).



Table 1: Occupations with the highest average job vacancy rates, Sault Ste. Marie CA, 2020

NOC	Description	Total Labour Market 2020	Job Vacancy Rate
065	Managers in customer and personal services, n.e.c. ⁹	31	38.4%
060	Corporate sales managers	26	25.6%
011	Administrative services managers	158	22.1%
051	Managers in art, culture, recreation and sport	33	21.5%
001	Legislators and senior management	73	15.1%
744	Other installers, repairers and servicers	134	15.0%
012	Managers in financial and business services	137	10.9%
312	Optometrists, chiropractors and other health diagnosing and treating professionals	100	10.1%
031	Managers in health care	78	8.6%
314	Therapy and assessment professionals	148	8.0%
441	Home care providers and educational support occupations	517	7.5%

Source: Author calculations based on Emsi – economicmodeling.com

It is worth noting that the top immigrant-intended occupations do not currently align with any of the occupations facing high vacancy rates.

Additionally, the RNIP Program requires communities to target specific occupations that could be seen as in-demand that immigrants could fill. In the first year of the RNIP Program, Sault Ste. Marie targeted multiple two- and four-digit NOCs (see Appendix D for full list) such as:

- 31 – Professional occupations in health (except nursing)
- 75 – Transport and heavy equipment operation and related maintenance occupations
- 44 – Care providers and educational, legal and public protection support occupations
- 72 – Industrial, electrical and construction trades
- 6321 – Chefs

The overlap between occupations with high vacancy rates and RNIP targeted NOCs by the City of Sault Ste. Marie aligns with three NOC categories:

- 31 – Professional occupations in health (except nursing)
- 74 – Other installers, repairers and servicers and material handlers
- 44 – Care providers and educational, legal and public protection support occupations

Vacancy rate, at first glance, might not seem to be indicative of immigrants' economic outcomes. But when looked at in conjunction with intended and targeted occupations, vacancy rate can indicate whether there is alignment between occupations experiencing high vacancy rates and employment, unemployment, and participation rates among immigrants.

⁹ N.e.c. refers to 'not elsewhere classified.'

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 should be noted that some foreign workers are exempt from needing an LMIA or work permit, such as those in the International Mobility Program.

LMIAs are only approved in regions without high unemployment rates, specifically for lowest skill and lowest wage occupations in accommodation, food services, and retail trade sectors.

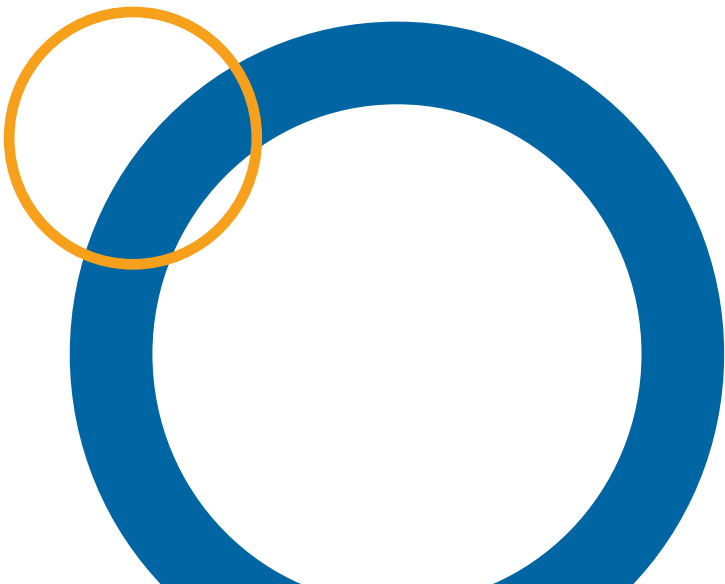
The reason for reviewing positive and negative LMIAs is to measure, quantitatively, which occupations are experiencing labour shortages. Specifically, for the RNIP Program, communities select the occupations they will be 'targeting' each year. LMIA information should be considered when identifying labour shortages in each community.

Negative LMIAs are not inherently indicative of the position's ability to be filled by Canadians or permanent residents. It can also indicate that the employer requesting the work permit has provided false, misleading, or inaccurate information in the past two years (Canada, 2021b).

In 2020, there were seven occupations **approved** for LMIAs in Sault Ste. Marie, with a total of 10 unique positive LMIAs issued:

- 2171 – Information systems analysts and consultants (3)
- 7333 – Electrical mechanics (2)
- 3114 – Veterinarians (1)
- 3141 – Audiologists and speech-language pathologists (1)
- 3232 – Practitioners of natural healing (1)
- 6322 – Cooks (1)
- 7321 – Automotive service technicians, truck and bus mechanics and mechanical repairers (1)

As mentioned, an approved LMIA indicates that there is no Canadian talent available to fill the above positions in Sault Ste. Marie. As such, approved LMIA positions are a good indicator for decision-makers of labour market gaps and occupations that could be targeted through the Rural and Northern Immigration Pilot, postsecondary institutions, or through additional training and upskilling. Regardless, Sault Ste. Marie did not have any **denied** LMIA applications in 2020.



Between 2017 and 2020, there were a total of 40¹⁰ LMIA's approved in Sault Ste. Marie. The occupations with the most approved positions are as follows:

Table 2: Occupations with most approved LMIA's in Sault Ste. Marie, 2017-2020

NOC	Occupation	Skill Level	Approved Positions	Included in RNIP Y1 NOCs?
7315	Aircraft mechanics and aircraft inspectors	B	6	No
6322	Cooks	B	5	No
6211	Retail sales supervisors	B	4	No
7333	Electrical mechanics	B	4	No
7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	B	3	No
2171	Information systems analysts and consultants	A	3	Yes
3111	Specialist physicians	A	2	Yes
6311	Food service supervisors	B	2	No

Source: Open Data - Government of Canada, Temporary Foreign Worker Program (TFWP): Positive Labour Market Impact Assessment (LMIA) Employers List, multiple issues.

It is worth noting that the only positive LMIA issued in 2020 that aligns with the occupations facing high vacancy rates (Table 1) is for 3141 – Audiologists and speech-language pathologists. The occupations in Sault Ste. Marie with the most approved LMIA's between 2017 and 2020 do not align with any of the occupations with the highest vacancy rates. There was more alignment between RNIP Year 1 targeted occupations (Appendix D) and approved LMIA's. For example, overlaps include specialist physicians and information systems analysts and consultants. With further alignment of in-demand occupations and the RNIP Program, employers can better attract and retain (as permanent residents) immigrant employees to fill these gaps.

¹⁰ Not all occupations are included in this table

Employment/ unemployment/participation

Immigrants in Sault Ste. Marie who arrived between 1991 and 2016 experience, on average, higher employment rates than non-immigrants and non-permanent residents. Employment rates for immigrants who landed before 1990 are perhaps lower due to the age of these immigrants; many may be aging out of the labour market. More recent immigrants (2011 to 2016) in Sault Ste. Marie have comparable employment rates to more established immigrants. For other cities in Ontario's northern, western, and central regions—notably North Bay, Timmins, and Kenora—recent immigrants tend to have lower employment rates than more established immigrants. Notably, recent immigrants have a 0 per cent unemployment rate¹¹, meaning those that want to be employed are.

Non-permanent residents, also known as temporary residents, may be in Canada with permits that have more work restrictions. For example, study permit holders who are enrolled full-time are able to work on- and off-campus without a work permit for up to 20 hours a week during school terms, which could 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 workers can work for any eligible Canadian employer. These factors could contribute to the higher rate of unemployment among non-permanent residents (Canada 2020d).



¹¹ See Appendix B for precise definitions.

