Profile of Newcomers in Halton

Local Immigration Partnership Project

Prepared by

Funded by: Financé par :

Citizenship and Immigration Canada / Citoyenneté et Immigration Canada

February 2012

Electronic copies of this report are available from:
Community Development Halton
860 Harrington Court
Burlington, ON L7N 3N4
Phone: (905) 632-1975 Fax: (905) 632-0778
Email: office@cdhalton.ca Web: www.cdhalton.ca

A United Way funded agency

Research Team:
Ted Hildebrandt, Director of Social Planning
Richard Lau, Research Associate

Funded by: Financé par :

Citizenship and Immigration Canada Citoyenneté et Immigration Canada

Contents

Table of Figures

Table of Maps

INTRODUCTION

Canada is a country of immigrants. In 2006, one in five Canadians was born outside the country. Based on the latest projections[1] prepared by Statistics Canada, by 2017 immigrants will account for 22.2% of Canada's population.

With a decreasing birth rate and an ageing population, Canada will become more dependent on immigration to remain a prosperous nation.

Since the 1970s, the main source of immigrants to Canada has shifted from Europe to non-European countries. A majority of immigrants come from different cultural backgrounds, speak languages other than English or French and are visible minority persons.[2] Based on latest projections, by 2031 roughly three Canadians in ten (between 29% and 32%) could be a visible minority individual. Almost 95% of visible minority persons will live in Canada's major urban areas (Census Metropolitan Areas).

Not unlike other major Canadian urban centres, Halton Region is also experiencing a significant increase of recent immigrants. Many of them came from non-European countries. Between 2001 and 2006, Halton's visible minority population increased by 70%, four and half times faster than the growth rate of the general population. At the same time, the number of people whose mother tongue is neither English nor French also increased by over 70%.

Moving to a new country always presents challenges especially for those immigrants from a different cultural background, speaking little or no English or French and have no relatives or friends. In order to facilitate their transition and settlement in Canada, various levels of government have put settlement programs in place. Most of the programs cover areas related to information and orientation, language training and skill development, and labour market access.

The majority of settlement programs are funded by government and delivered by other organizations or agencies. They are Service Provider Organizations (SPOs). In Halton Region, there are also organizations or groups offering various settlement services on a formal or informal basis. These services are not directly funded by the government. Examples of these agencies would include faith groups, ethno-specific agencies or neighbourhood centres.

In January 2010, in a coordinated planning session hosted by the Halton Multicultural Council, more than 15 organizations identified the need for coordinated cross-sector planning targeted at improving quality of life for newcomers.[3] There was general agreement for a local coordinated newcomer planning initiative, the Halton Newcomer Strategy (HNS), which would assist stakeholders to move the community forward.

---

[1] Statistics Canada, Population projections of visible minority groups, Canada, provinces and regions, 2001-2017, Catalogue No. 91-541-XIE, March 2005

[2] Statistics Canada, Projections of Diversity of the Canadian Population, 2006 to 2031, Catalogue no. 91-551-X, March, 2010

[3] The Regional Municipality of Halton, Report to Chair and Members of the Health and Social Services Committee, November 16, 2010 (SS-44-10-Halton Newcomer Strategy)

In March 2010, the HNS received funding from Citizenship and Immigration Canada for a twelve month Local Immigration Partnership Project (LIP). The goal of the initiative is to research the newcomer community in Halton, identify available settlement services and work with partners to develop a local settlement strategy, based on community consultations. This report titled *"Profile of Newcomers in Halton"* is a component of the deliverables. This document researches and reports on the immigrant population in the Halton community, available settlement services and the capacity of the service providers.

DATA SOURCES

Although there is no official definition for newcomer, it usually understood to mean those who have recently arrived in Canada. Statistics Canada, in its collection of data for the Census, defines immigrants who arrive in Canada during the five years prior to a Census as recent immigrants. It has been generally accepted that the two terms "newcomers" and "recent immigrants" are interchangeable.

In this report, the terms "permanent residents" and "immigrants" are the same. They both mean people who have been granted permanent resident status in Canada.

Two major data sources on newcomers are used in this report.

The Permanent Resident Data System (PRDS) (formerly the Landed Immigrant Data System, or LIDS), is derived from an administrative dataset made available by Citizenship and Immigration Canada (CIC).[4] It includes anonymous data from the application forms of each immigrant arriving in Canada since 1980. The database includes: age, gender, marital status, education, skill level, intended occupation, country of birth, citizenship and last permanent residence, immigration category, and intended province and city of settlement. In this report, data for a period of ten years (2000-2009) are used.

The second data source is the Census of Population collected by Statistics Canada. Socio-demographic data on recent immigrants are used. For this purpose of this report, recent immigrants are those who arrived in Canada between 2001 and 2006.

Although these are two different data sources, they are complementary to each other. The CIC data reveal a decade of changes and trends of permanent residents upon their arrival to Canada. It covers all permanent residents.

On the other hand, the 2006 Census, which takes a 20% sample of the population, captures the socio-economic circumstances of the recent immigrants after their arrival. Since the Census data were collected by place of residence in Canada, various socio-demographic characteristics can be mapped and compared by various geographic units/areas.

However, it is important to note that the CIC data records the intended destinations in Canada of permanent residents and not necessarily their final place of residence. For example, a

[4] Citizenship and Immigration Canada: http://www.cic.gc.ca/english/resources/statistics/menu-fact.asp

permanent resident may indicate his intention to land in the City of Burlington and, upon arrival, may move to and live in the City of Toronto. Therefore, caution should be exercised in attempts to make direct comparisons between the two data sets.

The data on settlement services and service providers are obtained from Citizenship and Immigration Canada and the Ontario Ministry of Citizenship and Immigration (MCI).

THE NUMBER OF IMMIGRANTS LANDED IN HALTON HAS INCREASED BY OVER 140% BETWEEN 2000 AND 2009

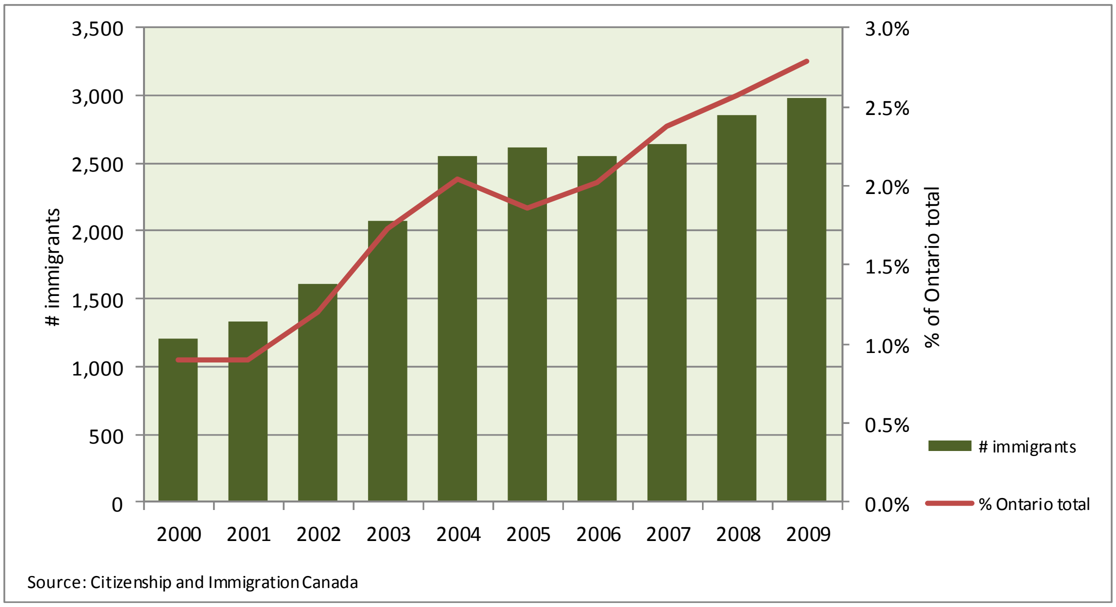


Figure 1 Number of immigrants and share of Ontario's total, Halton Region, 2000-2009

Between 2000 and 2009, the annual number of immigrants landing in Halton increased by over 140% from 1,200 to 3,000 (Figure 1). Halton Region's share of Ontario's total landings has also increased. In 2000, Halton's share was less than 1% and rose to 2.8% in 2009. Halton is attracting more immigrants.

Based on the latest Ontario Population Projection Update,[5] Ontario's population is projected to experience healthy growth over the next 26 years, rising from 13.2 million to about 17.7 million in 2036. The Greater Toronto Area (GTA), which includes Halton, is projected to be the fastest growing region in the province, with its population increasing by 3 million to 2036. The GTA's share of provincial population is projected to rise from 47.1% in 2010 to 51.8% in 2036. In fact, Halton Region is projected to be the fastest-growing Census Division in Ontario over the projection period, with growth of 86.9% to 2036.

Net migration (immigration minus out-migration) is projected to account for 68 % of all population growth in Ontario over the 2010–2036 period, with natural increase accounting for the remaining 32%.

Ontario's annual immigration level is projected to increase steadily over the first five year, from 117,000 in 2010/11 to 125,000 by 2014/15 to 158,000 by 2025/26.

[5] Ontario Ministry of Finance, Ontario Population Projections Update, 2010-2036, Ontario and its 49 Census Divisions, Spring, 2011

THE TOWN OF MILTON IS THE FASTEST GROWING IMMIGRANT DESTINATION IN HALTON

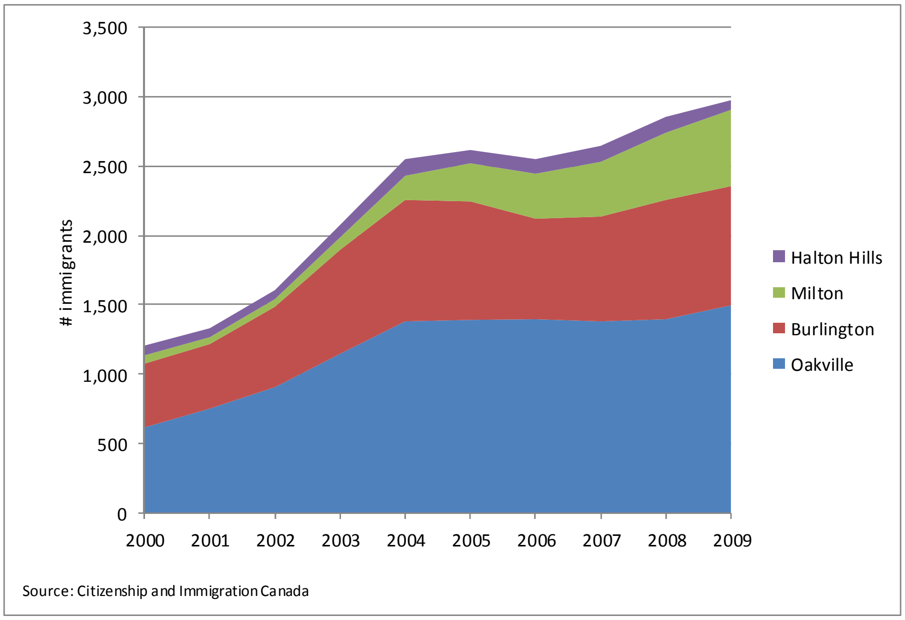


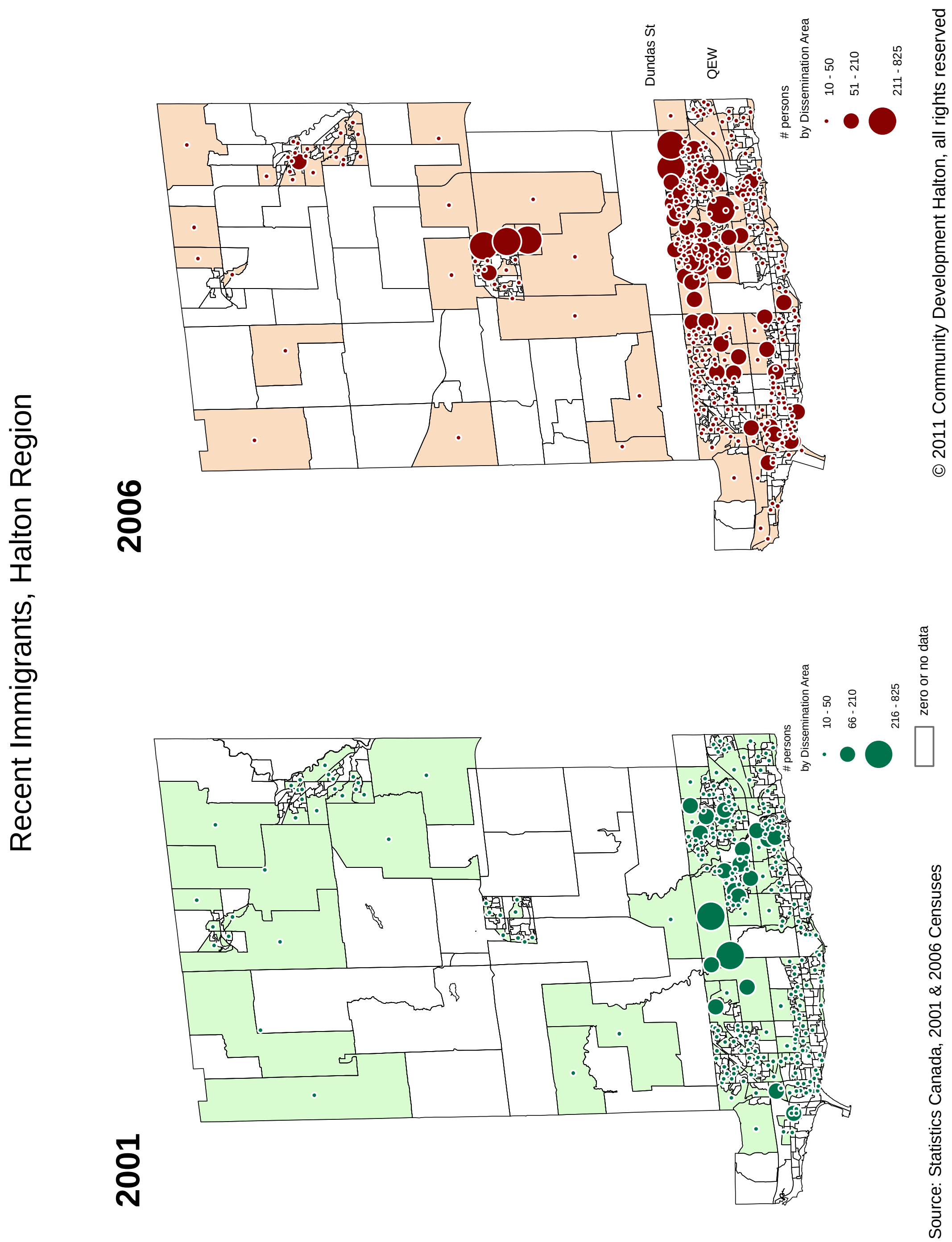
Figure 2 Immigrants by municipality, Halton Region, 2000-2009

With the exception of Halton Hills, Halton municipalities experienced significant growth in immigrant population. This was especially true for the Town of Milton where the number of immigrants increased by over eight times (Figure 2). In 2000, Milton accounted for less than 5% of immigrants destined to Halton Region; in 2009, its proportion rose to over 18%. Almost one in five immigrants chose Milton as their intended destination.

