

NEWSLETTER

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Member Activities and ARGEIAD Participation in Events

The 21st National Metropolis conference was held at the new convention centre in Halifax on March 21-23, 2019. Howard Ramos (Dalhousie University) co-chaired with Jennifer Watts (Immigrant Settlement Association of Nova Scotia, ISANS). Program included 4 plenaries and over 140 workshops. Total registration exceeded 800. The conference host was Association of Canadian Studies (ACS), which is based in Montreal.

ARGEIAD collaborated with ACS to participate in the following activities during the National Metropolis conference:

- Publication of the magazine Canadian Diversity (Vol 16, Issue 1; 2019). Ather Akbari and Howard Ramos co-edited this issue. Theme: Immigration and Economic Prosperity in Smaller Regions. The magazine can be found here: <https://www.ciim.ca/img/boutiquePDF/canadiandiversity-vol16-no1-2019-gdn7k.pdf>
- Commissioned Leger Marketing (a survey company located in Montreal) to holding a national poll, with oversampling of Atlantic Canadians. Results were presented in workshop B3. Summary provided here: <https://smu.ca/webfiles/B3summary.doc>.
- Held 5 workshops as described below:
Note: Workshop descriptions available with the conference program at:

<https://www.metropolisconference.ca/img/section/92955703911717.pdf>.

All presentations available at:

<https://drive.google.com/drive/folders/1bgRz2pg-MPmi6wPQbPARTnBrTYMT27?usp=sharing>

Workshop A9

Immigrant retention in Rural Nova Scotia (with In Hae Park, YMCA Greater Halifax/Dartmouth; Omar Tag El-Din, Atlantic Immigration Pilot, Cape Breton Partnership; Rob Martin, YREACH Settlement Staff, YMCA of Greater Halifax/Dartmouth; Sharon Churchill, English Language Centre Acadia University).

Workshop B3

How Canadians view immigration – Results of a survey (with Jack Jedwab, Association of Canadian Studies; Ather Akbari and Martha MacDonald, Saint Mary's University).

Workshop D9

Labour Market Challenges in Smaller Provinces and the Role of Immigration (with Ian Munro, Halifax Partnership; Thomas Storrington, Government of Nova Scotia; Richard Cormier, Atlantic Canada Opportunities Agency; Carol Logan, Prince George Hotel).

Workshop G6

Conducting Research on Inter-Provincial Mobility of Population for Smaller Provinces (with Stephen Coyle, Group ATN; Lorna Jantzen, IRCC; Barry Edmonston, University of Victoria; Donna Safatli, ISANS).

Workshop H6

Attraction and Retention of International Students in Maritime Provinces: Some Best

Practices, Challenges and Hiring Incentives (with Leyla Sal, University of Moncton; Jerry Wang, University of Prince Edward Island; Jenny Calder and Lauren Cullen, Saint Mary's University; Margaret Schwartz, Government of Nova Scotia).

In addition to participating in the above workshops, Ather Akbari (Chair ARGEIAD) also presented in the following workshops:

Workshop E11

The Evolution of the Longitudinal Immigration Database (IMDB, Part 2: Integrating Immigration Data with Other Sources (with Lorna Jantzen, IRCC; Tristan Cayn, Statistics Canada; Ed Ng, Statistics Canada; Rose Evra, Statistics Canada).

Workshop F11

Atlantic Immigration Trends: Glance from Administrative Data and Surveys (with Yoko Yoshida, Dalhousie University; Ted McDonald, University of New Brunswick; Tony Fang, Memorial University of Newfoundland and Labrador).

- Ather Akbari is conducting research on behalf of the Province of Nova Scotia on mobility motivations of immigrants for Nova Scotia. The research is now in the survey stage. Invitation to participate has been sent by IRCC to about 23,000 immigrants. The survey universe includes all those who were aged 18 and over at the time of arrival in Canada, immigrated to Canada during 2011-2018 and either declared Nova Scotia as intended destination at the time of arrival or moved to Nova Scotia after living elsewhere in Canada.
- ARGEIAD members held public outreach events in Charlottetown, Halifax, Moncton and Saint John's:

Charlottetown (held on University of Prince Edward, UPEI, campus on March 15, 2019)

Event Title: Community Forum on Immigration, Mobility and Economy. Chair: Wimal Rankaduwa, UPEI. Total attendance exceed 60 and included politicians, settlement sector, academicians, students and general public.

Halifax (seven workshops held in collaboration with ACS as outlined above, held March 21-23). Each workshop had at least 3 speakers and was attended by at least 30 people.

