

# Integrating Immigrants into the Eastern Ontario Labour Market



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# Our Path



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What does it mean to integrate immigrants, as new talent, in the labour market?

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Context and Research Design

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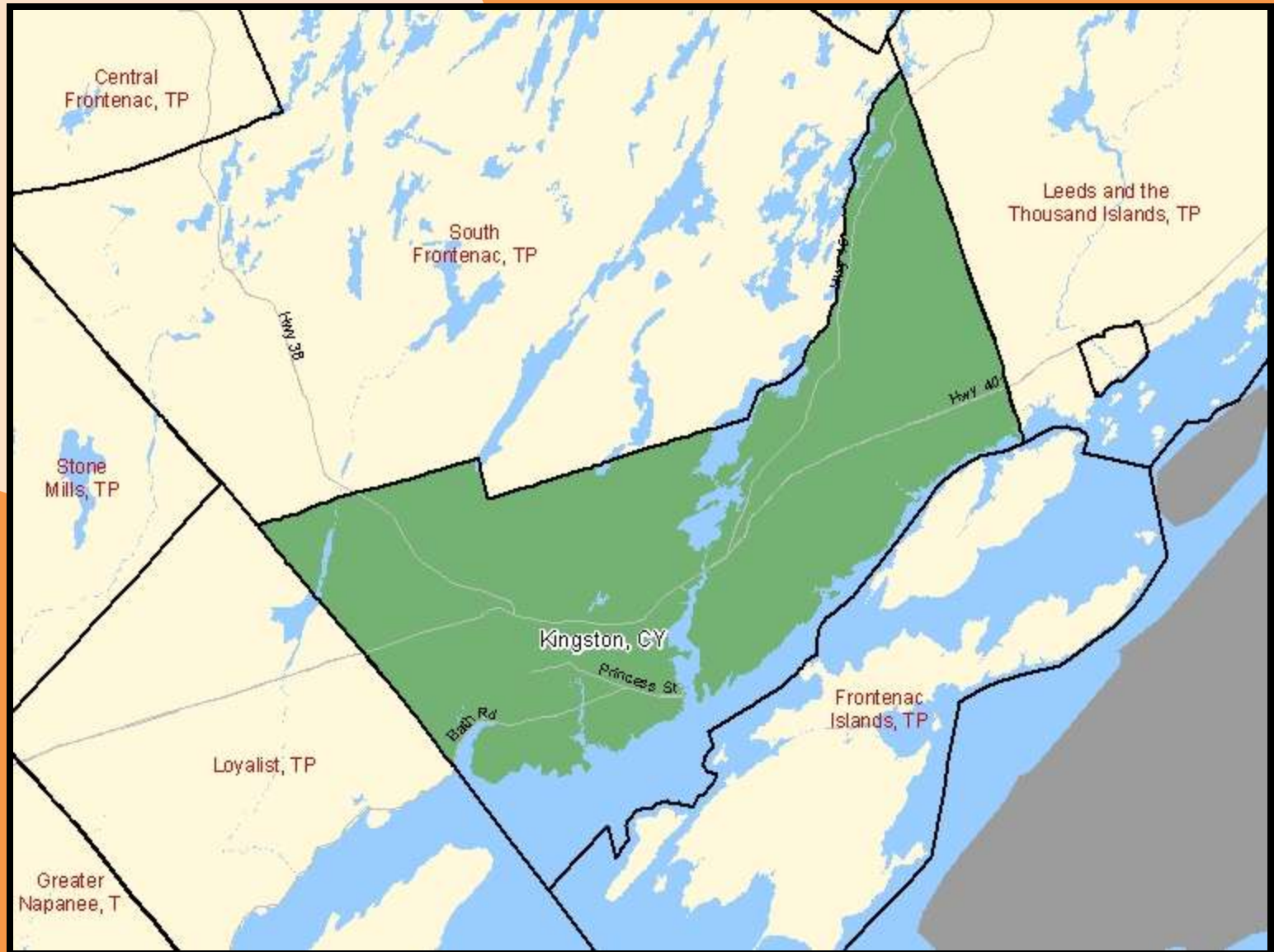
What comes next?



# Integration of Immigrants...

“For me, it means a person who is a new Canadian or is an immigrant [who] moves to [our town] and knows that the support is here that’s going to keep them settled here in their own personal lives, help them develop a network of employers and [develop] opportunities to work with some actual opportunities to get interviews” - INTERVIEW participant, JULY 2012

# Context | Kingston, Ontario



# Context | Peterborough, Ontario



# Context | Kingston and Peterborough

## Total Population and Immigrant Population in Kingston and Peterborough Regions, 2006 and 2011

Name	Population 2011	Population 2006	Immigrants 2006 and (percentage relative to total population)
Kingston (CMA)	123,363	117,207	18,505 (15%)
South Frontenac (CSD)	18,113	18,227	
Loyalist Township (CSD)	16,221	15,062	
Frontenac Islands (CSD)	1,864	1,862	
Peterborough (CMA)	118,975	116,570	10,800 (9.3%)
Kawartha Lakes (CA)	73,214	74,561	

CMA = Census Metropolitan Area

CSD = Census Subdivisions

CA = Census Agglomeration

# Research Design and Questions

**BARRIERS**



**OPPORTUNITIES**

## **WHAT**

- labour market information is available?
- supports are in place for employers to retain and attract new talent?
- supports are in place for new talent?
- challenges and opportunities do employers face?
- challenges and opportunities does the region face?



# Research Design and Questions

**HOW** is labour market information being used and applied?

- How ...**
- are employers and job developers finding new talent and/or attracting immigrants?
  - are some employers fostering a diverse workplace environment?





# Qualitative Research design

- Analyse regional and local documents and reports
  - Review literature
  - Face-to-face interviews
- Connections and Building Networks

# Preliminary Findings

## LABOUR MARKET INFORMATION (LMI)

**“What is needed TODAY or next season, not five years from now?”**

## SUPPORTS

**“Promoting local awareness and strategic development through immigration partnerships”**

## EMPLOYERS

**“Immigrants are not necessarily differentiated from other forms of new talent”**

# Finally

PARTNERSHIPS AND WAYS OF CONNECTING



# What comes next?

Go with  
the flow

## **Factors in our changing environment include:**

cuts to supports and services/programs

shifting roles of government and funders

dynamic context of immigration policy

# What comes next?

More interviews and interactions over Spring and Summer 2013

Plain language report in Spring 2014

Academic articles linking theory and practical examples

**BUILD MORE CONNECTIONS**

# LAST WORD...

“As much as there may be supports for new immigrants to connect to the community, and that’s important... if they don’t or are not able to get into the labour market, then the rest of it [the “integration part”] is not sustainable”

— INTERVIEW participant, January 2013



# Theory & Practice

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**Finally, taking the next step...**

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