The Town of Oakville maintained its position as a dominant intended destination. It continues to attract half (51% in 2000 and 50% in 2009) of the intended landings in Halton.

On the other hand, the City of Burlington, with an increase of 87% between 2000 and 2009, saw its share of the region's immigrant population reduced from 38% to 29%.

Where do immigrants go once they have arrived in Halton? Map 1 illustrates the geographic distribution patterns of recent immigrants in two periods (1996-2000, 2001-2006). One noticeable pattern is the clustering of recent immigrants in new or newly developed subdivisions (e.g. in the Town of Milton and northern Oakville).



Map 1 Recent immigrants, Halton Region, 2001 and 2006

INDIA OVERTOOK UNITED KINGDOM AS THE TOP SOURCE COUNTRY OF RECENT IMMIGRANTS

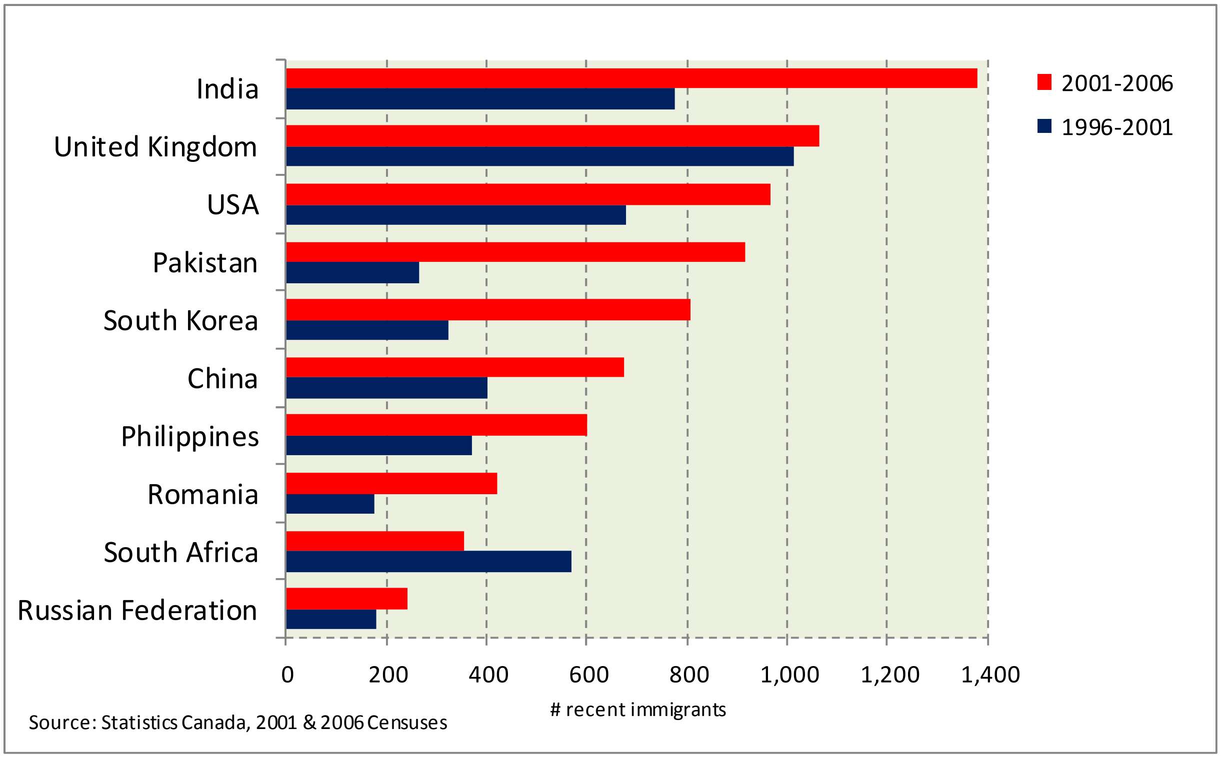


Figure 3 Recent immigrants by top country of birth, Halton Region, 2001, 2006

Since the 1970s, the main source of immigrants to Canada has shifted from Europe to non-European countries. In 1971, about 60% of recent immigrants were from European countries; in 2006, the percentage dropped to 16%.

In Halton, the proportion of European recent immigrants was higher than the national average at 25%. Of these, the United Kingdom remained the top country of origin. About half (46%) of recent immigrants came from countries in Asia (20% from India and 13% from China alone) and the Middle East. Over 10% of newcomers came from Central, South America and the Caribbean. Recent immigrants from India increased by 78% between 2001 and 2006 compared to less than 5% for those from the United Kingdom (Figure 3).

South Asia (India, Pakistan, Bangladesh, Bhutan, Maldives, Nepal and Sri Lanka) is the most common birthplace of recent immigrants to the City of Burlington, Town of Oakville and Town of Milton. In the Town of Halton Hills, the most common place of birth for newcomers is Eastern Europe, accounting for 36% of recent immigrants.

ALMOST TWO IN THREE NEWCOMERS BELONG TO A VISIBLE MINORITY GROUP

In 2006, there were more than 5 million individuals who belonged to a visible minority group in Canada, which accounted for 16% of the total population. Visible minority is defined in the Employment Equity Act as "persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour".

The visible minority population makes up about 13% of the total population in Halton. It is important to note that over one-third (34%) of the visible minority population living in Halton was born in Canada.

The shift of the major source of immigrants to non-European countries has resulted in many newcomers also being visible minorities. Almost two-thirds (62%) of the newcomers belong to a visible minority group.

In terms of percentage distribution among the various visible minority groups, there are some differences between newcomer and the general populations. Figure 4 reveals the dominance of South Asians as a visible minority group in both the general population and as newcomers. They account for one third of the visible minority population. The South Asian newcomers came from a number of countries including India, Pakistan, Sri Lanka, Bhutan, Nepal and Bangladesh.

Latin Americans represent the second largest group of visible minority newcomers followed by the Chinese and the Koreans.

Five visible minority groups (Chinese, Black, Filipino, West Asian and Japanese) are under-represented in the newcomer population. Their proportions are lower than those in the general population.

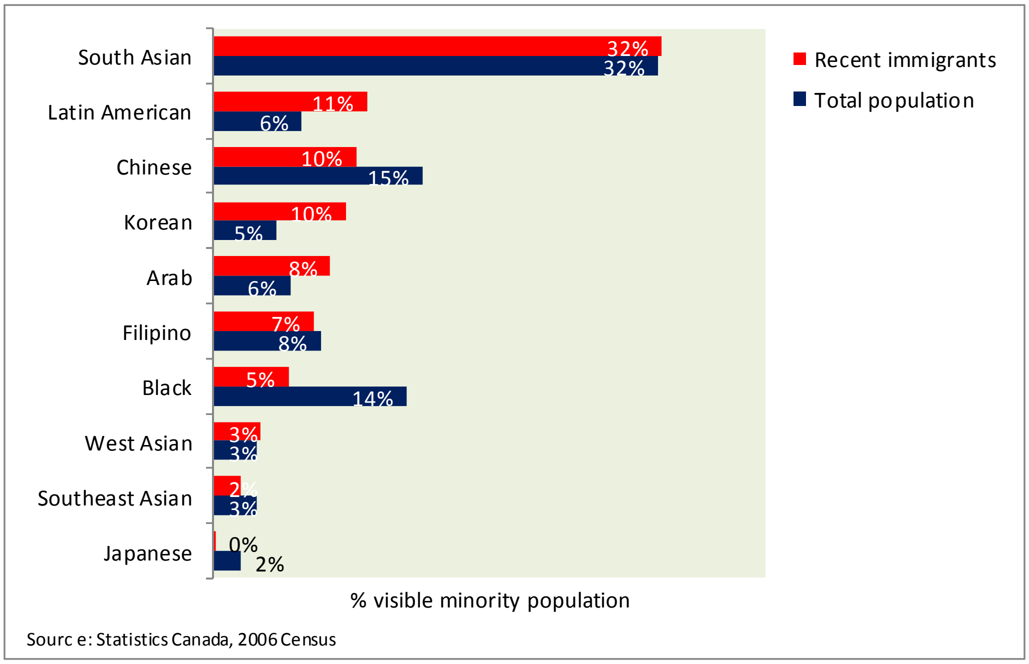


Figure 4 Proportion of visible minority population, Halton Region, 2006

Maps 2, 3 and 4 show the geographic distribution of the visible minority newcomers. To a certain extent, each visible minority newcomer group seems to exhibit its own geographic distribution pattern. What are the factors behind the development of newcomer clusters? Are the newcomers attracted by existing population of similar background and culture? Many studies and research[6'7'8'9] have shown that ethnic clustering can play an important role in providing financial, personal and cultural support to newcomers of similar background and culture.

For example, South Asian newcomers show significant clusters in the Town of Milton and the Town of Oakville and not in the City of Burlington.

The Chinese newcomers have a strong presence in northern Oakville and northeast Burlington.

Clusters of Filipino and West Asian newcomers are in downtown Oakville. Latin Americans are more in Burlington and Milton.

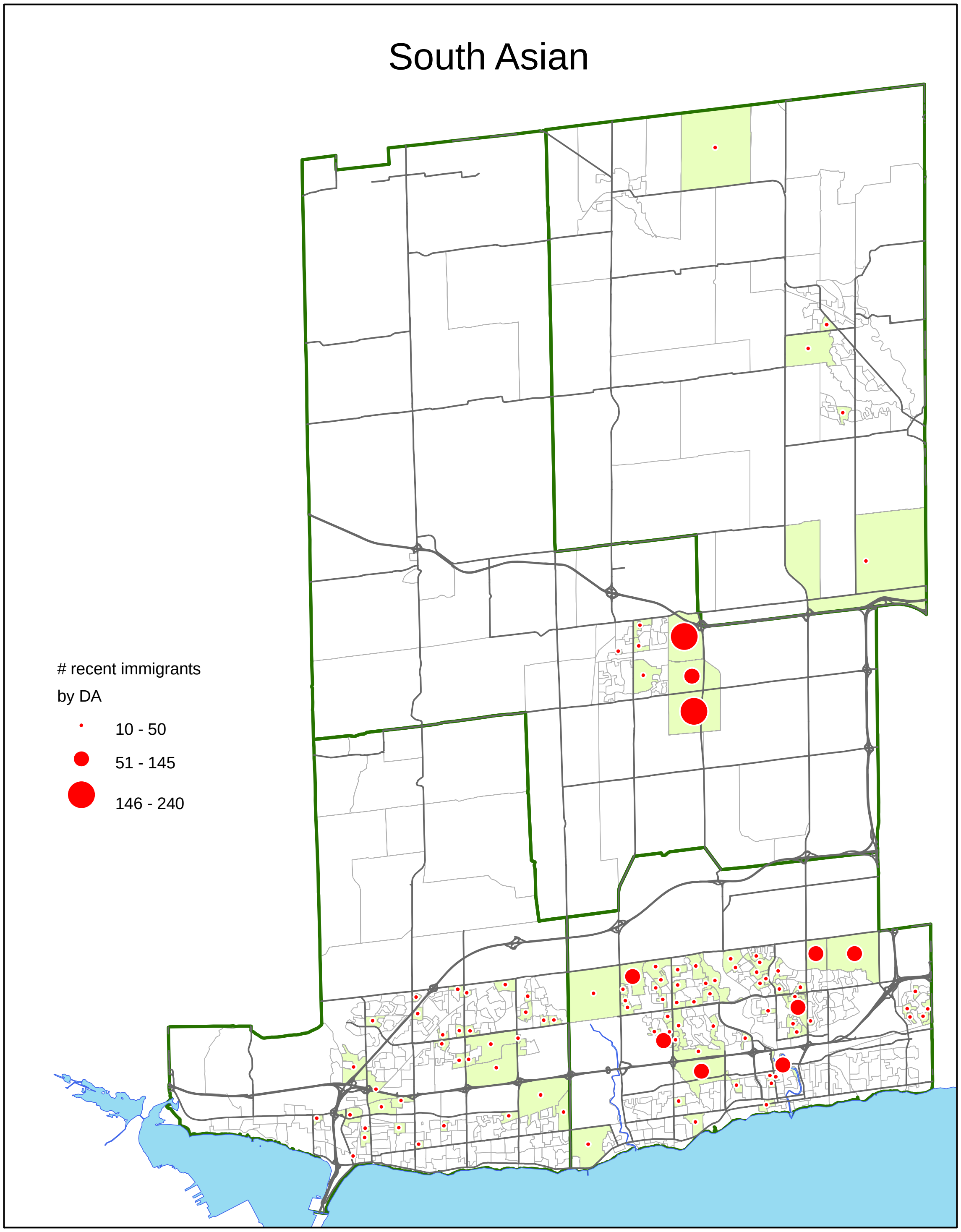
---

[6] James Ted Mcdonald, Toronto and Vancouver Bound: The Location Choice of New Canadian Immigrants, Canadian Journal of Urban Research, Vol. 13, 2004

[7] Dominique M. Gross, Nicolas Schmitt, The Role of Cultural Clustering in Attracting New Immigrants, Journal of Regional Science, Vol. 43, Issue 2, May, 2003

