



FEDERATION OF CANADIAN MUNICIPALITIES

QUALITY OF LIFE IN CANADIAN COMMUNITIES

Immigration & Diversity in Canadian Cities & Communities

THEME REPORT #5

MESSAGE FROM CH2M HILL



CELEBRATING DIVERSITY and encouraging the integration of immigrants into the workforce are established practices at CH2M HILL. We are a global services company and, as such, our success depends on attracting and retaining great people with great

talents delivering great work to our clients. Finding talented people is easier when we don't limit the sources of that talent, and we certainly walk the talk: Of the close to 300 employees in our Toronto office headquarters, almost 70 per cent are immigrants.

Helping newcomers to Canada get established comes naturally to CH2M HILL. We are a worldwide services business, and our success depends on having great people with great talents delivering great work to our clients. Finding talented people is easier when we don't limit the sources of that talent. That's why, of the some 300 people working at our Toronto headquarters, almost 70 per cent are immigrants.

Our firm has received a number of awards for its commitment to diversity, including the RBC Best Immigrant Employer Award in 2008. That award recognized our unique partnership with MicroSkills, a Toronto non-profit organization that serves the unemployed, including newcomers. We were also honoured to receive the MicroSkills Corporate Spirit Award in 2008.

In 1997, we established a partnership with the Community MicroSkills Development Centre, which offers settlement, training, employment and self-employment services to women, youth and immigrants. MicroSkills trains, guides and mentors more than 20,000 adults and youth annually. We provide two-month work placements for MicroSkills graduates from around the world in our information technology, business administration and facilities departments.

We also sponsor the CH2M HILL Resource Centre of Excellence for Women and Newcomers at a MicroSkills facility. The centre, staffed by an employment consultant, is equipped with computers for use by job seekers, and has information about the labour market and the Canadian workforce. Our employees also volunteer at the centre to conduct seminars, offer career advice and mentor clients from MicroSkills.

The benefits of partnering with MicroSkills are enormous; chief among these is the opportunity to work with highly skilled and dedicated people. MicroSkills provides the opportunity for its graduates to gain valuable work experience, and CH2M HILL is given the chance to introduce, develop and promote talented individuals.

At CH2M HILL, we believe passionately in the benefits of diversity.

Bruce Tucker, P.Eng.
President, CH2M HILL Canada Limited

PRESIDENT'S MESSAGE



IMMIGRATION, WHICH both enriches our communities and strengthens our economy, is on the rise in Canada, bringing with it both benefits and challenges.

The 2006 Census data clearly demonstrated how immigration is supporting population growth in Canada. It has not only created diversity that strengthens neighbourhoods and local economies, but has also brought us highly skilled and knowledgeable workers to make our cities and communities more competitive.

However, as this report clearly shows, immigration also brings challenges. Recent immigrants are suffering from high rates of underemployment and poverty. This has significant implications for municipal governments, as they struggle to provide adequate affordable housing, emergency shelters, social assistance and public health services to newcomers.

Municipal governments play a critical role by adding to or adapting their services — doing everything from providing culturally appropriate recreation services to translating garbage pickup schedules and emergency services information. It's a vital but unfunded role.

While no one questions the need for these services, municipal governments will continue to struggle to provide them unless they receive the appropriate support and resources.

This is as much about co-ordination and co-operation as it is about money. Despite being first in line when it comes to helping immigrants with settlement challenges, municipal governments are not consulted systematically or included in decision-making on immigration policies or programs.

The simple step of including municipal governments in these discussions would encourage better co-ordination of services delivered to newcomers. Just as important, municipalities require financial support to deliver the services newcomers need to settle successfully.

The federal government has taken steps to streamline the immigration process and speed up foreign-credential assessment, which is good news for immigrants and their communities. However, much remains to be done. So far, federal investments in immigrant settlement have not been designed to help meet municipal needs in this area.

By documenting the struggle of recent immigrants, this report substantiates our call for action to support municipalities and agencies in their work helping immigrants become established. We want to see municipal governments included in federal/provincial/territorial discussions on immigration, and we need federal allocations to municipal and other immigrant services based on an equitable, predictable and sustained per capita funding formula.

Only then can our newest Canadians take their rightful place in our cities and communities, where they can build lives for themselves and their families while benefiting the country they have chosen to call home.

Our thanks to all those who supported and assisted in the preparation of this report: our sponsor, CH2M HILL; the members of the Quality of Life Technical Team; the 24 participating communities; and the consulting team from Acacia Consulting & Research, led by Michel Frojmovic.

Jean Perrault
President, Federation of Canadian Municipalities



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All tables referenced in this report are available online at www.fcm.ca/QOLRS

CONTEXT

This publication, the fifth theme report published by the Federation of Canadian Municipalities (FCM) as part of the Quality of Life Reporting System (QOLRS), focuses on trends and issues related to immigration and diversity in 24 of Canada's largest municipalities, regional municipalities and metropolitan communities, which account for 54 per cent of Canada's population.¹ The report relies on data covering the period 2001 to 2006, and compares and contrasts three distinct groups: non-immigrants, Canadian citizens born in Canada; established immigrants, foreign-born residents who have lived in Canada for over five years; and recent immigrants, foreign-born residents who have lived in Canada for five years or less.

As with other QOLRS publications, this report is driven by the following objectives:

- identify strategic issues and challenges facing large and medium-sized municipalities across Canada;
- illustrate these issues in terms of statistical trends;
- report on credible data from reliable sources; and
- describe actions being taken by Canadian municipal governments in response to these issues.

The information provided in this report builds on the findings of earlier reports prepared by FCM.² Earlier analysis, along with research from local municipalities, points to the vital importance of immigration to the local economies of Canadian municipalities and the significant contributions being made by immigrants to their new communities. At the same time, the earlier analysis

also recognizes that immigration poses real and important challenges to Canada's municipal governments.

Rather than encouraging comparisons between municipalities, this report is meant to offer a perspective on trends and issues facing all members of the QOLRS project. While the scale of social, cultural and economic pressures facing municipalities varies, municipalities of all sizes must compete in order to attract and retain the most qualified and appropriately skilled immigrants. These new realities are placing demands on municipal governments to change their approach to program design and service delivery, and to rely on co-ordinated inter-governmental approaches to meeting such needs. In tackling these challenges, municipal governments have become part of the solution. Municipal governments provide valuable insights into local priorities for immigrant settlement services. As they introduce programs, policies, partnerships, funding arrangements and co-ordinated approaches to service delivery, municipalities increasingly offer opportunities for sharing these experiences.

This report is also meant to support FCM's call for a series of actions to improve opportunities for recent immigrants to Canada. These actions include ensuring municipal government participation in federal/provincial/territorial dialogue on immigration and settlement policy, program and service delivery design; ensuring an appropriate allocation to municipal governments and immigrant settlement agencies for immigration-related services based on an equitable, predictable and sustained per capita funding formula; introducing monitoring systems to measure the effectiveness of agreements and improve accountability related to funding allocations; and investing in local strategies to assist communities in attracting, retaining, settling and integrating newcomers. Information on the QOLRS and FCM immigration policy reports are available at <http://www.fcm.ca>.

¹ While the 24 participants in the QOLRS are referred to throughout the report as "communities," their legal status differs. QOLRS members include a mix of municipalities, regional municipalities and metropolitan organizations. Please note: Data for Windsor are included in this report, pending a final decision on Windsor's membership. A guide to the QOLRS geography providing a more detailed description of these terms and associated issues is available at www.fcm.ca.

² 2005 Theme Report #2, *Dynamic Societies and Social Change*; 2004 Highlights Report; 2004 Scoping Study of Immigration.

KEY ISSUES AND TRENDS

This publication, the fifth theme report published by the Federation of Canadian Municipalities (FCM) as part of the Quality of Life Reporting System (QOLRS), focuses on trends and issues related to immigration and diversity in Canada's largest municipalities, regional municipalities and metropolitan communities during the five-year period from 2001 to 2006. For the purposes of this report, the population of each of the 24 QOLRS member communities has been divided into three categories:

- *non-immigrants/non-immigrant households* — individuals/households with a primary maintainer whose citizenship was granted on the basis of having been born in Canada;
- *established immigrants/established immigrant households* — individuals/households with a primary maintainer granted permanent resident status and living in Canada for more than five years; and
- *recent immigrants/recent immigrant households* — individuals/households with a primary maintainer granted permanent resident status and living in Canada for five years or less.

For more detailed definitions, see the *Glossary of Terms*.

As a general trend, recent immigrants across all 24 QOLRS communities face serious challenges during their first five years of settlement in relation to both more established immigrants and non-immigrants. While the socio-economic situation for immigrants improves significantly over time, even established immigrants ultimately remain disadvantaged in relation to non-immigrants.

While many of the trends described in the report affect all communities, responses to these challenges must be tailored to the particular needs and situation of each municipality. The municipal initiatives described throughout the report illustrate the diversity of these responses.

Part I | Immigration Settlement Patterns

A recurring theme evident throughout the analysis is the distinct difference between recent immigrants in the 24 QOLRS communities and those living in the rest of Canada. While the 24 QOLRS communities continue to account for approximately 85 per cent of all immigration to Canada, and over 90 per cent of all refugees, QOLRS communities are losing their share of well-educated and highly skilled immigrants. In addition to experiencing a net inflow of secondary migration of recent immigrants between 2001 and 2006, the rest of Canada saw its share of economic immigrants more than double during this time. Within the 24 QOLRS communities, Canada's biggest cities and traditional immigrant-receiving centres are experiencing a measurable erosion in their share of immigration. While the cities of Toronto, Montreal and Vancouver continue to receive the majority of immigrants, both recent immigrants and established immigrants appear to be shifting to suburban areas and smaller communities. As a result of these demographic shifts, suburbanization and secondary migration require that municipal service delivery and planning become more dynamic and flexible.

Analysis in this report also provides compelling evidence that recent immigrants living in QOLRS communities face significantly greater socio-economic challenges than those living in the rest of Canada.

- Over twice the proportion of recent immigrants living in the 24 QOLRS communities relied on social assistance as compared to recent immigrants living in the rest of Canada.
- The unemployment rate gap between recent immigrants and non-immigrants in the rest of Canada — where unemployment among recent immigrants was 1.4 times higher than among non-immigrants in 2006 — was significantly smaller than the gap of 2.3 times higher in QOLRS communities.

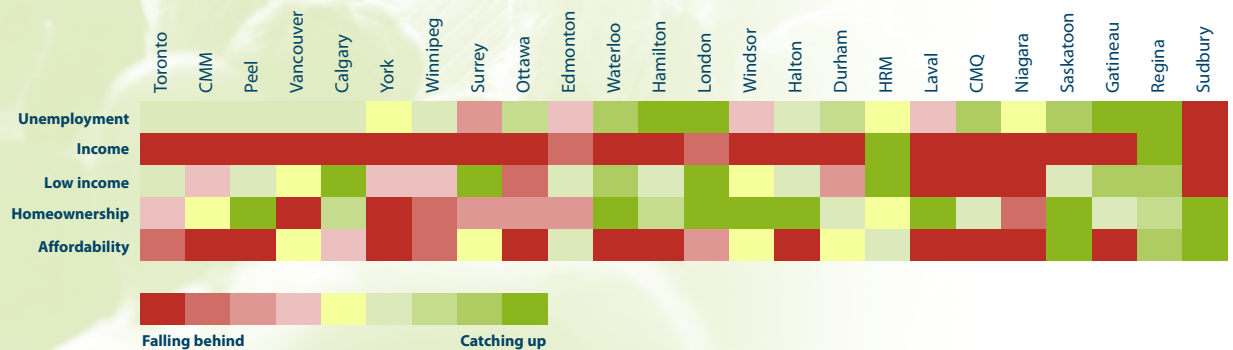
- Within QOLRS communities, recent immigrant households with low incomes accounted for 43 per cent of all persons living in recent immigrant households in 2006, nearly three times the rate of non-immigrant households.
- A higher proportion of recent immigrants living in QOLRS communities earned low incomes compared to their recent immigrant counterparts in the rest of Canada.
- Recent immigrant households in the rest of Canada were far more likely to be homeowners than recent immigrants living in the QOLRS communities.
- In stark contrast to their QOLRS community counterparts, recent immigrant homeowner households in the rest of Canada experienced a net improvement in housing affordability.

These differences represent part of the challenge facing Canada's largest municipal governments as they compete for the global pool of highly skilled and educated immigrants.

Part 2 | Diverse and Welcoming Communities

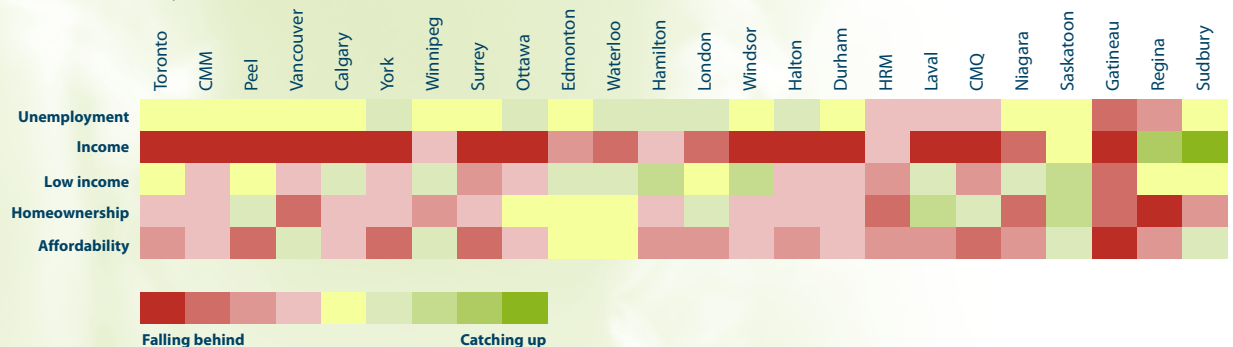
In contrast to the rest of Canada, QOLRS communities are centres of significant and growing cultural and linguistic diversity, measured in terms of multiple places of origin and languages spoken at home. As discussed in Part 2, QOLRS communities were five times more culturally and ethnically diverse than communities in the rest of Canada in 2006. One measure of this diversity is that the U.S., the U.K. and Western/Northern Europe accounted for approximately 20 per cent of all recent immigrants in the

Figure 1 – Performance of recent immigrants relative to non-immigrants on five key indicators, all communities, 2001-2006




Source: Statistics Canada, Census Division, Custom Tables

Figure 2 – Performance of established immigrants relative to non-immigrants on five key indicators, all communities, 2001-2006



Source: Statistics Canada, Census Division, Custom Tables



rest of Canada, but less than seven per cent in the QOLRS. One consequence of this cultural diversity is that Canada's largest municipalities face the real challenge of building welcoming communities, including designing and delivering culturally appropriate plans, programs and services, and addressing discrimination and racism.

Part 3 | Employment and Labour Force Integration

Evidence presented in the third part of the report clearly suggests that immigration is an integral part of the solution for addressing local labour force shortages. All QOLRS communities are faced with the threat of this shortage, measured as a ratio of those exiting the labour force over the next 15 years to those entering the labour force. Several factors are at play in this regard.

- The sheer number of immigrants to the QOLRS communities provides an influx of working-age individuals into communities facing either stagnant growth in their labour force or shortages of specific types of skills.
- Recent immigrants enter the QOLRS communities with post-secondary education attainment levels considerably higher than those of non-immigrants. Immigration can, in principle, offer a readily available, highly qualified labour force.
- An above-average proportion of recent and established immigrant families living in the QOLRS communities have young children, suggesting a longer-term contribution to the local labour force.
- A significant proportion of recent immigrants and established immigrants in the QOLRS communities have knowledge of both official languages, serving as a further indicator of proficiency and capability.

At the same time, QOLRS communities are contending with serious obstacles to realizing these benefits. Most troubling is that unemployment

among well-educated recent immigrants remains consistently high. While the proportion of recent immigrants with university degrees was twice as high as that of non-immigrants, the unemployment rate among university-educated recent immigrants was four times greater than that of similar non-immigrants. Similarly, recent immigrants were overrepresented in low-paying service industry occupations and under-represented in better-paying management positions, suggesting a relatively high level of underemployment.


The report provides several examples of how municipalities are responding to these challenges. However, there remains a pressing need for the federal government to support municipal investment in dealing with the qualifications gap.

Part 4 | Basic Needs of Recent Immigrants

During their first five years in Canada, immigrants are characterized by relatively low incomes, reliance on scarce rental housing, housing affordability challenges and a higher risk of homelessness. While these characteristics all serve as indications of a need for social intervention, recent immigrants do not appear to be accessing services to the same degree as non-immigrants. Support for this argument rests on the facts that reliance on social assistance among recent immigrants is very low, there is limited evidence of shelter usage among recent immigrants, and the health of recent immigrants suggests that this group uses the health care system less than non-immigrants.

Part 5 | Catching Up and Closing the Gap

Figures 1 and 2 summarize the relative performance of recent immigrants, established immigrants and non-immigrants based on changes associated with five variables between 2001 and 2006. Figure 1 illustrates the extent to which recent immigrants caught up to or fell behind non-immigrants during this five-year period; Figure 2 illustrates the relationship between established immigrants and non-immigrants.



Recent immigrants in the majority of the 24 QOLRS communities fell further behind non-immigrants with respect to average incomes and housing affordability. On average, there was little change in the relative incidence of low-income households, though this average masked significant variation, with recent immigrants in similar numbers of communities either catching up or falling behind. In contrast to established immigrants, recent immigrants enjoyed relative improvements in unemployment rates and levels of homeownership.

Compared to recent immigrants, established immigrants fell even further behind the non-immigrant population. Like recent immigrants, established immigrants clearly lost ground relative to non-immigrants in the areas of income and housing affordability. However, established immigrants also fell further behind non-immigrants with respect to levels of homeownership. Established immigrants made only negligible gains in the areas of unemployment and the incidence of low incomes.

PART 1 | IMMIGRATION SETTLEMENT PATTERNS

Larger Cities Receive the Majority of Immigrants

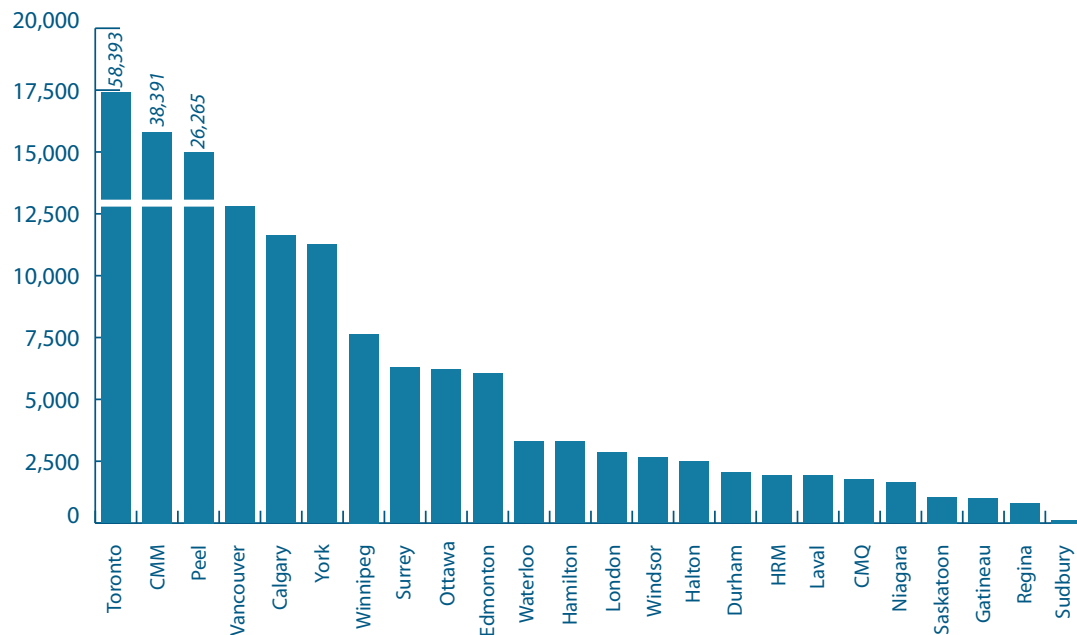
Canada received more than 250,000 immigrants in 2006. While immigrants to Canada settled in communities across the country, the actual numbers of immigrants destined for specific communities varied substantially. Chart 1 relies on Citizenship and Immigration Canada (CIC) landings data to illustrate this variation within the 24 QOLRS communities. According to the CIC data, six of the 24 communities received at least 10,000 immigrants in 2006, with the City of Toronto receiving close to 60,000. A further nine of 24 communities received between 2,500 and 10,000, ranging from Winnipeg (7,639) to Halton (2,504). A third group of nine QOLRS communities received fewer than 2,500 immigrants. As described later in the report, these numbers do

not account for the movement of immigrants in the time following their arrival.

CMM includes Laval within its boundaries. CMM figures include Laval for all charts in this report; QOLRS averages appearing throughout the report take into consideration that Laval is included in CMM.

In 2006, 95 per cent of Canada's foreign-born population and 97 per cent of recent immigrants who arrived in the last five years lived in an urban area. This compares with 78 per cent of the Canadian-born population. Consistent with these national trends, Canada's largest urban and suburban municipalities, represented by the 24 members of the QOLRS project, continue to attract a substantial

Chart 1 – Total immigrant landings, all communities, 2006



Source: Citizenship and Immigration Canada, Immigration Statistics Division

share of this country's immigration. This is summarized in Chart 2. According to CIC data, 84 per cent of all immigrants accepted into Canada in 2006 arrived in the 24 QOLRS communities, while these communities collectively accounted for just over 54 per cent of the national population.

