

# Immigration & Huron County

County of Huron | Immigration Partnership

# What's the Immigration Partnership?

## **Goal:**

A welcoming community where newcomers feel supported, like they belong, and are integrated through participation in all spheres of their life.

## **How do we do this?**

Through partnering and collaborating with many stakeholders to:

- Identify & remove barriers
- Promote a sense of belonging
- Meet diverse needs
- Offer services and supports that are inclusive and equitable for newcomer integration

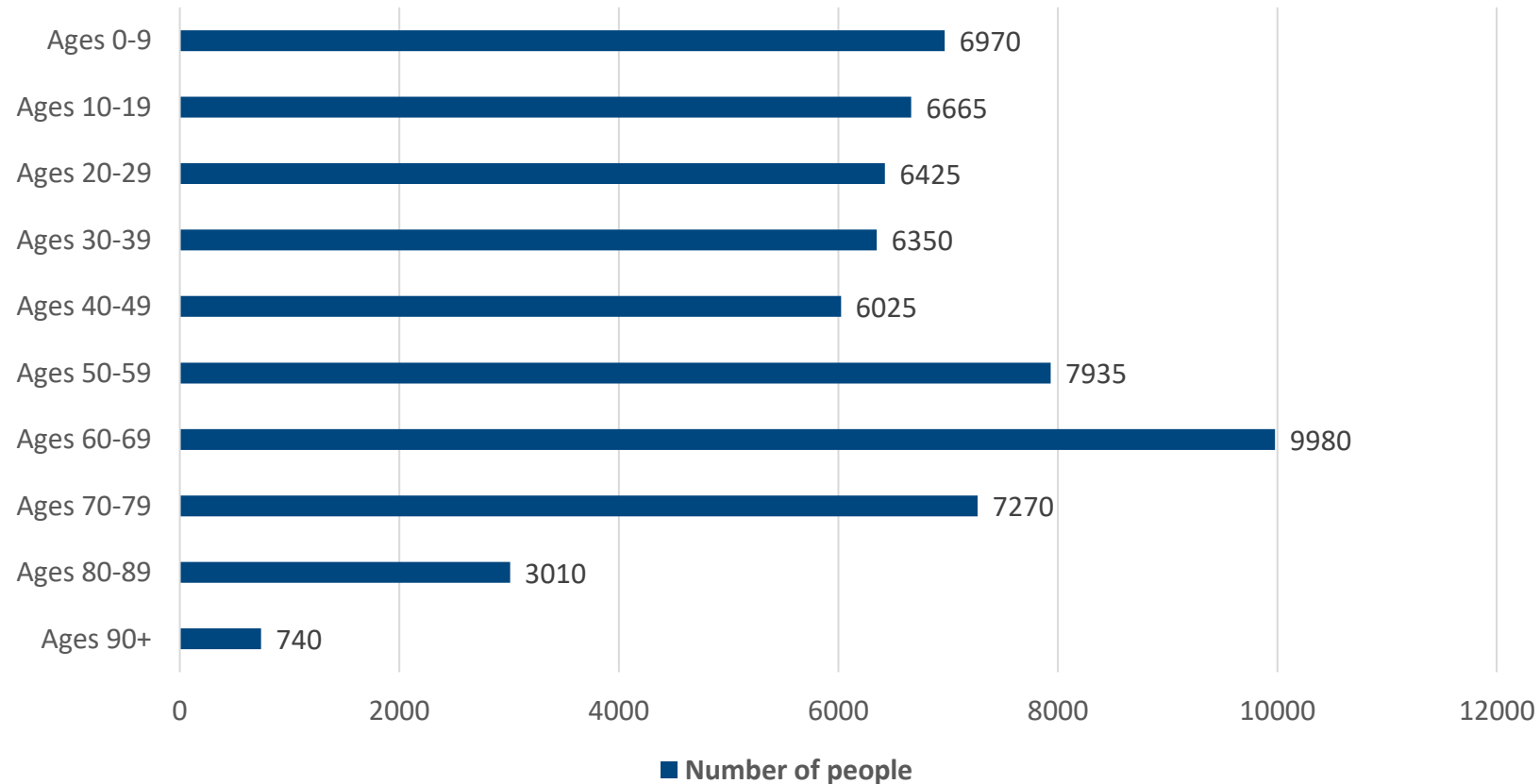
# What's the Immigration Partnership?