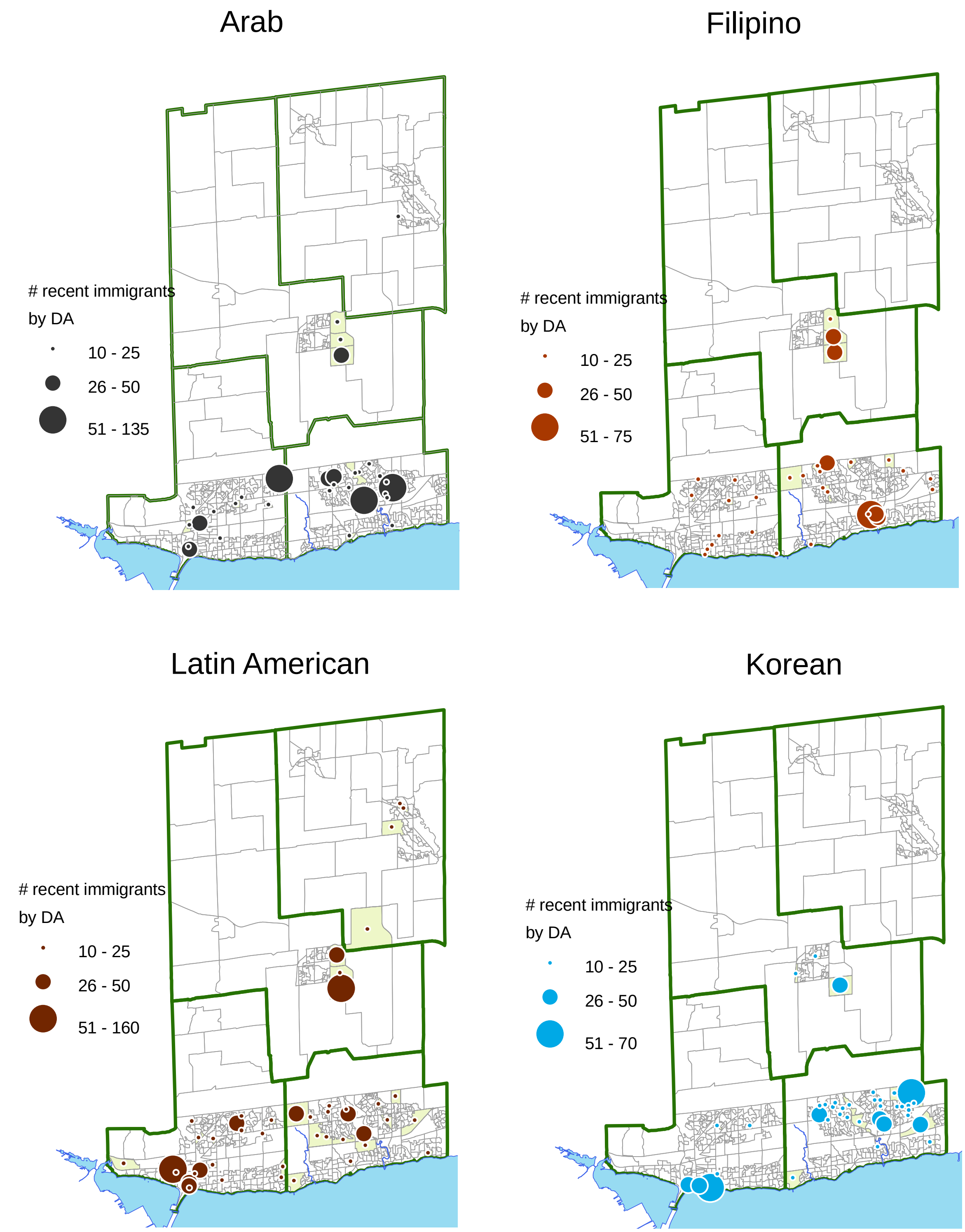
[8] Thomas J Vicino, Bernadette Hanlon, John Rennie Short, A Typology of Urban Immigrant Neigbhorhoods, Urban Geography, Vol. 32, No.3, 2011

[9] Mohammad Qadeer and Sandeep Agrawal, Ethnic Enclaves in the Toronto Area and social integration: The city as common ground, http://canada.metropolis.net/pdfs/Evolution%20of%20Ethnic%20Enclaves-Oct27.pdf



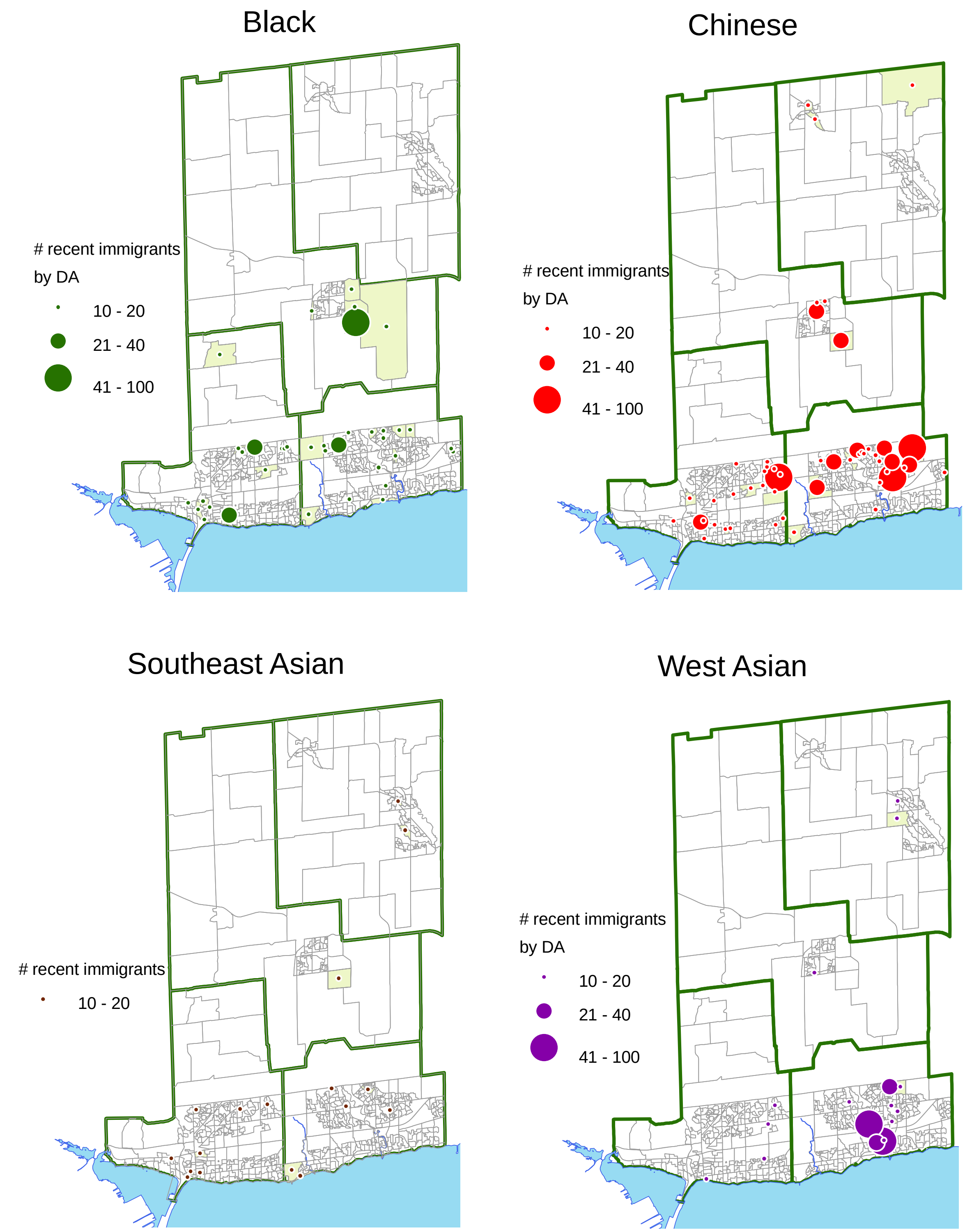
Source: Statistics Canada, 2006 Census

Map 2 South Asian recent immigrants, Halton Region, 2006



Source: Statistics Canada, 2006 Census

Map 3 Visible minority recent immigrants (Arab, Filipino, Latin American, Korean), Halton Region, 2006



Source: Statistics Canada, 2006 Census

Map 4 Visible Minority recent immigrants (Black, Chinese, Southeast Asian, West Asian), Halton Region, 2006

SPANISH IS THE MOST SPOKEN NON-OFFICIAL MOTHER TONGUE BY NEWCOMERS

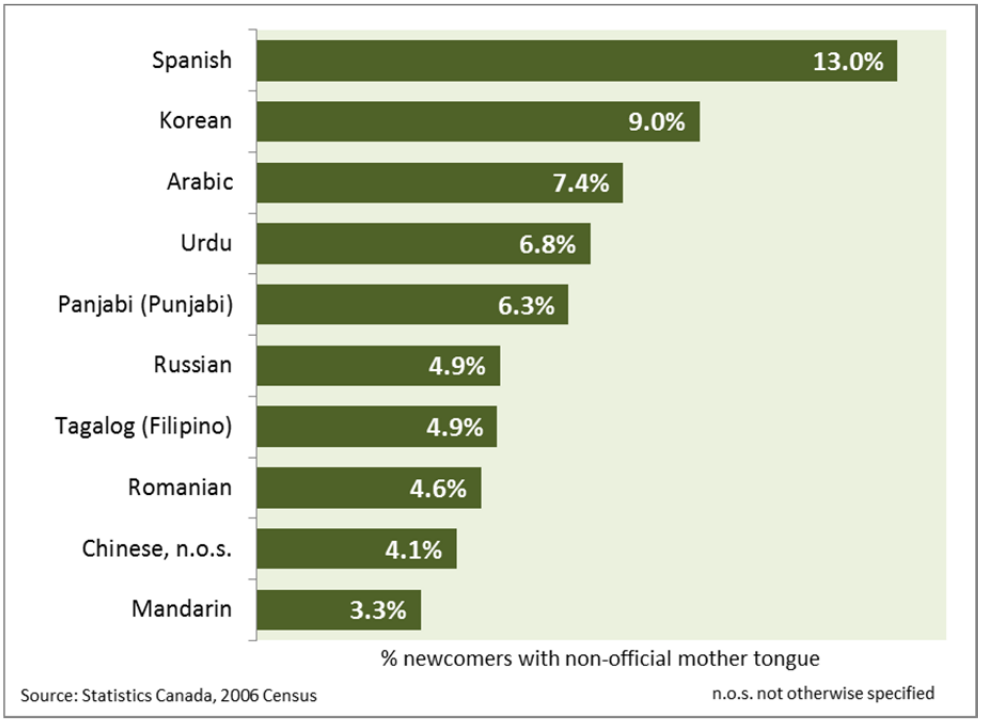


Figure 5 Proportion of newcomers by top non-official mother tongue, Halton Region, 2006

Mother tongue is the first language learned at home in childhood and still understood by the individual. People whose mother tongue is neither English nor French are allophones. Government and settlement agencies rely on information such as mother tongue and home language to develop appropriate programs for allophone newcomers.

In 2006, there were more than 60 non-English or French mother tongues spoken in Halton. About 70% of newcomers spoke one of the non-official mother tongues.

The top five non-official mother tongues spoken by newcomers are Spanish, Korean, Arabic, Urdu and Panjabi (Figure 5).

Spanish, which is spoken by citizens of many countries in Central and South America as well as the Caribbean, is the most popular non-official mother tongue. It is the most popular non-official mother tongue of the newcomers in the City of Burlington.

Korean becomes the second non-official mother tongue and is the most popular non-official mother tongue in the Town of Oakville.

Arabic, which ranks in third, is spoken by citizens from many countries in the Middle East, Africa and West Central Asia.

Although India has become the top source country for newcomers to Halton, unlike many countries, it has many mother tongues (e.g. Panjabi, Urdu, Hindi and Gujarati). Those who speak Panjabi and Urdu represent over 14% of the newcomer population. Urdu is the most popular non-official mother tongue spoken by newcomers in the Town of Milton. About one-third of its newcomers spoke three of the mother tongues of India (Urdu, Panjabi and Hindi).

ONE IN FIVE IMMIGRANTS HAS NO LANGUAGE ABILITY IN ENGLISH OR FRENCH

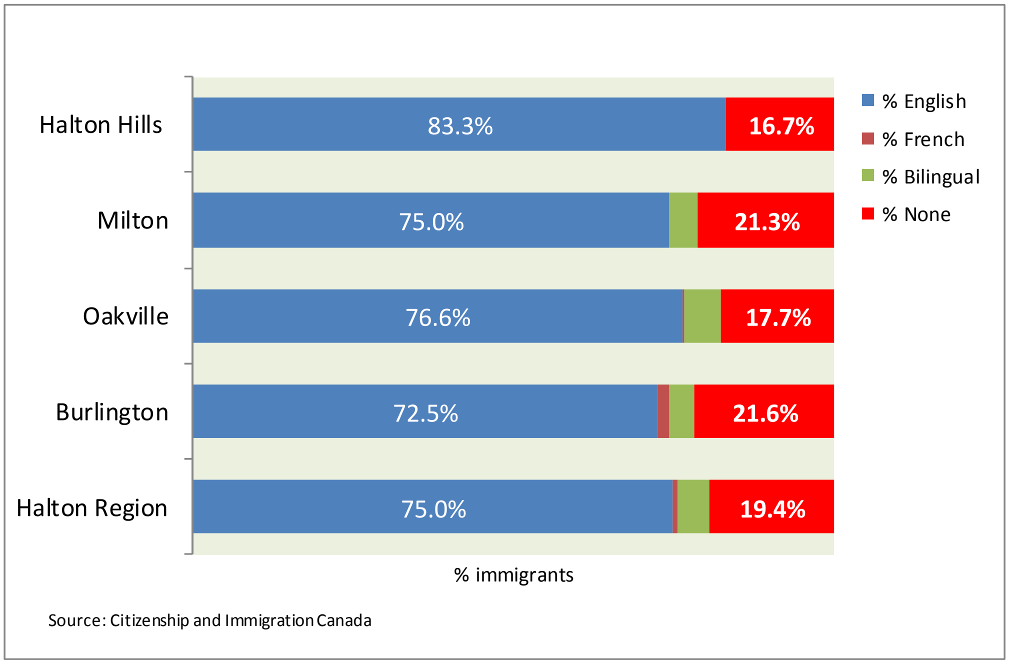


Figure 6 Proportion of immigrants by language ability, Halton Region, 2009

The ability to read, speak and write in one or both official languages is crucial for newcomers to find employment and successfully integrate into the Canadian society.

In Halton, the proportion of immigrants with language ability in one or both official languages has increased from 69% in 2000 to 80% in 2009. This change reflects partially the increase in the number of economic immigrants landed in Halton Region. As part of the application process, economic immigrant applicants must provide results of language (English or French) proficiency test.

However, one in five immigrants still have no language ability in one or both official languages (Figure 6). The proportions of newcomers landed in Burlington and Milton with no language ability are higher than the regional average.

Among the various categories of newcomers, about one-third of individuals in the family and refugee classes cannot speak neither English nor French (Figure 7). One in five of spouses and dependents of economic class immigrants has no official language ability.