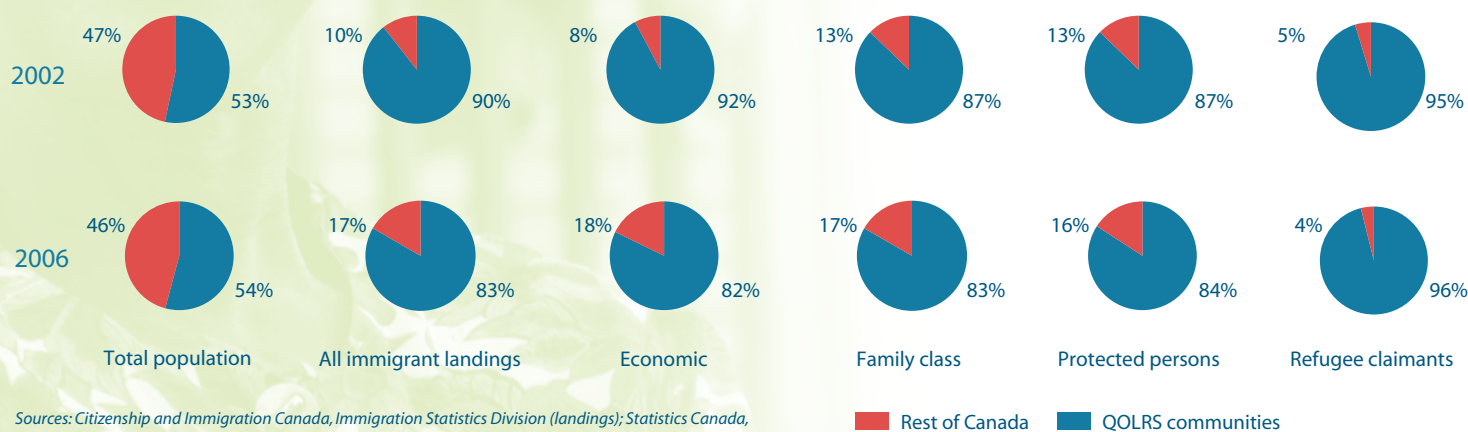
Immigration Is Driving Population Growth

Immigration between 2001 and 2006 accounted for more than 80 per cent of total population growth in

the 24 QOLRS communities. Population growth of QOLRS communities has become dependent on immigration, due to the combined effects of low fertility rates and significant out-migration of certain groups. Part of this out-migration involves recent immigrants themselves. As discussed later in the report, one of the challenges facing municipalities is to prevent the out-migration of recent immigrants.

In several cases, the number of recent immigrants arriving between 2001 and 2006 exceeded total

Chart 2 – Share of total population and immigration, by class, QOLRS and rest of Canada average, 2002 and 2006



BOX I – IMMIGRANT CLASSIFICATION

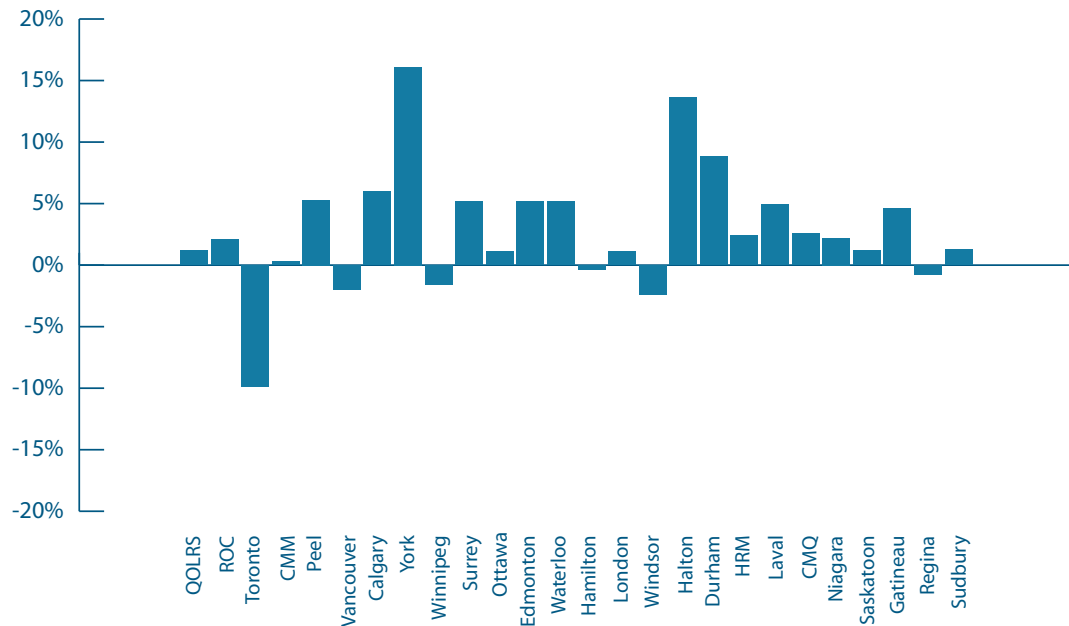
The *Immigration and Refugee Protection Act* defines three basic classes of immigrants to Canada.

- **Economic class immigrants** are selected for their skills and ability to contribute to Canada's economy. This class accounted for 55 per cent of all landed immigrants arriving in Canada in 2006.
- **Family class immigrants** are sponsored by a Canadian citizen or permanent resident living in Canada, and accounted for 28 per cent of all

landed immigrants.

- **Protected persons (or refugees)** are accepted as permanent residents under Canada's Refugee and Humanitarian Resettlement Program. In 2006, this class accounted for seven per cent of all landed immigrants. Refugee claimants are temporary residents who have applied for permanent resident status under the protected persons category. This group accounted for six per cent of all landed immigrants in 2006.

Chart 3 – Estimated population growth without immigration, all communities, 2001-2006



Source: Statistics Canada, Census Division, Custom Tables

Note: "ROC" means "rest of Canada."

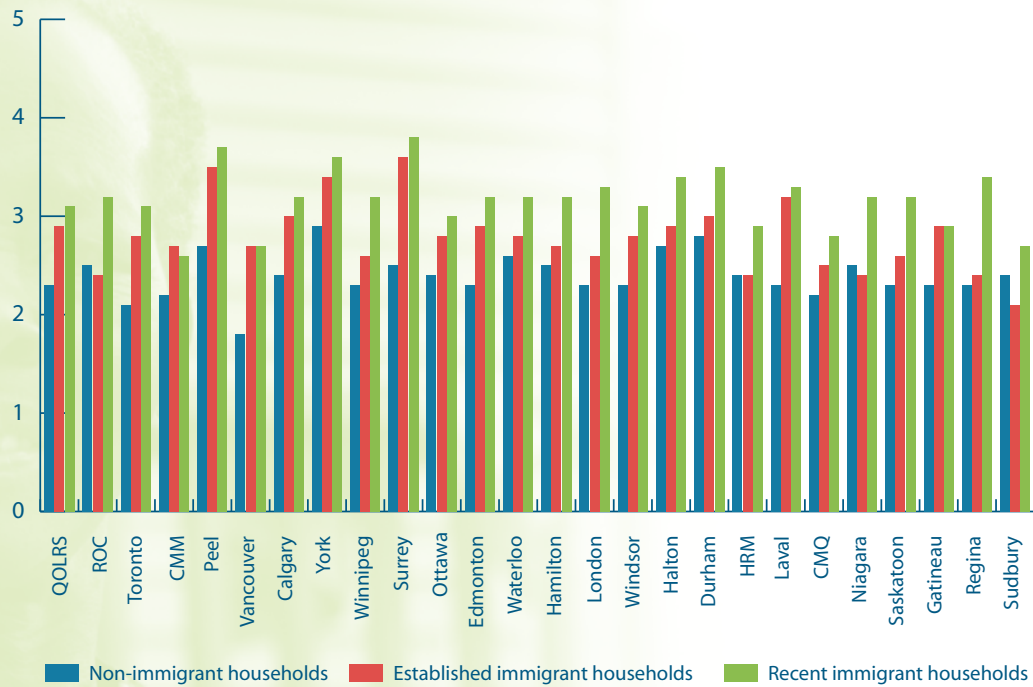
population growth. Between 2001 and 2006, 43,000 immigrants arriving in Canada settled in Vancouver, while the city's total population grew by 31,000 during that same time. In 2006, the City of Toronto was home to 267,000 recent immigrants who had arrived in Canada since 2001. According to the Census, Toronto's total population grew by fewer than 22,000 during that five-year span.

Population dynamics in major immigrant-receiving centres are also affected by the size of recent immigrant households. The number of people living in the average recent immigrant household was significantly (32 per cent) larger than the number living in the average non-immigrant household, with this pattern holding for all 24 QOLRS communities. This difference diminished slightly between 2001 and 2006. The relative difference between recent immigrant and non-immigrant household size was greatest in Surrey

(52 per cent) and Vancouver (50 per cent). The average size of established immigrant households was slightly smaller than that of recent immigrant households. In only two communities, Niagara and Sudbury, were established immigrant households smaller than non-immigrant households.

The impact of immigration on overall population is reflected in the relative growth rates of the non-immigrant and foreign-born populations, captured in Chart 5. The non-immigrant population in the 24 QOLRS communities grew by under five per cent between 2001 and 2006. During that same period, the population of foreign-born residents grew over three times as quickly. Higher rates of growth among foreign-born residents were evident across QOLRS communities, with the exceptions of the cities of Vancouver and Sudbury.

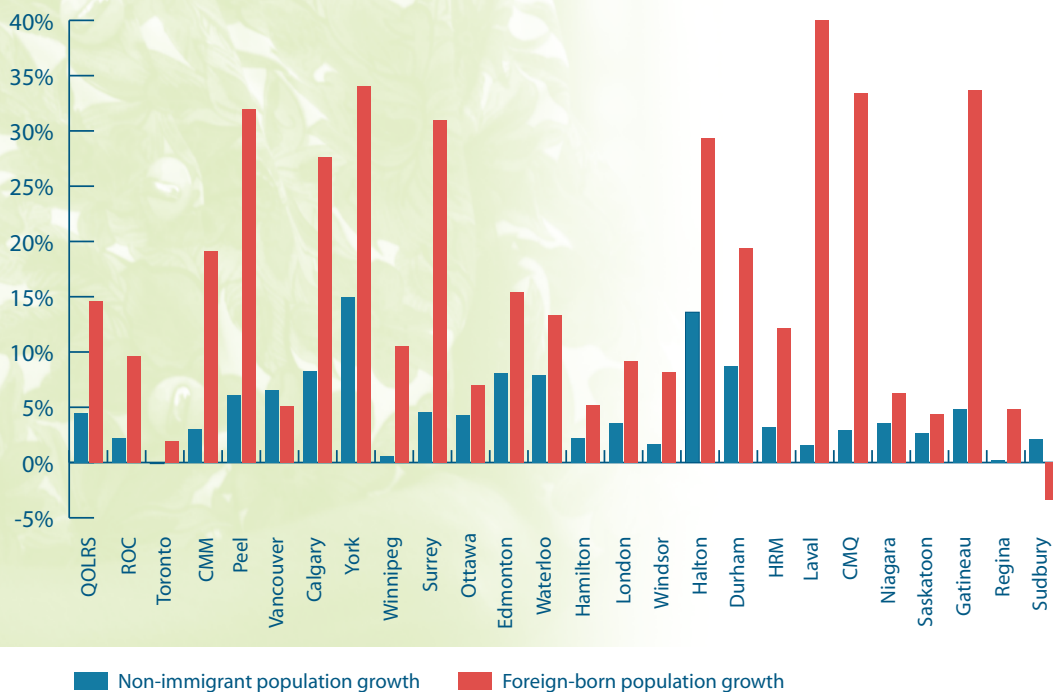
Chart 4 – Average household size, by immigrant type, all communities, 2006



Source: Statistics Canada, Census Division, Custom Tables

Note: "ROC" means "rest of Canada."

Chart 5 – Growth rates of non-immigrant and foreign-born populations, all communities, 2001-2006



Source: Statistics Canada, Census Division, Custom Tables

Note: "ROC" means "rest of Canada."



Immigration Shifting Toward Suburbs and Smaller Cities

While the majority of immigrants continue to make Canada's largest cities their first point of entry, there is also evidence of a shift in immigrant settlement patterns toward nearby suburban communities and smaller municipalities. These trends are captured in Chart 2. While the QOLRS share of the national population grew slightly between 2002 and 2006, the share of landings fell significantly, from just under 90 per cent in 2002 to 83 per cent by 2006. Measured by class of immigrant, this trend was most pronounced with respect to economic immigrants. The share of economic immigrants destined for communities in the rest of Canada more than doubled, from under eight per cent in 2002 to 18 per cent by 2006. In contrast, the proportion of refugee claimants destined for QOLRS communities remained largely unchanged, accounting for over 96 per cent of all

16,000 who claimed refugee status in 2006. This shift is occurring for a range of reasons, including an attraction to affordable housing and growing social networks of immigrant communities outside Canada's largest cities. One impact of this shift is to place greater pressure on all municipalities to keep up with demands for new and changing services.

As shown in Chart 6, QOLRS communities' share of provincial immigrant landings remained dominant but fell consistently between 2002 and 2006, from over 90 per cent to under 85 per cent. Of note was the fall in the share of provincial landings in the largest immigrant-receiving centres of Toronto, Montreal and Vancouver. At the same time, neighbouring suburban communities — notably York, Peel, Laval and Surrey — have increased their share of provincial immigrant landings.

BOX 2—REFUGEES AND BIG CITIES

According to CIC, more than 32,000 protected persons (refugees) and refugee claimants arrived in the country in 2006, representing 13 per cent of all landed immigrants. The large majority of these landings — 84 per cent of refugees and 96 per cent of refugee claimants — took place in the 24 QOLRS communities. Within the QOLRS, the five communities of Toronto, Communauté métropolitaine de Montréal (CMM), Winnipeg, Calgary and Ottawa accounted for over half of all refugees arriving in Canada in 2006. Over three-quarters of all refugee claimants were clustered in five QOLRS communities: Toronto, CMM, Peel, London and York.

The number of refugee claimants entering the 24 QOLRS communities increased by 52 per cent between 2002 and 2006, by far the fastest growth rate of all immigrant classes. The number of refugees grew by a more modest 9.5 per cent, the second-highest growth rate among all classes. The number of refugees and refugee claimants grew by 100 per

cent or more in seven communities: Sudbury, Niagara, Peel, Laval, York, London and Durham.

While secondary migration estimates for refugees and refugee claimants are not available, immigrants arriving in Canada under these classes are known to be more likely to move from their original place of entry. As a result, other major immigrant-receiving centres such as Toronto, CMM and Vancouver feel an impact as secondary reception centres for refugees moving from smaller Canadian communities.

Adults and children arriving as refugees from war-torn countries face special challenges related to the trauma they may have experienced in their homelands. These can include serious mental health challenges that may go untreated as these people are not connected to mainstream mental health services. Refugees who arrive as teenagers have often been pulled out of their homeland, leaving behind family members, friends and other core social supports. These teens are at greater risk of dropping out of high school and turning to crime.

Chart 6 – Change in share of provincial landings, all communities, 2002-2006



Source: Citizenship and Immigration Canada, Immigration Statistics Division

Secondary Migration: Attracting and Retaining Immigrants

Landings data from CIC offer the most accurate measure of immigrants' first place of settlement in Canada. However, these numbers do not capture the movement of new arrivals to subsequent destinations within Canada. In contrast, the National Census of Population includes a measure of immigrants who moved into a specific community over the previous five years. The phenomenon of recent immigrants moving from their original place of settlement within weeks, months or a few years of their arrival is called "secondary migration." It is possible to get an indication of the extent of secondary migration by comparing five years of cumulative CIC data for a given community to the actual population of recent immigrants living in that community as reported by the Census. This analysis is presented in Chart 7.

In total, five-year cumulative landings to QOLRS communities exceeded the 2006 Census recent immigrant population by more than 100,000, indicating a significant net loss of immigrants as a result of secondary migration. With total immigration to QOLRS communities during this period exceeding one million, this suggests that more than one in 10 recent immigrants landing in QOLRS communities migrated to a secondary destination in the rest of Canada over the five-year period. Consistent with this trend, the Census indicates that the rest of Canada experienced a net inflow of secondary migration of recent immigrants during the same period.

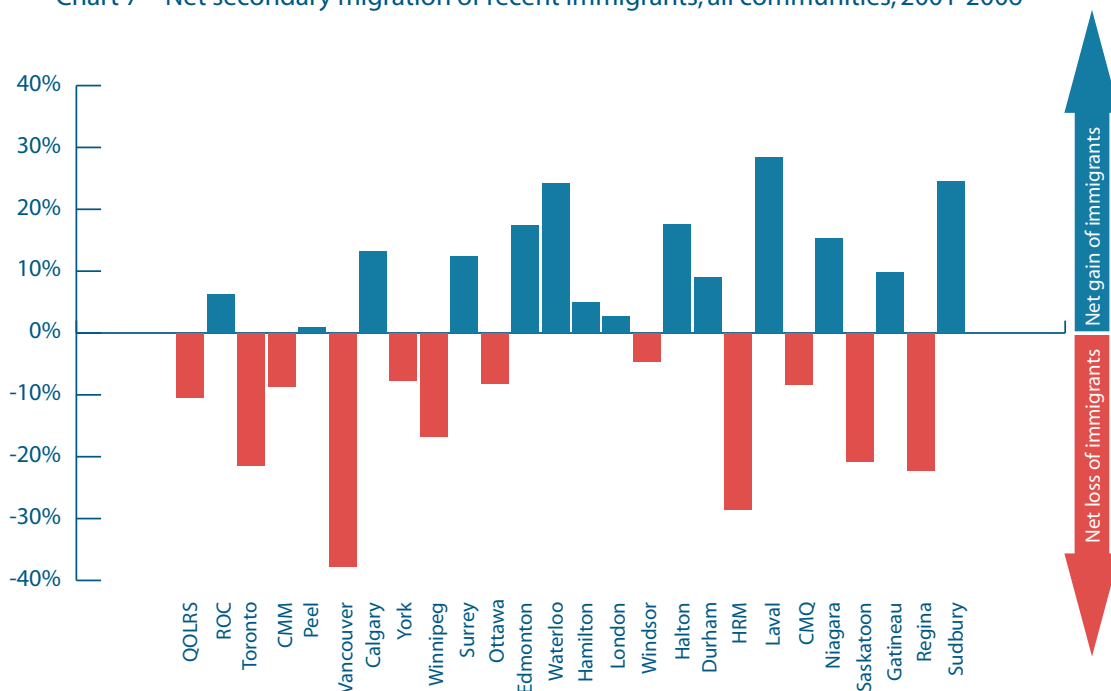
The five-year cumulative total of immigrant landings was at least 20 per cent greater than the 2006 Census population of recent immigrants in several QOLRS communities. Municipalities contending with significant secondary out-migration include Toronto,

BOX 3—SUBURBANIZATION: TORONTO, VANCOUVER, MONTREAL CMAS

Further evidence of a significant and sustained shift in immigration from urban core areas to neighbouring suburban communities is reinforced by the CIC data provided in Table 2 associated with Chart 6. The 24 QOLRS communities are located in 16 Census Metropolitan Areas (CMAs), which contain both urban and suburban communities. The share of immigrants destined for communities located outside the largest urban municipalities within these 16 CMAs grew from under 30 per cent in 2002 to close to 44 per cent by 2006.

The greatest shift in immigrant settlement patterns occurred in the suburbs surrounding Vancouver, Toronto and the pre-2002 City of Montreal. For example, whereas the City of Toronto received over 80 per cent of immigrants to the Toronto CMA in 2002, this share had fallen to 63 per cent by 2006. The former City of Montreal's share fell from 79 per cent in 2002 to 67 per cent in 2006, while the City of Vancouver's share fell from 56 per cent to 35 per cent.

Chart 7 – Net secondary migration of recent immigrants, all communities, 2001-2006



Sources: Statistics Canada, Census Division, Custom Tables; Citizenship and Immigration Canada, Immigration Statistics Division

Note: "ROC" means "rest of Canada."

Vancouver, Winnipeg and Halifax Regional Municipality (HRM). At the same time, several QOLRS communities experienced a net inflow of immigrants. The highest levels of secondary immigration, where the 2006 recent immigrant population exceeded five-year cumulative landings, occurred in Edmonton, Waterloo, Halton and Laval.

The data also suggest that a significant proportion of secondary migration of immigrants was to a destination outside Canada, reflecting the phenomenon of recent immigrants to Canada returning to their country of origin.

BOX 4—FACTORS CONTRIBUTING TO SECONDARY MIGRATION

Several individual and community factors influence the phenomenon of secondary migration. Individual factors include the following:

- **age** — people in the prime working age group of 25 to 44 years are more likely to migrate;
- **education** — those with the highest education are more likely to migrate;
- **immigrant class** — skilled workers and refugees are more likely to migrate; and
- **social supports** — people with fewer social supports feel more isolated and so are more likely to migrate.

Community factors include the following:

- the presence of an established ethnic/cultural community;

- economic, educational and employment opportunities;
- access to public services, such as health, transportation and settlement services;
- community receptivity, with negative experiences, systemic discrimination or perceptions of negative public attitudes; and
- general quality of life factors, such as climate, housing market, and recreational and cultural opportunities.