Moncton (held on University of Moncton campus on February 15)) Event title: Les immigrantes et les immigrants francophones en Acadie du Nouveau-Brunswick : les défis et les enjeux à l'accueil. Total attendance was 75 and included researchers and community groups.

Saint John's (held on Memorial University of Newfoundland & Labrador campus on November 25, 2018). Event title: Immigration and Sustainable Development. Event attended by politicians, settlement sector, provincial and federal government partners, academicians and students. Attendance exceeded 60.

A full report of the above events will be published on ARGEIAD website shortly.

Immigration and Disability in Canada and the Atlantic Region

Firat K. Sayin (Saint Mary's University)

In recent years, there has been a significant demographic shift in both Canada and Atlantic Canada. Population aging and increasingly higher net immigration are two key factors that contribute to this change. Population aging has

significant implications for the Atlantic labour market. One aspect of this stems from the relationship between aging and disability; disability is more prevalent in older populations. This has an important economic impact, as disability in most cases leads to lower labour market participation. Disability can have a wide range among individuals and can limit the employability and employment outcomes of workers. This issue is specifically important for Atlantic Canada, which has the highest rate of disability in Canada.

Labour market outcomes of immigrants have been studied extensively at regional and national levels. However, one under-studied group within immigrants is those with disabilities. The goal of this article is to provide some basic statistics on immigrants with disabilities and compare their demographic data with data on labour market outcomes, including employment and labour force participation rates, with non-immigrants who also have disabilities. This comparison will be conducted at both regional (Atlantic) and national levels. The nature of a disability can be mental, physical or sensory, or combinations of these. Each can affect an individual's ability to participate in the labour force in varying degrees. However, the data analyzed here is broadly based and aimed at generating interest in future studies of this topic.

The analysis draws from the public microdata files based on Statistics Canada's General Social Survey (2014). This survey represents Canadian population aged 15 and over.

Overview

Table 1 presents an overview. The percentage of people with disabilities is higher in Atlantic Canada than in Canada as a whole. The percentage of non-immigrants with disabilities in the population is higher than for immigrants at both levels of geography. That said, while the

incidence of disability among non-immigrants is significantly higher in Atlantic Canada, the opposite is true for immigrants. Roughly, there are about 1.5 million immigrants with disabilities in Canada and 30,000 in the Atlantic region. These results underline the different demographic composition of Atlantic Canada compared to the national average.

Table 1: Population reporting disabilities by immigrant status, 2014.

	Canada	Atlantic Canada
Non-Immigrants (%)	20.1	27.6
Immigrants (%)	4.3	1.4
Total with disabilities (%)	24.4	29.1

Demographics

Table 2 presents some demographic differences between non-immigrants and immigrants who report disabilities. At the national level, the percentage of working age individuals (15-65) is higher for non-immigrants who also have a slightly higher percentage of females reporting disabilities than do immigrants. Education levels are higher among immigrants with disabilities. There is a similar pattern in Atlantic Canada, although the percentage of females is significantly higher among immigrants.

Table 2: Working age population reporting disabilities by immigrant status, 2014.

		Non-immigrants	Immigrants
Canada	Working age (15-65) (%)	73.9	68.9
	Female (%)	57.8	56.6
	Post-secondary education attainment (%)	47	65.3
Atlantic Canada	Working age (15-65) (%)	72.5	61.9
	Female (%)	54.8	63.5
	Post-secondary Education attainment (%)	43.6	58.5

Labour market outcomes

Table 3 lays out four key labour market outcomes for non-immigrants and immigrants who report disabilities at national and regional levels. These are employment, unemployment, not in the labour force, and incidence of personal pre-tax income lower than \$20,000. Those earning below \$20,000 can be considered below the poverty line.

At the national level, non-immigrants have higher rates of employment and labour force participation and a lower rate of unemployment than immigrants do. These rates indicate comparably more positive outcomes. Furthermore, the proportion of non-immigrants with personal income below \$20,000 before tax is less than that of immigrants. In Atlantic Canada, however, we see a reversed pattern for these relationships. Non-immigrants with disabilities have lower rates of employment and labour force participation rate, and a higher unemployment rate, than immigrants. Moreover, the proportion of non-immigrants who earned a pre-tax personal income below \$20,000 is higher than that of immigrants.

Table 3: Labour market outcomes of persons with disabilities by immigrant status, 2014.