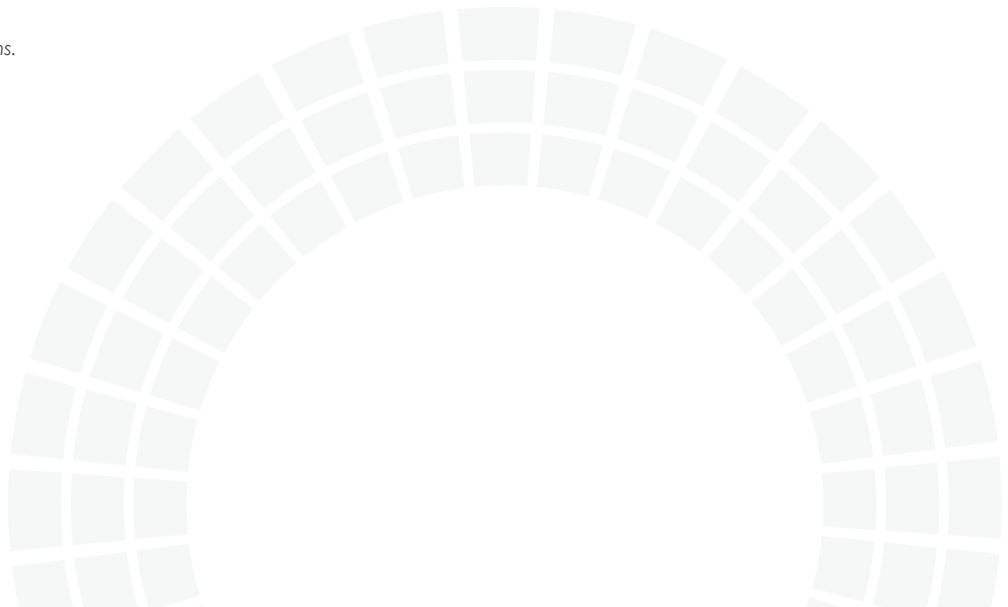
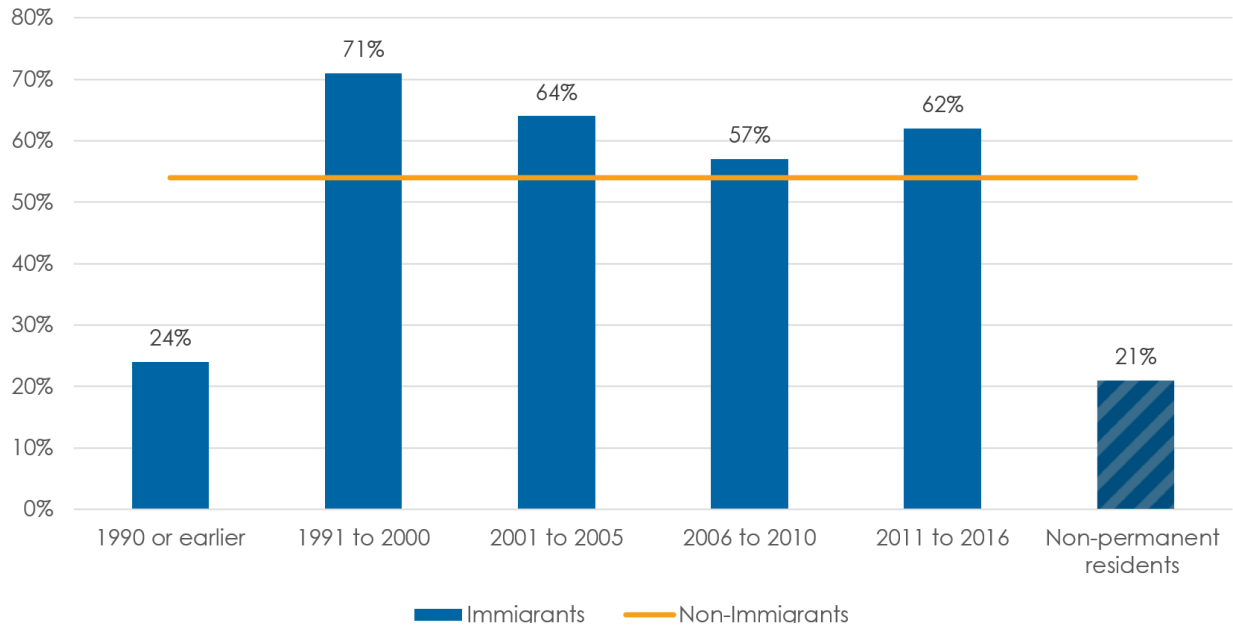
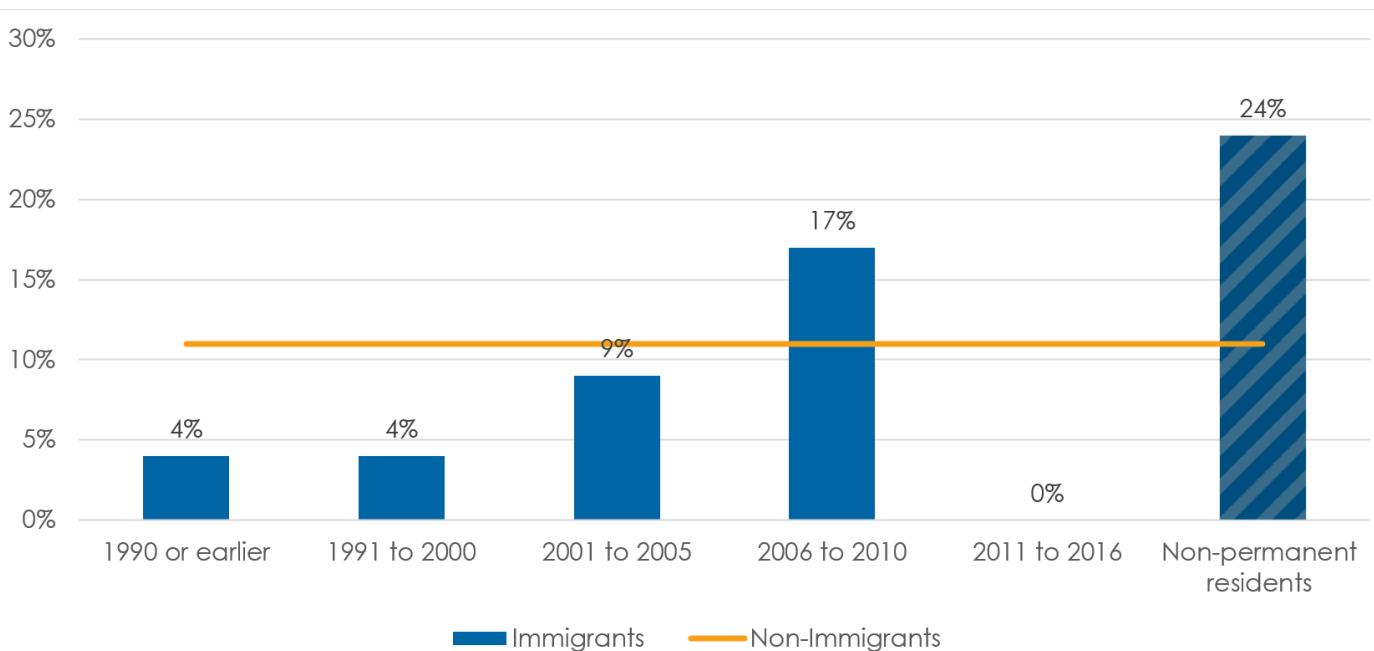


Figure 3: Employment rates (%) in Sault Ste. Marie by period of immigration, 2016



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

Figure 4: Unemployment rates (%) in Sault Ste. Marie 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.

Measuring participation rate between immigrant cohorts indicates the number of immigrants in each cohort actively participating in the labour force, either by being employed or searching for employment. As regions in Northern Ontario are facing an aging population, low birth rates, and youth out-migration, immigrant participation in the labour force is one way to maintain the current standard of living as demographics shift.

The participation rate measures the total labour force, which is comprised of those who are employed and unemployed, combined, 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.

As mentioned, when discussing employment and unemployment, time since landing is a large determinant of immigrants' labour market outcomes. For example, recent immigrants 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). A high participation rate combined with a low unemployment rate indicates robust opportunities in the labour market.

Recent immigrants in Sault Ste. Marie have a lower labour market participation rate than more established immigrant cohorts. But the participation rate is comparable between recent immigrants and non-immigrants. Additionally, more established immigrant cohorts (except those that migrated in 1990 or earlier) have higher participation rates than non-immigrants. On the other hand, non-permanent residents (i.e., temporary residents such as study and work permit holders) have significantly lower participation rates than other immigrant cohorts and the non-immigrant population. The explanation for the lower participation rate coincides with the previously mentioned rationale regarding employment and unemployment rates: many of these temporary residents are study permit holders with employment limitations.