Source: Valerie Pruegger and Derek Cook, *An Analysis of Immigrant Attraction and Retention Patterns Among Western Canadian CMAs* (Edmonton: Prairie Metropolis Centre, 2007). <http://compartevents.com/Metropolis2008/E9-Pruegger^Valerie.pdf>

PART 2 | DIVERSE AND WELCOMING COMMUNITIES

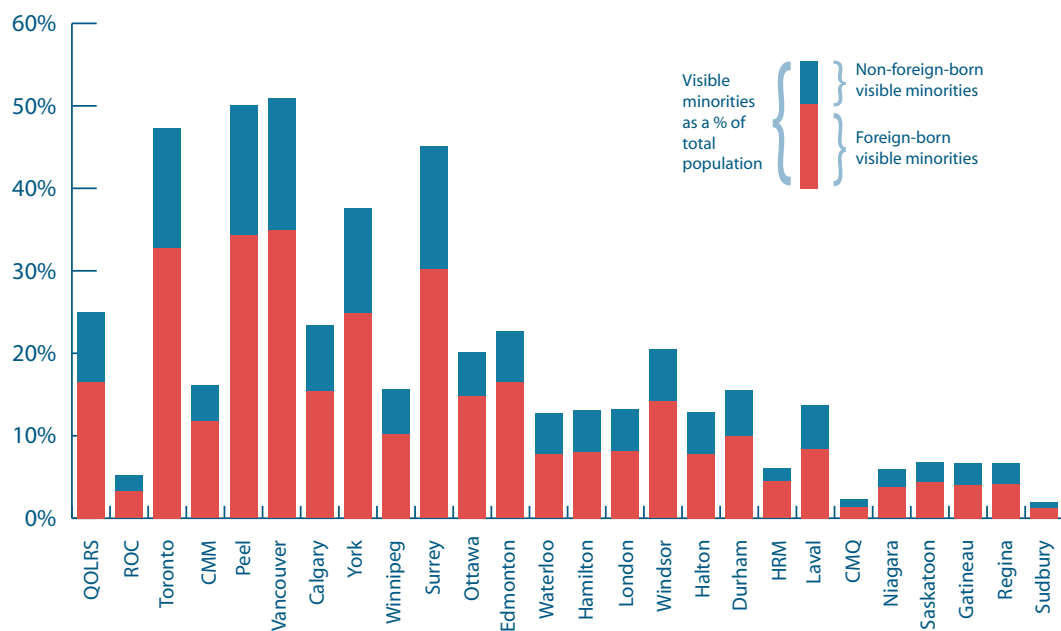
Ethnic and Cultural Diversity

Measured in terms of the visible minority population, QOLRS communities were five times more culturally and ethnically diverse than communities in the rest of Canada. Whereas more than one in four residents of the 24 QOLRS communities was a member of a visible minority, this was true of only one in 20 residents living in the rest of Canada (see Chart 8). Cultural diversity in Canadian cities can be divided roughly into three very distinct groups. The most culturally diverse communities are those where the visible minority population accounts for 40 to 50 per

cent of the total population, and include Toronto, Peel and Vancouver. Other communities, such as the Communauté métropolitaine de Montréal (CMM) and Calgary, fall into the 15 to 25 per cent range, while a third group is clustered below 10 per cent.

While immigration is having a significant impact on the size of the visible minority population, immigration and visible minority status are not synonymous. As shown in Chart 8, many individuals self-reporting as members of visible minorities are non-immigrants. On average, one-third of the visible minority population in

Chart 8 – Visible minorities as a percentage of the total population, all communities, 2006



Source: Statistics Canada, Census Division

Note: "ROC" means "rest of Canada."

QOLRS communities was non-immigrant in 2006, ranging from 29 per cent in York to as much as 64 per cent in HRM. The emphasis on immigration also understates the extent of cultural diversity in prairie cities such as Regina and Saskatoon. For example, 10 per cent of Regina's population is Aboriginal, a characteristic of the city not reflected in Chart 8.

Foreign-Born Population as a Percentage of the Total Population

The proportion of the total population living in the 24 QOLRS communities born outside Canada is rapidly approaching 30 per cent, rising from 27 per cent in 2001 to over 28 per cent by 2006 (see Chart 9). The story is markedly different in the rest of Canada, where less than 10 per cent of the population was born outside the country, though this proportion is also on the rise. The concentration of immigration within QOLRS communities is reflected in a group of four municipalities where

40 per cent or more of the 2006 population was born outside Canada: Toronto, Peel, Vancouver and York. The City of Surrey is rapidly approaching this number.

Place of Origin

Recent immigrants to QOLRS communities originated from 23 distinct countries and regions located across the globe. Chart 10 portrays this diversity and indicates the place of origin for the single largest number of recent immigrants living in each of the 24 QOLRS communities. The place of origin profile varied significantly across QOLRS communities. On the one hand, China, India, West Central Asia/Middle East, other Southern Asia and Eastern Europe were the principal places of origin for recent immigrants in 17 of the 24 QOLRS communities, and contributed 60 to 70 per cent of immigrants to the Greater Toronto Area (GTA).³ At the same time, these five places accounted for under 40 per cent of

BOX 5—DISCRIMINATION AND RACISM

A lack of respect for cultural diversity can lead to hate incidents and crimes. A recent Statistics Canada report, *Hate Crime in Canada*, points to a link between greater cultural and ethnic diversity and the increased potential for acts of discrimination or conflict between individuals and groups. Some of these are recognized as hate crimes — criminal offences motivated by hate toward an identifiable group. Hate crimes are unique in that they not only affect those who may be specifically targeted by the perpetrator, but they also often indirectly affect entire communities.

Source: Mia Dauvergne, Katie Scrim and Shannon Brennan, "Hate Crime in Canada," *Canadian Centre for Justice Statistics Profile Series* (Ottawa: Statistics Canada, June 2008). <http://www.statcan.ca/english/research/85F0033MIE/85F0033MIE2008017.htm>

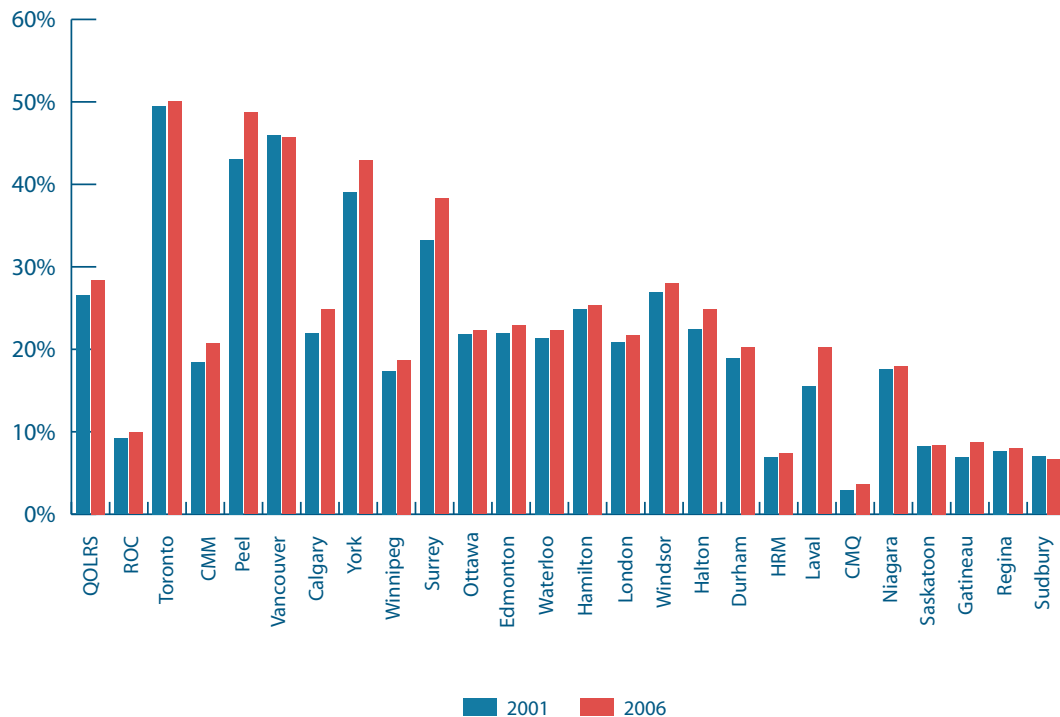
Discriminatory treatment related to accessing housing, jobs and services or purchasing consumer goods leads some immigrants to try to find a better life in other parts of Canada, or to return to their homelands. Because they are locally based and

closely involved in the lives of their residents, municipal governments have an important role to play in combating racism and discrimination and fostering equality among all citizens. To support these goals, more than 20 Canadian municipalities have joined the Canadian Coalition of Municipalities against Racism and Discrimination, including Windsor, Toronto, Oshawa, Sudbury, Vaughan, Oakville, Calgary, Edmonton, Gatineau, Montreal, Saskatoon and Winnipeg. The Coalition champions the introduction of local policies to fight racism and discrimination in urban regions across Canada, and is part of a larger international coalition being promoted by UNESCO. The City of Toronto is one of the founding members of the Canadian coalition. Toronto's Plan of Action for the Elimination of Racism and Discrimination served as the model for developing the Coalition's 10-Point Action Plan.

Source: *Canadian Coalition of Municipalities against Racism and Discrimination*. http://portal.unesco.org/shs/en/ev.php-URL_ID=10635&URL_DO=DO_TOPIC&URL_SECTION=201.html. See also <http://www.cmard.ca>

³The GTA comprises the City of Toronto and the regional municipalities of Halton, Peel, York and Durham.

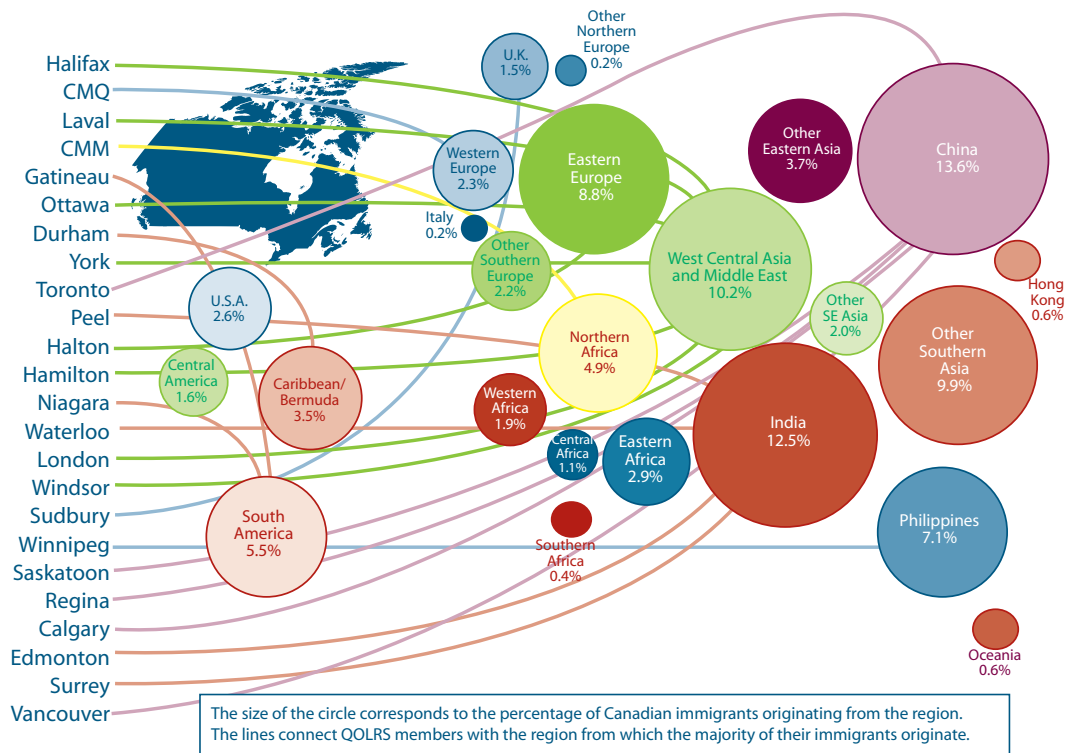
Chart 9 – Foreign-born population as a percentage of total population, all communities, 2001 and 2006



Source: Statistics Canada, Census Division

Note: "ROC" means "rest of Canada."

Chart 10 – Place of origin of recent immigrants, all communities, 2006



Source: Statistics Canada, Census Division, Custom Tables

BOX 6—CANADA'S GLOBALLY DIVERSE CITIES

Canadian cities have achieved levels of cultural diversity that are exceptional on a global scale. This is evident when comparing Canadian cities with the most diverse metropolitan areas in other major immigrant-receiving countries. According to a report prepared by Statistics Canada, both the Toronto and Vancouver metropolitan areas ranked higher than any other metropolitan area in either North America or Australia in terms of the immigrant population as a percentage of the total population. Based on data available for 2006, these two regions ranked ahead of major urban centres such as Miami,

Los Angeles, San Francisco and New York in the United States, and Sydney and Melbourne in Australia. Relying on a similar measure, a report by CMM indicated that the metropolitan areas of Calgary, Edmonton and Montreal also ranked in the top 10 urban regions within North America in 2006.

Sources: <http://www.statcan.gc.ca/pub/11-008-x/2008001/c-g/10556/5214733-eng.htm>.

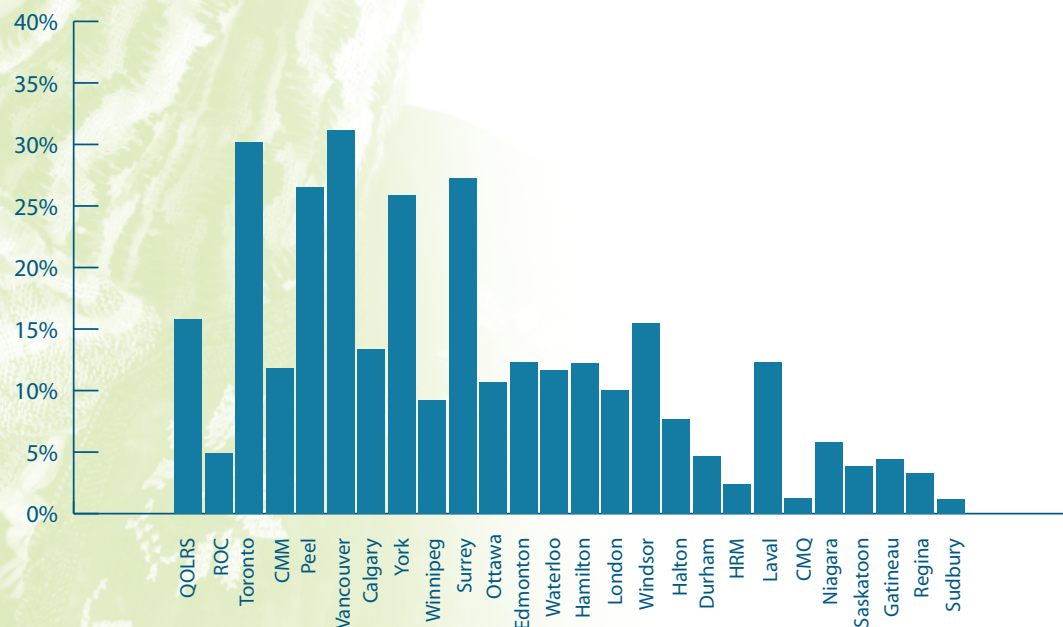
Perspective Grand Montréal (Communauté métropolitaine de Montréal, January 2008).

http://www.cmm.qc.ca/fileadmin/user_upload/periodique/0201_Perspective.pdf

immigration in seven other communities. In contrast, close to 30 per cent of recent immigrants living in Winnipeg in 2006 originated in the Philippines. In CMM, the Communauté métropolitaine de Québec (CMQ) and Gatineau, immigration from Africa accounted for 25 to 30 per cent of all recent

immigrants, but well under 10 per cent in most other QOLRS communities. Similarly, the U.S., U.K. and Western/Northern Europe accounted for approximately 20 per cent of all recent immigrants in the rest of Canada, but under seven per cent in QOLRS communities.

Chart 11 – Proportion of the population speaking neither official language at home, all communities, 2006



Source: Statistics Canada, Census Division

Note: "ROC" means "rest of Canada."



Language Diversity

As illustrated by Chart 11, a total of 16 per cent of the QOLRS population reported speaking a language other than English or French at home. This proportion ranged from over 30 per cent of the population in Toronto and Vancouver, to under four per cent in HRM, CMQ, Sudbury, Regina and Saskatoon. Less than five per cent of the rest of Canada's population reported speaking neither official language at home.

The diversity of languages spoken in QOLRS communities reflects the place of origin patterns described earlier. The data table accompanying Chart 11 identifies the five most common non-official languages spoken at home in QOLRS communities as Chinese (including Mandarin and Cantonese), Punjabi, Spanish, Italian and Arabic. These five languages accounted for close to 50 per cent of all non-official languages spoken at home. Chinese was the dominant non-official language spoken at home in fully one-half of QOLRS communities. Punjabi, Spanish and Arabic were each the principal non-

official language spoken in three QOLRS communities. Consistent with the varied nature of immigration patterns to Canadian communities, not all QOLRS communities shared these top-five non-official languages. Other principal, dominant, non-official languages include Tagalog/Filipino (Winnipeg), Italian (Hamilton and Niagara) and Greek (Laval).

Also noteworthy is the shifting of dialects within a language evident in some large cities. For example, the number of persons reporting Mandarin as their predominant home language in Toronto increased significantly between 2001 and 2006. Approximately one in five people who speak Chinese predominantly in the home now converse in Mandarin. This was not the case 20 years ago, when Cantonese was by far the predominant Chinese home language in Toronto. Such shifts in dialect are important, reflecting not only the source countries but also the regions within those source countries and their differing socio-economic characteristics and cultural traits.

BOX 7—NATIONAL SURVEY ON IMMIGRATION AND ITS IMPACT ON COMMUNITIES

FCM recently commissioned a national survey of 2,000 Canadians aged 18 years and older intended to reveal the perceptions of Canadians on key municipal issues and challenges. The survey included questions on immigration and its impact on communities.

Consistent with previous research, Canadians continue to be open to immigration: Only a small minority (21 per cent) agree with the statement that "Too many immigrants have settled in my community in the last few years." Those living in communities of 100,000 to 500,000 residents are considerably more likely than others to agree that too many immigrants have settled in their community in the recent past

(28 per cent versus 14 per cent of those who live in communities with fewer than 10,000 residents).

A majority of Canadians (61 per cent) agree that "the federal government should provide assistance to municipalities to help immigrants settle in the community." Those most likely to agree with this statement are those from Canada's largest cities (Montreal 73 per cent, Toronto 77 per cent) and those from Quebec (69 per cent).

Source: *The Strategic Counsel, 2008 Report on the Key Issues and Challenges Facing Canadian Municipalities (Toronto and Ottawa: The Strategic Counsel, April 2008).*
<http://www.fcm.ca/CMFiles/april152008/PBU-4172008-9553.pdf>

BOX 8—BUILDING WELCOMING COMMUNITIES: MUNICIPAL IMMIGRANT ATTRACTION AND RETENTION STRATEGIES

Just as Canada is involved in global competition for well-trained and skilled immigrants, so too are municipalities within Canada working to attract these immigrants to their communities. Once they arrive, municipalities also face the challenge of making sure these immigrants remain. The following are a few examples of municipal policies, strategies and projects designed to respond to this challenge. In each case, these initiatives have been developed in close consultation with business, government, not-for-profit organizations, immigrant settlement organizations and immigrants themselves. These examples also serve as a tool to clarify the relationship between municipal governments and their provincial and federal counterparts.

The City of Vancouver's 2006 Report of the Mayor's Task Force on Immigration recommended a number of policy directions and actions to be undertaken by local stakeholders. These were intended to ensure that Vancouver continues to be a welcoming city to all newcomers, and that newcomers have access and opportunities to participate fully in the social, cultural and economic life of the city. They will also ensure that Vancouver, working with other orders of government and key stakeholders, will play a vital role in the development of best policies and practices related to immigration issues at a local level. Following this task force's report, the 2007 Mayor's Task Force on Immigration called for council to adopt a "Vision and Value Statement Concerning Immigrants and Refugees." Other recommendations included having the City explore different ways of providing input to other levels of government; continuing to engage with other cities on immigration-related issues; convening a summit to discuss the feasibility of launching a multi-sectoral immigrant employment initiative; ensuring that the 311 Access Vancouver Municipal Services program meets the needs of newcomers to the city, especially in the areas of staff training and service delivery; and having the City encourage research on refugee issues, especially in the area of access to affordable housing.

Source: <http://www.mayorsamsullivan.ca/pdf/Mayors%20Task%20Force%20on%20Immigration%20-%20Nov%2007.pdf>

Between 2005 and 2007, York Region's Human Services Planning Coalition (HSPC) co-ordinated the Inclusivity Action Plan (IAP), as a region-wide, community-based approach to promoting inclusivity. The IAP project focused on the broader issues of York Region's ethno-cultural diversity and successfully engaged leading service organizations in the Region that serve immigrant communities. Using the hard data provided by the *Community Snapshots: Recent Immigrants Living in York Region* report, the HSPC successfully advocated for funding for Vaughan's Welcome Centre and the York Region Immigration Portal. More recently, in July 2008, York Region was confirmed as the lead in the development of a Local Immigration Partnership (LIP). Through LIP, York Region will work with community stakeholders to develop a "made-in-York-Region" strategy that will focus on settlement, language training, labour market integration and other types of settlement supports that help newcomers to successfully adapt to living in York Region. Working with community stakeholders, the Region will identify priorities, opportunities and activities to help address gaps and, where appropriate, streamline activities. This initiative will be funded entirely by CIC under the Canada-Ontario Immigration Agreement and is part of a broader initiative intended to strengthen the role of local and regional communities in serving and integrating immigrants.

Sources: http://atwork.settlement.org/sys/atwork_library_detail.asp?passed_lang=EN&doc_id=1004478 and <http://www.york.ca/Departments/Planning+and+Development/Human+Services/HSPC/IAP/default+iap.htm>

The *Community Snapshots* report is available at <http://www.york.ca/Departments/Community+Services+and+Housing/reports.htm>

BOX 8—BUILDING WELCOMING COMMUNITIES: MUNICIPAL IMMIGRANT ATTRACTION AND RETENTION STRATEGIES (CONT'D)

In 2007, the City of Edmonton approved an Immigration and Settlement Policy to guide the work of its departments and provide a foundation for collaboration with other community groups in the city. The policy also clarifies the City's role in relation to the provincial and federal governments. Led by the Office of Diversity and Inclusion, the City of Edmonton has put in place a series of programs to support attraction and retention. These include a grants program and a space rental subsidy to support groups for newly arrived immigrants; an Immigrant Internship Program; the publication of a newcomer guide to services; a recognition program honouring immigrant contributions to the economic, social and cultural life of the city; and additional staffing to support capacity-building with immigrant and refugee groups and engage in policy and program planning.