		Employment (%)	Unemployment (%)	Not in labour force (%)	Pre-tax personal income lower than \$20,000 (%)
Canada	Non-imm	48.0	6.0	46.0	37.1
	Immigrants	44.4	8.2	47.4	38.2
Atlantic Canada	Non-imm	42.3	6.8	51.0	43.4
	Immigrants	45.6	3.9	50.5	39.9

Conclusion

The data analyzed in this article demonstrate that non-immigrants and immigrants with disabilities can differ significantly in terms of their demographic, employment, and economic outcomes in Canada and Atlantic Canada. These results imply that people with disabilities and immigrants are not homogenous groups and these groups intersect to a certain degree. As aging and immigration become more prevalent demographic factors in both Canada and Atlantic Canada, it is safe to assume that the numbers of non-immigrants and immigrants who have disabilities will continue to rise. Thus, there is an increasing need to understand these two groups better when making policy decisions.

One of the pillars of Atlantic Growth Strategy is enhancement of economic participation of under-represented groups in the region with the overarching view of promoting economic growth in Atlantic Canada. The broad data analyzed in this article can be useful for policymakers, immigration consultants, and other professionals in making more informed decisions regarding immigrants and people with disabilities who are generally under-represented in labour markets. The results can also be seen as a preliminary analysis that can lead to in-depth studies on the under-investigated topic of labour market performance of people with disabilities in general, and immigrants in particular as they

also face several other barriers to participation in the labour force.

Note: The author is an Assistant Professor in Department of Management at Saint Mary's University. He thanks Dr. Ather Akbari for his valuable comments and suggestions.

Growing Opportunities for Domestic and International Talents in the Prince Edward Island Bioscience Community

Vivian Beer, PEI BioAlliance

The Prince Edward Island Bioscience Cluster is a community of 58 bioscience companies and eight research organizations focused on research, development and commercialization of bioactive-based products for human, and animal, fish health and nutrition. Companies produce products related to personal health, functional food, fish/animal health, biopharma, medical devices and diagnostics and provide contract services such as contract pharmaceutical manufacturing and contract research.

PEI bioscience company revenues exceed \$200M. The cluster employees are over 1700 people. There has been significant growth in career opportunities in recent years. Over the past year, there has been acceleration in career opportunities further to multiple company expansions and new opportunities in the burgeoning cannabis industry. In 2017, 125 careers were advertised; in 2018, 210; and, as of April this year, well over 100 jobs have been advertised. The breakdown of job categories is 24% scientist/research, 13% quality control/assurance, 37% production, 20%

business administration and 7% student/co-op opportunities. At least 60% of the jobs are created by the largest companies, e.g. BioVectra, Elanco and Sekisui Diagnostics with 100-plus employees. BioVectra is approaching 400 employees. Forty percent of the jobs are created by establishing and growing small companies with employees anywhere from 1 to 100.

Prince Edward Island BioAlliance, the organization that supports the growth of the bioscience industry in PEI, has maintained an HR strategy since the organization was established in 2005. Their Manager, HR Strategy, collaborates with bioscience companies and academic and training institutions to promote job opportunities, built HR best practices, support skills development and generate public awareness of bioscience career paths. Quarterly surveys track employment trends to remain proactive on upcoming demand for talent.

Vivian Beer, Manager, HR Strategy says, "We are now faced with the challenge of attracting multiple candidates for similar jobs, so competition for talent has increased. On the plus side, we are managing success. More opportunities support overall retention as professionals, particularly younger people, have the advantage of working with different companies as they build their careers in PEI. However, our challenge is to expand networks to ensure we have a healthy pipeline of suitable new candidates to support longer-term sustainability. These networks include newcomers, graduates of national post-secondary institutions offering programs well-matched to our needs, former Atlantic Canadians who wish to move back to the region, and those professionals who wish to transition their skills into the bioscience sector."

The BioAlliance has a closed alliance with Holland College in Charlottetown which offers a Bioscience Technology Program and has plans

to expand their program to meet growing demand. Holland College has an articulated program with the University of PEI which allows students to attend both institutions and work towards a Bachelor of Science in Biotechnology. The BioAlliance is currently working on an initiative with local post-secondary institutions to design applied educational streams in natural product chemistry, bioprocessing, diagnostics and animal/fish health to ensure there is an ongoing stream of talent for years to come which will support the growth of established companies and continue to attract new bioscience companies to PEI.

"We apply best practices to build talent pipelines," Vivian Beer says. "Job seekers and professionals/organizations with good talent networks are welcome to join our Career News mailing list to receive notifications of all job opportunities, networking events and company news. Anyone interested in bioscience careers can reach out for a one-to-one meeting to learn how their background could match up with local bioscience opportunities."

All resumes are added to an online library that is shared with hiring managers. Job seekers and students are welcome at all PEI BioAlliance networking and social events which is an excellent opportunity for them to promote their credentials and build their professional networks.

"In the bioscience cluster, we see recruitment as a team activity which is why many are tapped in to hearing about career opportunities," Vivian says.