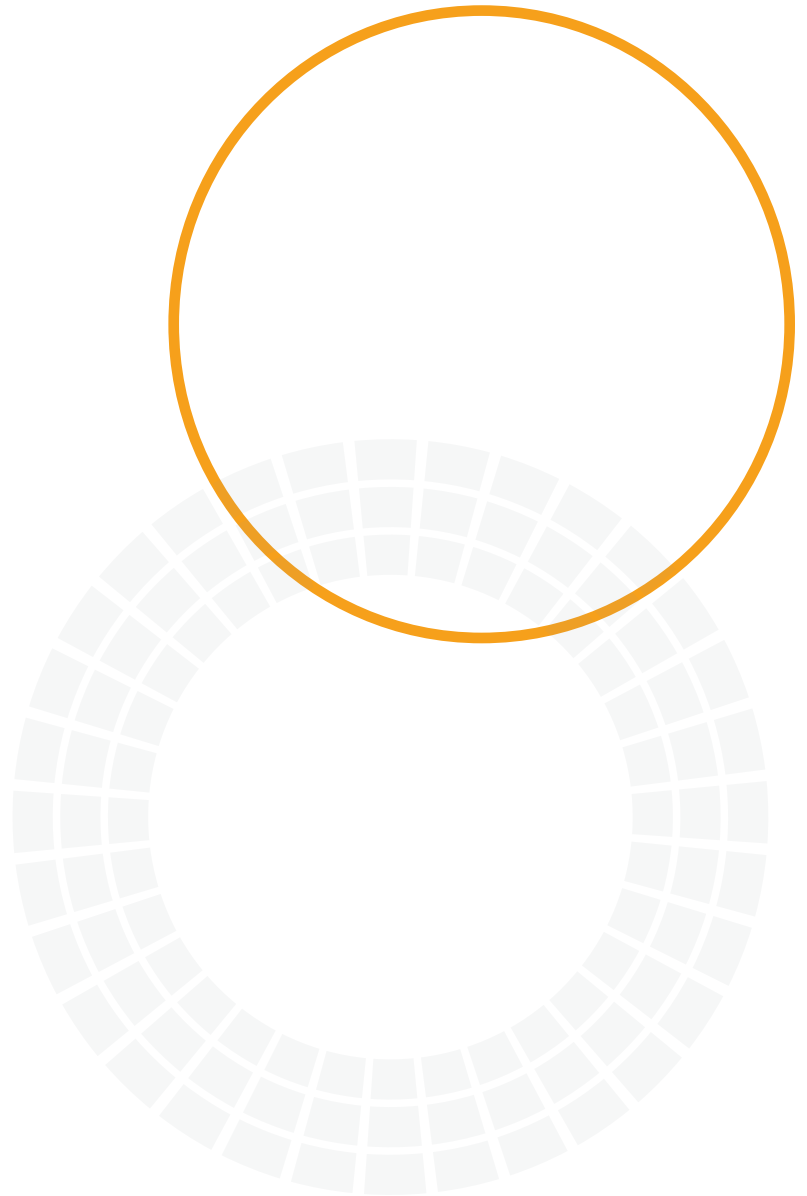
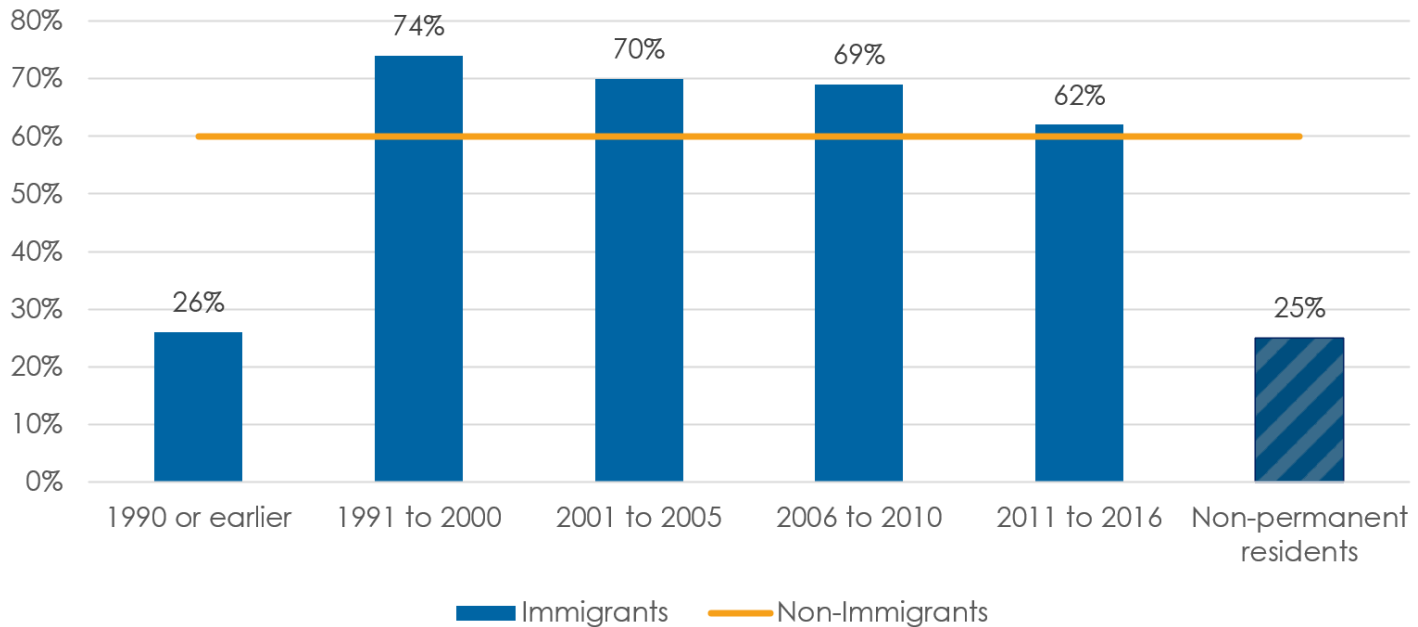


Figure 5: Participation rate (%) in Sault Ste. Marie by period of immigration, 2016



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. In fact, 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 Sault Ste. Marie's Year 1 RNIP targeted occupations, high-skilled workers are not the only NOC categories facing worker shortages. There is also demand for NOC skill levels C and D. 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. Skill Level D includes labour jobs that usually give on-the-job training, such as food counter attendants and kitchen helpers (Canada 2020b).

In theory, communities targeting immigrants with specific occupational experience as it 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.