## Activities, in collaboration with partners:

- Collaborating with newcomers and immigrants to design activities
- Organizing community and newcomer events
- Creating/sharing information about local services for newcomers
- Developing research on immigrant experiences
- Supporting employers who hire internationally trained workers
- Coordinating volunteers who provide direct support to newcomers
- Developing strategies to help our communities become more welcoming

# The need for immigration

# Huron County's population – by age



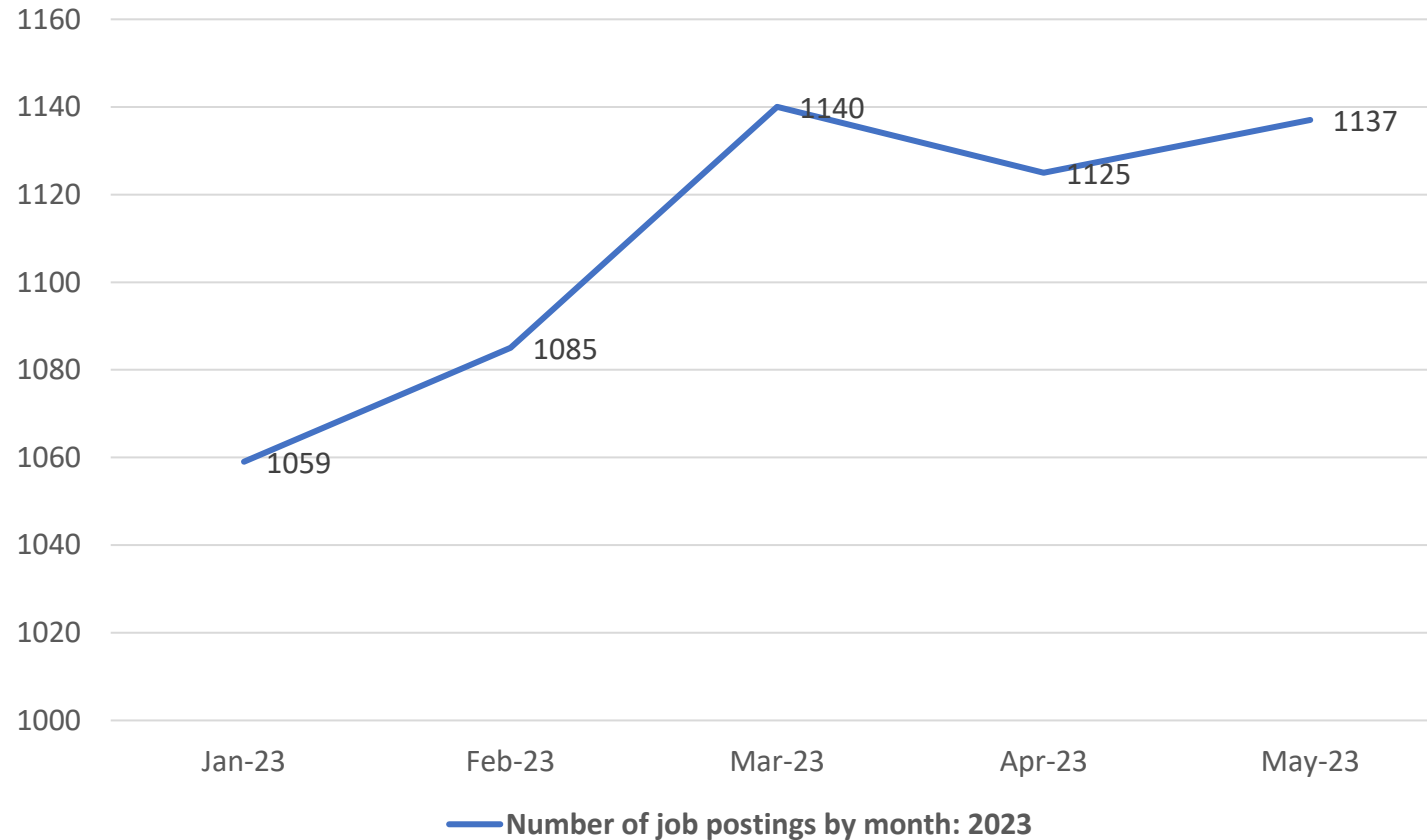
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[www.HuronCounty.ca/immigration-partnership](http://www.HuronCounty.ca/immigration-partnership)