"When a new job is added to our careers page, an e-promo is sent to our entire career news audience and shared on social media. We have a large local, national and international network, so our reach through multiple networks ensures we have the best possible access to talent. This strategy is highly valuable

to established companies and attractive to companies making a decision to establish in PEI.”

Some of PEI BioAlliance network collaborations include the PEI Association Newcomers to Canada, Career Development Services, several Canadian university and college career offices, and BioTalent Canada. They now have a well-targeted and growing career news audience of around 4000 but welcome anyone interested to join their network.

For more information about PEI companies and bioscience careers, please contact:

Vivian Beer, Manager, HR Strategy at vivian@peibioalliance.com

Related links:

PEI bioscience career opportunities:
<https://peibioalliance.com/job-postings/>

PEI BioAlliance companies:
<https://peibioalliance.com/companies/>

Sign up to career news mailing list:
<https://bafip.wufoo.com/forms/ggxsm730x7amnt/>

Atlantic Immigration Pilot: Pathway to a New Life in New Brunswick

Robert Boghen, Multicultural Association of the Greater Moncton Area (MAGMA)

Winston Churchill said once “we make a living by what we get, but we make a life by what we give”. This motto resonates with our international arrivals. While thousands of newcomers are finding an extraordinary life and series of opportunities as they arrive in New Brunswick, the real story is about the

contribution they are making once they are here.

Take Carolina Feican Rosales. Her home country of Ecuador straddles the equator on South America’s west coast, and when the opportunity came to complete her last year of high school in Pennsylvania, USA, she grabbed it with both hands. On returning to Ecuador to complete a Bachelor of Arts, she decided to extend her studies so that she could complete a detailed thesis, researching the various factors that could influence a migrant’s decision to leaving their country while choosing another one like Canada. This was the beginning of a life-changing experience.

After graduating, she was delighted to receive a Temporary Resident Visa in Canada so that she could visit her mother, who had already been working and residing in Moncton, New Brunswick since 2014. Carolina was incredibly passionate to learn more about the Canadian immigration system, and served as a devoted volunteer with the Multicultural Association of the Greater Moncton Area (MAGMA). Captivated by her recent travels and Canadian culture, she threw herself into researching the options to stay here, determined to obtain a Canadian Work Permit that could potentially lead to Permanent Residency. Then, she heard of the newly launched Atlantic Immigration Pilot Project (AIPP) while volunteering at MAGMA. The timing couldn’t have been better for her.

Launched in March 2017, the AIPP aims to bring in thousands of newcomers to Atlantic Canada by 2020. To increase immigration retention rates, the AIPP also has a built-in settlement component that places the onus on the employer to support the families as well as the candidate’s integration in the community with the aid of settlement providing organizations. This may include providing assistance in finding housing, with transportation, in accessing

services such as health care, employment-related services or with school registration. The program also offers opportunities for international student graduates.

MAGMA has been a designated AIPP employer since November 2017, so having proven herself as an educated and valuable young female professional who was fluent in English, French and Spanish, MAGMA offered Carolina a letter of employment in its Mentoring program. This provided her with a work permit that eventually led to her permanent residency six months later.

While heartwarming, the story is not just about her, or how the program changed the course of her life forever. It is about how she immediately turned around to make a new path for others to build and contribute to our future, throwing herself into finding mentors for professional newcomers who are jobseekers. She is also a proactive member of the regional Local Immigration Partnership group and is involved in several community and youth excellence initiatives. She also has an opportunity to take part in various enriching professional development initiatives. Yet, without the AIPP, it would have been nearly impossible for Carolina to receive her Permanent Residency status as quickly as she did.

Recipient of the Greater Moncton Chamber of Commerce award for inclusive hiring in 2018, MAGMA has demonstrated a commitment to newcomers and refugees through hiring and through getting individuals integrated into the community. Immigration has made Canada the nation it is today; one that's diverse, prosperous and welcoming to those in need. For Carolina, being part of a mentoring program has proven to be an effective way to help immigrant mentees transition to skills-appropriate employment, as well as provide an opportunity for community leaders already successful in their fields to develop cross-cultural awareness.

The AIPP program provides exceptional candidates such as Carolina and others with alternative pathways to starting a new life in Canada, and to make this country better because of their presence here.

Robert Boghen is the Community Integration Manager with Multicultural Association of Greater Moncton Area (MAGMA).

Media Interviews and Reporting of Events

The Chronical Herald (March 20-2019):
<https://www.thechronicleherald.ca/news/local/poll-shows-atlantic-canadians-are-less-anti-immigrant-than-national-average-293779/>