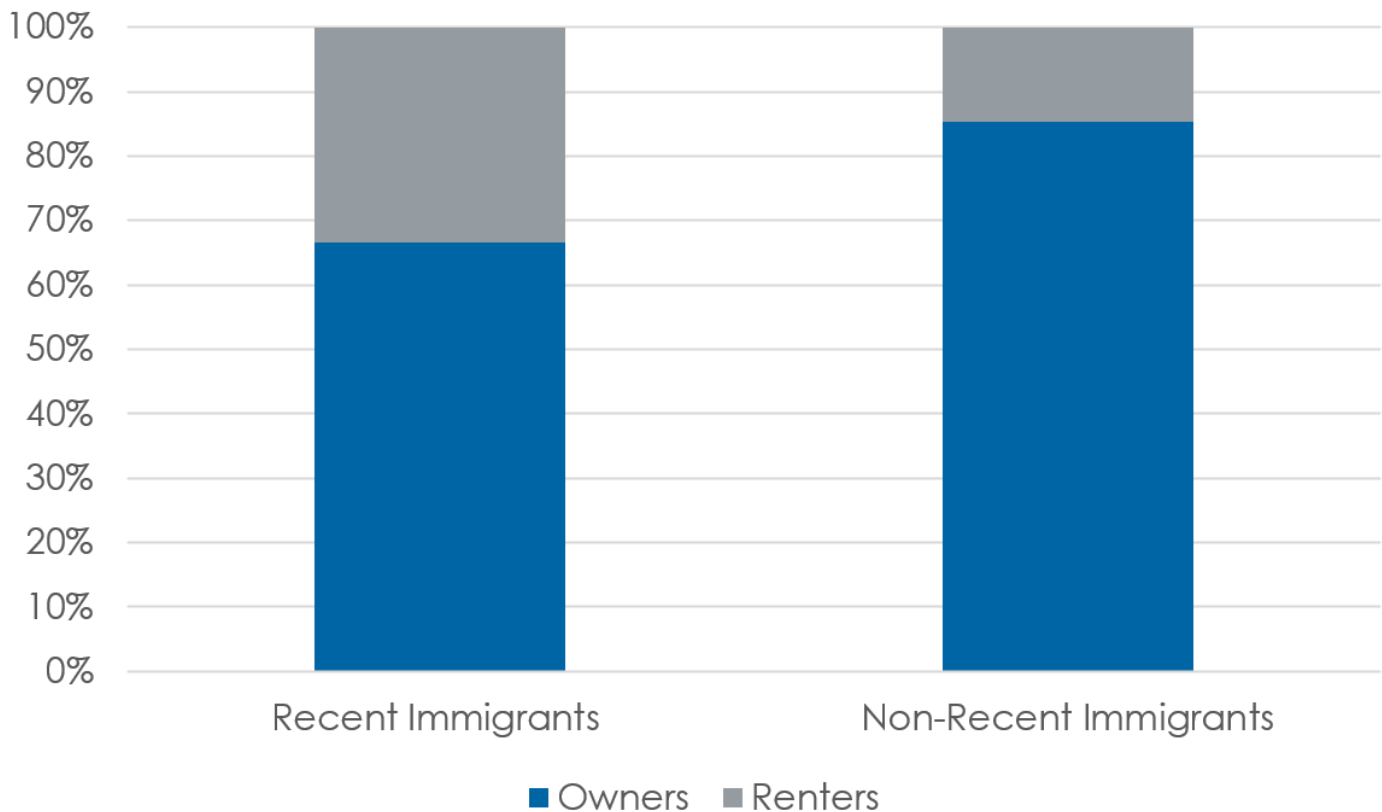


Housing

Looking at immigrants' housing tenure can help indicate financial security, especially if the dwelling is owned (Haan 2012, 3). Owned housing can also signify an immigrant household's commitment to their new community and society (ibid), which can indicate retention.

In Sault Ste. Marie, recent immigrants are more likely to own than rent their dwellings. This trend goes against what is seen in the other cities in Northern Ontario, except Thunder Bay. Non-recent immigrants, who have obtained permanent residence at least five years ago, are more likely to be homeowners.

Figure 6: Immigrant households in Sault Ste. Marie by housing tenure (owners vs. renters), 2016



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

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.

Also, the distinction needed when looking at housing tenure is that between recent and non-recent immigrants. A recent immigrant refers to a person 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 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 Sault Ste. Marie is architecture, engineering, and related technologies. The second most common field of study among immigrants is business, management, and public administration. The third is health and related fields.

Immigrants who studied in a high-skill field, such as health care, engineering, or architecture, are most prominent in Sault Ste. Marie. The health care field of study also aligns with an identified labour market shortage, and with occupations being targeted by the City of Sault Ste. Marie in the first year of RNIP: managers in health care, optometrists, chiropractors, other health diagnosing and treating professionals, physicians, dentists, and veterinarians. Additionally, the health field of study aligns with the immigrant-intended NOCs of pharmacists and specialist physicians, likely indicating immigrants are intending to work in their health field of study.

Sault Ste. Marie has two postsecondary institutions (PSIs): Algoma University and Sault College. The number of international students at Sault College has been increasing since 2012, with 139 attending the college in the 2017-2018¹² academic year.

The number of international students at Algoma University has fluctuated through the years. It achieved its highest number in 2014-2015 with 331. 26 per cent of Algoma University's student population are international students.

¹² Most recent data available at time of writing

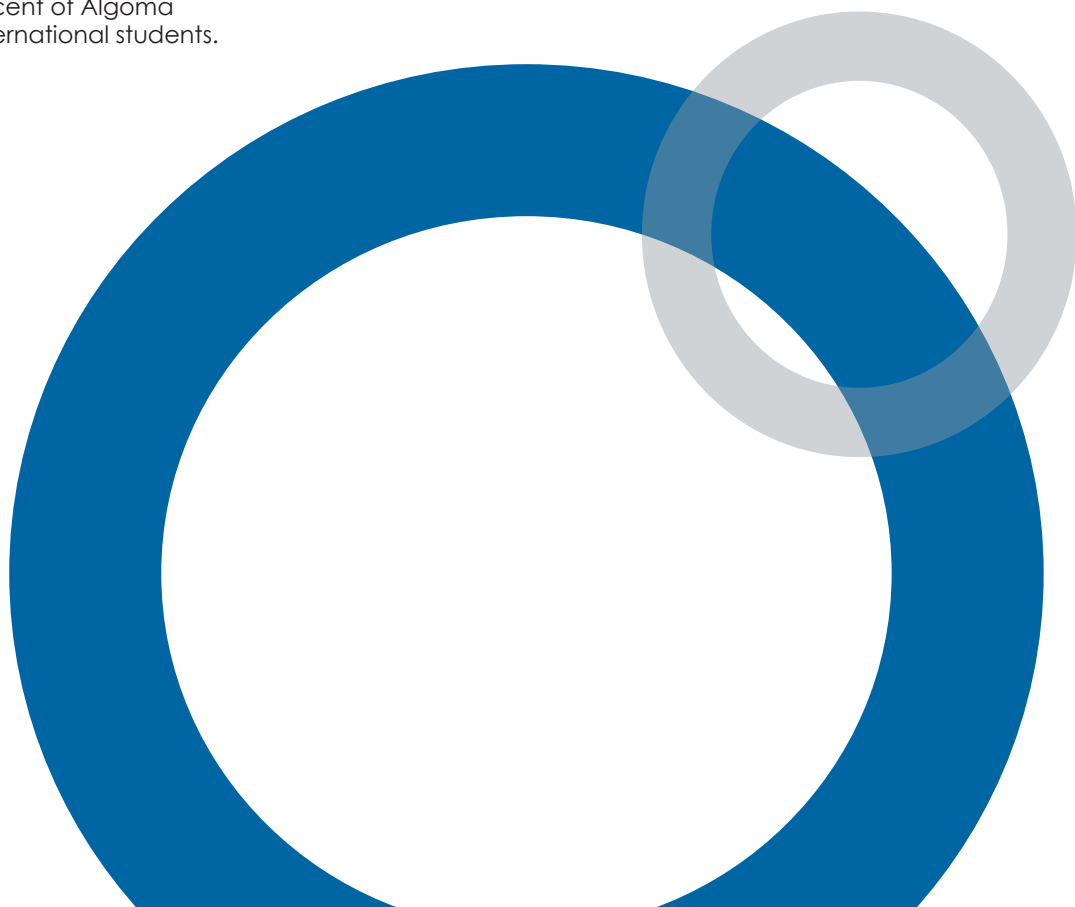
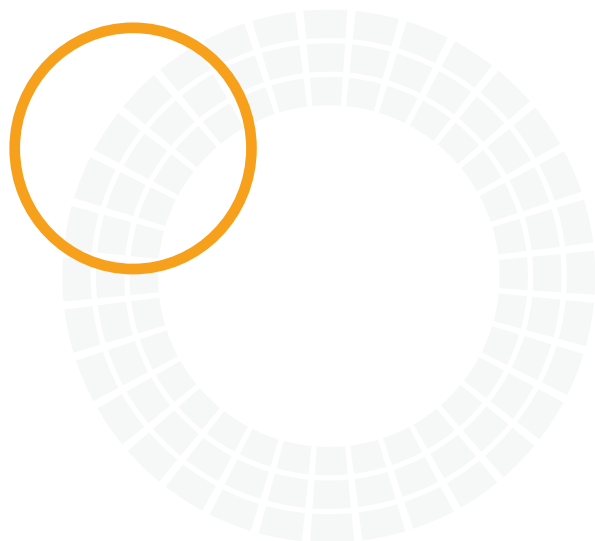
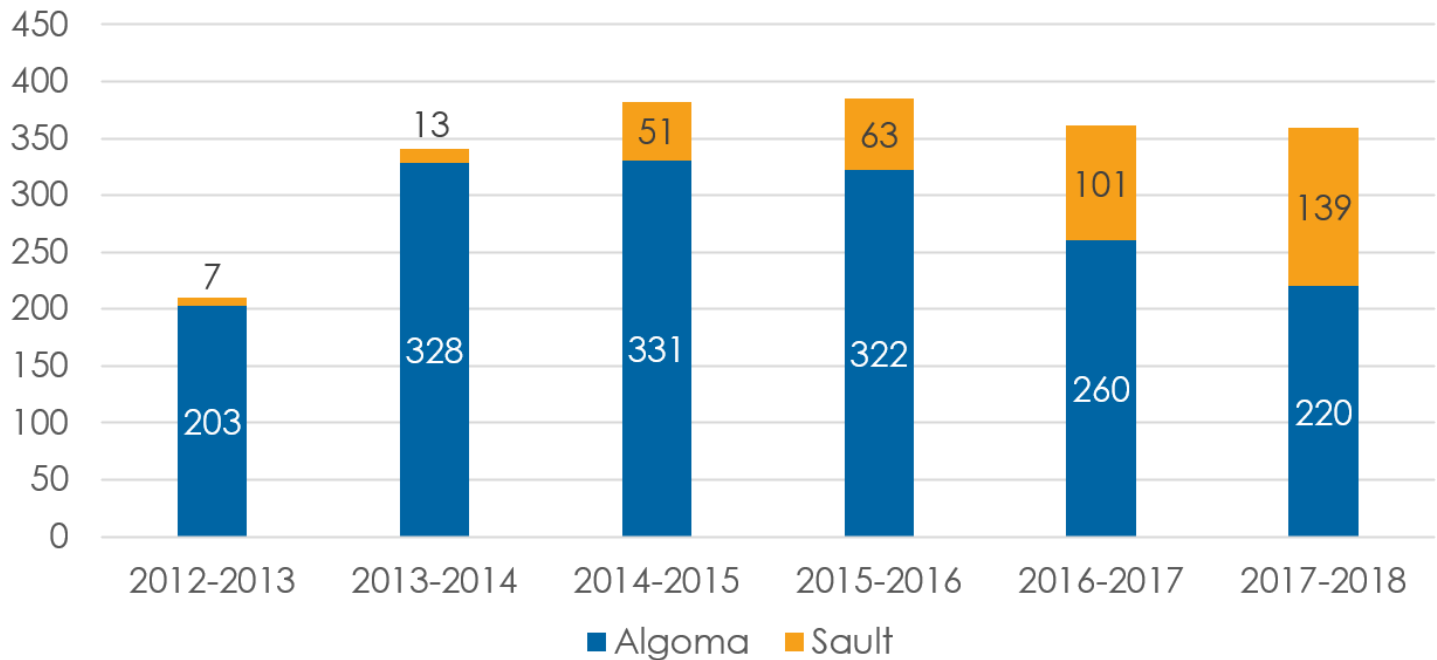