Source: Statistics Canada. 2023. (table). *Census Profile – Huron County*. 2021 Census of Population. Statistics Canada Catalogue no. 98-316-X2021001. Ottawa. Released March 29, 2023.



# Employment shortages: Number of job postings advertised



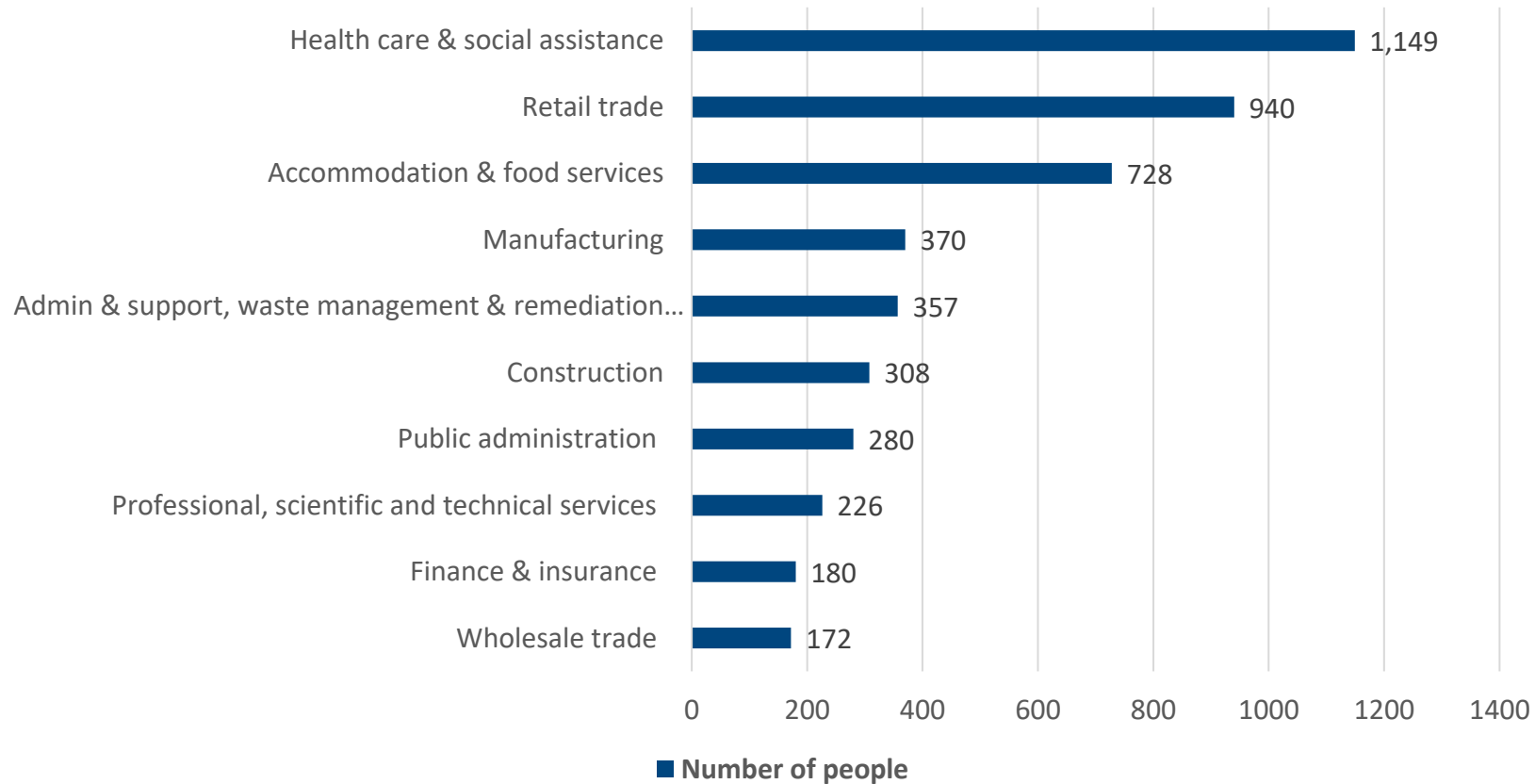
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Source: Four County Labour Market Planning Board.  
*Job Demand Report: Jan – May 2023.*