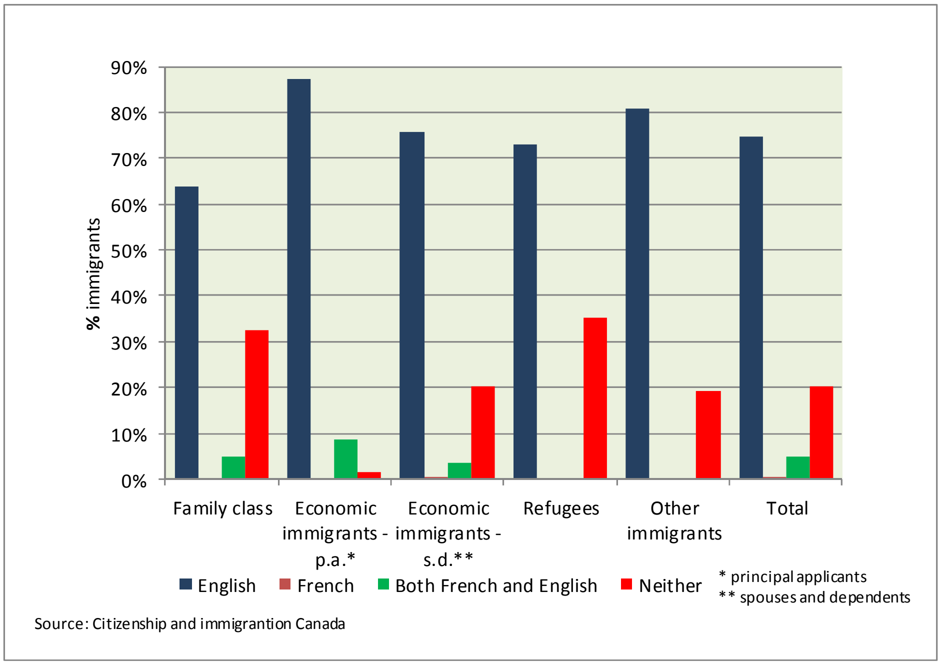


Figure 7 Proportion of immigrants by language ability and by immigration category, Halton Region, 2009

NEWCOMERS ARE YOUNGER

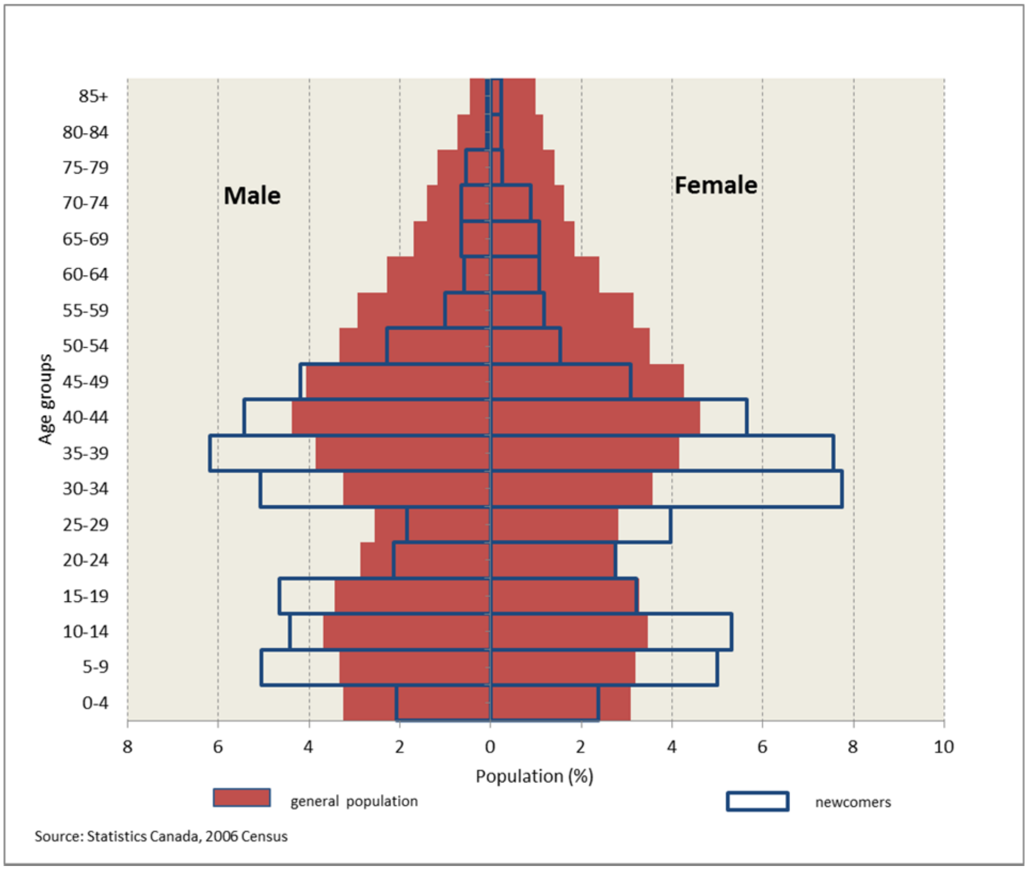


Figure 8 Age structure of the general and newcomer population, Halton Region, 2006

The newcomer population is younger than the general population as revealed by the two population pyramids superimposed over each other (Figure 8).

Over 80% of newcomers are under the age of 44 as compared to 61% for the general population. Less than 5% of newcomers are seniors as compared to 12% for the general population. The most dominant age group for newcomers is between 30 and 44 years, it accounts for almost half (47%) of those under 44years. About one-third (32%) of newcomers are below the age of 19. They are the children of newcomers. The same age group represents about one-quarter (26%) of the general population.

As a population, the number of female newcomers is slightly higher than the number of male newcomers by about 13%. However, there are certain age groups where the difference between the number of female and male newcomers are significant. For example, in the age group between 25 and 29, female newcomers outnumber their male counterparts by a ratio of 2 to 1. The number of female newcomers in the 60-64 and 65-69 age groups is 75% higher than male newcomers.

MORE NEWCOMERS ARE MARRIED AND MORE FAMILIES WITH CHILDREN

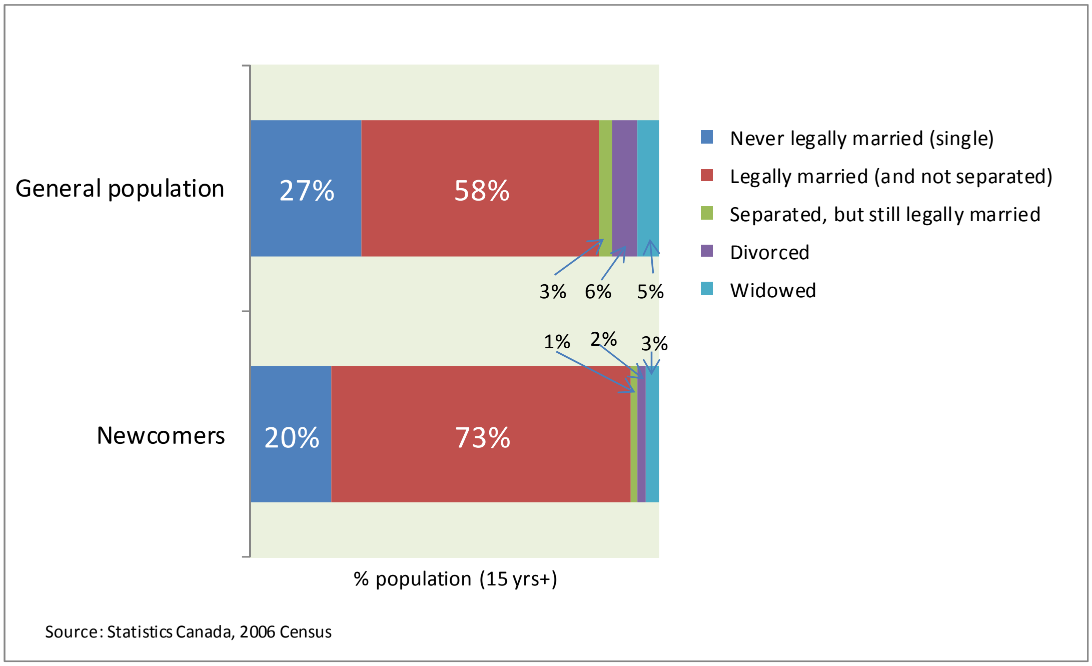


Figure 9 Marital status of the general and newcomer population, Halton Region, 2006

As shown in Figure 9, the majority (73%) of newcomers aged 15years and over are married as compared to 58% for the general population. The proportion of single newcomers is lower than that of the general population. One in five of newcomers are single individuals. Newcomers are also under-represented in the other three marital status categories (separated, divorced and widowed).

There is no generally accepted definition of a newcomer family, for example, whether all family members of one or both parents have to be newcomers. For the purpose of this report, families with at least one newcomer member are considered as newcomer families. Under this definition, there were about 5,600 newcomer families in Halton Region in 2006.

The structure of newcomer families is different from those of the general population (Figure 10). In Canada, the trend of families with fewer children is continuing. In 2006, about 40% of families had children under 18 years. Among newcomer families, over two-thirds (67%) are families with children under 18 years. On the other hand, about one-quarter (26%) of newcomer families are without children under 18 years as compared to almost half (47%) for the general population. Newcomer families have lower proportion of lone parents with children under 18 years.

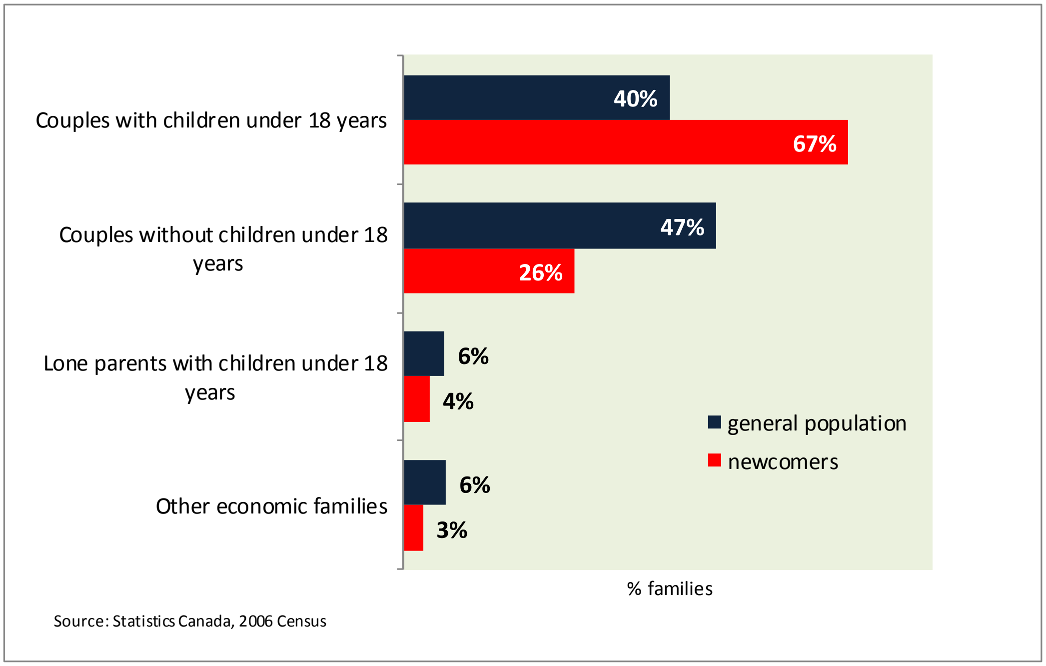


Figure 10 Proportion of family by family type, Halton Region, 2006

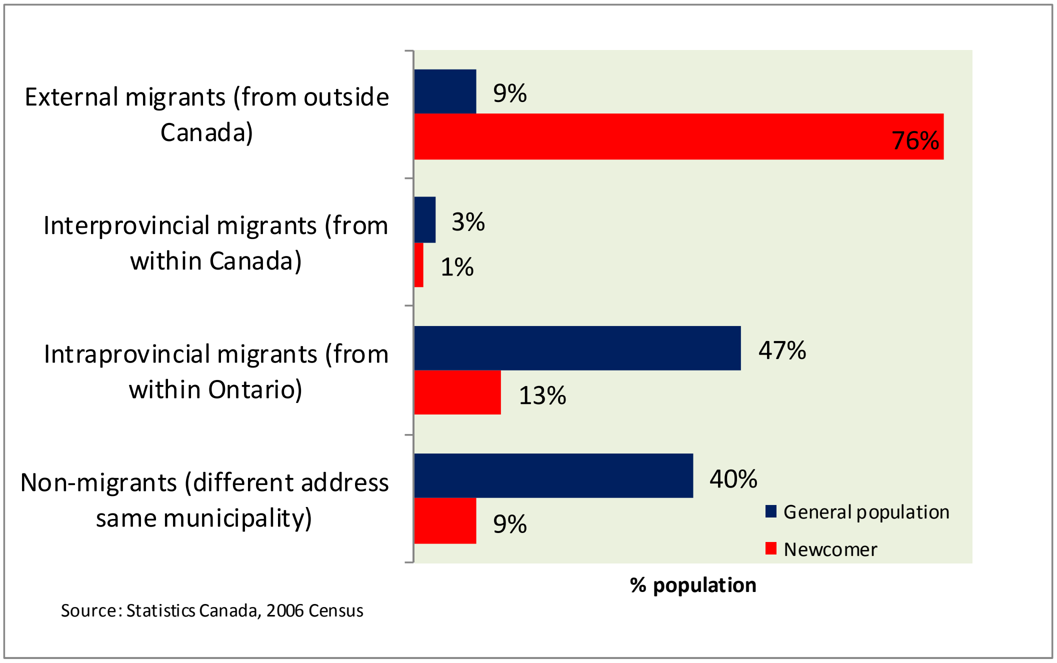


Figure 11 Proportion of mover population by mobility status 5 years ago, Halton Region, 2006

As mentioned earlier, the CIC data captures the intended destination of immigrants and not necessary their final place of residence. On the other hand, the census data record not only newcomers' place of residence but also provides a glimpse of the mobility status of recent immigrants after their arrival in Canada.

As shown in Figure 11, over three-quarters (76%) of recent immigrants who were living in Halton in 2006 came from abroad. They are external migrants. About 1 in 10 of newcomers moved within same municipality to a new address. This proportion is significantly lower than that for the general population. About 13% of newcomers moved from another municipality within Ontario which may include one of the four local municipalities in Halton.

Newcomers in the Town of Milton, who live in the fastest growing municipality in Canada, have a different mobility pattern. Less than two-thirds (64%) of newcomers came from aboard. Over one-quarter (27%) moved from another municipality within Ontario. This mobility rate is double the regional average of 13%. About 5% of newcomers moved within the same municipality.