Source: <http://compartevents.com/Metropolis2008/E9-Reilly%5EJohn.pdf>

The Waterloo Region Immigrant Employment Network (WRIEN) brings together cross-sectoral partners for the purpose of better attracting immigrant talent and ensuring immigrants are much more visible and successful within recruitment and selection processes undertaken by employers in Waterloo Region. Source: <http://www.wrien.com>

The City of London's Diversity and Race Relations Advisory Committee (LDRRAC) continues to play a significant role in the area of social inclusion and civic engagement, along with direct settlement services funded through the Cross Cultural Learner Centre (CCLC) and other agencies. Central to systemic change have been London's Celebrating Cultural Diversity Conference in 2006, board diversity training, and the Building Inclusive and Accessible Family Services in London initiative. With submission of project proposals for funding the Local Immigration Partnership and the Community-University Research Alliances on Welcoming Communities, the City hopes to improve its understanding of immigration and diversity through research and community collaboration.

Source: http://www.london.ca/About_London/PDFs/Welcoming_Cultural_Diversity_Action_Plan.pdf

HRM's Immigration Action Plan is supported by the following vision adopted by council in 2005: "HRM is a welcoming community where immigration is supported and encouraged. Halifax Regional Municipality will work with other levels of government and community partners to increase our collective cultural, social and economic diversity by welcoming immigrants to our community." The action plan identifies two priority areas. Under communications, HRM is examining methods for increasing the accessibility of municipal programs and services — such as recreation, solid waste, library, police and fire services — to diverse communities. Organizational changes include a review of the municipality's recruitment strategy, and work to reduce or eliminate any barriers newcomers may encounter when trying to secure employment with the municipality. These changes are consistent with the HRM Employment Equity Policy, which states that the municipality will represent the diverse community it serves.

Source: http://www.halifax.ca/council/agendasc/documents/ActionPlanSept05_WebRes.pdf

Working in close collaboration with local and regional partners, the Ville de Laval has put in place more than 30 measures aimed at continuing to attract immigrants to the municipality, ensuring their successful settlement, and supporting positive and welcoming intercultural relations between immigrant communities and the wider population. These actions are being put in place within the policy framework of sustainable development and Ensemble à Laval (Together in Laval). They include producing a series of five television programs to be broadcast across Quebec, as well as a short web-video designed to attract immigrants to Laval. In the area of increasing the accessibility of services, Laval offers a guide to local services for young immigrant families. The Ville de Laval offers guided bus tours of municipal services, as well as heritage sites and



BOX 8—BUILDING WELCOMING COMMUNITIES: MUNICIPAL IMMIGRANT ATTRACTION AND RETENTION STRATEGIES (CONT'D)

tourist points of interest. The Ville de Laval undertakes cultural, social and professional needs analyses of immigrants living in the community in order to better design and deliver integrated programs and services, co-ordinated with those of other partners. Recognizing the importance of taking full advantage of the immigrant labour force, the Ville de Laval works with local employers to support summer employment targeting immigrant students.

Source: Ville de Laval.

Building Saskatoon to Become a Global City: A Framework for an Immigration Action Plan was put in place to help the City of Saskatoon attract,

integrate and retain immigrants. The framework also provides various other governmental and non-governmental stakeholders in Saskatoon with a basis for developing and implementing strategies and action plans. The framework identifies five areas requiring improvement: planning and co-ordination capacity of immigration services agencies; recruitment capacity, including recruitment from outside Canada and from other provinces; reception capacity; economic integration capacity; and community integration and civic engagement capacity.

Source: http://www.city.saskatoon.sk.ca/org/leisure/race_relations/immigration.asp?print=true

PART 3 | EMPLOYMENT AND LABOUR FORCE INTEGRATION

Labour Force Replacement (LFR) Ratio

The issue of labour force replacement (LFR) builds on the discussion introduced in Part 1 regarding population growth. A community's capacity to sustain the size of its labour force can be measured as a ratio of the current population aged 0-14 to the current population aged 50-64. In effect, the measure compares the population poised to enter the labour force over the next 15 years to the one preparing to exit the labour force over a similar time frame. A ratio greater than one implies that a community's labour force will remain capable of supporting growth in the

economy, whereas a ratio below one suggests a long-term contraction in the size of the economically active population in relation to young and retired individuals.

The average LFR ratio for all QOLRS communities fell from 1.19 in 2001 to just under 1.0 in 2006 (see Chart 12). This suggests that, on average, and despite current levels of immigration, Canada's largest municipalities can expect to see long-term declines in their labour force population. This trend affected all QOLRS communities, without exception. The range

Chart 12 – Labour force replacement ratio (age 0-14:age 50-64), all communities, 2001 and 2006



Source: Statistics Canada, Census Division

Note: "ROC" means "rest of Canada."

in the LFR remained significant, from a high of 1.27 in Peel to under 0.75 in CMQ and Vancouver. The LFR ratio for communities in the rest of Canada fell faster and to a significantly lower level than the QOLRS average.

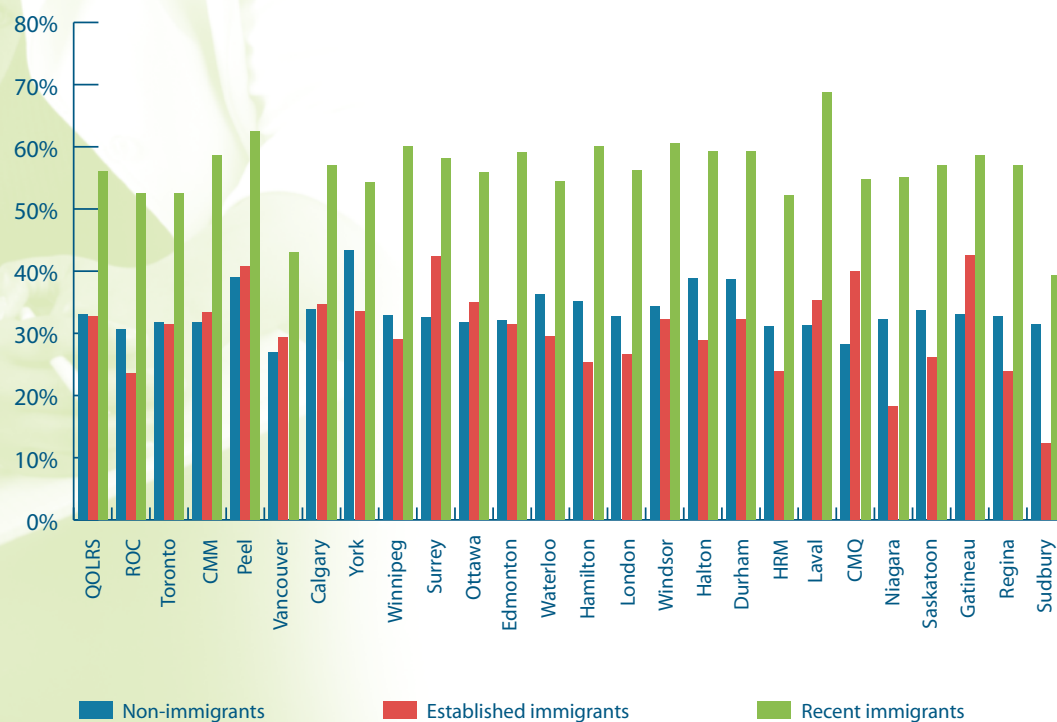
Child Care Needs

Compared to both non-immigrant and established immigrant families in QOLRS communities, the proportion of recent immigrant families with young children — 56 per cent in 2006 — was quite high, and higher still than comparable figures for the rest of Canada. As outlined in Chart 13, this situation was evident across all QOLRS communities. This phenomenon suggests a need for more services for

recent immigrant children, including recreation, education and health services. In contrast, established immigrant families had marginally fewer young children than non-immigrant families, a trend that held true in almost all QOLRS communities.

The relatively high proportion of immigrant families with young children, combined with a relatively low average age, suggests an important contribution being made by immigration to improving the LFR ratio. The proportion of families with young children also indicates the level of need for child care services. Access to child care, in turn, influences the capacity of immigrants to participate in the labour force and their ability to access employment.

Chart 13 – Proportion of households with children aged 0-12, by immigrant type, all communities, 2006



Source: Statistics Canada, Census Division, Custom Tables

Note: "ROC" means "rest of Canada."

Language Proficiency: Knowledge of Canada's Official Languages

The ability to speak at least one of the country's two official languages is arguably a critical prerequisite to securing adequate employment. In 2006, just over nine per cent of recent immigrants to QOLRS communities were proficient in neither English nor French, ranging from under five per cent in several communities to greater than 15 per cent in Vancouver and Surrey (see Chart 14). Lack of proficiency in either official language fell off significantly among established immigrants to a QOLRS-wide average of 6.5 per cent.

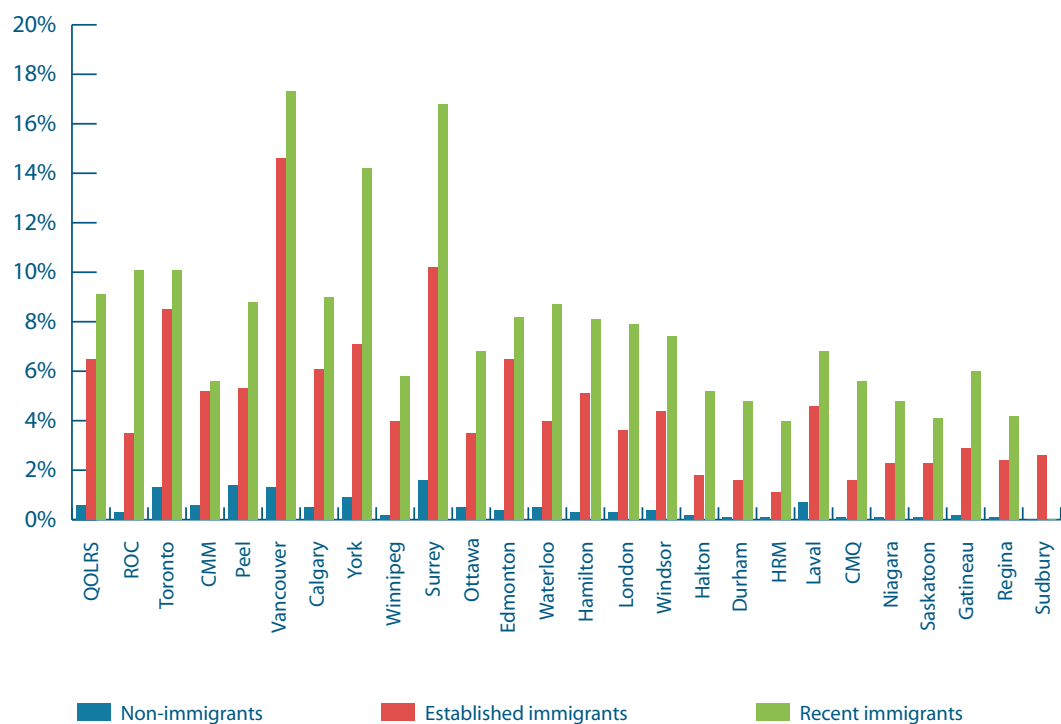
At the other end of the spectrum, an even greater proportion of recent immigrants demonstrated strong proficiency in both official languages. Whereas 24 per cent of non-immigrant residents in QOLRS communities were proficient in both languages,

13 per cent of recent immigrants were similarly proficient (see Chart 15). This was over half the non-immigrant population proportion of language proficiency and nearly identical to that of non-immigrant residents living in the rest of Canada. The figure reinforces other indicators that suggest that, on the whole, recent immigrants to Canada are a highly skilled and capable population. At the same time, this adds to the evidence that recent immigrants face barriers to employment that are often unrelated to their specific skills or training.

The Qualifications Gap: Educational Attainment, Unemployment and Occupational Profiles

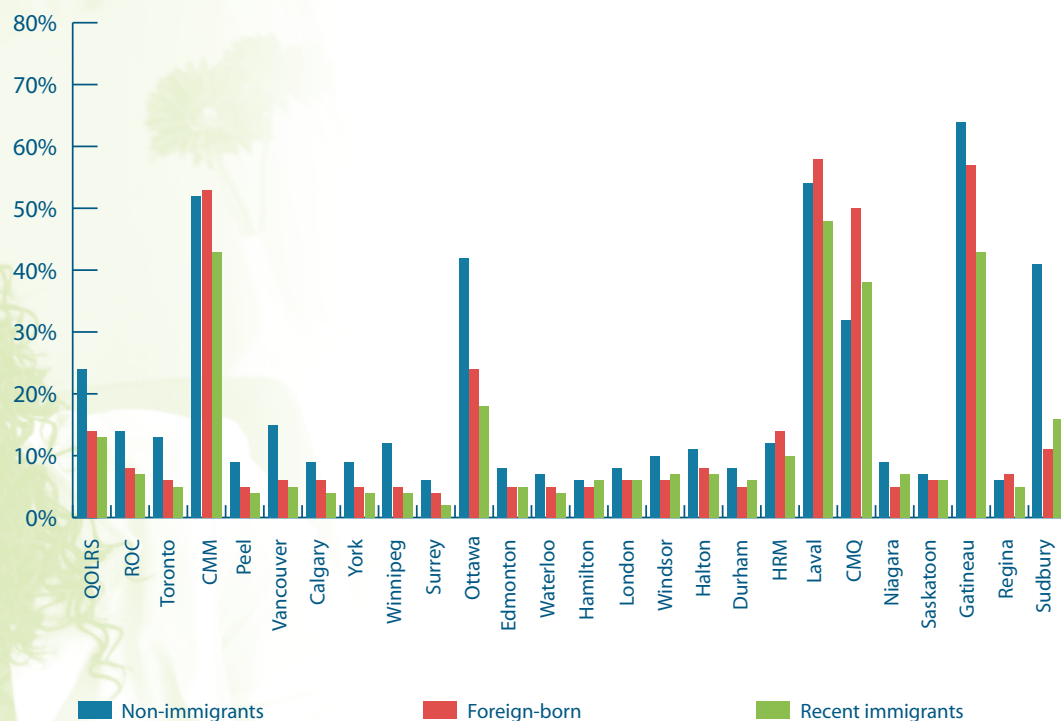
As shown in Chart 16, the proportion of recent immigrants between the ages of 25 and 54 with a

Chart 14 – Proportion of the population speaking neither official language, by immigrant type, all communities, 2006



Source: Statistics Canada, Census Division, Custom Tables

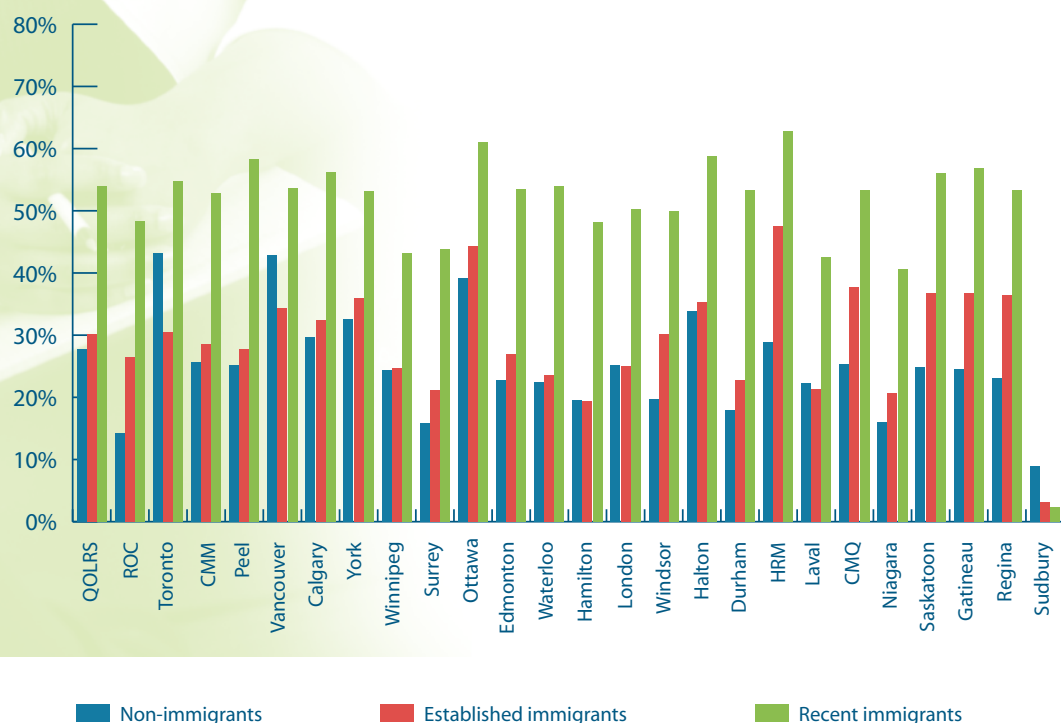
Chart 15 – Proportion of the population speaking both official languages, by immigrant type, all communities, 2006



Source: Statistics Canada, Census Division, Custom Tables

Note: "ROC" means "rest of Canada."

Chart 16 – Proportion of the population aged 25-54 with a university certificate, degree or diploma, by immigrant type, all communities, 2006



Source: Statistics Canada, Census Division, Custom Tables

Note: "ROC" means "rest of Canada."

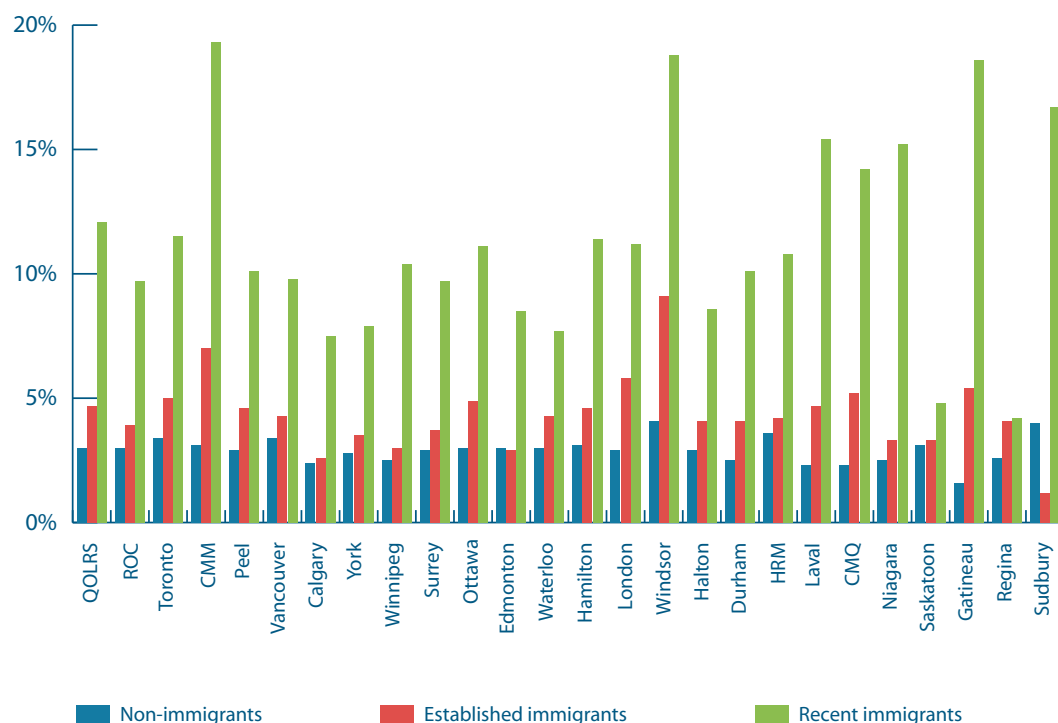
university certificate, degree or diploma was twice as high as that of non-immigrant residents in the same age range. Despite this relatively high level of educational attainment, the unemployment rate among university-trained recent immigrants aged 25 to 54 in QOLRS communities was four times greater than that of their non-immigrant counterparts (see Chart 17). This difference in unemployment rates decreased significantly for university-trained immigrants who had spent over five years in Canada. However, these more established immigrants also faced greater difficulty in securing employment compared to the non-immigrant population.

Unlike the situation for non-immigrants, having a university degree appeared to have only a marginal impact on the unemployment rates of recent immigrants. At 12.1 per cent, unemployment among university-trained recent immigrants aged 25 to 54 was only slightly lower than the average for all recent immigrants (12.8 per cent). In contrast, the

unemployment rate among university-trained non-immigrants was almost half that of all non-immigrants (3.0 versus 5.6 per cent), and in no single community were unemployment rates for university-trained non-immigrant adults higher than those for all non-immigrant adults.

Recent immigrants' high rates of unemployment in 2006 were matched by rates of labour force participation substantially lower than those of either established immigrants or non-immigrants (see Chart 18). One reason for this difference could well be the discouraging effect of not being able to secure suitable employment during the first five years of settlement. However, participation rates among established immigrants were considerably higher than those of recent immigrants, and exceeded those of non-immigrants in all 24 QOLRS communities. This points to the contribution of immigrants to the Canadian labour force once they are established.