# Industries hiring – May 2023



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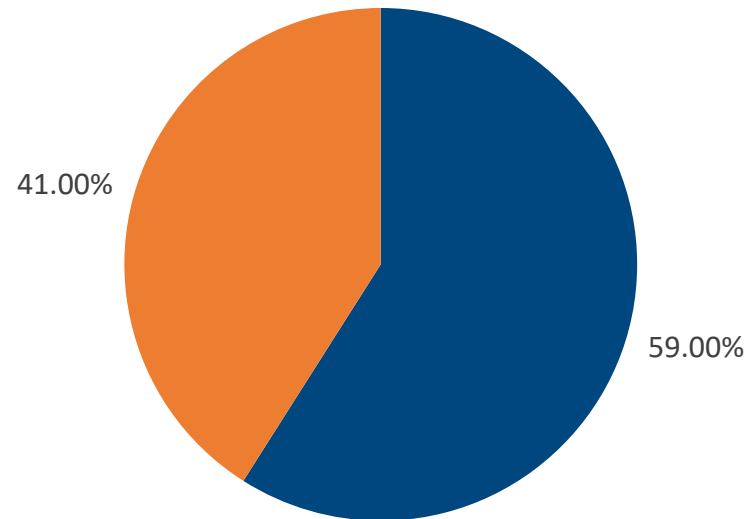
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Source: Four County Labour Market Planning Board.  
*Job Demand Report: May 2023.*

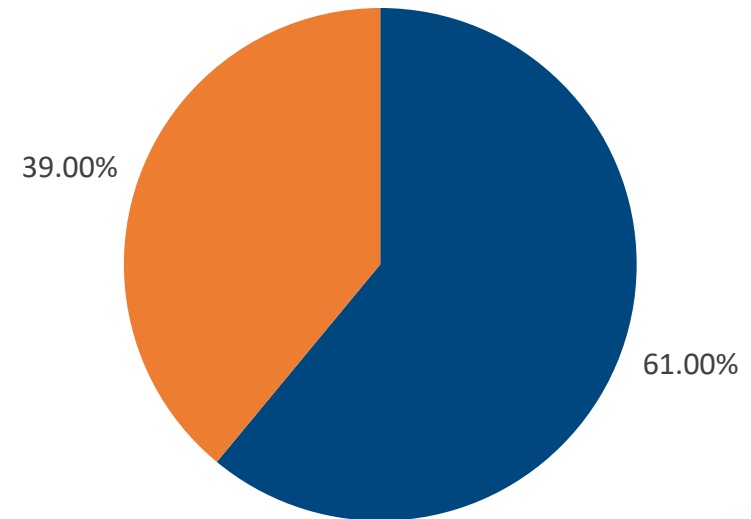


# Recruitment challenges

Number of businesses experiencing difficulties hiring semi-skilled positions (ie cooks, construction workers, drivers, etc)



Number of businesses experiencing difficulties hiring skilled positions (ie nurses, management, technicians, etc)



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Source: Huron County Economic Development.  
*2021 Huron County Business Retention & Expansion Project.*