NEWCOMER HOUSEHOLDS HAVE LOWER HOMEOWNERSHIP

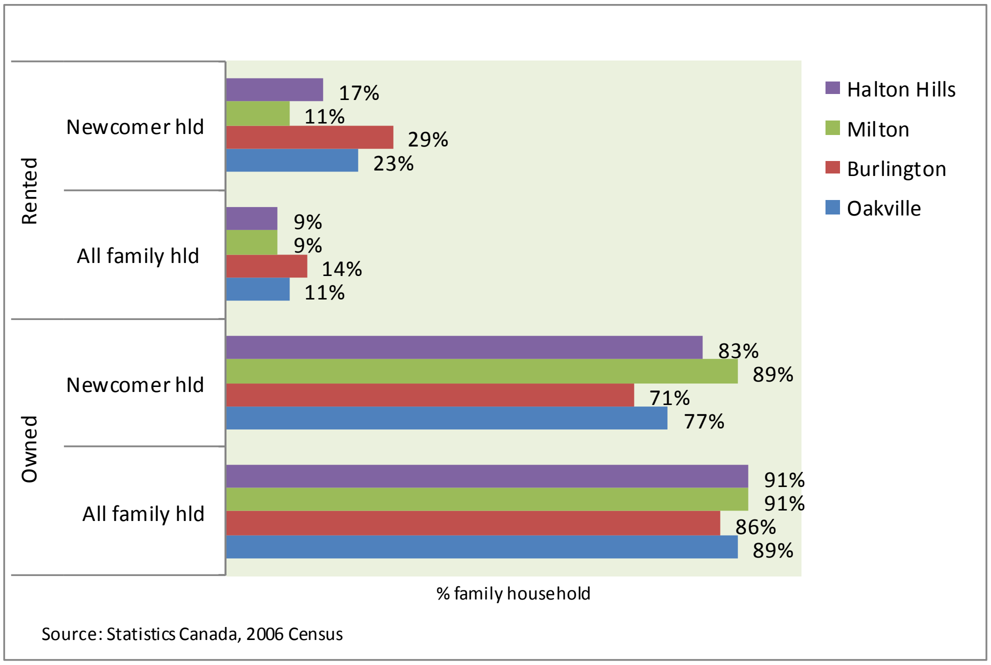


Figure 12 Proportion of family households by tenure, Halton Region, 2006

Halton Region has a high rate of home ownership. In 2006, almost 90% of family households[10] in Halton lived in owned dwellings, 11 percentage points above the provincial average. This ownership pattern is also reflected among newcomer family households in Halton. Over three quarters (77%) of newcomer family households are homeowners compared to the provincial average of 53%. However, newcomer families are twice likely to live in rented dwellings than all family households in Halton.

As shown in Figure 12, newcomer family households in Milton have the highest homeownership (89%) and those living in Burlington have the lowest rate (71%).

[10] Family household refers to a household that contains at least one census family, that is, a married couple with or without children, or a couple living common-law with or without children, or a lone parent living with one or more children (lone-parent family).

NEWCOMERS ARE MORE EDUCATED

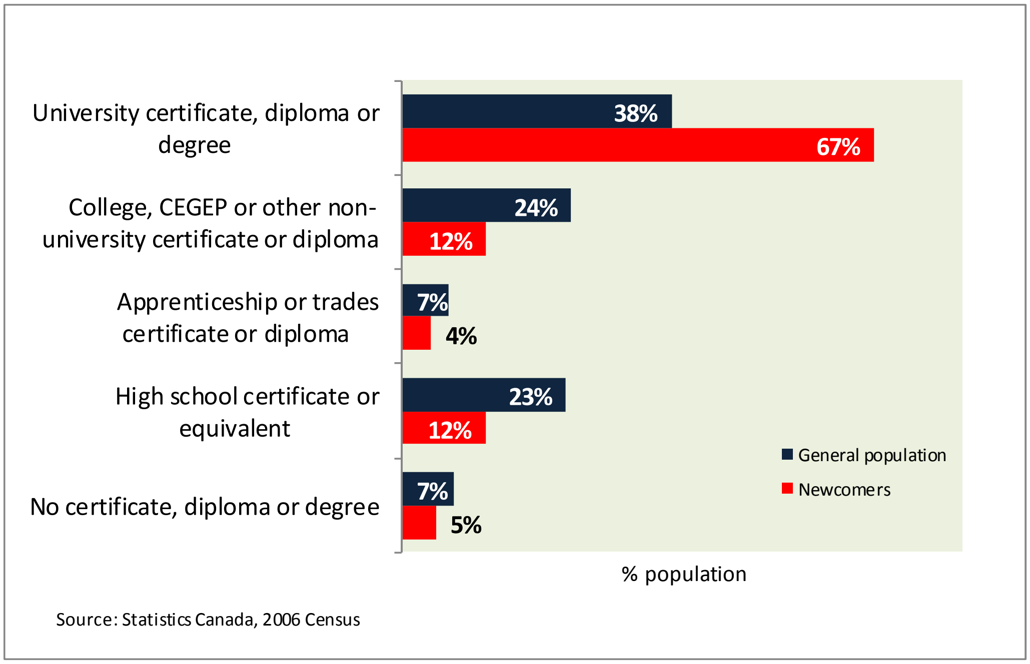


Figure 13 Proportion of population (25-64 years) by education attainment, Halton Region, 2006

Education attainment is the highest level of education a person has completed. According to Statistics Canada, it is a general measure of a person's knowledge and skill level.

In 2006, although the proportion of the general population and newcomers (25-64 years) with no certificate, diploma or degree is very similar (5-7%), there are significantly higher proportions of newcomers with university certificate, diploma or degree as shown in Figure 13. The difference is about 29 percentage points.

Of newcomers with a university certificate or degree, over half hold a bachelor's degree, 31% a master's degree and 3% have earned a doctorate. Another 4% of the graduates have degrees in medicine, dentistry and veterinary medicine.

The majority (91%) of newcomers with postsecondary education obtained their degrees outside Canada compared to 18% for the general population. Some foreign certifications may require academic credential assessment in order to meet the requirements of trade or professional regulatory bodies in Ontario and Canada.

OVER 60% OF NEWCOMERS CAME AS ECONOMIC IMMIGRANTS

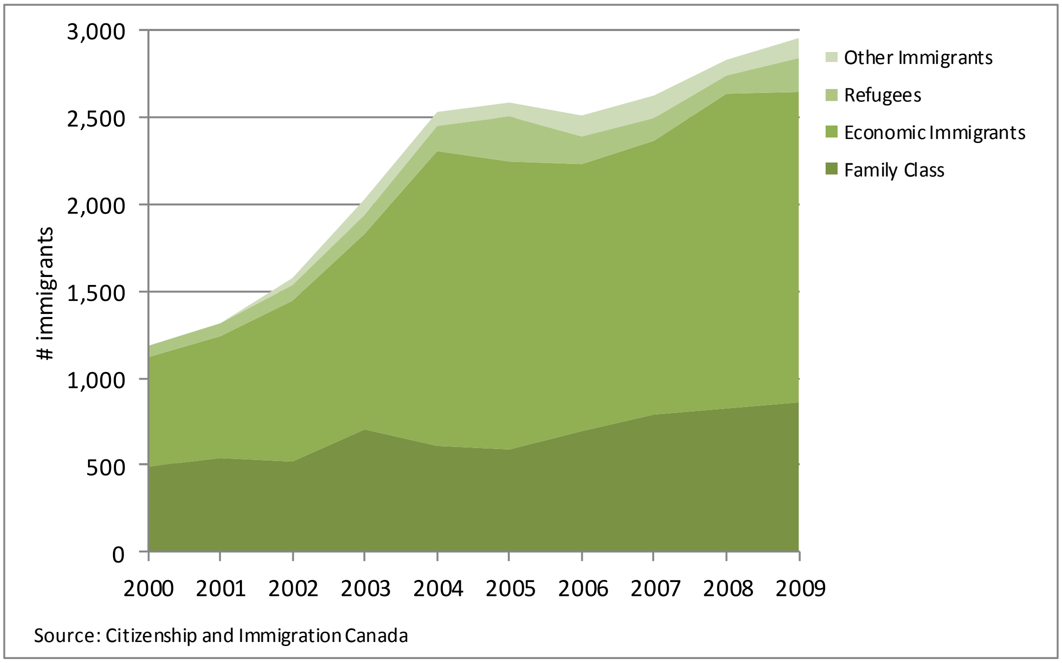


Figure 14 Immigrants by immigration category, Halton Region, 2000-2009

Citizenship and Immigration Canada (CIC) categorizes immigrants into three main classes: family class, economic immigrants and refugees. Each year, CIC also sets out a plan for the number of immigrants it intends to welcome within each of the three categories.

In the last decade (2000-2009), the proportion of immigrants in each of the three main categories has not changed significantly at the national level. The economic immigrant class remains the major category represents 55 to 60% of all immigrants.

In Halton, the major immigrant category is also the economic immigrant class accounting for 60% of all immigrants in 2009. As shown in Figure 14, about 90% of immigrants destined to Halton belong to the categories of family class and economic immigrants. The family class immigrants include spouses and partners; parents and grandparents, and others. Economic immigrants are selected for their skills and ability to contribute to Canada's economy. The economic immigrant category includes skilled workers, business immigrants, provincial or territorial nominees, live-in caregivers and Canadian Experience Class.

Although family class immigrants have grown by 75%, their prominence has decreased from 41% of the total landed permanent residents in 2000 to 29% in 2009.

On the other hand, economic class immigrants experienced the highest growth of 180% between 2000 and 2009. Their prominence has risen from 53% of total immigrants to 60%. Over half (57%) of economic class immigrants were destined to the Town of Oakville.

Economic class immigrants include the principal applicants and their spouses and dependents. In 2009, over 60% of economic class immigrants are spouses and dependents.

Although smaller in number in comparison with the economic and family class immigrants, over half (54%) of refugees landed in the City of Burlington.

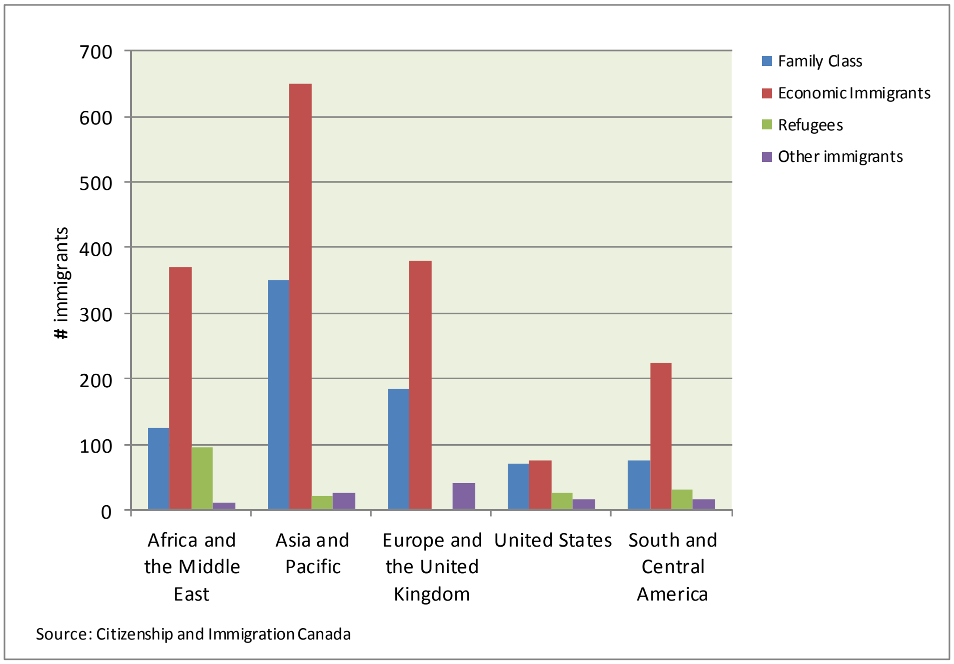


Figure 15 Immigrants by immigration category and source regions, Halton Region, 2009

Over one-third (38%) of immigrants came from the Asia and Pacific (Figure 15). The region also leads in the number of immigrants in the family class (38%) and economic immigrants (43%) categories.

The Africa and the Middle East and the Europe and the United Kingdom have equal shares (21%) of the total number of immigrants. The two regions also generated a similar number of economic class immigrants.

Over 10% of immigrants came South and Central America of which 65% came as economic immigrants.

MAJORITY OF NEWCOMERS ARE WORKING IN JOBS BELOW THEIR OCCUPATIONAL SKILL LEVELS

How successful are the newcomers working at their occupational skill level? A 2008 CIC study[11] based on the Longitudinal Survey of Immigrants to Canada (LSIC) looks at the employment outcomes of immigrants during their first four years in Canada. Some of the findings include:

- Before landing, 27% worked in natural and applied sciences and related occupations, 16% worked in business, finance and administrative categories and 13% worked in the occupations in social science, education, government and religion services. These occupations are characterized as professional and high-skilled jobs.
- Six months after landing, the occupational distribution shifted to more concentrations in sales and services occupations (29%) and occupations unique to processing, manufacturing and utilities (22%), which are classified as lower skilled and requiring lower levels of educational attainment. It appears that in the initial settlement process, new immigrants had to accept lower-level occupation to start.
- Before landing, most immigrants (81%) worked in skilled occupations which usually required university, college education or apprenticeship training. Six months after landing, four in 10 employed immigrants worked in skilled jobs.
- This proportion increased to 50% two years after landing and reached 54% four years after landing.

Although the study findings are nationwide and may not apply directly to Halton Region, a similar conclusion can be drawn by examining the 2006 Census data the CIC dataset.

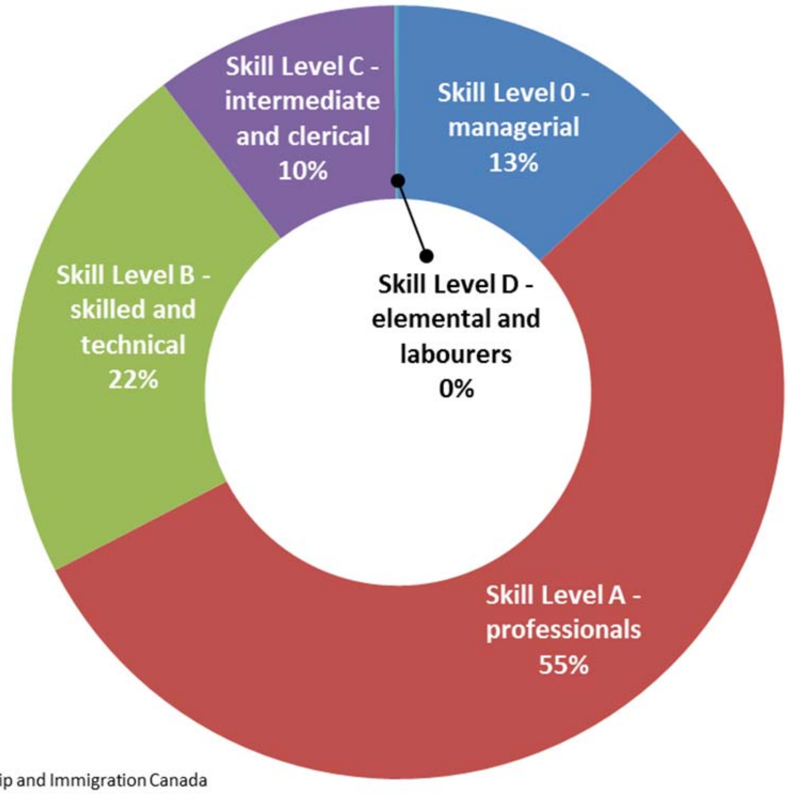
Between 2001 and 2006, over 12,000 immigrants indicated their intention to live in Halton Region[12] upon arrival in Canada. As shown in (Figure 16), about 47% of them had intentions to work in Canada, of which over half had declared an occupation. The occupations were then assessed and the newcomers were grouped into five broad occupational skill categories [13] (e.g. managerial, professional, skilled and technical, intermediate and clerical and elemental and labourers).