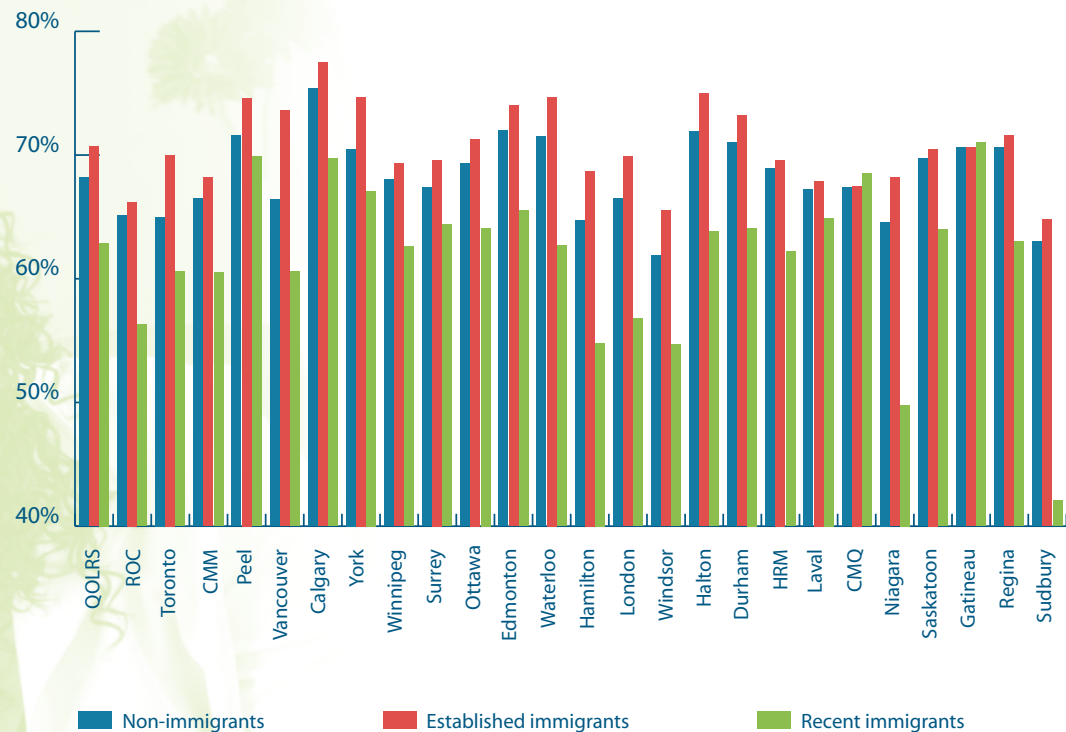
Chart 17 – Unemployment rate for the population aged 25-54 with a university certificate, degree or diploma, by immigrant type, all communities, 2006



Source: Statistics Canada, Census Division, Custom Tables

Note: "ROC" means "rest of Canada."

Chart 18 – Labour force participation rate, by immigrant type, all communities, 2006



Source: Statistics Canada, Census Division, Custom Tables

Note: "ROC" means "rest of Canada."

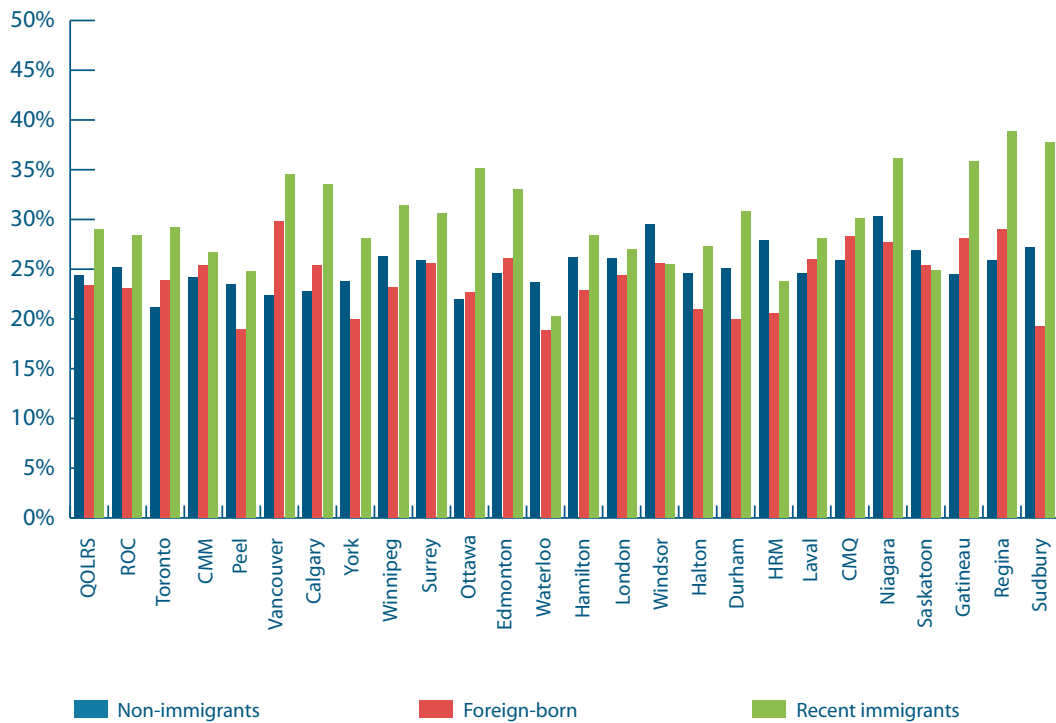
According to Statistics Canada, average annual earnings in 2006 for all occupations in Canada were \$37,707. Sales and service occupations accounted for 24 per cent of the labour force, and offered average earnings of \$21,163, less than 60 per cent of the average for all occupations. Some of the more typical jobs within this occupational sector included retail sales clerks, security guards and cleaners. In contrast, average earnings for management occupations — accounting for nine per cent of the Canadian labour force — were \$72,296, close to twice the average for all occupations.

Reinforcing the unemployment data, recent immigrants were generally overrepresented in lower-earning occupations and underrepresented in higher-earning occupations. The proportion of recent

immigrants working in sales and service occupations was more than 50 per cent higher than that of non-immigrant workers in communities such as Ottawa, Gatineau, Regina and Calgary (see Chart 19a). Similarly, the representation of non-immigrants in management occupations was twice that of recent immigrants in several communities (see Chart 19b). More established immigrants were less likely than non-immigrants or recent immigrants to be working in the sales and service sector. However, established immigrants were underrepresented in higher-earning management occupations.

Chart 19b also suggests that both recent immigrants and established immigrants in the rest of Canada were overrepresented in management sector occupations compared to non-immigrants.

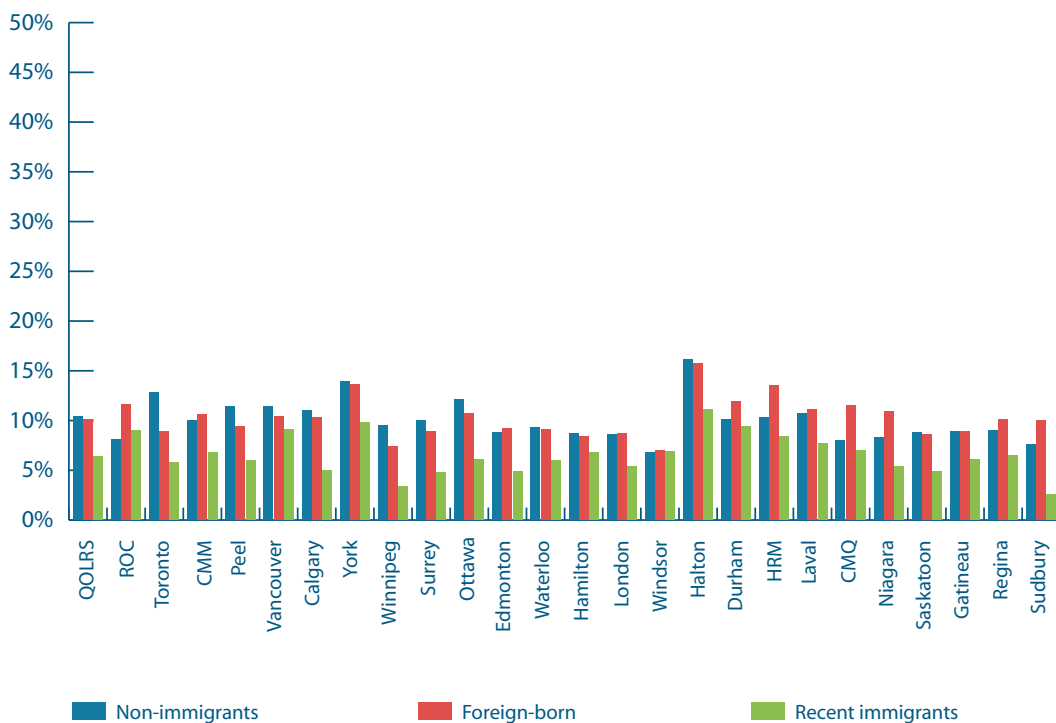
Chart 19a – Proportion of the labour force in sales and service occupations, by immigrant type, all communities, 2006



Source: Statistics Canada, Census Division, Custom Tables

Note: "ROC" means "rest of Canada."

Chart 19b – Proportion of the labour force in management occupations, by immigrant type, all communities, 2006



Source: Statistics Canada, Census Division, Custom Tables

Note: "ROC" means "rest of Canada."



BOX 9—MUNICIPAL INITIATIVES TO ADDRESS THE QUALIFICATIONS GAP

Municipal governments are engaged locally in initiatives to close the gap between immigrant qualifications and employment experiences. The following examples offer a modest indication of the nature of municipal government involvement in these initiatives.

Toronto's Profession to Profession Mentoring Immigrants Program is a joint initiative of the City of Toronto, the Toronto Region Immigrant Employment Council and the Consortium of Agencies Serving Internationally Trained Professionals. At least 117 city employees have volunteered as mentors in this program since 2004. They are matched with internationally trained professionals seeking employment in their fields of expertise. Mentors provide job search advice to help ease the transition of these newcomers into the Canadian labour market. With the approval of their managers, mentors commit four to six hours per month during work hours for a four- to six-month period. The occupations included in the program are accounting/finance, city planning, communications, engineering, event planning, facility management, human resources, information and technology, legal, public policy, purchasing and social work.

Source: <http://www.toronto.ca/diversity/mentoring/>

The Toronto Region Immigrant Employment Council (TRIEC) was created to address the urgent need in the Toronto Region for effective and appropriate inclusion of immigrants into the labour market. Established in September 2003, TRIEC comprises members representing various groups: employers, labour, occupational regulatory bodies, post-secondary institutions, assessment service providers, community organizations and all three levels of government. TRIEC's primary goal is to find and implement local solutions that help break down the barriers immigrants face when looking for work in the Toronto Region. To achieve this goal, the council focuses on three objectives:

- increase access to and availability of services that help immigrants gain access to the labour market more efficiently and effectively;
- change the way stakeholders value and work with skilled immigrants; and
- change the way governments relate to one another in planning and programming around this issue.

Source: <http://www.triec.ca>

The City of Toronto is a signatory to a memorandum of understanding (MOU) with the Government of Canada and the Province of Ontario. The Canada-Ontario-Toronto MOU on Immigration and Settlement (signed in 2006) is an important provision under the Canada-Ontario Immigration Agreement (COIA, signed in 2005) for partnership with municipal governments in Ontario on immigration matters. COIA recognizes the role of municipalities and the benefit of the federal and provincial governments working with municipalities in the immigration and settlement policy area. This MOU outlines four major areas of interest: access to employment; access to education and training; access to services; and citizenship and civic engagement.

Source: <http://www.cic.gc.ca/EnGLlsh/department/laws-policy/agreements/ontario/can-ont-toronto-mou.asp>

Peel Region's Community Immigration Strategy is a multi-stakeholder process involving business, labour, non-profit, education and government organizations. Common to all actions within the strategy is a focus on employment and support for integration into the labour force and community. The emphasis is on a Community Newcomer Strategy, which provides co-ordinated services to newcomers; the Liveable Peel Immigration Project, which includes a focus on integration into the local economy; and the Community Immigration Web Portal, which provides information for new arrivals even before they arrive.

Source: <http://compartevents.com/Metropolis2008/BI1-White%5EShelley.pdf>

BOX 9—MUNICIPAL INITIATIVES TO ADDRESS THE QUALIFICATIONS GAP (CONT'D)

Calgary's Immigrant Service Sectoral Council (ISSC) was established in early 2003 through a partnership of the federal, provincial and municipal governments, immigrant-serving agencies, and smaller ethno-cultural community groups. The ISSC provides an integrated and coherent approach to immigration issues. The ISSC affords smaller communities an opportunity to work with immigrant service agencies in an environment otherwise characterized by territoriality issues, competition for government funding, downloading and overlap of services.

Source: <http://www.isccalgary.ca/>

The Waterloo Region Immigrant Employment Network (WRIEN) includes a number of initiatives designed to address the qualifications gap. The Mentorship Program is a coaching program that matches a skilled or professional Canadian mentor with an internationally trained professional mentee for a four-month mentorship. The Newcomer Loan Program provides loans up to \$5,000 based on the merits of a career plan that will assist and support the immigrant applicant in securing work in his or her field. The Internship Program matches internationally trained professionals with local employers providing paid workplace placements. It matches the immigrants' skill sets to the employers' needs for a four-month period. The immigrants enhance their workplace English, gain Canadian experience, develop networks and usually receive a letter of reference to complement their job search. Credential Recognition — a forum involving immigrants, employers, human resources professionals, WRIEN team members and credential-granting organizations — is planned for March 2009 to discuss credential recognition progress, issues and new initiatives.

Source: <http://www.wrien.com>

Hamilton's Education City Marketing Plan is a collaborative effort to promote the city's competitive advantage as a centre for educational opportunity, research and discovery. The plan was produced

by a roundtable consisting of senior leaders from Hamilton's top educational institutions. Two dimensions of the plan relate specifically to immigration. "Transitions" focuses on offering ready and affordable access to learning at all stages of development in order to continue helping newcomers integrate into the community and labour market; "Globalism" emphasizes advancing diversity, immigration and integration, and consolidating Hamilton's reputation as a leading education city that welcomes newcomers. Education City complements Hamilton's immigration strategy, which will include education and training as key elements to ensure that visitors and newcomers feel welcome and valued in the community.

Source: <http://www.myhamilton.ca/NR/rdonlyres/BA32C944-9D1D-4CF9-8449-3D93B7E49B87/0/EducationCityMarketingPlan.pdf>

The City of London's 2007-2010 Council Strategic Plan is a collaborative effort to continue to make the city a great place to live in and to strengthen the health and well-being of all Londoners. Having an ample supply of workers at all skill and knowledge levels is a cornerstone of the City's strategic priorities related to economic development, community vitality, and aspirations to be a creative, diverse and innovative city. In partnership with the City of London and the United Way of London and Middlesex, a group of community stakeholders representing employment, health, settlement, government and other sectors developed a Community Plan on immigration and cultural diversity in spring 2006. Notable among the plan's employment-related initiatives are the Immigrant Employment Task Force and Mentorship program of WIL Employment Connections, Global Talent resource guides for employers and workers of the London Economic Development Corporation, and the Access Centre for Regulated Employment.

Source: <http://www.welcome.london.ca/> <http://www.london.ca/launchpad>



BOX 9—MUNICIPAL INITIATIVES TO ADDRESS THE QUALIFICATIONS GAP (CONT'D)

The Niagara Immigrant Employment Council (NIEC) is intended to create a labour market where employers recognize and use the skills and experience of immigrants to the Niagara Region. This effort includes developing strategies to assist employers with recruitment and retention of internationally trained individuals; developing a collaborative and integrated service model that recognizes interrelationships among settlements, education and employment; and ensuring that the prior learning

and credentials of immigrants are appropriately recognized. The regional municipality hosts the NIEC Secretariat, which offers a collaborative forum for Niagara Region businesses, immigrants, community organizations, credential assessment services and regulatory bodies, educational institutions, three orders of government, economic and workforce development agencies, and labour unions.

Source: <http://compartevents.com/Metropolis2008/DII-Gnaniah%5ESathya.pdf>

PART 4 | BASIC NEEDS OF RECENT IMMIGRANTS

Income Assistance

Less than 10 per cent of all adults in QOLRS communities received income from social assistance in 2005, a small decline from 2001. Despite substantially higher rates of unemployment, a significantly smaller proportion of recent immigrants relied on social assistance in comparison to the general population. While this number rose marginally between 2001 and 2005, in only eight of 24 communities were recent immigrants more reliant on social assistance as a source of income than the general population. Four of these eight communities were located in Quebec (see Chart 20b).

The profile of social assistance as a source of income was similar among the general population, whether they were living within QOLRS communities or in the rest of Canada. However, over twice the proportion of recent immigrants living in the 24 QOLRS communities relied on social assistance as compared to recent immigrants living in the rest of Canada, where less than three per cent of recent immigrants were in this position.

BOX 10—ACCESS TO COMMUNITY SERVICES

In the face of the suburbanization of immigration, evidence indicates that many immigrants and refugees arriving in Canada experience considerable settlement difficulties due to a lack of services. The settlement patterns of new immigrant groups outside higher-density, inner-city neighbourhoods have created challenges in allocating services that provide orientation to new immigrants and help them learn an official language, find jobs, locate housing, place children in the education system and develop social networks.

A study of immigration services in the Toronto CMA concluded that there exists a spatial mismatch between the supply of and demand for settlement services in the CMA, more so for newer immigrant groups than for other groups. Even for groups with longer immigration histories, more services are needed in suburbs. In terms of service needs, the study found few differences between those living in the city core and those in the suburbs in terms of official language skills and unemployment or underemployment rates. However, an overwhelming majority of agencies offering employment services were still in the city core. Language instruction courses funded by CIC had suburbanized, but their capacity had not caught up with the population increases in those areas.

Source: Lucia Lo et al., *Immigrant Settlement Services in the Toronto CMA: A GIS-Assisted Analysis of Supply and*

Demand, CERIS Working Paper No. 59 (Toronto: CERIS, July 2007). <http://ceris.metropolis.net/Virtual%20Library/WKPP%20List/WKPP2007/CWP59.pdf>

The City of Toronto has adopted a “place-based” approach to neighbourhood investments, by examining the proximity of human services to the neighbourhood residents making the most use of them. All types of human services, such as child care, immigrant settlement services and services for seniors, were examined across all of Toronto’s 140 neighbourhoods as part of the City’s Strong Neighbourhood Strategy. Other risk factors (e.g., crime and health) were also examined to determine those areas that required priority attention. It was found that access to services is a key factor in measuring neighbourhood vitality.

Source: <http://www.toronto.ca/demographics/sntf/researchproductnumber4.pdf>

The City of Edmonton’s Office of Diversity and Inclusion has found that even within well-established immigrant-receiving centres, there are indications that immigrants face difficulties accessing available services. This can be related at least in part to changing language skills and income levels. Recent immigrants may be uninformed of the services essential to their health and well-being in the community. Where services require the payment of a fee, lower-income immigrants are often excluded.

Source: City of Edmonton.

Chart 20a – Proportion of the population receiving social assistance, by immigrant type, all communities, 2001



Source: Statistics Canada, Small Area and Administrative Data Division, Custom Tables

Note: "ROC" means "rest of Canada."

Chart 20b – Proportion of the population receiving social assistance, by immigrant type, all communities, 2005



Source: Statistics Canada, Small Area and Administrative Data Division, Custom Tables

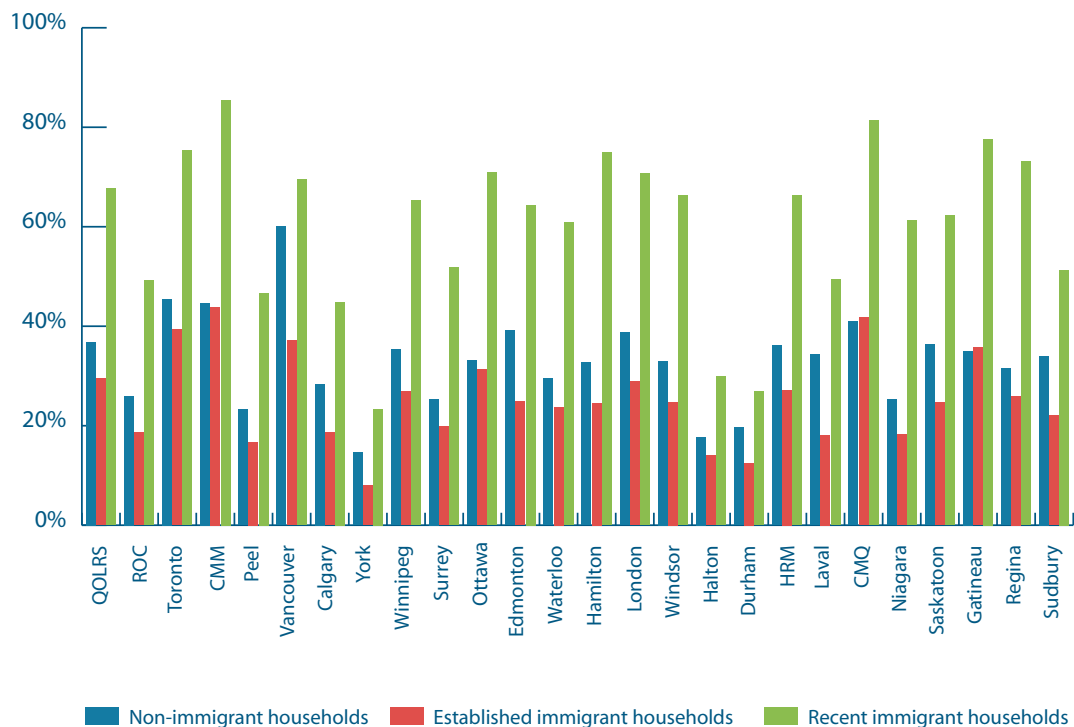
Note: "ROC" means "rest of Canada."

Rental Housing and Housing Affordability

As shown in Chart 21, more than two-thirds of all recent immigrant households living in the 24 QOLRS communities were renters in 2006, in contrast to the over one-third of non-immigrant households in this category. Recent immigrant households in QOLRS communities were also far more likely to be renters than recent immigrants living in the rest of Canada. As described in Section 5, once they settle in Canada, immigrants move out of rental accommodation at rates far greater than their non-immigrant counterparts: less than 30 per cent of established immigrant households living in the 24 QOLRS communities were renters. These trends were evident across the 24 QOLRS communities.