Immigration – a key  
strategy for  
sustainable  
communities

# One way to address population change

## Immigration

- 2023-2025: **465,000 new immigrants** expected to arrive in Canada each year
- Immigration a key government strategy to facilitate post-COVID economic recovery
- Immigrants increased focus on attraction and retention of immigrants in smaller and rural communities

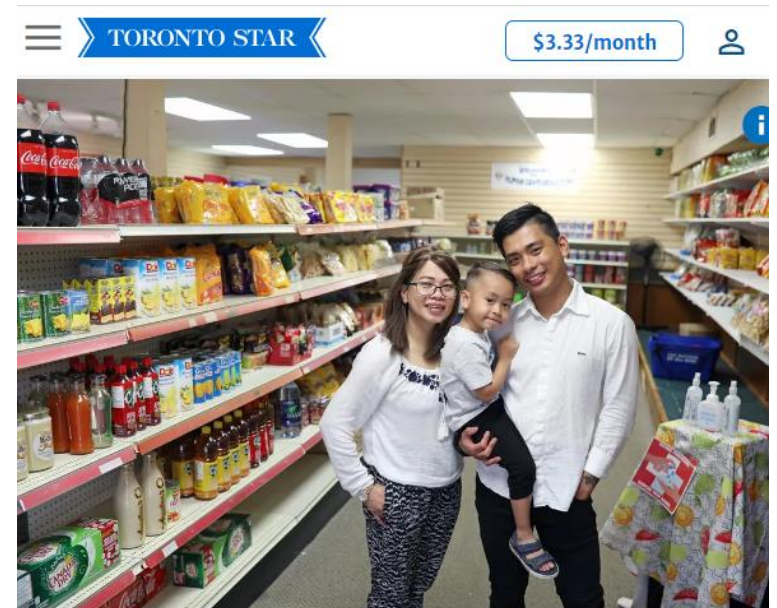
# Small communities focusing on attracting immigrants

## Russell, Manitoba

- Hotels turned into key housing solutions for newcomers as they arrive
- Parties for new international arrivals
- Employment centres focused on supporting businesses who want to hire newcomers
- Focus on helping temporary workers becoming permanent residents

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CANADA

## They left the Philippines for temporary work. How this small Manitoba town became home

In the rural town of Russell, one hotel has helped attract more than 200 newcomers who embrace, and are embraced by, the local community. 'We are all one community,' says the mayor.

By **Nicholas Keung** Immigration Reporter  
▲ Sat., July 24, 2021 | ⌚ 18 min. read



# Small communities focusing on attracting immigrants

## Saint John, New Brunswick

- Aim to attract 12,000 immigrants in 10 years
- With employers, developed a pre-arrival tool to connect with immigrants before they arrived in Canada to encourage them to come to their community
- Improved core settlement services to address key gaps
- Hired a dedicated staff person to support the City's immigration plan



## Saint John Council adopts new immigration strategy

The City of Saint John, in partnership with the Saint John Local Immigration Partnership (SJLIP), has received Council approval for a new immigration strategy that aims to attract, welcome and retain more newcomers to the community.

The Succeed and Stay Immigration Strategy aims to attract 12,000 newcomers to the City over the next 10 years by promoting the Saint John region as the

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# Small communities focusing on attracting immigrants

## Summerside, Prince Edward Island

- Resource centre opened specifically to meet immigrant needs
- Inclusion of immigrant activities into long-established community events
- Focus on supporting international students

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## Immigration office opening in downtown Summerside

**Colin MacLean · Journalist** | Posted: Nov. 1, 2019, 4:37 p.m. | Updated: Nov. 1, 2019, 4:47 p.m. | 3 Min Read



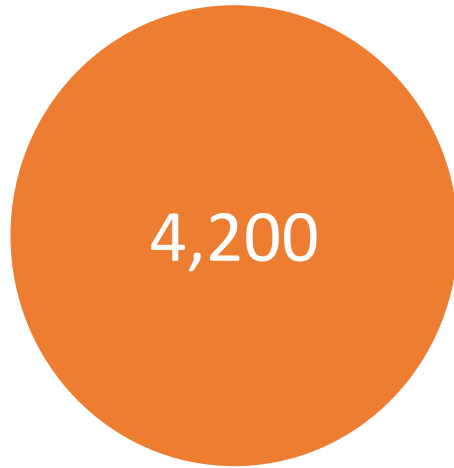
ADVERTISEMENT

Victor Chu recently immigrated to Summerside from Hong Kong and is encouraged to hear that the city will soon be getting its own office of