Over half (55%) were professionals (e.g. accountants, engineers), about 13% had managerial experience and 22% were considered to have skilled and technical level (e.g. paralegals, chefs). About 10% had immediate and clerical skills (e.g. salespersons, home support workers). Less than 1% belongs to the elemental and labourer category (e.g. cashiers, cleaners).

[11] Citizenship and Immigration Canada, Initial Labour Market Outcomes: A Comprehensive Look at the Employment Experience of Recent Immigrants during the First Four Years in Canada, February, 2008

[12] Citizens and Immigration Canada, *Canada Facts and Figures, Immigrant Overview: Permanent and Temporary Residents, 2009*

[13] Ibid



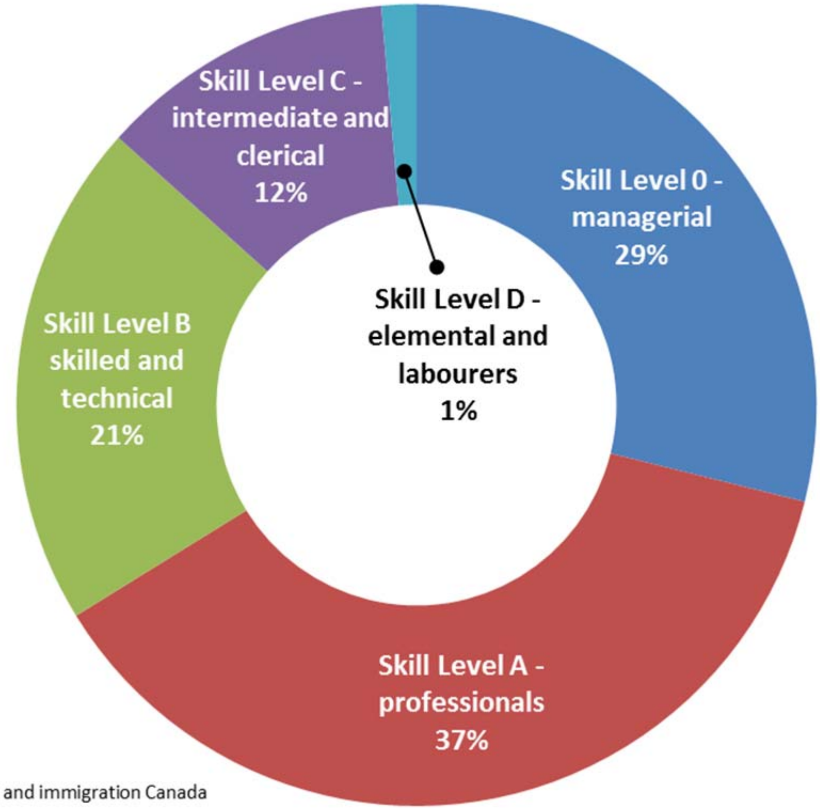
Source: Citizenship and Immigration Canada

Figure 16 Proportion of immigrants with intention to work by occupational skill level, Halton Region, (2001-2006)

The 2006 Census recorded the occupations held by newcomers who arrived in Canada between 2001 and 2006. Using a similar classification scheme, the employed newcomers were grouped into the five occupational skill level categories (Figure 17).

In examining the two data sets, it is important to keep in mind that newcomers captured by the Census may have moved to Halton from other communities in Canada after arrival. Similarly, those who indicated intention to live in Halton may have moved to other communities after arrival. In addition, if a newcomer did not declare an occupation prior to arrival in Canada, his/her occupational skill level was not assessed.

Although there are differences between the two datasets, it is apparent that majority of newcomers are working in jobs below their occupational skill levels. This underemployment or underutilization situation is reflective of the challenges continuously faced by newcomers in the Canadian labour market.



Source: Citizenship and immigration Canada

Figure 17 Proportion of recent immigrants by occupational skill levels, Halton Region, 2006

RECENT IMMIGRANTS HAVE HIGHER UNEMPLOYMENT RATES

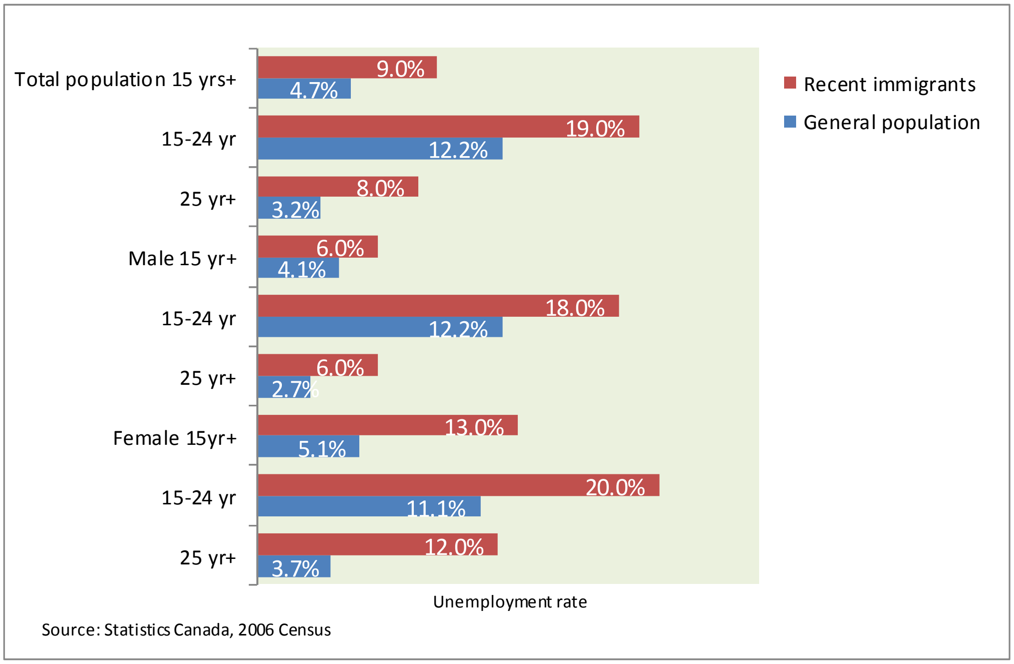


Figure 18 Unemployment rates by age group and by sex, Halton Region, 2006

Recent immigrants have higher unemployment rates than the general population. This gap exists across various age groups and both genders (Figure 18). In 2006, immigrants who had been in Canada for less than 10 years had higher unemployment rates and lower employment rates than those born in Canada. Furthermore, many of these immigrants were unable to find jobs in their chosen fields. And, in recent years, immigrants have become more likely to be in low income.[14]

Although data on employment outcomes of the current economic recession of 2008 for newcomers in Halton is not available, data indicate that recent immigrants have borne the brunt of the recession's impact on the labour market. While recent immigrants fared more poorly in the job market even before the recession, they have been disproportionately affected by rising unemployment, reductions in full time work, and a declining manufacturing base.[15]

In Halton, the unemployment rate for recent immigrants (9.0%) was almost double that for the general population (4.7%). Almost one in five (19%) recent immigrants (male and female) between 15 and 24 years was unemployed.

[14] Picot, Garnett, Feng Hou and Simon Coulombe. 2007. Chronic Low Income and Low-income Dynamics Among Recent Immigrants . Statistics Canada Catalogue no. 11FOO19MIE - No. 294. Ottawa.

[15] Philip Kelly, Stella Park, Laura Lepper, Economic Recession and Immigrant Labour Market Outomes in Canada, 2006-2011, TIEDI Analytical Report 22, July, 2011

The unemployment rate for male recent immigrants (15 yr+) is lower than their female counterparts (4.1% versus 5.1%). Female recent immigrants aged 25 years and over were twice more likely unemployed than their male peers.

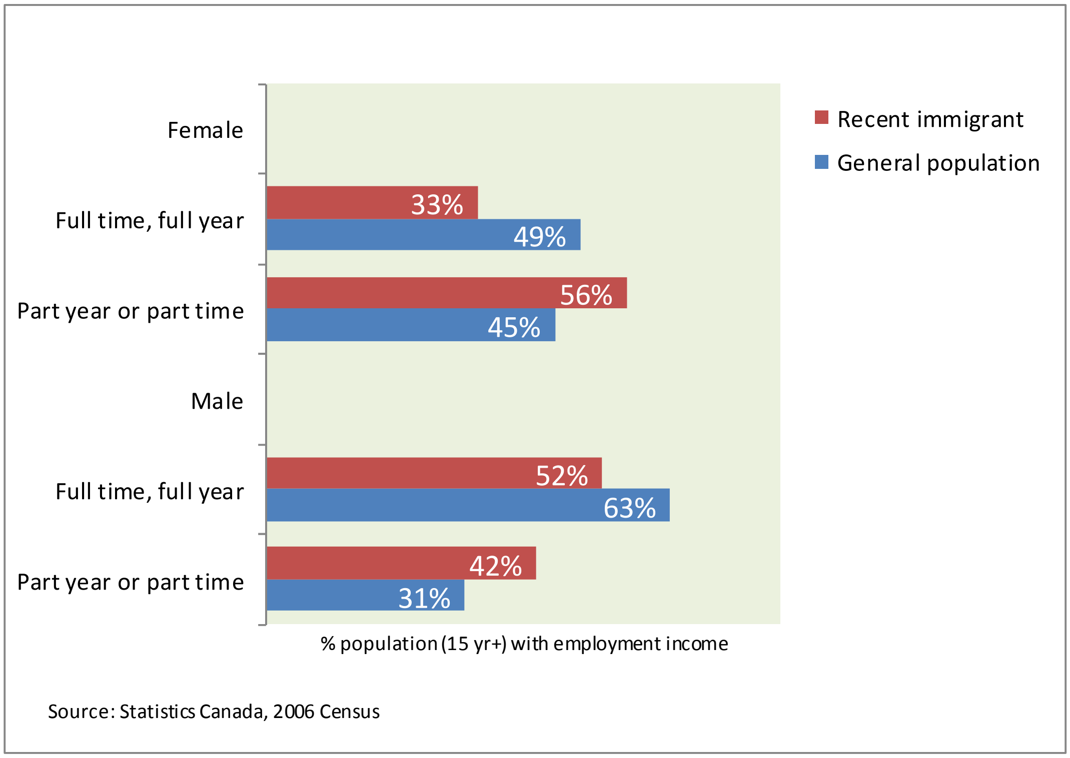


Figure 19 Proportion of population (15 yrs+) with employment income by work activity and by sex, Halton Region, 2006

In addition to higher unemployment rates, there are a lower proportion of recent immigrants working full time, full year (30 hours or more per week and 49 to 52 weeks per year) jobs than the general population (Figure 19). Only one third (33%) of female recent immigrants was working full time and full year and over half (56%) working part year or part time.

FOREIGN-EDUCATED IMMIGRANTS ARE LESS LIKELY TO WORK IN THE REGULATED OCCUPATIONS

New immigrants face many challenges in the Canadian labour market. In addition, for those who are seeking employment in regulated occupations, they must prove that their foreign credentials meet Canadian standards. Foreign-educated immigrants with a degree in a regulated field of study had a higher unemployment rate (7.0%) than their Canadian born counterparts (2.5%) with similar degree in 2006.[16]

The success of foreign-educated immigrants who had studied in the fields of study that would typically place them in regulated occupations can be measured by a "match rate". The match rate is the total number of people working in the selected regulated occupations divided by the total number of employed people from the field of study that would typically lead them to work in those occupations. A higher match rate suggests higher proportion of individuals working in their chosen fields of study.

In 2006, there were about 5,500 foreign-educated immigrants working in regulated occupations living in Halton Region. Many of them worked outside of Halton. Collectively, they have a higher match rate (33%) than the provincial (26%) and national (26%) averages.[17,18]

As shown in Figure 20, the match rates for Canadian born workers are higher than those for foreign-educated immigrants in all regulated occupations, with the exception of nursing where the rates are the same. The match rates between foreign-educated and Canadian born accountants are also very similar; they are only two percentage points apart. The match rate for foreign-educated immigrant engineers is 27% compared to 33% for their Canadian born peers.

Foreign-educated immigrant dentists, which account for about 1% of foreign-educated immigrants, have the highest match rate of 80% compared to 97% for their Canadian born counterparts.

Foreign-educated immigrant architects and lawyers have the lowest match rates of 15% and 18% respectively. The gap in match rate between foreign-educated immigrant lawyers/judges and Canadian born lawyers/judges is significant (18% versus 75%). Less than one in five foreign-educated immigrant lawyers and judges was able to practice law in Canada.

Although they account for 11% of all foreign-educated immigrants working in the regulated occupation, foreign-educated immigrant teachers also experienced a considerable low match rate (28%) in comparison with their Canadian born counterparts (70%).