Figure 7: International students enrolled in Sault Ste. Marie by postsecondary institution, 2012-2018



Source: Author's calculations, Ministry of Training, Colleges and Universities (MTCU), Enrolment Data - International and Domestic Full-time Headcounts.

International students 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 quicker into the labour market and society than other types of immigrants (Hagar 2019).

Immigration System

Study permit holders

In Sault Ste. Marie, which houses Algoma University and Sault College, study permit holders between 1998 and 2019 were overwhelmingly citizens of India. The same was true for all the Big Five cities in Northern Ontario during this time frame. In 2016, the number of study permit holders in Sault Ste. Marie from India increased to 70 from 35 the previous year. By 2019, the number of study permit holders from India was 1,755. Other common countries of citizenship for study permit holders include Saudi Arabia, China, Japan, and the United States. There was a large inflow of study permit holders from Saudi Arabia in 2013 and 2015—135 in both years.

Study permit holders who gained permanent residence in Sault Ste. Marie between 1998 and 2019 primarily did so through the Economic stream. Within this category, the main pathway was through the Federal Skilled Worker Program. Within the Sponsored Family stream, Sponsored Spouse or Partner made up the largest subcategory of permanent residents.

Work permit holders

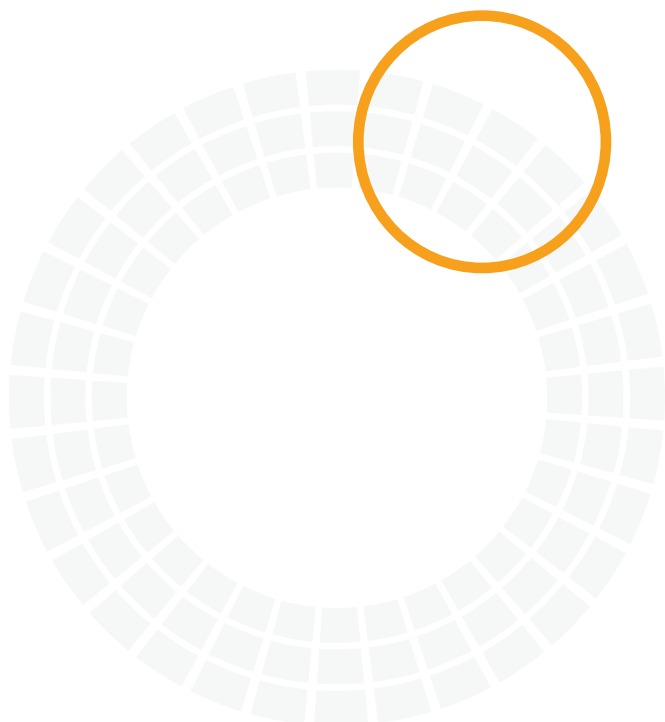
Work permit holders in Sault Ste. Marie mainly have citizenship in the United States. The United States is, significantly, the most common country of citizenship for work permit holders in Northern Ontario's 11 census districts and CMAs. Perhaps the high prevalence of United States citizens with work permits is partially influenced by Sault Ste. Marie's proximity to the Canada-United States border. In fact, Sault Ste. Marie is the closest among the Big Five to a midsize United States city. Other common countries of citizenship include India, Argentina, Mexico, and Italy.

Work permit holders that gained permanent residence in Sault Ste. Marie between 1998 and 2019 primarily did so through the Economic stream. Within this stream, work permit holders mainly came through the Federal Skilled Worker and Canadian Experience Class subcategories. Some gained permanent residence through the Provincial Nominee Program.

Discussion

Temporary residents—work permit and study permit holders—make up a large share of Sault Ste. Marie's immigrant population; they also contribute to the local economy and labour force.¹³ 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. As such, it is important to measure their presence, and assess their characteristics, as is done with permanent residents.

¹³ 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, whereas total income includes both those with and without income. This can result in higher employment income numbers, despite total income also including income from government transfers and investments.

Compared to non-immigrants, median employment income is lower for recent immigrants who settled between 2011 and 2016, and for immigrants who settled between 2001 and 2005 and before 1990. With a relatively small sample size, median income provides a more accurate picture of income levels among immigrants, as it is less likely to be influenced by outlying figures.

Average employment income is highest among recent immigrants who settled between 2011 and 2016, as the median income is lower for this group, it indicates that there are a few high-earning recent immigrants bringing the average up.

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). Similar to other variables, it is important to look at immigrants based on their period of immigration, if possible. For average and median household income metrics, data were only available for all immigrants and recent immigrants.

Significantly higher average income levels (compared to median) indicate the presence of a few very high earning recent immigrant households, which may be driving up the average income levels. Perhaps there is a high-paying industry or employer attracting immigrants to Sault Ste. Marie, as this trend is not observed in the other Big Five cities. High-earning recent immigrant households align with the most frequent immigrant-intended NOCs, two of which are specialist physicians and pharmacists.

In fact, higher average and median income levels for the recent immigrant population contrast with what is typically captured in the literature: that recent immigrants need time to settle into their new communities before income levels reach those of more established immigrants and the general Canadian population (De Chardon 2019, 9; Crossman 2013).