# Immigration – Huron County's reality

# Number of immigrants in Huron County



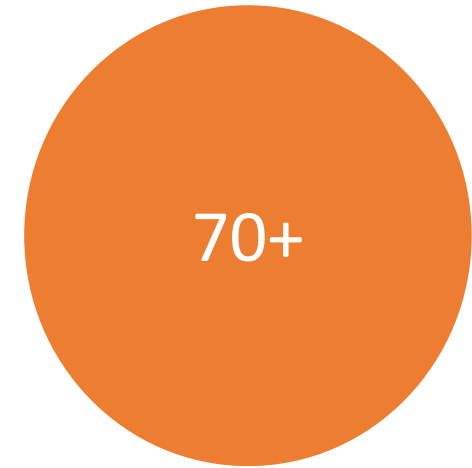
Immigrants



Temporary  
workers



International  
students



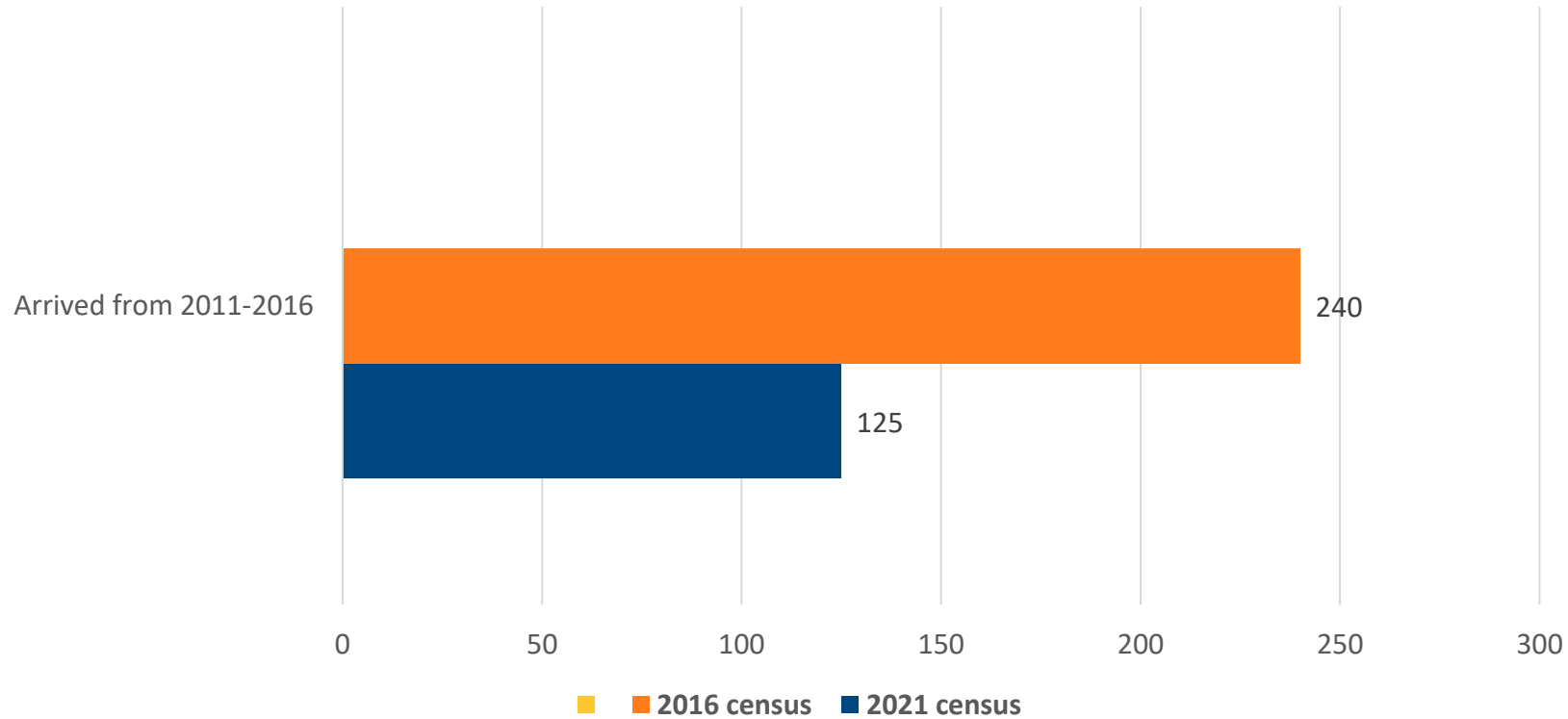
Long-term  
visitors

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# Newcomer retention



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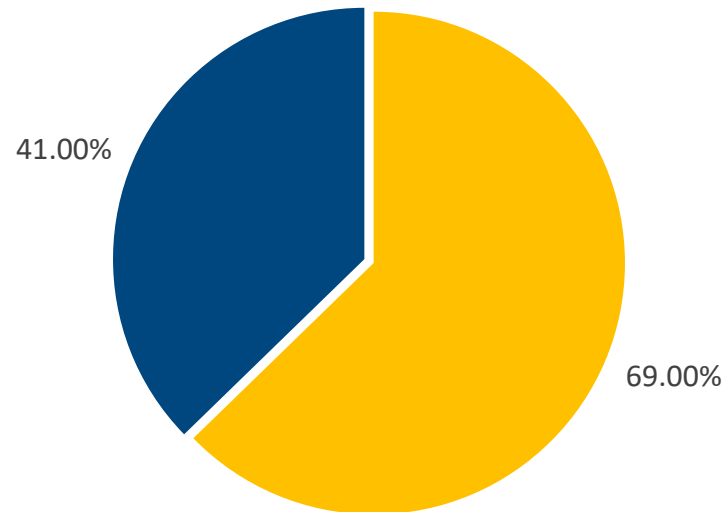
Source: Statistics Canada, 2021 Census of Population.  
& Statistics Canada, 2016 Census of Population.