[16] Statistics Canada, Immigrants Working in regulated occupations, February 2010, Perspective, Cat. No. 75-001-X

[17] Community Development Halton, Foreign-educated Immigrants in Halton, Community Lens #68, July, 2011

[18] Community Development Halton, Match Rates of Foreign-educated Immigrants by Municipality, Community Lens#69, July, 2011

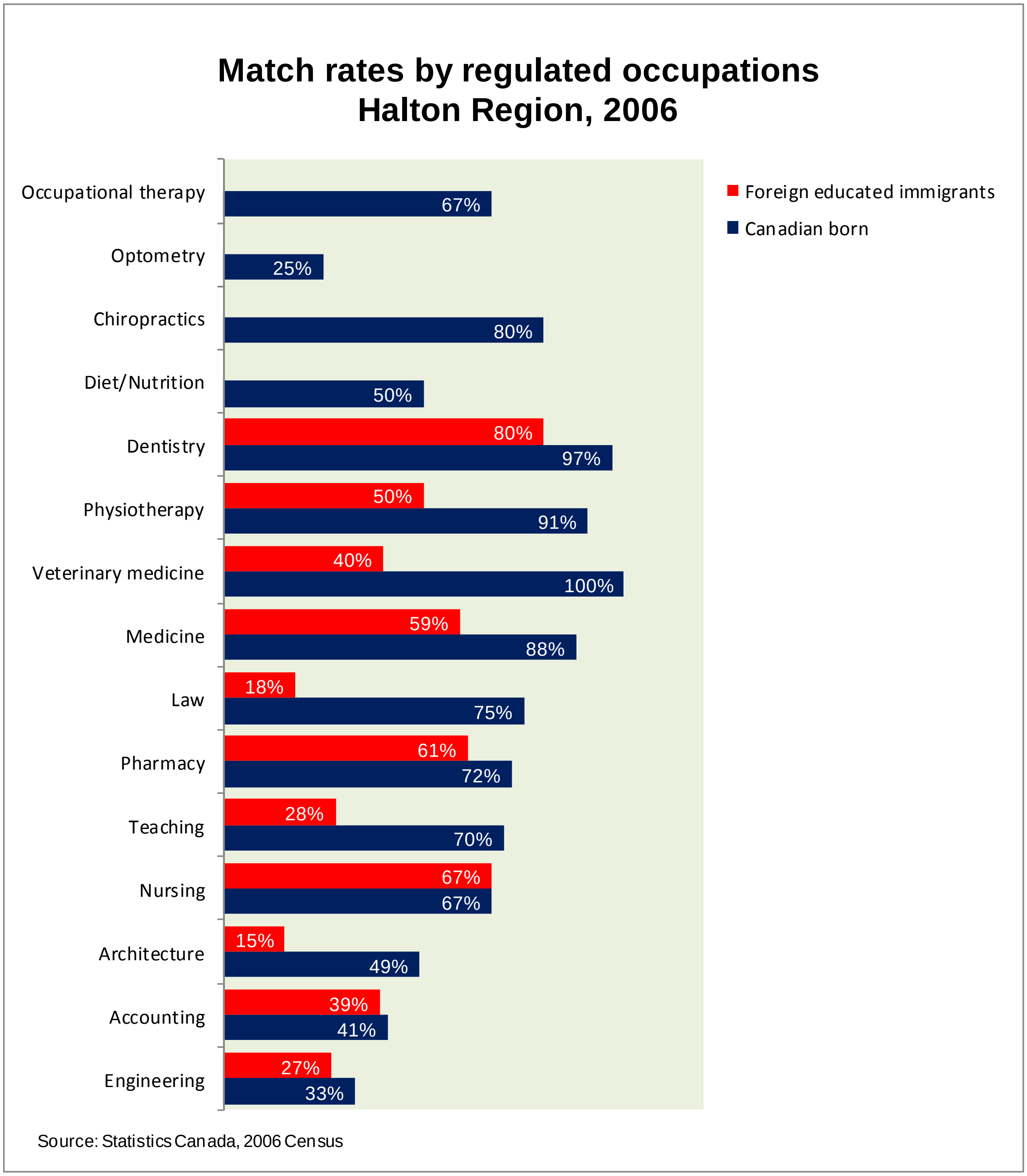


Figure 20 Match rates by regulated occupations, Halton Region, 2006

MORE THAN 1 IN 4 RECENT IMMIGRANTS LIVED IN LOW INCOME

In 2005, there were about 37,000 low income residents in Halton Region representing about 8.5% of the total population. The prevalence of low income which is the percentage of families or individuals (15 years+) who spent 20% more than the average on food, shelter and clothing varies among population subgroups.

In Halton, the recent immigrant population is one of the population subgroups with high prevalence of low income. Its poverty rate (26%) was more than three times of the rest of the population (8%). More than one in four recent immigrants lived in low income in 2005.

Although recent immigrants account for 3% of Halton's population, they are over-represented in the low income population. Recent immigrants represent over 9% of the total low income population. In other words, almost one in ten low income individuals is a recent immigrant.

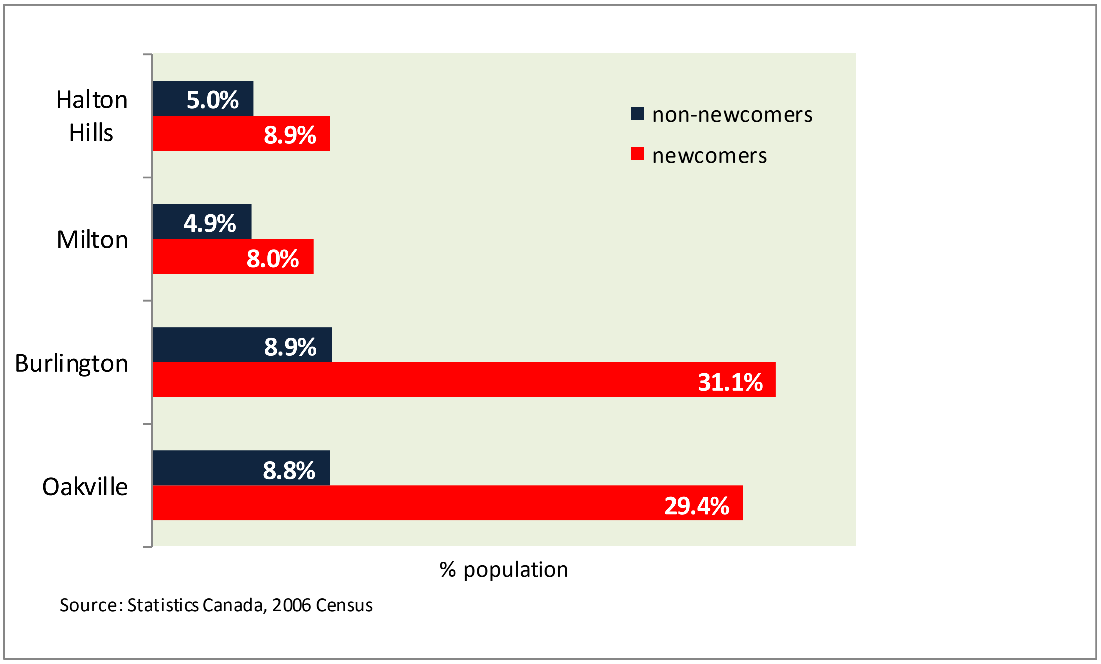
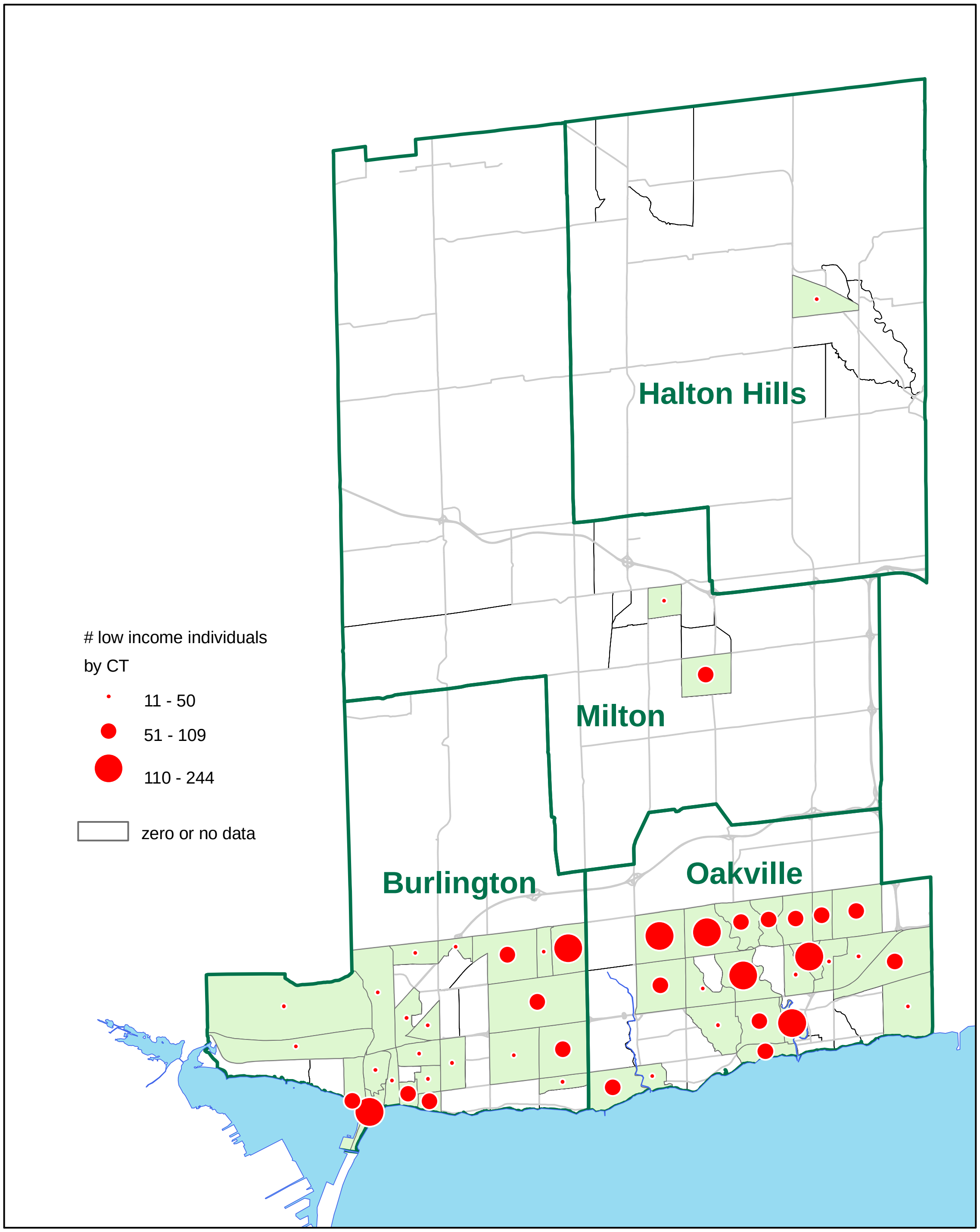


Figure 21 Prevalence of low income, newcomer and non-newcomer population, Halton Region, 2005

Recent immigrants living in Oakville and Burlington had higher prevalence of low income than their peers living in Milton and Halton Hills (Figure 21). For example, about 30% of recent immigrants in Oakville and Burlington lived in poverty. They accounted for 38% and 20% of Oakville's and Burlington's low income population respectively. Map 5 shows the geographic distribution pattern of low income recent immigrants by census tract.[19]

[19] Census tract is a relatively permanent area with a population range of 2,500 to 8,000 and the greatest possible social and economic homogeneity.



Source: Statistics Canada, 2006 Census

Map 5 Low income recent immigrants, Halton Region, 2005

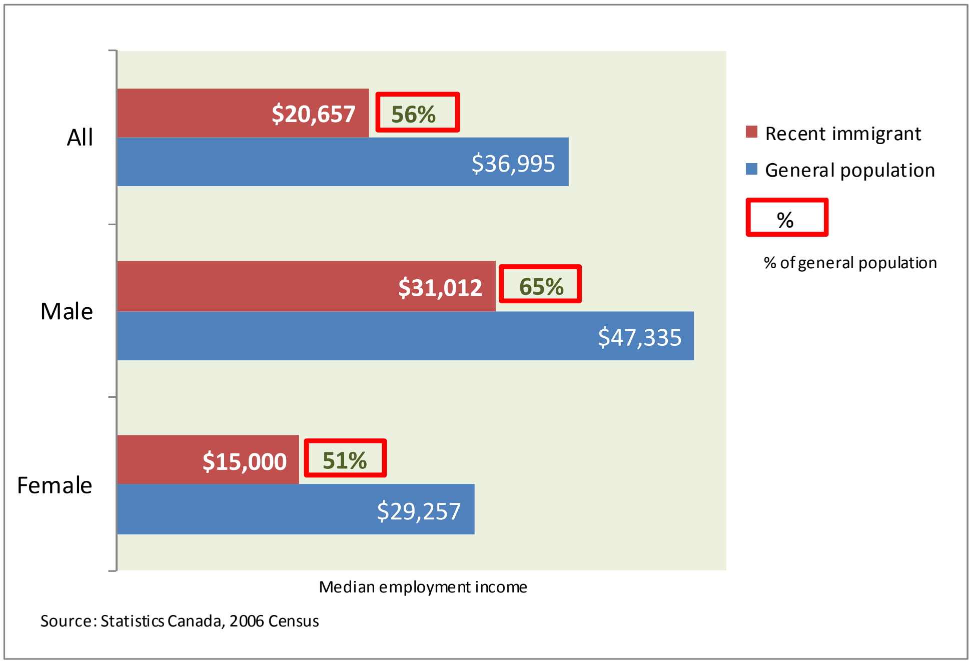


Figure 22 Median employment income by sex, Halton Region, 2005

As shown in Figure 22, recent immigrants earned less than the general population. In Halton, the recent immigrant's median total income was about half of the general population.

The income gap exists among communities as well as between genders.

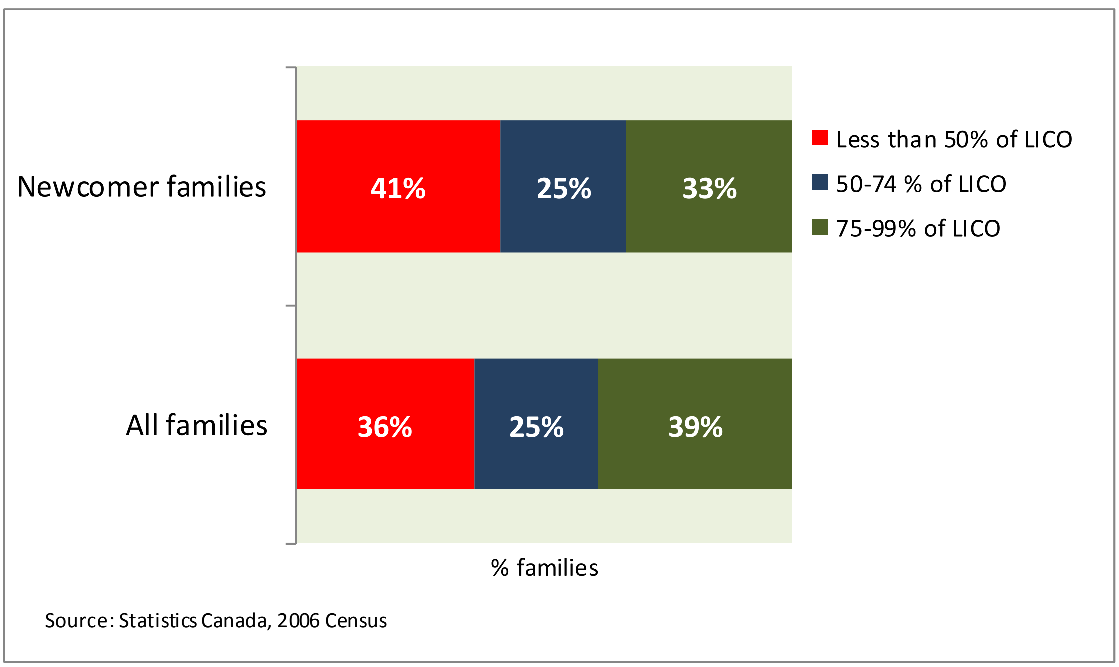


Figure 23 Proportion of low income families by percentage of LICO threshold, Halton Region, 2005

In 2005, there were over 8,300 low income families in Halton, representing about 6.7% of all families. Many low income families live far below the poverty line (LICO threshold[20]). Statistics Canada groups low income families into three categories: i) less than 50% of LICO, ii) 50-74% of LICO and iii) 75-99% of LICO. Families in the "less than 50% LICO" can be considered being extreme low income.