With few exceptions, both recent and established immigrant renter households faced affordability challenges measurably greater than those facing non-immigrant renters. While close to 40 per cent of non-immigrant renter households were spending more than 30 per cent of their income on shelter in 2006, this proportion was closer to 50 per cent among recent immigrant households, with more established immigrants falling somewhere in between (see Chart 22). Rental affordability issues facing recent immigrant households varied considerably across QOLRS communities, affecting between 30 per cent (Windsor) and 57 per cent (York) of recent immigrant renter households. While they remained relatively high, absolute levels of affordability among renter households remained largely unchanged

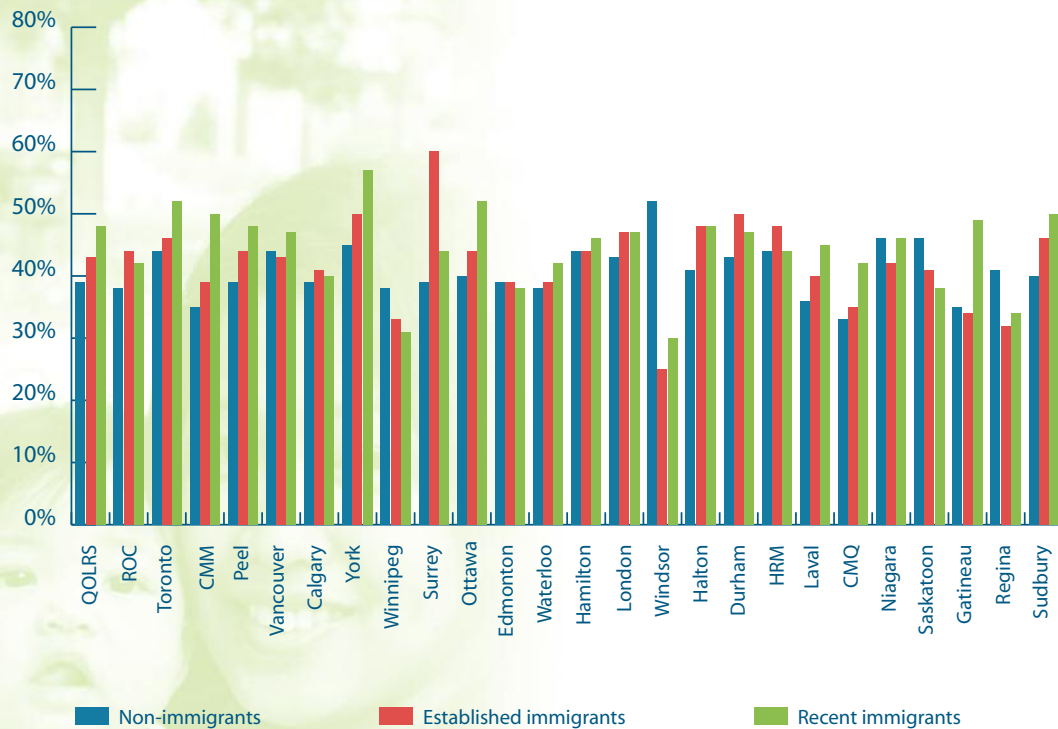
Chart 21 – Renter households as a percentage of all households, by immigrant type, all communities, 2006



Source: Statistics Canada, Census Division, Custom Tables

Note: "ROC" means "rest of Canada."

Chart 22 – Proportion of renter households spending more than 30 per cent of their income on shelter, by immigrant type, all communities, 2006



Source: Statistics Canada, Census Division, Custom Tables

Note: "ROC" means "rest of Canada."

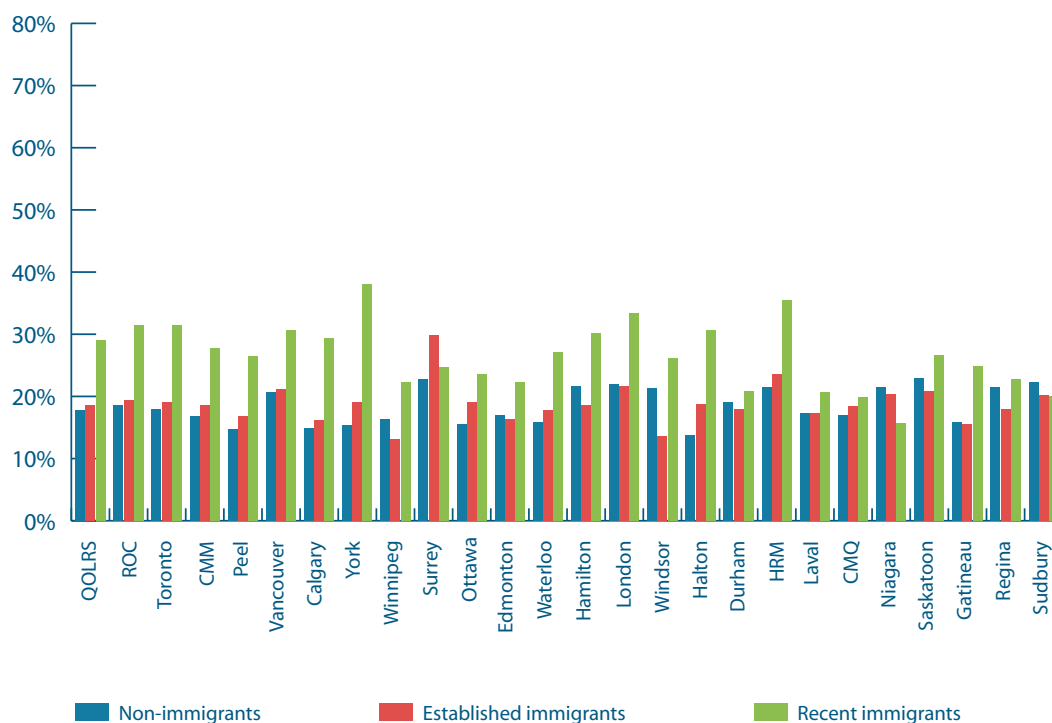
between 2001 and 2006, falling marginally for recent immigrant renter households, and rising slightly among non-immigrant and established immigrant renter households.

Risk of Homelessness

Two indicators are presented as a measure of the relative risk of homelessness facing recent immigrants and established immigrants in 2006: the proportion of renter households spending 50 per cent or more of their income on shelter; and the proportion of lone-parent households with low incomes, defined as before-tax incomes falling below the officially defined Low Income Cut-Off (LICO).

Whereas non-immigrant and established immigrant households experienced no change, the proportion of recent immigrant renter households spending more than 50 per cent of income on shelter declined slightly between 2001 and 2006. Nevertheless, more than one in four recent immigrant renter households faced serious affordability challenges and a heightened risk of homelessness in 2006 (see Chart 23b). Recent immigrants living in the six largest immigrant-receiving communities faced some of the most serious affordability challenges, though affordability issues were also severe in smaller immigrant-receiving centres, such as Hamilton, London, Halton and HRM.

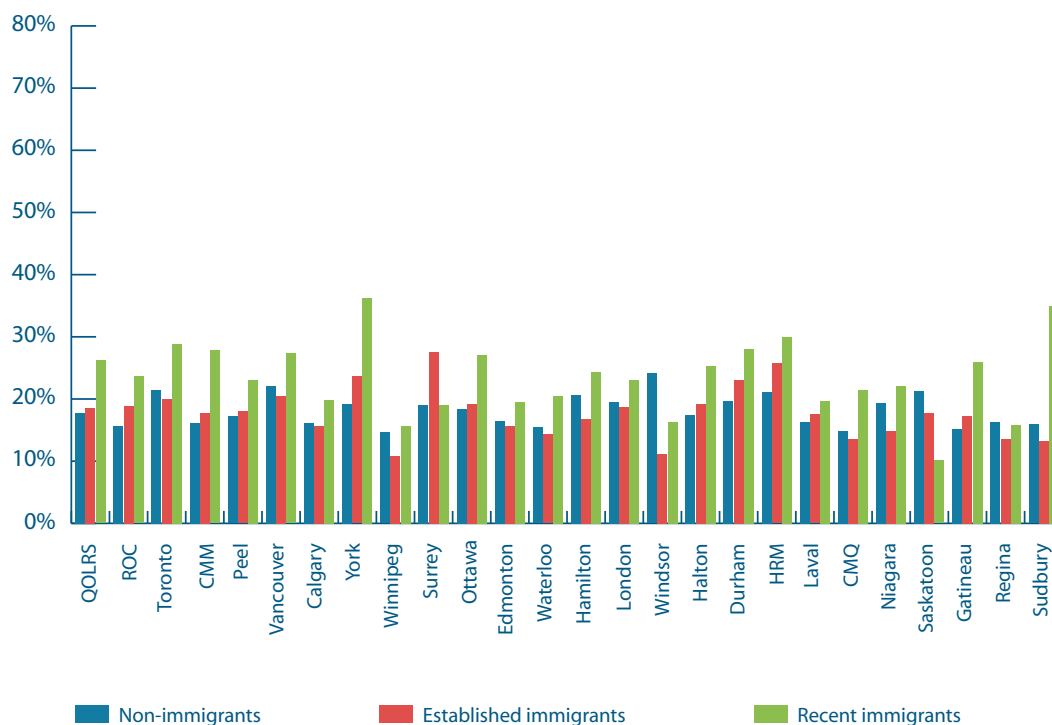
Chart 23a – Renter households spending more than 50 per cent of their income on shelter, by immigrant type, all communities, 2001



Source: Statistics Canada, Census Division, Custom Tables

Note: "ROC" means "rest of Canada."

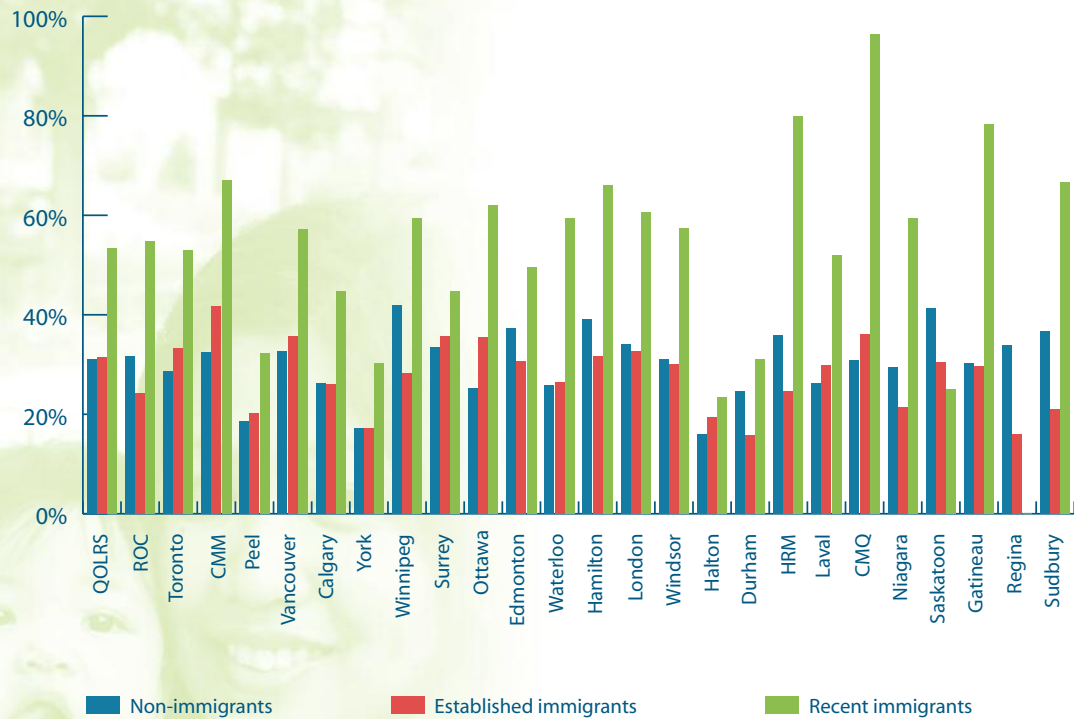
Chart 23b – Renter households spending more than 50 per cent of their income on shelter, by immigrant type, all communities, 2006



Source: Statistics Canada, Census Division, Custom Tables

Note: "ROC" means "rest of Canada."

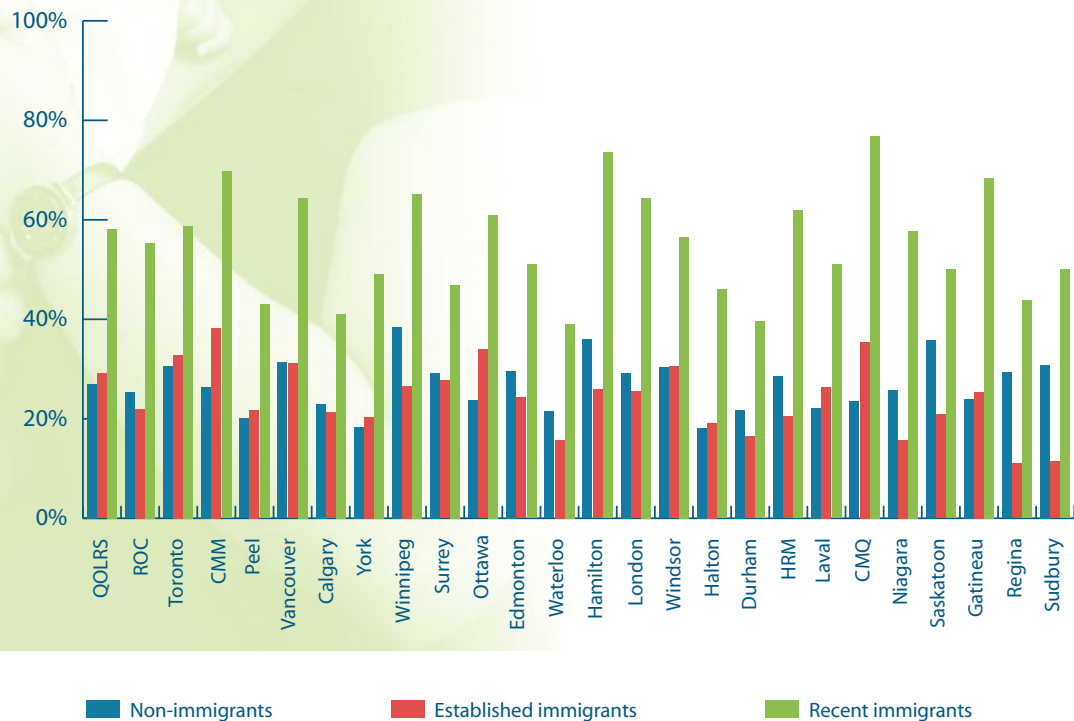
Chart 24a – Proportion of lone-parent families with low incomes (before tax), by immigrant type, all communities, 2001



Source: Statistics Canada, Census Division, Custom Tables

Note: "ROC" means "rest of Canada."

Chart 24b – Proportion of lone-parent families with low incomes (before tax), by immigrant type, all communities, 2006



Source: Statistics Canada, Census Division, Custom Tables

Note: "ROC" means "rest of Canada."

Data used to develop Chart 24 indicate that in 2006, approximately 14 per cent of all recent immigrant families were headed by a single parent, a slightly lower proportion than that among established immigrant families and non-immigrant families. In addition, fewer recent immigrant families were headed by single parents in 2006 than in 2001.⁴ Nevertheless, close to 60 per cent of all recent immigrant families led by a single parent had incomes below LICO in 2006, reaching 70 per cent or more in some communities. Furthermore, this rate increased significantly compared to 2001. Rates among lone-parent, established immigrant families were half those of lone-parent, recent immigrant families, and more closely resembled rates among lone-parent, non-immigrant families. In contrast to recent immigrants, rates of low income fell for

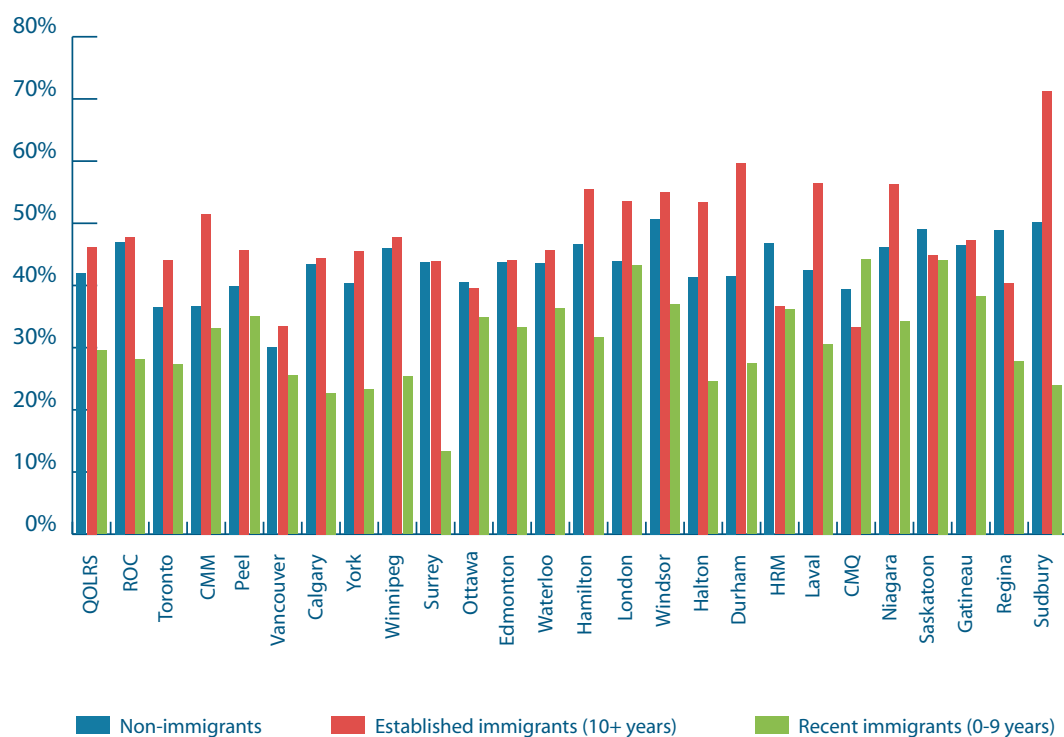
families led by non-immigrant or established immigrant lone parents.

Health Outcomes

Results from the 2005 Canadian Community Health Survey (CCHS) offer some insight into a range of health conditions affecting non-immigrant individuals, recent immigrants who had arrived less than 10 years prior to the survey, and established immigrants who had arrived in Canada at least 10 years prior to the survey. Indicators are presented with respect to five areas of health: obesity, physical inactivity, mental health, smoking and access to doctors.

Results of the CCHS survey summarized in Chart 25 show that established immigrants were more overweight than recent immigrants. Under 30 per cent of

Chart 25 – Proportion of the population self-rating as obese or overweight, by immigrant type, all communities, 2005



Source: Statistics Canada, Canadian Community Health Survey, Cycle 3.1

Note: "ROC" means "rest of Canada."

⁴This figure should be treated with some caution, as the actual number of recent immigrant families headed by lone parents was under 100 in several communities.



BOX 11—HOMELESSNESS AND THE RISK OF HOMELESSNESS AMONG RECENT IMMIGRANTS

There is insufficient knowledge and information about the scale of absolute and hidden homelessness among immigrants and refugees (see *Glossary of Terms*). This knowledge gap impedes the development of policy and program initiatives that address homelessness among immigrants and refugees in a systematic manner. Generally, immigrant and refugee groups are believed to be at a high risk of homelessness. Even though newcomers face high shelter cost burdens, extreme housing stress and high rates of core housing need, the extent of newcomers who experience absolute homelessness is lower than expected. A 2003 study estimated that 14 per cent of Toronto shelter users were born outside of Canada, despite the fact that about one-half of the general population of Toronto at the time of data collection was foreign born. Acacia Consulting & Research's 2006 study on eviction and homelessness suggests immigrant and refugee populations are more likely to avoid eviction and absolute homelessness by "doubling up" or living in overcrowded conditions, and are less likely to seek assistance or shelter from housing services. Instead, these groups rely heavily on informal types of support from friends and community networks.

Source: Acacia Consulting & Research, Highlights Report: Immigration, Housing and Homelessness (Ottawa: ACR, 2007).

The Panel Study on Homelessness in Ottawa is a longitudinal investigation of individuals' pathways into and out of homelessness over time. More than 400 individuals who were homeless in 2004 were interviewed and 62 per cent were interviewed again two years later. Approximately one in four were foreign born. Overall, the foreign-born homeless respondents had different characteristics than those born in Canada. Their reasons for being homeless were more clearly linked to a series of external barriers, such as not enough affordable housing, restrictions on the ability to compete for jobs or inadequate child care supports. The non-immigrant group on the whole was more vulnerable in terms of mental and physical health, education, or problems with

alcohol or drugs. In comparison to a general population sample, foreign-born respondents were defined by relatively strong mental and physical well-being. This was in sharp contrast to non-immigrant individuals, whose physical and especially mental health status was lower. Compared to their non-immigrant counterparts, the foreign-born respondents experienced greater housing stability. Foreign-born respondents were also more likely to reside in subsidized housing. The increased access to subsidized housing is likely an important contributor to housing stability. It may be a result of housing policies that favour families with children, as well as women escaping domestic violence. Foreign-born respondents were less likely to use health and social services than were non-immigrant respondents.

Source: Fran Klodawsky and Tim Aubry, Comparing Foreign-born and Canadian-born Respondents: The Panel Study on Homelessness in Ottawa. http://canada.metropolis.net/pdfs/klodawsky_e.pdf

A 2007 study co-authored by the City of Calgary concluded that there is a high need for culturally appropriate emergency shelter services for immigrants and refugees, but also found that data measuring homelessness among immigrants and refugees are generally not available. Anecdotal evidence based on the front-line observations of emergency shelter providers indicated significant increases in shelter usage by immigrants and refugees. However, housing and shelter service providers are generally not mandated or resourced to meet the affordable housing and service needs of individuals and families with unique linguistic and cultural requirements. The report calls for greater investment in research in order to develop homelessness prevention strategies tailored to the new and evolving reality of a growing immigrant population.