# Why do people leave: Discrimination

Percentage of immigrants and visible minorities who had experienced discrimination in Huron-Perth in the past 3 years



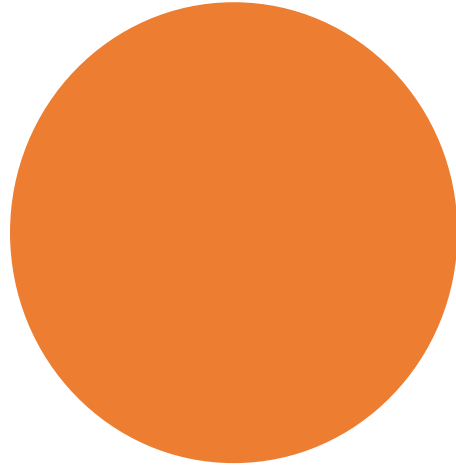
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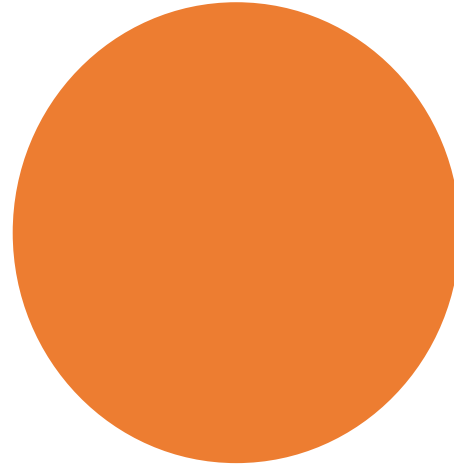
Source: Lapshina, N. & Esses, V.M. (2021).  
*Discrimination experienced by Immigrants, Visible Minorities and Indigenous People in Huron-Perth*. Huron County Immigration Partnership & Western University Social Sciences