Table 3: Immigrant household income statistics in Sault Ste. Marie, 2016

	Average total income	Median total income	Average after-tax income	Median after-tax income
Recent Immigrants	\$120,913	\$83,611	\$94,167	\$71,870
All Immigrants	\$80,922	\$63,918	\$69,306	\$58,440

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)

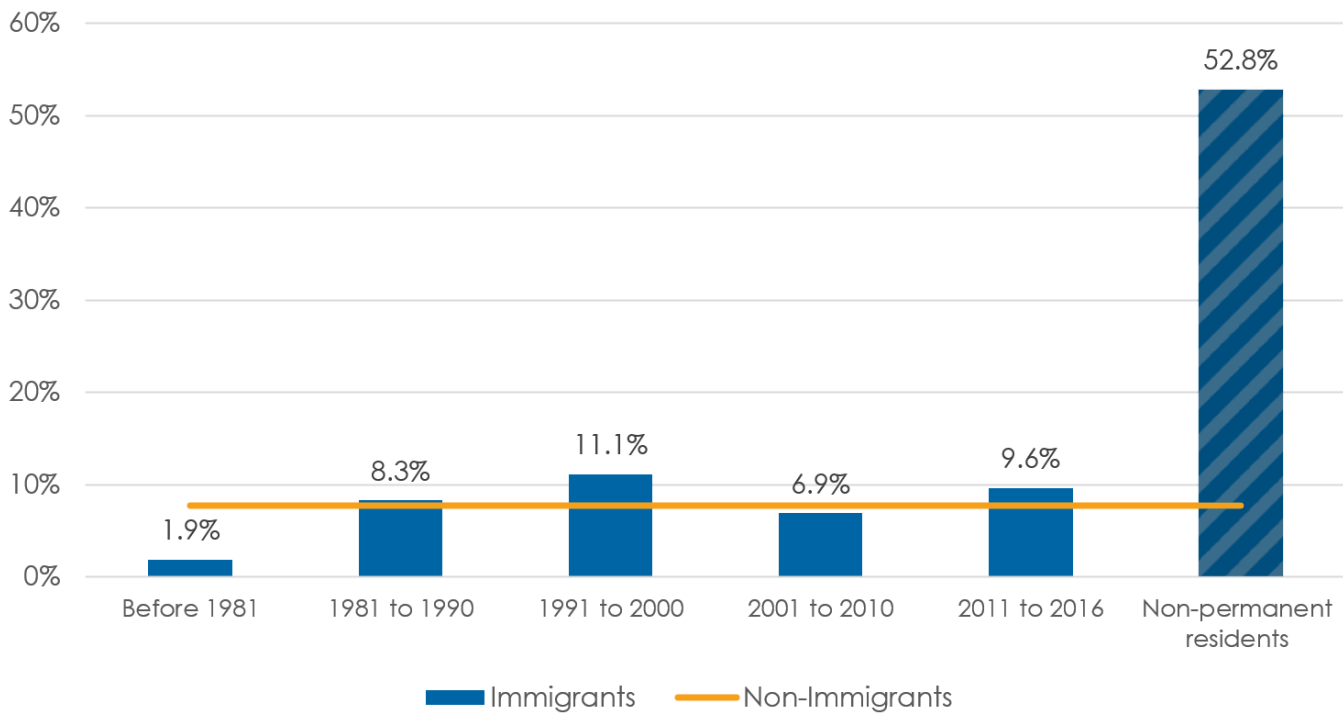
Low income cut-offs (LICOs) are income thresholds below which a family will likely devote a larger share of its income to necessities such as food, shelter, and clothing than the average family. Statistics Canada calculates LICOs by looking at the income threshold for which families are expected to spend 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.

Immigrants that came to Sault Ste. Marie after 1991, except for those between 2001 and 2010, have LICO levels above that of non-immigrants. Also, LICO levels do not appear to decrease as time in the community increases, despite what the literature suggests: "Immigrants and refugees often need some time to settle in their new country, and as a result, years since migration generally corresponds with improved economic and social outcomes." (Crossman 2013) This is not necessarily the case in Sault Ste. Marie.

In addition, more than 50 per cent of non-permanent residents are LICOs, indicating either difficulty integrating into the labour market or finding meaningful employment. As previously stated, non-permanent residents include both study and work permit holders. Study permits often restrict the number of hours a permit holder can work per week to 20. Thus, it is not surprising this demographic would be driving up the incidence of LICOs among non-permanent residents.

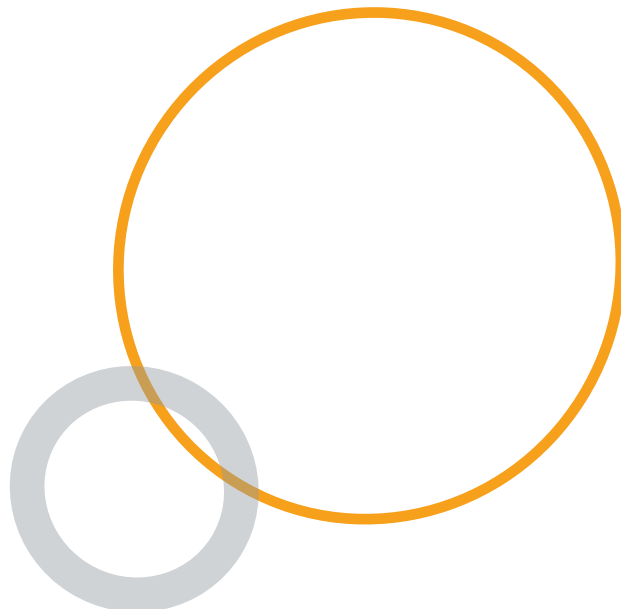


Figure 8: Percentage of low income cut-offs after tax (LICO-AT) in Sault Ste. Marie by period of immigration, 2016