Source: City of Calgary and Poverty Reduction Coalition, Housing Issues of Immigrants and Refugees in Calgary (Calgary: City of Calgary, 2007). http://www.calgary.ca/docgallery/bu/cns/homelessness/housing_issues_immigrants_refugees.pdf

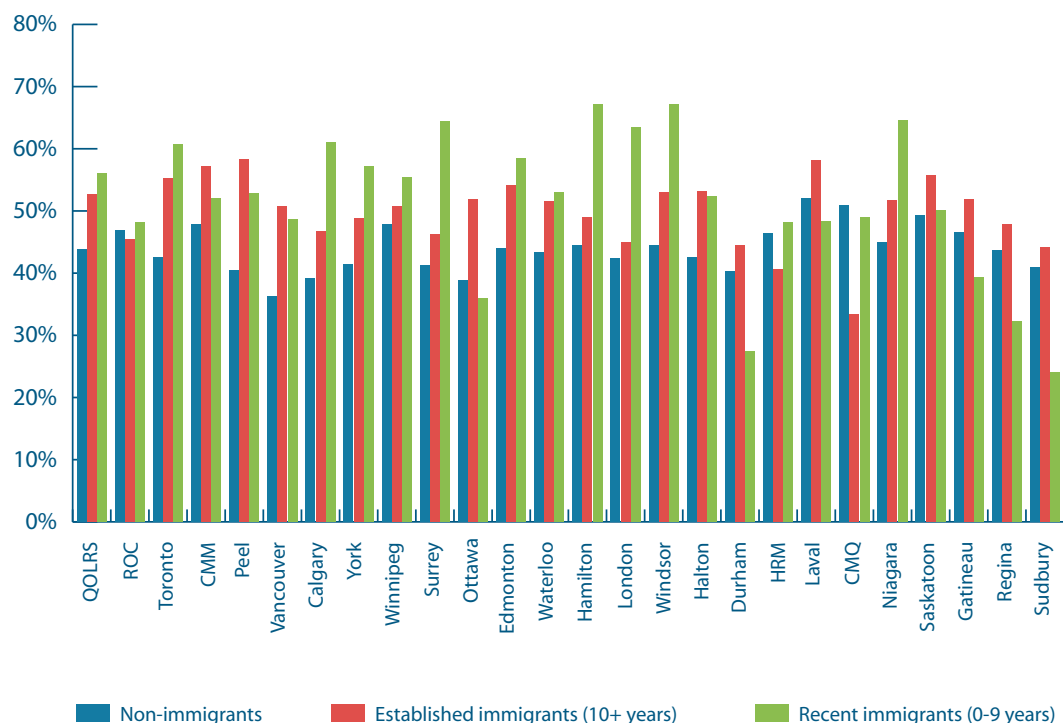
recent immigrants reported being overweight or obese, compared to the non-immigrant QOLRS average of 42 per cent. However, established immigrants reported average body mass indexes (BMIs) higher than those of non-immigrant respondents, suggesting the possibility of an increase in BMI levels once immigrants have settled in Canada. The significant difference in BMIs between recent and established immigrants suggests a higher risk of obesity-related disease facing immigrants once they have become established in Canada.

Rapidly rising levels of obesity among immigrants were consistent with self-reported levels of physical inactivity presented in Chart 26. Recent immigrants in QOLRS communities reported being significantly

less physically active than either non-immigrant individuals or established immigrants. Unlike non-immigrant residents, foreign-born residents of QOLRS communities were generally less physically active than their counterparts living in the rest of Canada.

According to Chart 27, nearly three out of four non-immigrant residents in QOLRS communities reported excellent or very good mental health, only slightly higher than self-rated mental health among recent immigrants. In fact, the proportion of recent immigrants reporting excellent or very good mental health was higher than that of the non-immigrant population in nearly half of QOLRS communities. In contrast, self-rated mental health among

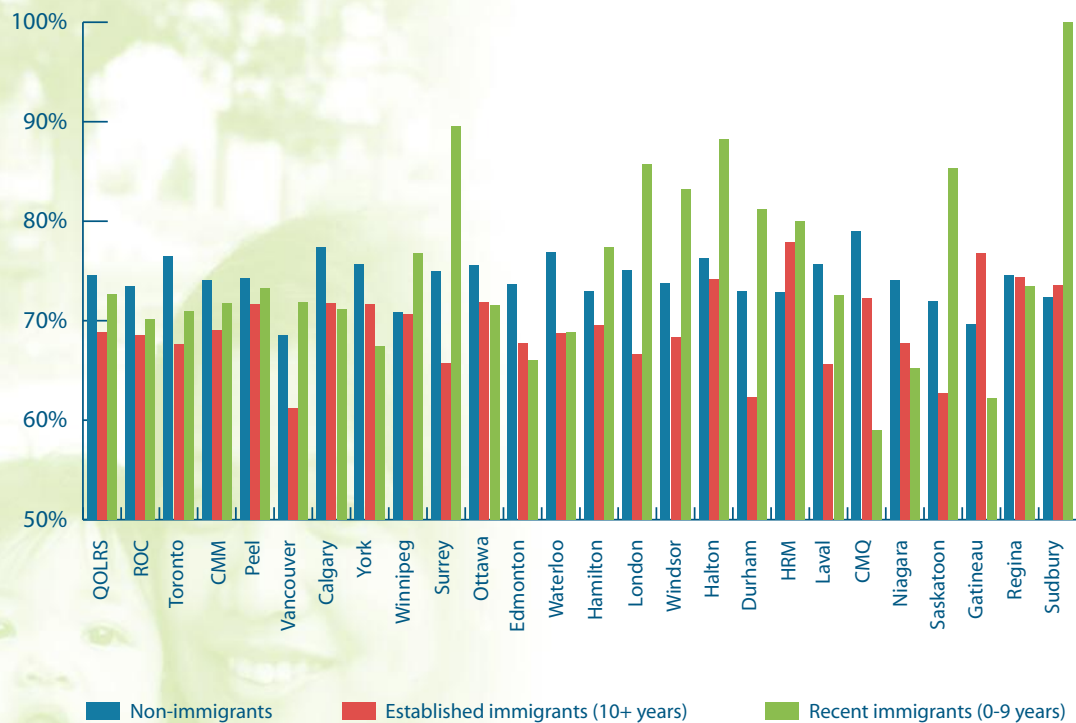
Chart 26 – Proportion of the population self-reporting as physically inactive, by immigrant type, all communities, 2005



Source: Statistics Canada, Canadian Community Health Survey, Cycle 3.1

Note: "ROC" means "rest of Canada."

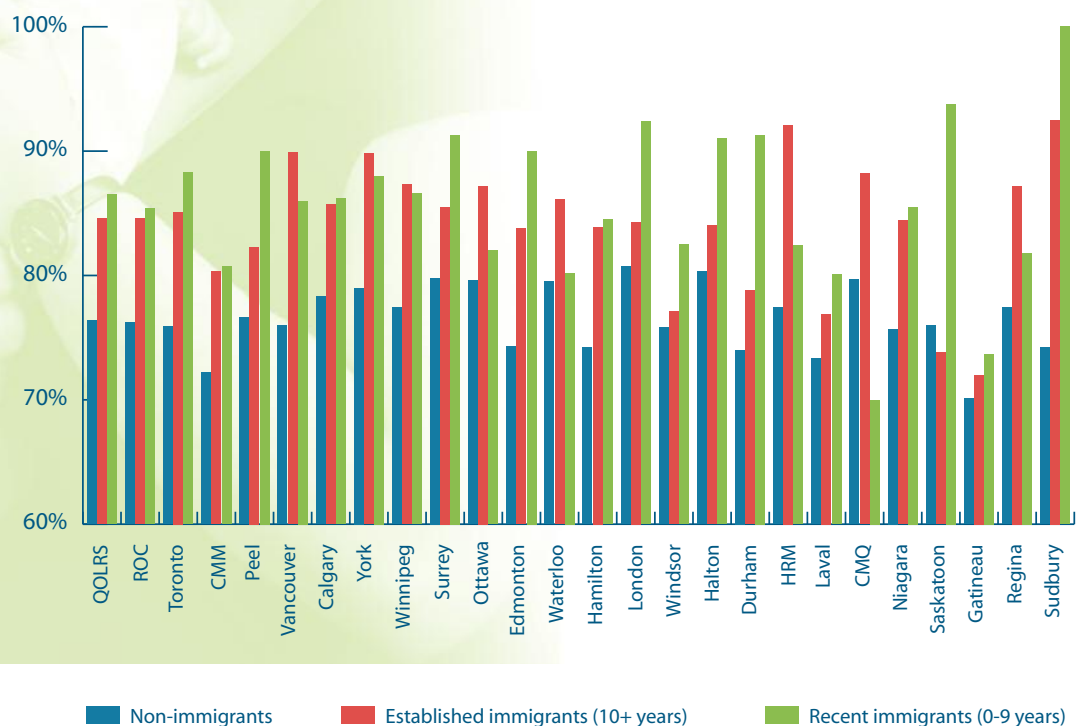
Chart 27 – Proportion of the population self-reporting excellent or very good mental health, by immigrant type, all communities, 2005



Source: Statistics Canada, Canadian Community Health Survey, Cycle 3.1

Note: "ROC" means "rest of Canada."

Chart 28 – Proportion of the population self-reporting as not smoking, by immigrant type, all communities, 2005



Source: Statistics Canada, Canadian Community Health Survey, Cycle 3.1

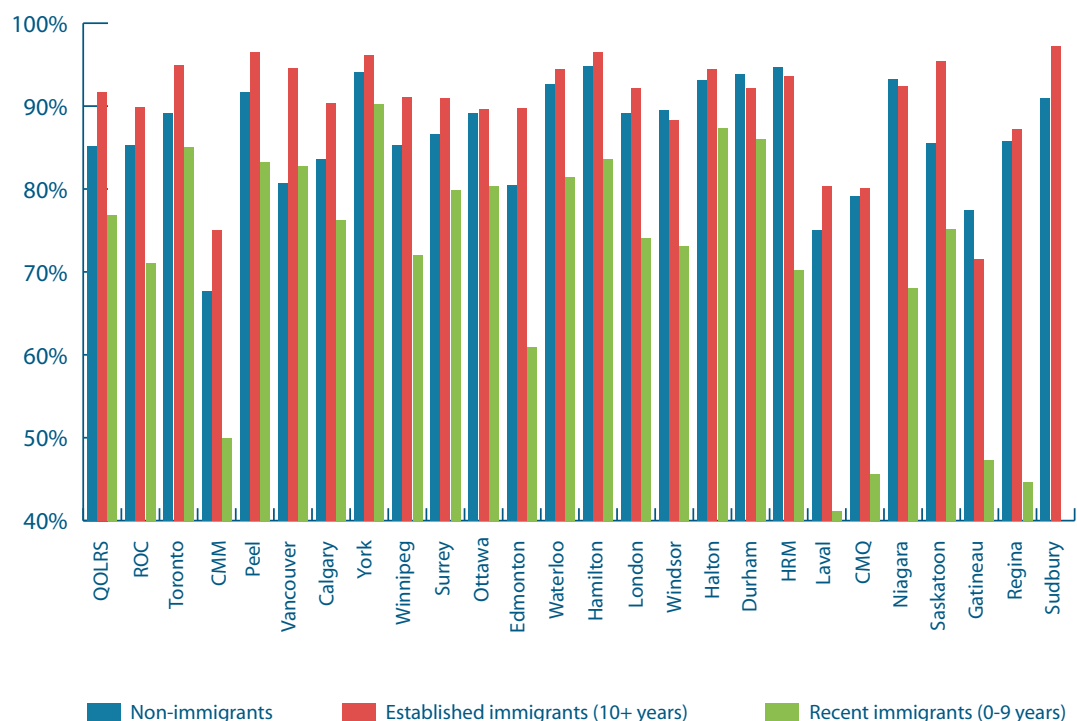
Note: "ROC" means "rest of Canada."

established immigrants was generally lower than that of recent immigrants.

A relatively large proportion of recent immigrants in QOLRS communities — 86.5 per cent — reported not smoking at all. This proportion declined among established immigrants and was lowest among non-immigrant individuals, at 76.4 per cent.

More than three-quarters of recent immigrants reported having access to a doctor, lower than the proportion among established immigrants and non-immigrants within QOLRS communities, but higher than that of recent immigrants in the rest of Canada. This proportion varied significantly, exceeding 85 per cent in some communities and falling below 50 per cent in several others. Established immigrants reported levels of access to a doctor greater than those of the non-immigrant population, a trend that was evident in nearly all QOLRS communities.

Chart 29 – Proportion of the population with access to a regular doctor in the past 12 months, by immigrant type, all communities, 2005



Source: Statistics Canada, Canadian Community Health Survey, Cycle 3.1

Note: "ROC" means "rest of Canada."

A background image showing a man in a green shirt and a young child in a white shirt, both smiling. The image is semi-transparent and serves as a backdrop for the text.

BOX 12—HEALTH STATUS OF RECENT IMMIGRANTS

A study published by Simon Fraser University in British Columbia in 2008 reports that the health of immigrants to Canada decreases with each decade they stay in the country and actually gets worse than the health of non-immigrants. The study suggests that this trend is likely due to factors such as stress, language barriers, and changes to diet and physical activity.

Source: <http://www.healthzone.ca/health/article/525011>

Immigrants initially experience lower rates of disease and report better health status than similarly aged non-immigrant counterparts. This is called the “healthy immigrant effect.” Several factors have been suggested to explain this phenomenon: the demands of the relocation effort tend to screen out individuals with health problems and fewer resources to overcome them; the Canadian immigrant selection process excludes applicants with severe health conditions and accepts those with higher socio-economic status, which is normally associated with good health; and immigrants often arrive with health-related behaviours that confer a health advantage.

Source: Champlain LHIN, *Champlain Migration Health Report (Draft): A Champlain/Ottawa region immigrant health profile* (Ottawa: Champlain LHIN, 2007).

The City of Ottawa has established a city-wide Multicultural Health Program to promote and provide equitable and improved access for ethnic, racial and cultural groups who may experience barriers to services. Roughly 20 per cent of the city’s population speaks a language other than English or French. The “Wake Up! Get a Working Smoke Alarm” campaign is delivered to Ottawa residents in multiple languages; girls, and women’s sports programs are promoted, including a women-only swim program; and a diabetes prevention peer education strategy is being developed with the Somali and Arabic community in partnership with the Canadian Diabetes Association. The program is also providing injury prevention education related to booster seat fitting stations, water safety, helmet safety and cycling with the Somali, Chinese, Arabic, Vietnamese and Farsi communities.

Source: http://www.ottawa.ca/city_hall/snapshots/diversity_en.html

PART 5 | CATCHING UP AND CLOSING THE GAP

An important consideration in attracting and retaining immigrants and ensuring a welcoming environment is the period of time needed for new arrivals to Canada to catch up to non-immigrants. The theme of catch up is also important when comparing the situation of established immigrants to that of non-immigrants. The following analysis compares recent immigrants who arrived within five years prior to the 2006 Census, established immigrants who arrived over five years prior to the Census and non-immigrants. Five variables are considered:

unemployment rates, average incomes, rates of low income, rates of homeownership and housing affordability. This section also introduces the concept of a growing or shrinking “gap” between recent immigrants, established immigrants and non-immigrants.

Unemployment Rates

Rates of unemployment were on a general downward trend between 2001 and 2006, with non-immigrants, established immigrants and recent immigrants all

Chart 30 – Change in unemployment rate, by immigrant type, all communities, 2001-2006



Source: Statistics Canada, Census Division, Custom Tables

Note: "ROC" means "rest of Canada."

benefiting to varying degrees. However, the pace of this change benefited recent immigrants more than any other group. In contrast, non-immigrants and established immigrants experienced a far smaller average decrease in unemployment rates. Whereas rates of unemployment for recent immigrants fell between 2001 and 2006 in 20 of 24 QOLRS communities, the unemployment rate for the non-immigrant labour force increased in 11 of 24 QOLRS communities during that period.

As a result of these trends, the unemployment rate gap between recent immigrants and non-immigrants in QOLRS communities shrank between 2001 and 2006. The narrowing unemployment rate gap was

further reinforced due to the pace of this change. Whereas recent immigrant unemployment rates were 2.4 times greater than those of non-immigrant residents in 2001, this ratio had fallen to under 2.3 by 2006. The ratio fell in 17 of 24 communities, including CMM, the GTA and Vancouver. At the same time, the unemployment rate gap between recent immigrants and non-immigrants in the rest of Canada was significantly smaller in 2006, at 1.38.

The unemployment gap between established immigrants and non-immigrants was marginal and remained largely unchanged between 2001 and 2006. In fact, unemployment rates for established immigrants were comparable to or lower than rates for

Chart 31 – Change in average income, by immigrant type, all communities, 2001-2006



Source: Statistics Canada, Census Division, Custom Tables

Note: "ROC" means "rest of Canada."

non-immigrant residents in 17 of 24 QOLRS communities.

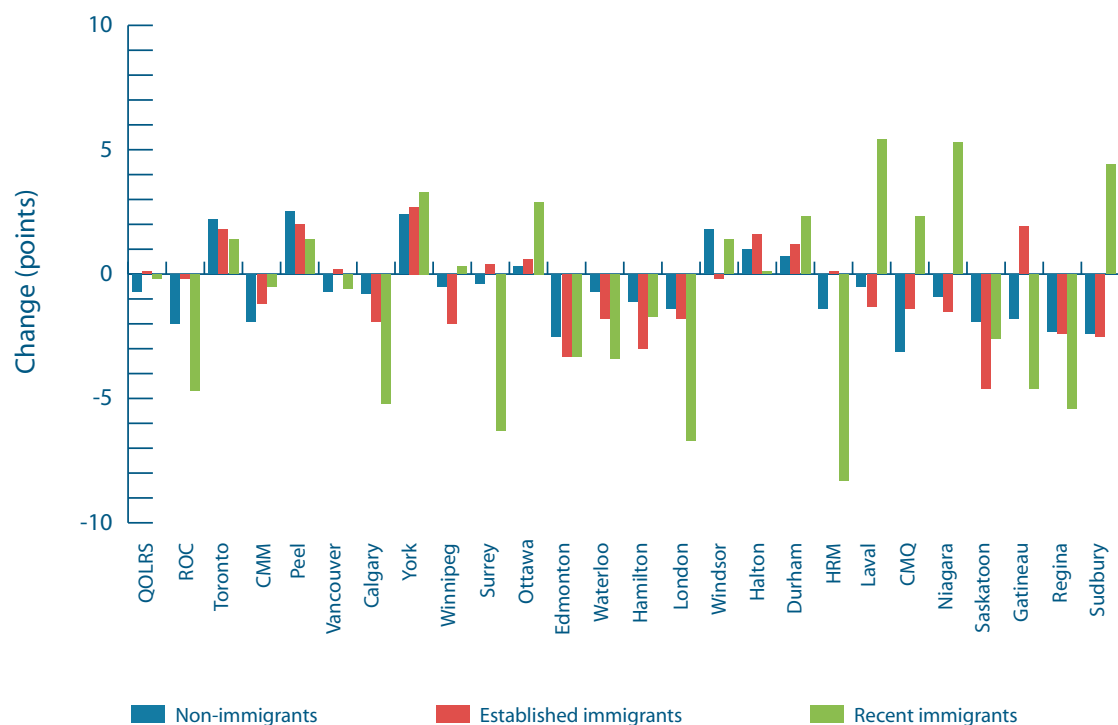
Average Incomes

Unadjusted for inflation, incomes for non-immigrants, all foreign-born residents and recent immigrants all increased between 2001 and 2006, when averaged across all QOLRS communities. This trend held true for both non-immigrants and all foreign-born residents in all 24 QOLRS communities. In contrast, growth in average incomes for recent immigrants was either stagnant (below three per cent) or negative in nine of 24 communities. Not surprisingly, this change over the five-year period benefited non-immigrant earners relative to both

established and recent immigrants, though the income gap separating non-immigrants and recent immigrants grew widest.


Whereas average incomes for recent immigrants were just under 60 per cent of non-immigrant incomes in 2001, this number had fallen to 51 per cent by 2006. Foreign-born residents also saw a relative deterioration in their incomes, which were close to 90 per cent of non-immigrant incomes in 2001 but had fallen to 82 per cent by 2006. This relative decline for both recent immigrants and foreign-born Canadians was felt in 20 of the 24 QOLRS communities. By 2006, recent immigrants were earning incomes no greater than half the size of non-

Chart 32 – Change in the proportion of households with low incomes (before tax), by immigrant type, all communities, 2001-2006



Source: Statistics Canada, Census Division, Custom Tables

Note: "ROC" means "rest of Canada."



immigrant incomes in seven QOLRS communities, including the largest immigrant-receiving centres. The foreign-born population saw its average earnings fall to under 80 per cent of non-immigrant incomes in six communities by 2006. The widest income gaps were generally evident in the larger immigrant-receiving communities.

Rates of Low Income

Immigrants faced a widening gap with respect to the incidence of low incomes, measured in terms of households with incomes below the Low Income Cut-Off (LICO) established by Statistics Canada. Recent immigrant households with low incomes accounted for 43 per cent of all persons living in recent immigrant households in 2006, nearly three times the proportion in non-immigrant households; the proportion of established immigrant households with low incomes (19 per cent) was substantially lower than that of recent immigrants, though still higher than that of non-immigrant households. These trends generally held across QOLRS communities, with recent immigrant households experiencing low incomes at a proportion two to four times greater than that of non-immigrant households, and affecting as much as 50 to 55 per cent of all recent immigrant households.

In general, the proportion of households with low incomes fell slightly between 2001 and 2006 for both non-immigrant and recent immigrant households. However, the magnitude and extent of the decline were marginally greater for non-immigrant households. The proportion of non-immigrant households with low incomes fell in 16 of 24 communities. The proportion of relative poverty among established immigrant households remained largely unchanged over this time.

The gap between non-immigrants and established immigrants, and between non-immigrants and recent immigrants, widened between 2001 and 2006. This was true in 14 of the 24 QOLRS communities. In 2001, the proportion of established immigrant

households with low incomes exceeded that of non-immigrant households in 17 of 24 communities. By 2006, this had increased to 18 of 24 communities. The gap narrowed somewhat in the Greater Toronto Area, though, in this case, a greater proportion of non-immigrant, established immigrant and recent immigrant households were earning incomes below LICO in 2006, compared to 2001.

A higher proportion of recent immigrants living in QOLRS communities earned incomes below LICO, compared with their recent immigrant counterparts in the rest of Canada. This gap widened further between 2001 and 2006.

Rates of Homeownership

As suggested in the discussion of rental housing in Part 4, rates of homeownership grew significantly between 2001 and 2006 for non-immigrants, established immigrants and recent immigrants in virtually all 24 QOLRS communities. Levels of homeownership for all three groups were substantially higher in the rest of Canada.