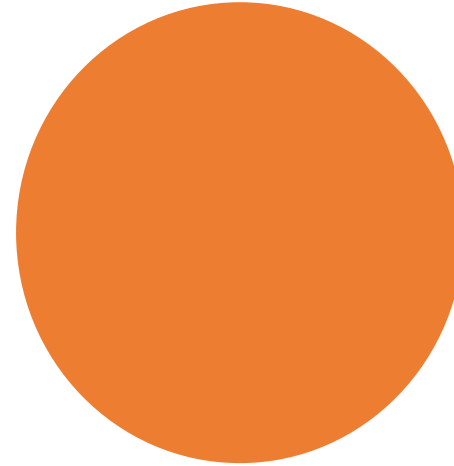
# Other reasons immigrants may leave



Lack of immigrant  
focused services



Social  
isolation



Economic  
marginalization

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Source: Helps, L., Silvius, R & Gibson, R. (2021).  
Vulnerable, inequitable, and precarious: Impacts of COVID-19  
on Newcomers, Immigrants and Migrant Workers in Rural Canada.  
*Journal of Rural and Community Development*, 16(4), 159-177.



# A Holistic View of Welcoming Communities

# Building a welcoming community

## What's a welcoming community?

A welcoming community is a collective effort to design and sustain a place where immigrants feel that they belong and that supports immigrants' economic, socio-cultural, and civic-political integration.

A welcoming community has structures, processes, and practices in place to meet the needs and promote the inclusion of immigrants in all aspects of life, and actively works to ensure these are effective.

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Source: Esses, V.M., Hamilton, L.K., Aslam, A. & Barros, P.R.P. (2023).  
*Introduction to the New Welcoming Communities Toolkit.*  
Pathways to Prosperity.



# Identifying components of a welcoming community

- Each community will have different interpretations of the characteristics
- Characteristics must take into account the needs of multi-barriered immigrants (e.g., racialized women, youth, seniors, 2SLGBTQI+, refugees, immigrants with disabilities)
- Mutually reinforce and build on one another

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Source: Esses, V.M., Hamilton, L.K., Aslam, A. & Barros, P.R.P. (2023).  
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# 19 components of a welcoming community

1. Access to Affordable, Adequate, and Suitable Housing
2. Employment and Entrepreneurship Opportunities
3. Access to Suitable Health Care, including Mental Health Care
4. Positive Attitudes Toward Immigrants of All Racial, Cultural and Religious Backgrounds
5. Access to Immigrant-Serving Agencies that Meet Immigrants' Needs

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# 19 components of a welcoming community

6. Access to Transportation
7. Educational Opportunities
8. Ongoing Commitment to Anti-Racism and Anti-Oppression
9. Access to Services and Supports for French-Speaking Immigrants by French Speakers
10. Immigrant-Responsive Municipal Features and Services

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# 19 components of a welcoming community

11. Coordination and Collaboration Among Community Organizations and Different Levels of Government Working Toward Welcoming Communities
12. Equitable Neighbourhoods
13. Opportunities to Form and Join Social and Community Networks
14. Immigrant-Responsive Police Services and Justice System
15. Access to Inclusive Public Spaces, Facilities, and Programs

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# 19 components of a welcoming community

16. Positive Indigenous-Immigrant Relations and Understanding
17. Access to Diverse Religious and Ethnocultural Organizations
18. Civic and Political Participation Opportunities
19. Equitable Media Coverage, Representation, and Content

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In Summary

# Next step

- Conducting research to investigate the experiences of immigrants in Huron and Perth
- Developing a strategic plan for the Huron County Immigration Partnership: 2023-2028
- Need your help.  
Help guide the strategic plan.  
Join one of our working groups.

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# Questions?

## Contact

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