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

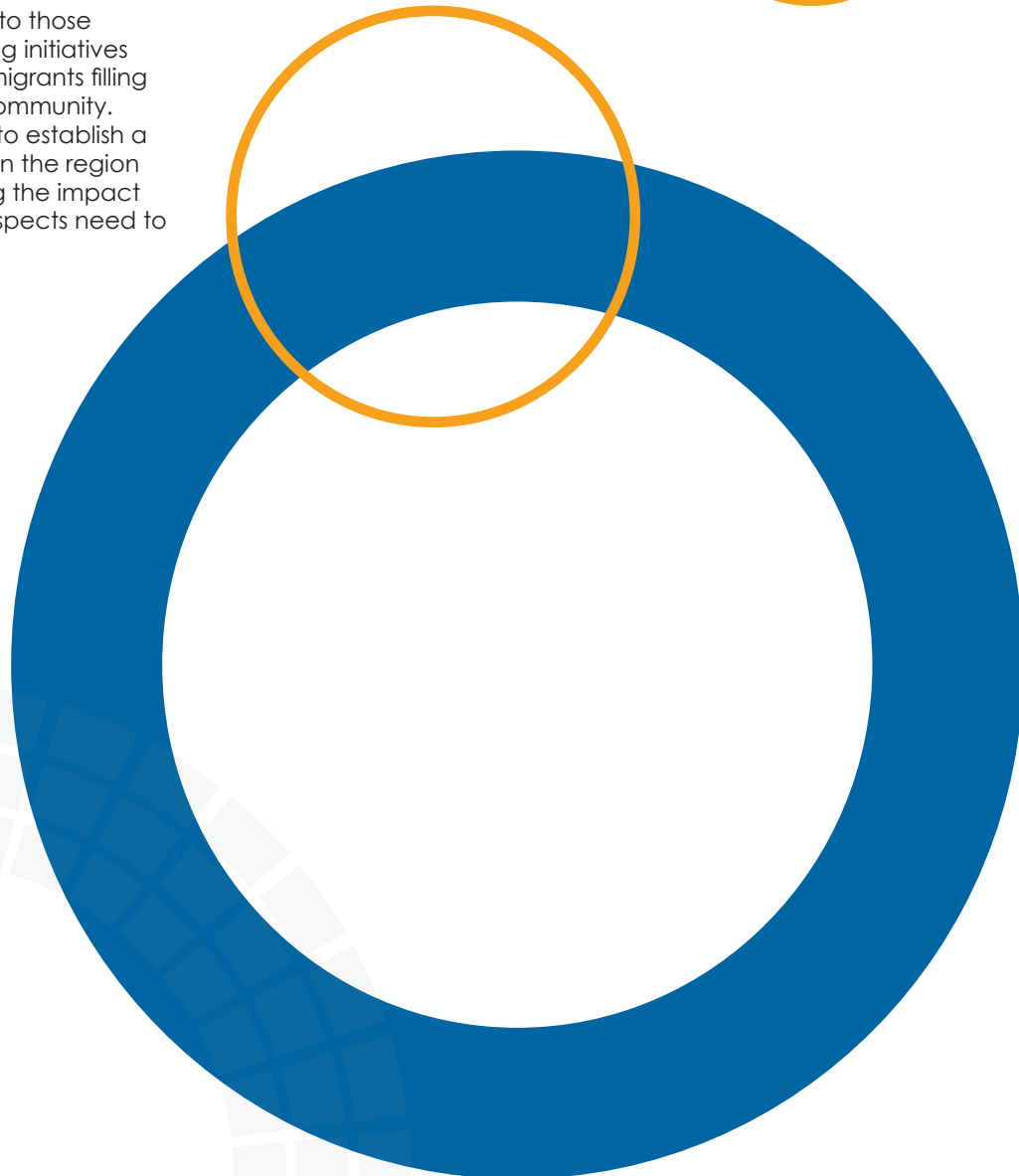
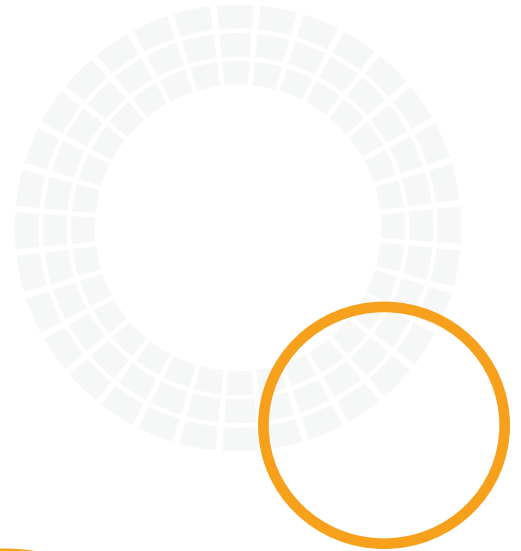
The preceding data show that having lower income levels as a recent immigrant is not a long-term phenomenon. Income levels appear to increase, and LICO levels decrease, in correspondence with time spent in the community. As noted, factors such as immigration stream, knowledge of an official language, and employment situation all greatly affect income levels. Additionally, when more recent data are available, income levels will reflect what is happening in the economy at time of landing for the most recent immigrant cohort. Thus, the COVID-19 pandemic will likely impact employment, income, and LICO levels among recent and non-recent immigrants alike.



Conclusion

When assessing the economic Rural and Northern Immigration Pilot (RNIP) Program, the governing principles are grounded in labour market success for principal applicants. For example, trends related to the labour market participation and employment of recent immigrants would be influenced by the fact that RNIP applicants must have a valid job offer in the community. Also, applicants must have either a Canadian postsecondary degree or experience in the field in which they are applying for employment, which would influence income levels. When looking at housing, the previously discussed effects of having stable employment, coupled with more points being given to those who have lived in the community, aid in the search and ownership of housing.

But the impacts of the RNIP are not limited to those directly participating in the pilot. 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 RNIP and other programs, many other aspects need to be looked at in tandem.



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 not only successful but also meaningful for all parties involved, the following recommendations must be considered:

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

Now that a baseline is established for immigration trends in Ontario's northern, western, and central regions, this analysis should be used and built on, year-over-year, to monitor and assess trends in the regions.

Not only should immigration trends be monitored and updated but also labour market indicators, such as vacancy rates in specific occupations. This analysis will aid in monitoring the impacts of the RNIP Program, 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. (1b) Community-specific ongoing assessment of the impact of the Rural and Northern Immigration Pilot (RNIP) before, during, and after the program

Although 100 recommendations were available to communities in the first year of the pilot, the COVID-19 pandemic significantly hindered the arrival of immigrants to Canada, as well as the initial rollout of the pilot in some communities. Thus, the number of community recommendations issued in the first year of the pilot was low. This is cited to highlight the difficulties in obtaining RNIP candidate-specific data for Year 1.

Northern Policy Institute has partnered with three RNIP communities in Northern Ontario—Thunder Bay, Timmins, and Greater Sudbury—to monitor and assess RNIP-specific immigration trends and outcomes. The goals of the RNIP are to fill community-specific labour market needs while promoting a welcoming community for all participants, ultimately resulting in high retention levels. Thus, the social and economic benefits of the pilot in each community should be analyzed.

This partnership was offered to all RNIP communities in Northern Ontario, and the data-sharing and analysis partnership remains open. Communities that are interested in community-level RNIP assessments, but do not have formal partnerships, are welcome to partner with Northern Policy Institute for this analysis.

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

Domestic and secondary migrants, and those already in the communities, also shape the economic landscape in terms of participation in the housing and labour market. Additionally, they need access to welcoming infrastructure, employers, and the community as a whole to retain them once they are in the communities.

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. Secondary and domestic migration are not captured in these records. Thus, data sources are limited to the census and Taxfiler information.

4. Strengthening the alignment between labour market shortages, targeted occupations, postsecondary 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 actors involved—chambers, planning boards, postsecondary institutions, employers, immigration actors—can strategically target labour supply, via targeted immigration, to fill current vacancies.

Most communities analyzed do not have overlap between occupations with high vacancy rates and those under the Year 1 RNIP targeted occupations. 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.

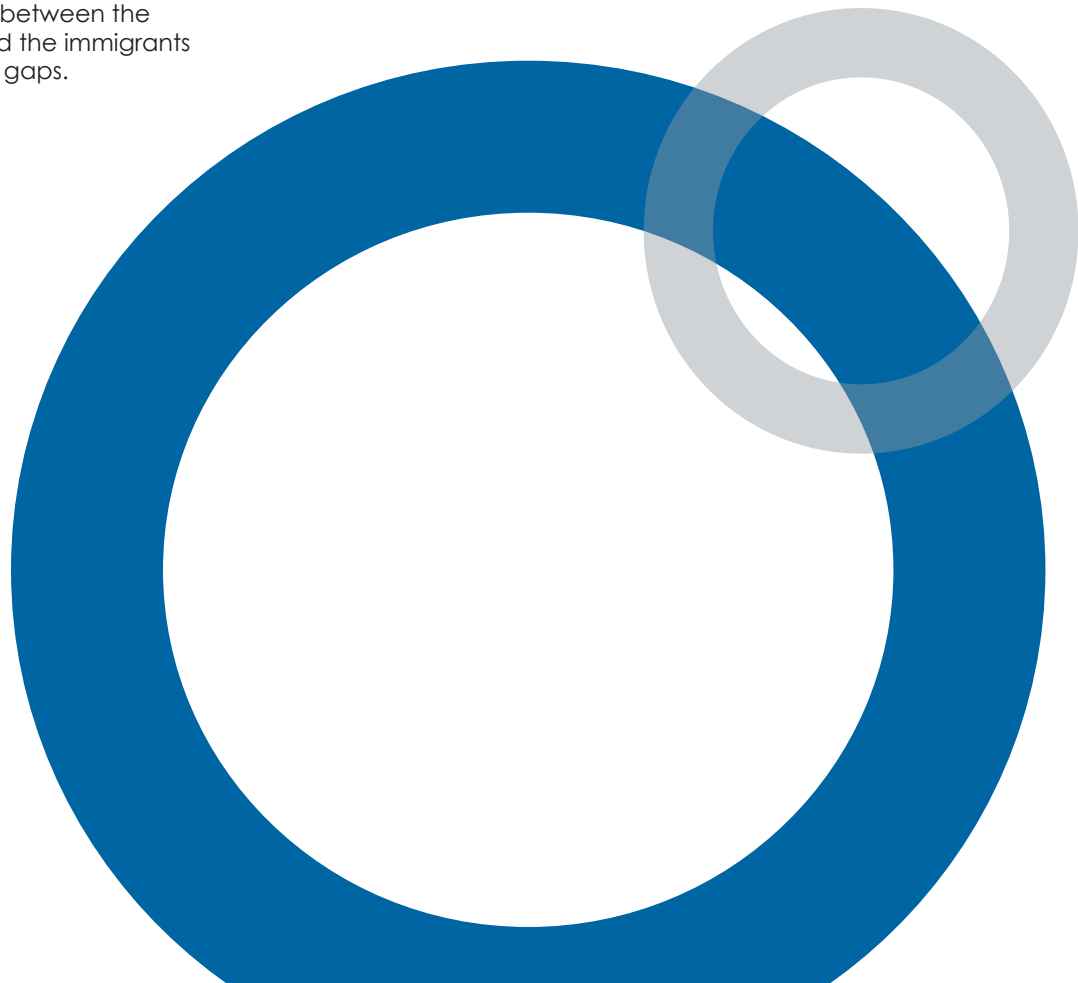
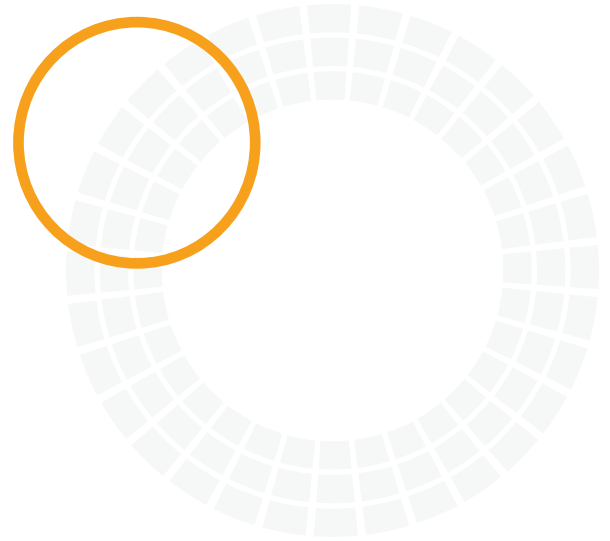
Additionally, those already in the community comprise a large source of labour. Similar to the preceding point, this population also needs to be assessed. Are people already in the communities participating in the labour force? Are they unemployed or underemployed? Are their (foreign) credentials and life experiences adequately acknowledged and compensated?