As shown in Figure 23, over one in three (36%) low income families were extreme low income families. For a family of four, it means that they have to survive with an annual total income of less than $20,000 (LICO threshold is $38,610).

As with low income individuals, newcomer families are worse off than the general population. Over 40% of the newcomer families were in extreme poverty.

[20] Community Development Halton, Low Income Families, Community Lens #27, March, 2009

SETTLEMENT SERVICES

What is a settlement service? Most responses to this question will identify services that facilitate the transition and settlement of newcomers in Canada. From the perspective of newcomers, they need access to information and services such as language learning and skills development, employment related services and other support services. At the same time, newcomers also need information and services that are required by the general population such as seeing a doctor or medical specialist, looking for accommodation, dealing with government agencies.

In this report, the focus is on government funded settlement services to immigrants in Halton while recognizing the presence and importance of other similar settlement services not directly funded by government.

In Ontario, the majority of settlement services are funded by Citizenship and Immigration Canada (CIC) and the Ontario Ministry of Citizenship and Immigration (MCI).

CIC works with organizations that provide settlement services to immigrants. The settlement services include:[21]

- **Information and orientation:** Newcomers need information about Canada and the community in which they are settling or intend to settle. Information can be provided through the Web, orientation sessions overseas and information sessions or classes after arriving in Canada.
- **Language and skills development:** Official language training is a key settlement service. Organizations that provide this training use consistent standards for teaching and evaluating official language proficiency. The ability to speak one of Canada's official languages is a key to success, not only in the labour market, but also for life outside of work. Once this is achieved, many service providers also support newcomers in developing other skills that can help them contribute to Canada economically, socially and culturally.
- **Labour market participation:** The majority of newcomers come to Canada intending to enter the labour market. Skilled newcomers can take over ten years to reach the employment rate of the Canadian-born. To help newcomers participate in the labour market, many organizations offer such activities as job search skills, networking, internships, mentorships or work placements.
- **Community connections:** Recognizing the rights and responsibilities of both newcomers and Canadian citizens, some service providers offer cultural awareness and antiracism initiatives. In addition, some service providers continue to build on the successful Host program, which matches newcomers with Canadian volunteers to assist in settlement.
- **Needs assessments and referrals:** Assessing the needs of newcomers will be an increasingly important and ongoing part of delivering settlement services funded by CIC.

[21] Citizenship and Immigration Canada, Available at: http://www.cic.gc.ca/english/newcomers/before-settlement.asp

- **Support services:** CIC provides funding for support services that act as "enablers" for newcomers to participate fully in other settlement services (e.g., language training). This category includes, for example, child minding (while the parent is participating in settlement programs), accommodation for clients with disabilities and assistance with transportation to settlement programs. Support services also include short-term or "transitional" settlement services that deal with immediate needs and crises, enabling newcomers to participate in more intensive services. These include reception services at a port of entry, translation and interpretation services (for documents from the country of origin, for example), assistance in arranging accommodation and referrals to counselling.

Currently, there are seven Service Provider Organizations (SPOs) delivering five major CIC funded settlement services in Halton Region (Figure 24). Two of the SPOs are located outside Halton that provide policy and program development, as well as information and awareness services to newcomers in Halton. One of the SPOs is located in the City of Brampton and the other is in North York in the City of Toronto. The specific audience of Conseil Scholaire Catholique in North York is Francophone, youth and parent.

CIC funded settlement services	Centre for Education and Training	Halton Catholic District School Board	Halton District School Board	Halton Multicultural Council	Sheridan College	Region of Peel	Conseil Scholoaire Catholique
Language Assessment and referrals	Oakville						
Information Awareness Services	Oakville		Burlington Oakville Milton	Burlington Oakville Milton			Halton Region
Language Learning and Skills Development		Oakville Milton Burlington	Oakville Burlington Milton	Oakville Milton	Oakville		
Community Connections		Burlington	Burlington	Burlington Oakville Milton			
Employment Related Services			Oakville Burlington Milton Halton Hills	Oakville	Oakville		
Policy and Program Development						Halton Region	

Source: Citizenship and Immigration Canada

Figure 24 CIC Settlement services by Service Provider Organizations and by municipality, Halton Region

At the provincial level, MCI provides funding to the following programs and initiatives in Halton (Figure 25):

- **Newcomer Settlement Program:**[22] to provide direct settlement services to newcomers
    - Get settled in community
    - Find housing, a job or childcare service
    - Register children in school
    - Access other programs such as English or French language programs, employment services, skills training and foreign credential assessment
    - Get information about provincial or federal government services such as healthcare and social services
    - Fill out forms and applications to access government programs and services
    - Access interpretation services or have documents translated
    -
- **MCI Language Training Program**: The Adult Non-Credit English and French as a second language (ESL/FSL) Training Program provides English and French language training to adult immigrants whose first language is neither English nor French. The program aims to improve learners' language skills to facilitate their social and economic integration
- **Ontario Bridge Training Program**: to provide access to training support for newcomers. Halton specific programs:
    - Accounting stream: Bridge-to-work for internationally trained accountants and bookkeepers
    - Sheridan Centre for Internationally Trained Individuals – program provides credential recognition, language and academic training, mentoring, networking and field placement opportunities, as well as employment support, advice on workplace practices and job search support

MCI funded settlement programs	Halton Multicutlural Council	Halton District School Board	Halton Catholic District School Board	Sheridan College
Newcomer Settlement Program	Oakville Burlington Milton			
MCI Language Training Program	Oakville	Oakville Burlington Milton Halton Hills	Oakville Burlington Milton Halton Hills	
Ontario Bridge Training Program	Oakville			Oakville

Source: Ontario Ministry of Citizenship and Immigration

Figure 25 MCI Settlement services by Service Provider Organizations and by municipality, Halton Region

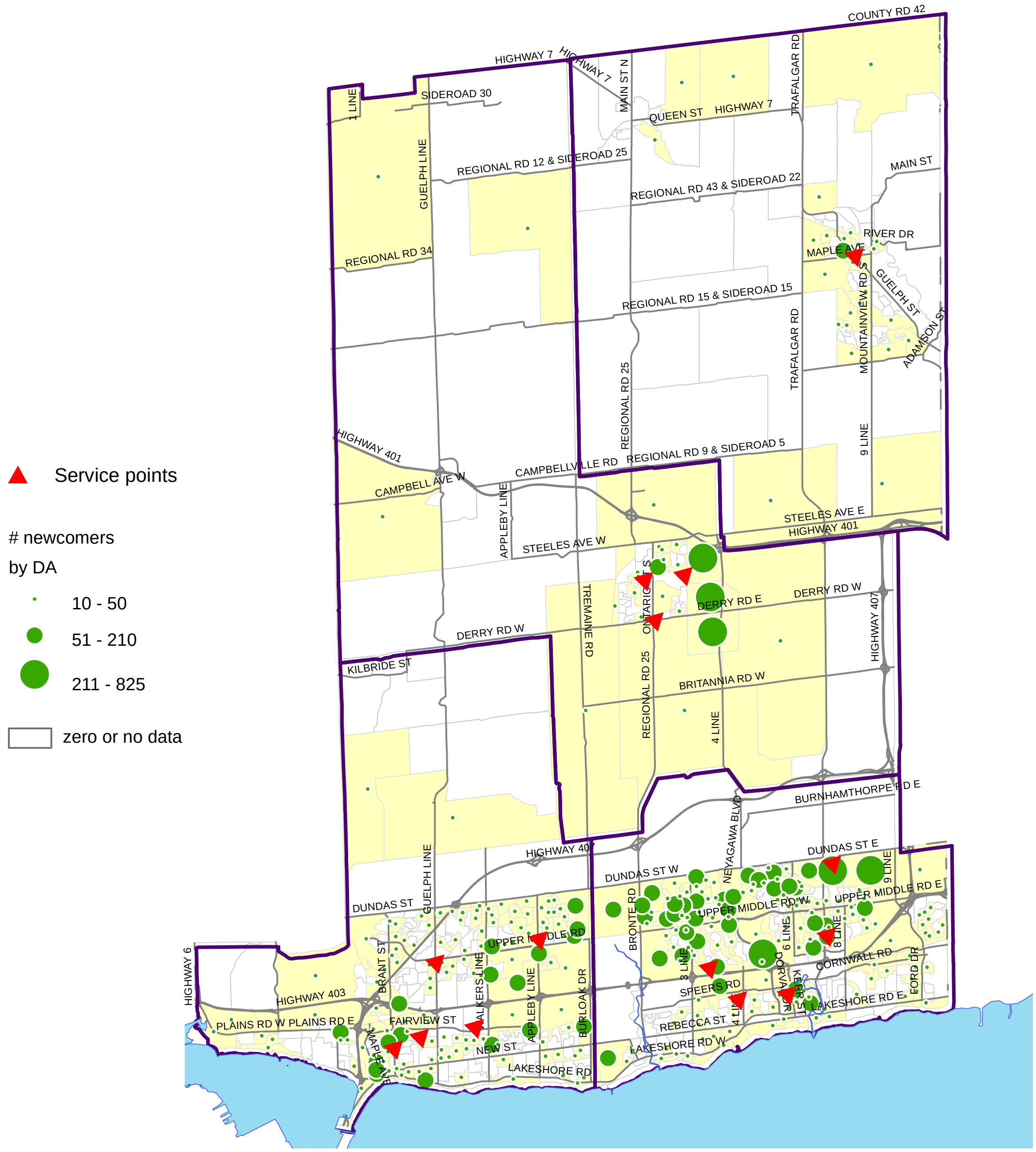
As illustrated in Figures 22 & 23, most of the settlement services and programs funded by the federal and provincial government are delivered by three major SPOs in Halton (Halton

[22] Ontario Ministry of Citizenship and Immigration: http://www.citizenship.gov.on.ca/english/keyinitiatives/newcomer.shtml

Multicultural Council, Halton District School Board and Halton Catholic District School Board). The most available settlement service is language learning and skills development (ESL/FSL and LINC – Language Instruction for Newcomers to Canada). MCI's Newcomer Settlement Program and CIC's Information and Awareness services are offered by two SPOs (Halton Multicultural Council and the Halton District School Board via The Centre for Skills Development and Training).

As shown in Map 6, there are 14 service points where newcomers can access settlement services. Most of the service points provide multiple settlement services. The Centre for Education and Training located in Oakville is the only SPO providing language assessment and referrals service. In Halton Hills, there is only one service point located in Georgetown providing employment related services. MCI's Ontario Bridge Training Program is offered only in Oakville.

Although many service points are located close to newcomers, there are areas with cluster of newcomers not near any service points (e.g. new subdivisions in Milton and north Oakville).



Source: CIC, MCI and Statistics Canada

Map 6 Service points (settlement services) and number of newcomers, Halton Region, 2006

WHAT DOES THIS MEAN FOR HALTON'S FUTURE?

- What are the implications for the future?
    - The number of immigrants destined to Halton is most likely to increase given the past trends and future projection – **continues to fuel the high population growth in Halton, more residents, more taxpayers, more consumers, more homeowners, more workers, etc.**
    - Most of the immigrants will continue to come from non-European countries with non-English/French mother tongue, different cultures and backgrounds – **growing demand for immigrant settlement services**
    - Most of the newcomers will likely settle in new subdivisions in the Town of Milton and northern Oakville – **more supporting infrastructure has to be in place**
    - Most of the newcomer families will have school age children – **schools have to accommodate different types of student/family needs in addition to increase in enrollment**
    - Current trend suggests newcomers will be more educated and highly skilled – **a pool of professional and high skilled labour force potentially available**
    - Many newcomers will continue to face challenges in the Canadian labour market - **more demand for employment-related services**
    - With poor employment outcomes - **newcomers and their families may be forced into poverty**

- What are the major challenges and where are the gaps?
    - Although Halton Region is expected to receive more immigrants and increase its share of newcomers destined to Ontario, Ontario as a province, is attracting less immigrants and its share of immigrants to Canada is also shrinking – **there will be less federal funding for settlement services (on per capita basis)**
    - Reduced funding for settlement services has negative impact on financial viability of Service Provider Organizations – **with fewer SPOs, fewer newcomers will be served and less services will be available**
    - There are other organizations and non-profit agencies providing non-government funded newcomer settlement services – **how to maximize their efforts and reduce service duplication?**
    - With fewer SPOs – **demand for services may shift to other organizations and non-profit agencies that receive no government funding**
    - Newcomers are moving to new or newly developed subdivisions – **SPOs are challenged to add service points to meet new demands with limited resources**
    - Unable to find appropriate employment, newcomers may have to work outside Halton - **this will increase the proportion of out-commuting population**
    - Many of the challenges faced by newcomers in the labour market require actions from many parties - **stakeholders such as government, employers, regulatory bodies, immigrants, educators, community agencies have to work together for solutions**

QUESTIONS FOR FURTHER RESEARCH

NEWCOMERS

- Given the past trend and future projection, will the number of immigrants destined to Halton Region continue to increase?
- Given the federal government's emphasis on economic recovery and its plan to welcome more economic immigrants, will the number of economic immigrants continue to increase in Halton?
- Why did newcomers choose Halton as their place of residence?
- How many newcomers to Halton are results of secondary migration?
- How important is the availability of (affordable) housing a deciding factor in attracting newcomers?
- Where are the ethnic clusters for newcomers in Halton? How important are they in helping the newcomers to settle in Halton? Or are they barriers?

IMPLICATIONS FOR SERVICE PROVIDER ORGANIZATIONS (SPOS)

- What are newcomers' needs and expectations on settlement services and the service providers?
- Are current settlement services keeping pace with the changing geographic distribution of newcomers in Halton?
- Given the geographic distribution patterns of various visible minority newcomer groups, what are the implications faced by ethno-specific service providers?
- What are some of the challenges faced by Service Provider Organizations (SPOs) in order to serve newcomers from non-European countries?
- What are some of the challenges faced by newcomers with non-official mother tongue in learning English or French?
- Are settlement services in language learning and skills development being provided appropriately given the geographic distribution of newcomers with no language ability?
- What are some of the service implications for children of newcomer families for education and recreation and sport activities?
- What is the impact of the mobility pattern of newcomers on service providers in the development and delivery of settlement services?
- How accessible are service points to newcomers?
- Similar settlement services are being funded by two levels of government and delivered at same location, are there opportunities for better service coordination?

EMPLOYMENT OUTCOMES

- How to provide newcomers with up-to-date local labour market conditions prior to arrival to Canada?
- How successful are employment programs such as Ontario Bridge Training Program in helping newcomers to work in the regulated occupations?
- In addition to government funded employment related services, are there ways to engage employers to connect with occupational skills of newcomers?
- How to ensure newcomers working part year, part time, unstable part-time or contract work aware of their access to benefits and rights such as Employment Insurance (EI), workers' compensation, health insurance and paid holidays?