The homeownership gap dividing recent immigrants and non-immigrants shrank significantly between 2001 and 2006. Whereas the level of homeownership among recent immigrants was 47.5 per cent that of non-immigrants in 2001, this level had increased to 51.2 per cent by 2006. With few exceptions, levels of homeownership grew faster among recent immigrants between 2001 and 2006 than among non-immigrants.

This drive to homeownership was also reflected in the fact that homeownership levels among established immigrants were generally — and often significantly — higher than those among non-immigrants. This was true in 23 of 24 QOLRS communities in 2001. However, non-immigrants' levels of homeownership grew marginally faster than those of established immigrants between 2001 and 2006. Even so, by 2006, over 70 per cent of established immigrants in QOLRS communities were homeowners,

compared to 63 per cent of non-immigrants. Homeownership levels among established immigrants were higher than those of non-immigrants in 22 of 24 communities.

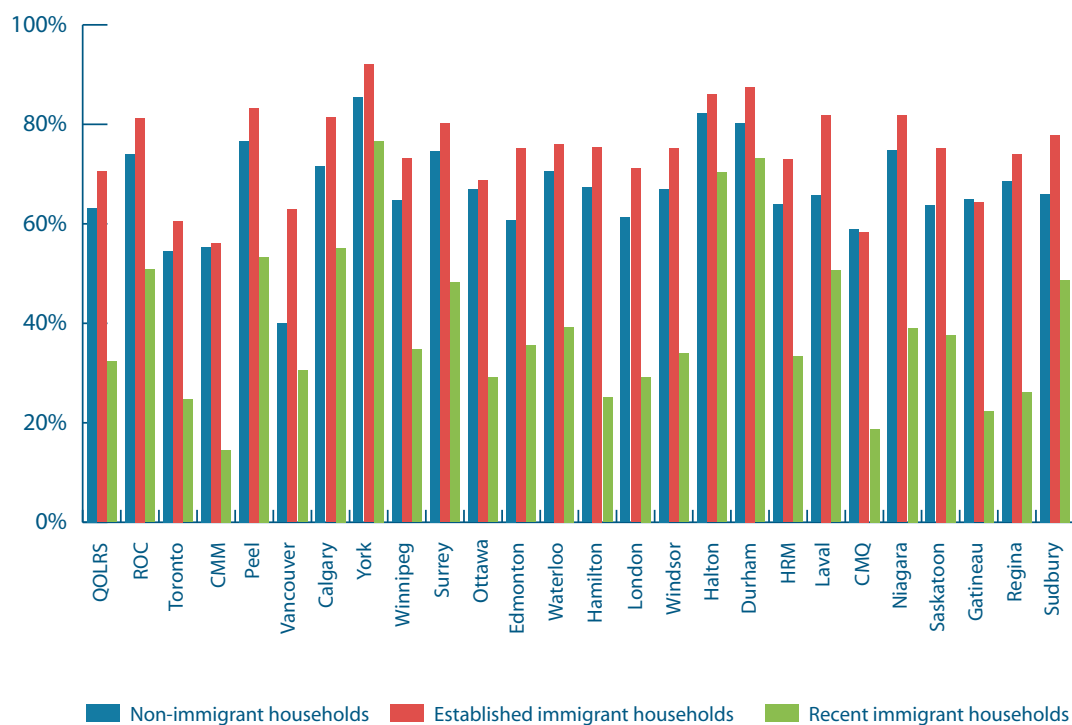
Housing Affordability

Rapid accession to homeownership among recent immigrants, and the high levels of homeownership evident among established immigrants, came at a price measured in terms of housing affordability. Affordability issues were most dramatic among foreign-born homeowners. Fully one-half of all recent immigrant homeowners were spending over 30 per cent of their income on shelter in 2006. This was in

stark contrast to non-immigrant homeowners, only 16 per cent of whom faced housing affordability problems. The proportion of recent immigrant homeowner households spending at least 30 per cent of their income on shelter approached or exceeded 60 per cent in several of the largest immigrant-receiving communities, notably Toronto, Peel, Vancouver, York and Surrey.

The housing affordability situation confronting all homeowner households deteriorated noticeably between 2001 and 2006, but affected recent and established immigrant homeowner households to a greater degree. As a result, the housing affordability gap between non-immigrants and immigrants

Chart 33 – Homeowner households as a proportion of all households, by immigrant type, all communities, 2006



Source: Statistics Canada, Census Division, Custom Tables

Note: "ROC" means "rest of Canada."

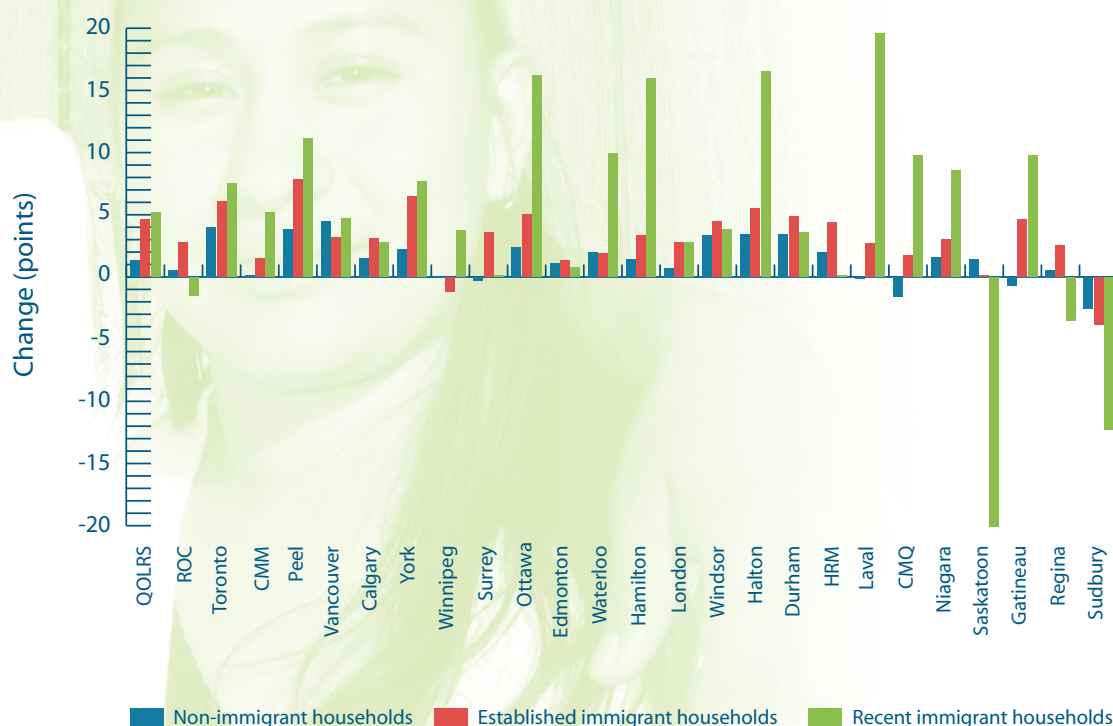
widened between 2001 and 2006. Compared to non-immigrant homeowner households, over three times as many recent immigrant homeowners and 1.6 times as many established immigrant homeowners faced affordability issues by 2006.

Measured in terms of housing affordability, recent immigrants were catching up to non-immigrants in only a handful of communities, notably Edmonton, HRM, Saskatoon, Regina and Sudbury. In the remaining 19 communities, recent immigrant homeownership affordability either deteriorated at rates

greater than those among non-immigrants or did not improve to the same extent. The housing affordability gap between non-immigrants and established immigrants widened in all but five of the 24 QOLRS communities. Vancouver and Winnipeg were two notable exceptions.

The situation facing recent immigrants in the rest of Canada was far better. Whereas housing affordability deteriorated for both non-immigrants and established immigrants, recent immigrants experienced a net improvement.

Chart 34 – Change in the proportion of homeowners spending more than 30 per cent of their income on housing, by immigrant type, all communities, 2001-2006



Source: Statistics Canada, Census Division, Custom Tables

Note: "ROC" means "rest of Canada."

FCM QOLRS INDICATORS

Figure 3 FCM QOLRS Indicators

Demographic & Background Information (DBI)	Affordable, Appropriate Housing (AAH)	Civic Engagement (CE)	Community and Social Infrastructure (CSI)	Education (ED)	Employment (EM)	Local Economy (LE)	Natural Environment (NE)	Personal & Community Health (PCH)	Personal Financial Security (PFS)	Personal Safety (PS)
DBI1 Population Growth	AAH1 30%+ Income on Shelter	CE1 Voter Turnout	CSI1 Social Housing Waiting Lists	ED1 Education Levels	EM1 Unemployment/ Employment Rates	LE1 Business Bankruptcies	NE1 Air Quality	PCH1 Low Birth-Weight Babies	PFS1 Community Affordability	PS1 Young Offenders
DBI2 Household & Family Composition	AAH2 50%+ Income on Shelter	CE2 Women in Municipal Government	CSI2 Rent-Geared-to-Income Housing	ED2 Literacy Levels	EM2 Quality of Employment	LE2 Consumer Bankruptcies	NE2 Urban Transportation	PCH2 Teen Births	PFS2 Families Receiving EI/ Social Assistance	PS2 Violent Crimes
DBI3 Average Income	AAH3 Core Housing Need	CE3 Newspaper Circulation	CSI3 Social Assistance Allowance	ED3 Adult Learning	EM3 Long-Term Unemployment	LE3 Hourly Wages	NE3 Population Density	PCH3 Premature Mortality	PFS3 Economic Dependency Ratio	PS3 Property Crimes
DBI4 Renters & Owners	AAH4 Substandard Units	CE4 Volunteering	CSI4 Subsidized Child Care Spaces	ED4 Education Expenditures	EM4 Labour Force Replacement	LE4 Change in Family Income	NE4 Water Consumption	PCH4 Work Hours Lost	PFS4 Lone-Parent Families	PS4 Injuries and Poisonings
DBI5 Population Mobility	AAH5 Changing Face of Homelessness	CE5 Charitable Donations	CSI5 Public Transit Costs	ED5 Classroom Size		LE5 Building Permits	NE5 Wastewater Treatment	PCH5 Suicides	PFS5 Incidence of Low-Income Families	
DBI6 Foreign Born	AAH6 Vacancy Rates		CSI6 Social Service Professionals	ED6 Student / Teacher Ratio			NE6 Solid Waste	PCH6 Infant Mortality	PFS6 Children Living in Poverty	
DBI7 New Immigrant Groups	AAH7 Rental Housing Starts		CSI7 Private Health Care Expenditures	ED7 Post-Secondary Tuition			NE7 Ecological Footprint		PFS7 Income Gap	
DBI8 Language Spoken at Home	AAH8 Monthly Rent			ED8 Spending on Private Education			NE8 Recreational Water Quality			
DBI9 Visible Minorities										
DBI10 Aboriginal Population										

Table I—QOLRS Members

Community	Short Name	Province	Population (2006)⁵
City of Vancouver	Vancouver	British Columbia	578,045
City of Surrey	Surrey	British Columbia	394,976
City of Calgary	Calgary	Alberta	988,195
City of Edmonton	Edmonton	Alberta	730,370
City of Saskatoon	Saskatoon	Saskatchewan	202,340
City of Regina	Regina	Saskatchewan	179,245
City of Winnipeg	Winnipeg	Manitoba	633,455
City of Windsor	Windsor	Ontario	216,473
City of London	London	Ontario	352,395
City of Greater Sudbury	Sudbury	Ontario	157,910
Regional Municipality of Waterloo	Waterloo	Ontario	478,120
Regional Municipality of Niagara	Niagara	Ontario	427,420
City of Hamilton	Hamilton	Ontario	504,560
Halton Region	Halton	Ontario	439,255
Region of Peel	Peel	Ontario	1,159,405
York Region	York	Ontario	892,715
City of Toronto	Toronto	Ontario	2,503,280
Region of Durham	Durham	Ontario	561,260
City of Ottawa	Ottawa	Ontario	812,130
Ville de Gatineau	Gatineau	Quebec	242,125
Communauté métropolitaine de Montréal	CMM	Quebec	3,532,575
Ville de Laval ⁶	Laval	Quebec	368,710
Communauté métropolitaine de Québec	CMQ	Quebec	711,735
Halifax Regional Municipality	HRM	Nova Scotia	372,860

⁵ Statistics Canada, Census Division, 2006.

⁶ Ville de Laval is located within the boundaries of the Communauté métropolitaine de Montréal.

DATA SOURCES AND LIMITATIONS

The QOLRS consists of 24 member communities in seven provinces (see Table 1). New additions to the QOLRS since the previous report include the Communauté métropolitaine de Montréal (CMM), Ville de Laval, Ville de Gatineau, the Region of Durham and the City of Surrey. Data acquired for the QOLRS correspond to the actual boundaries of the 24 member communities. These include regional municipalities and lower-tier or single-tier municipalities, and are represented by Census divisions and Census subdivisions, respectively. The exceptions are the Communauté métropolitaine de Montréal (CMM) and the Communauté métropolitaine de Québec (CMQ), which comprise 82 and 28 municipalities respectively, and are represented by Census Metropolitan Area (CMA) data. Both CMM and CMQ are similar in population and area to CMAs. For example, while the population living within the boundaries of CMM was 3,532,575 in 2006, the Montreal CMA population was 3,635,571. Similarly, CMQ's Census population was 711,735, while the Quebec CMA population was 715,515. A full description of the QOLRS geography is available at the FCM Quality of Life Reporting System website.

Statistics Canada Census of Population

The Census provides consistent and reliable data that correspond accurately to the QOLRS member boundaries. The Census also offers an extremely rich array of variables that can be cross-tabulated. At the same time, the Census presents certain limitations with respect to an analysis of immigration. As data are only available every five years, comparisons of immigrants arriving within that five-year period are not possible. In addition, no information is available on home country dynamics, such as income and occupation prior to arriving in Canada. Finally, the Census does not distinguish between classes of immigrant (economic, family, refugee) and does not capture any data on refugee claimants.

Since the universe of Census households contains a mix of immigrants and non-immigrants, it was not possible to capture an “immigrant household” without either including non-immigrants or excluding immigrants. Throughout the report, the term “immigrant household” refers to a household with a foreign-born primary maintainer.

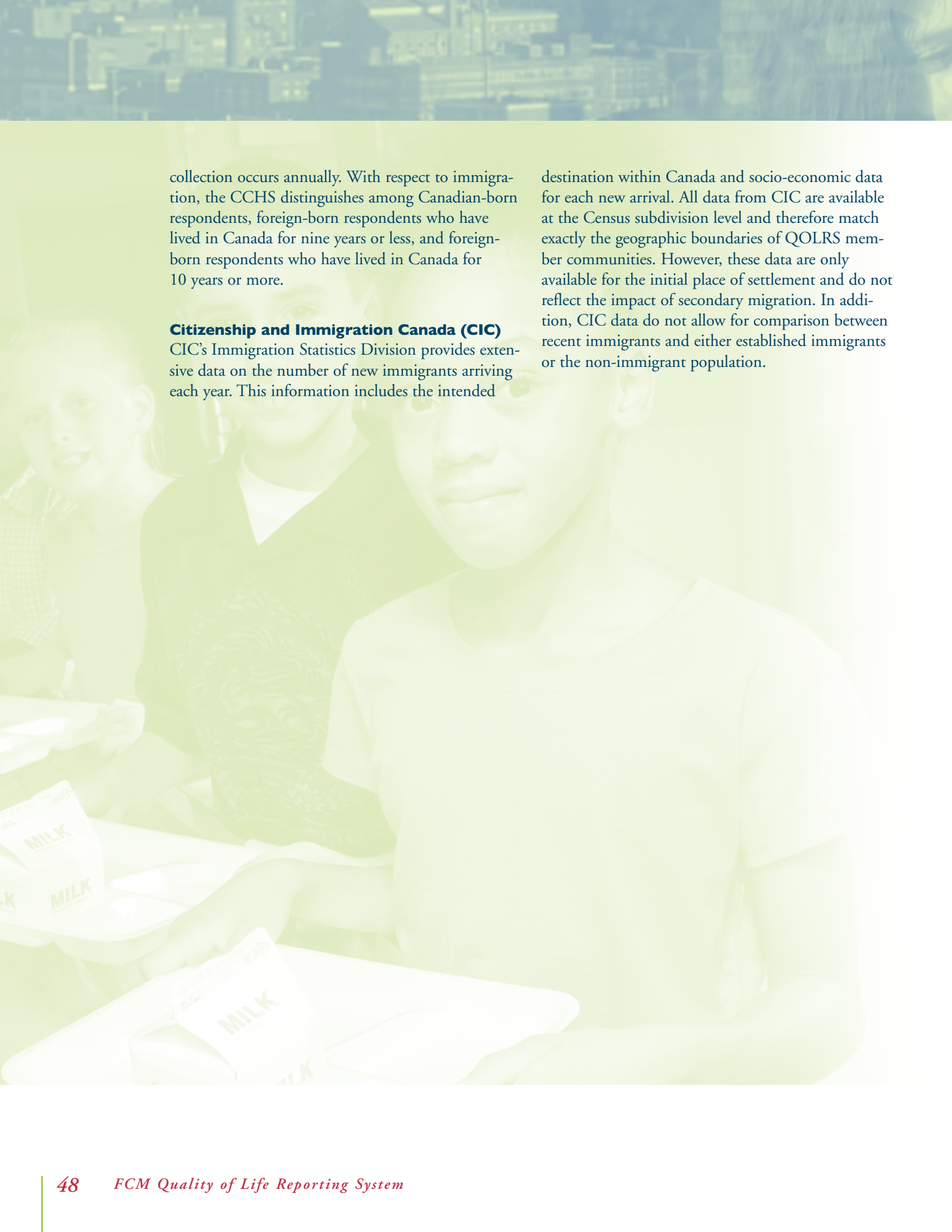
Although Statistics Canada makes great efforts to count every person, some people are missed in each Census (e.g., people may be travelling, or some dwellings are hard to find). Some municipalities have identified the possibility that the Census may have undercounted more of the population than usual. This undercount would affect data related to population and households. In the case of recent immigrants, a large number live in apartments, where there is a greater likelihood of being missed, and language barriers may make them fearful of giving information to a stranger. At the time of this publication, some municipalities are investigating this issue.

Statistics Canada Small Area and Administrative Data (SAAD)

These data are compiled using income tax forms completed by Canadian tax filers. Statistics Canada produces a wealth of annual economic and demographic data. These data are compiled at geographies as low as postal walks and therefore the report was able to obtain data matching the geographic profiles of QOLRS communities.

Statistics Canada Canadian Community Health Survey (CCHS)

The CCHS is a national survey that collects information related to health status, health care utilization and health determinants. Since it relies on a large sample size, it is able to provide reliable estimates at the health region level. Data are available for the 2001, 2003 and 2005 periods. As of 2007, data



collection occurs annually. With respect to immigration, the CCHS distinguishes among Canadian-born respondents, foreign-born respondents who have lived in Canada for nine years or less, and foreign-born respondents who have lived in Canada for 10 years or more.

Citizenship and Immigration Canada (CIC)

CIC's Immigration Statistics Division provides extensive data on the number of new immigrants arriving each year. This information includes the intended

destination within Canada and socio-economic data for each new arrival. All data from CIC are available at the Census subdivision level and therefore match exactly the geographic boundaries of QOLRS member communities. However, these data are only available for the initial place of settlement and do not reflect the impact of secondary migration. In addition, CIC data do not allow for comparison between recent immigrants and either established immigrants or the non-immigrant population.





FCM's Quality of Life Reporting System

This is one in a series of reports on quality of life in Canadian communities prepared by the Federation of Canadian Municipalities (FCM) using information derived from a variety of national and municipal data sources. The statistics used in these reports are components of a larger reporting system containing hundreds of variables that measure changes in social, economic and environmental factors. Taken together, these data form FCM's Quality of Life Reporting System (QOLRS). QOLRS indicator tables and reports are available at www.fcm.ca

The analysis of trends affecting quality of life in Canadian cities relies on a framework defined by FCM, based on the understanding that quality of life is enhanced and reinforced in municipalities that do the following:

- develop and maintain a vibrant local economy;
- protect and enhance the natural and built environment;
- offer opportunities for the attainment of personal goals, hopes and aspirations;
- promote a fair and equitable sharing of common resources;
- enable residents to meet their basic needs; and
- support rich social interactions and the inclusion of all residents in community life.

Quality of life in any given municipality is influenced by interrelated issues concerning the state of affordable, appropriate housing, civic engagement, community and social infrastructure, education, employment, the local economy, the natural environment, personal and community health, personal financial security and personal safety.

The 24 communities participating in the QOLRS account for 54 per cent of Canada's population and are located in seven provinces. These communities comprise some of Canada's largest urban centres and many of the suburban municipalities surrounding them. By providing a method to monitor quality of life at the local level, the QOLRS ensures that municipal government is a strong partner in formulating public policy in Canada. Developed by FCM and municipal staff, each report is also intended to serve as a planning tool for municipalities. Each report considers quality of life issues from a municipal perspective and uses data segregated by actual municipal boundaries, not Census Metropolitan Areas, as is often the case in other studies.

The reporting system is equally important as a tool for community organizations, research institutes and other orders of government, allowing them to:

- identify and promote awareness of issues affecting quality of life in Canadian municipalities;
- better target policies and resources aimed at improving quality of life;
- support collaborative efforts to improve quality of life; and
- inform and influence decision-makers across Canada.

Subsequent volumes in the QOLRS report series will examine in more detail issues such as income and housing affordability among specific demographic populations, community safety and security, and the urban environment. Some of these future reports will benefit from 2006 Census data, as well as the results of a future survey of QOLRS members' policies and programs.

Federation of Canadian Municipalities

The Federation of Canadian Municipalities (FCM) has been the national voice of municipal governments since 1901. The organization is dedicated to improving the quality of life in all communities by promoting strong, effective and accountable municipal government. FCM membership of more than 1,775 municipal governments includes Canada's largest cities and regional municipalities, small towns, rural municipalities, and 18 provincial and territorial municipal associations.