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

Beyond the trends that can be measured quantitatively, using data gathered from IRCC, the census, Taxfiler estimates, and IMDB, there is a need to also measure attitudes and perceptions of those in the community. A requirement for participating RNIP communities is to undertake welcoming community efforts. Undoubtedly, the effects of implementing welcoming community initiatives will positively benefit people beyond those participating directly in the pilot.

The effects of these initiatives should, similar to immigration trends more generally, be tracked on an ongoing basis. To do this, primary data collection, likely in the form of focus groups and surveys, must be deployed. 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 an alignment between the labour shortages in the community and the immigrants who are applying their skills to fill these gaps.



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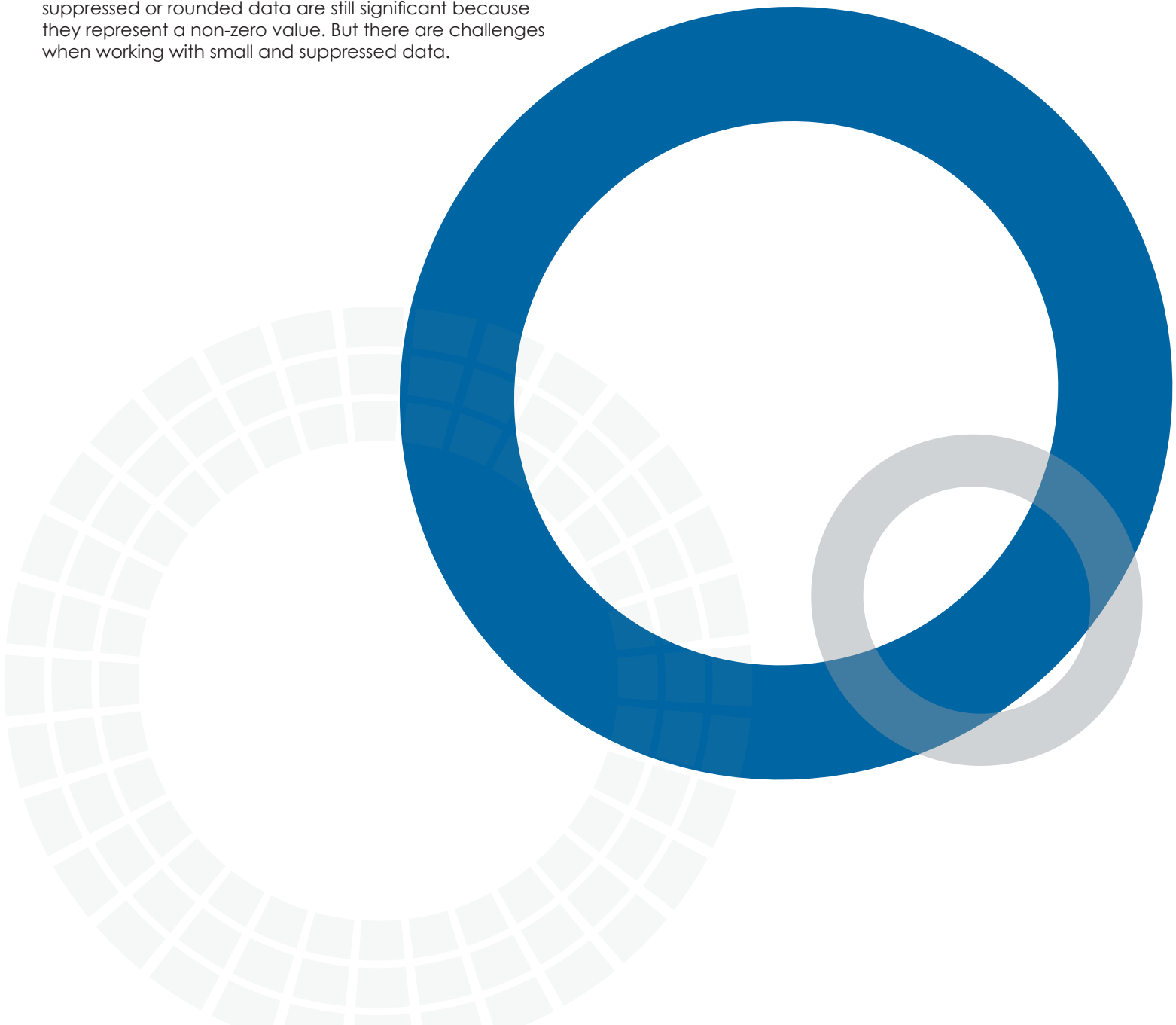
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Appendix

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 those 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:

- Had actively looked for paid work in the past four weeks; or
- Were on temporary layoff and expected to return to their job; or
- 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 for Sault Ste. Marie. Retention rates were only available for the CMAs of Greater Sudbury and Thunder Bay.

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

Appendix D: Sault Ste. Marie RNIP Year 1 Targeted NOCs

- 11 - Professional occupations in business and finance
- 21 - Professional occupations in natural and applied sciences
- 30 - Professional occupations in nursing
- 31 - Professional occupations in health (except nursing)
- 40 - Professional occupations in education services
- 74 - Other installers, repairers and servicers and material handler
- 75 - Transport and heavy equipment operation and related maintenance occupations
- 76 - Trades helpers, construction labourers and related occupations
- 22 - Technical occupations related to natural and applied sciences.
- 32 - Technical occupations in health
- 34 - Assisting occupations in support of health services.
- 44 - Care providers and educational, legal and public protection support occupations
- 72 - Industrial, electrical and construction trades
- 75 - Transport and heavy equipment operation and related maintenance occupations
- 76 - Trades helpers, construction labourers and related occupations
- 92 - Processing, manufacturing and utilities supervisors and central control operators
- 94 - Processing and manufacturing machine operators and related production workers
- 95 - Assemblers in manufacturing
- 96 - Labourers in processing, manufacturing and utilities
- 07-09 - Middle management occupations in trades, transportation, production and utilities
- 6321 - Chefs



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.

Related Research

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

All Roads Lead Home: Immigration Flows into Greater Sudbury and What this Means for RNIP Impacts
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