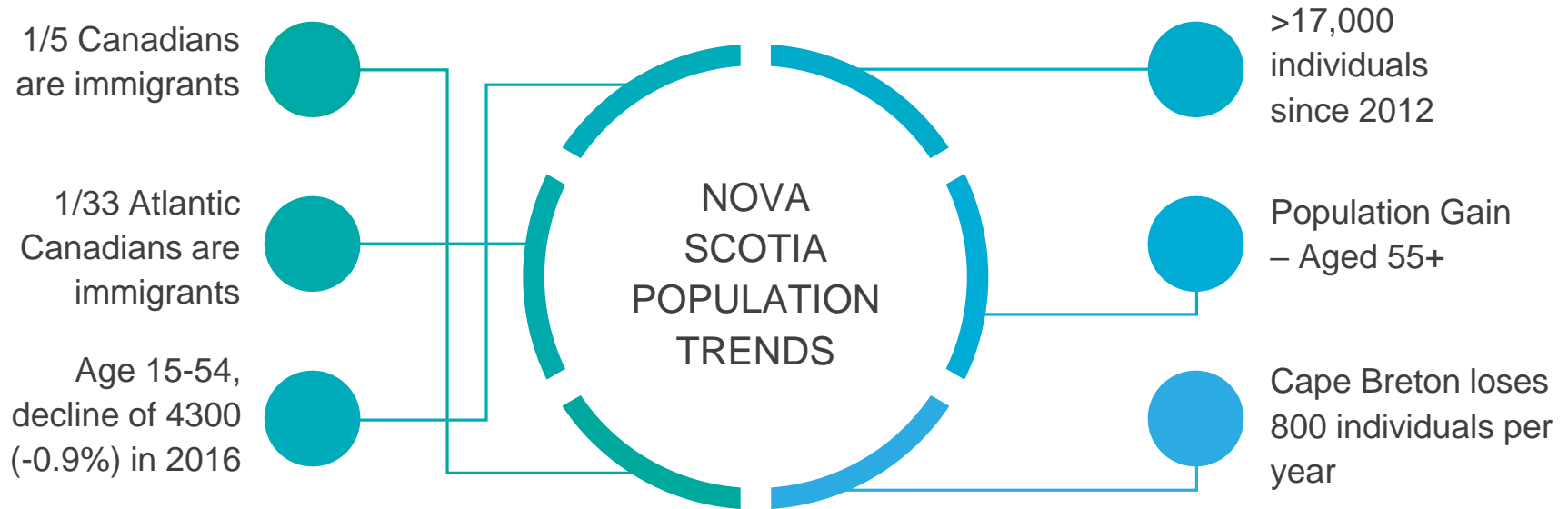


# PRESENTATION TO THE MUNICIPALITY OF THE COUNTY OF INVERNESS

December 4, 2017



# NOVA SCOTIA POPULATION TRENDS



In Nova Scotia the additional working-age population in 2016 could not reverse the trend of a shrinking labour force.

# A LENS ON CAPE BRETON

Cape Breton Population by Age Group and Total						Cape Breton - Components of Population				
	Both Sexes; 0-14 years	Both Sexes; 15-24 years	Both Sexes; 25-64 years	Both Sexes; 65+ years	Both sexes; All ages				Net interprovincial migration	Net intraprovincial migration
2001	26,876	20,375	80,445	23,492	151,188	Births	Deaths	Immigrants		
2002	25,942	20,151	79,987	23,675	149,755	1284	1602	53	-627	-610
2003	25,147	20,135	79,608	23,988	148,878	1240	1570	47	-223	-373
2004	24,600	19,968	79,680	24,411	148,659	1258	1550	28	-318	160
2005	23,482	19,665	79,031	24,711	146,889	1237	1635	38	-551	-938
2006	22,604	19,330	78,398	25,111	145,443	1226	1559	61	-960	-327
2007	21,856	18,925	77,196	25,329	143,306	1216	1613	89	-1120	-545
2008	21,337	18,479	76,435	25,653	141,904	1352	1580	41	-482	-615
2009	20,924	18,032	75,770	26,076	140,802	1270	1527	86	-351	-537
2010	20,480	17,836	75,279	26,379	139,974	1251	1634	43	-111	-388
2011	19,776	17,531	74,445	26,769	138,521	1123	1630	110	-471	-550
2012	19,260	17,196	72,730	27,644	136,830	1161	1525	52	-859	-531
2013	18,788	16,777	70,923	28,507	134,995	1156	1553	59	-809	-545
2014	18,512	16,427	69,359	29,190	133,488	1146	1582	72	-460	-530
2015	18,219	16,092	67,934	29,847	132,092	1143	1620	52	-478	-464
2016	18,164	15,759	66,849	30,600	131,373	1144	1646	104	-361	-464

Source: Documents>Current Projects>Nova Scotia Regions Macro Outlook 2017>0510059  
Population by economic region - Tables for Appendices

## NET MIGRATION

As the number of deaths exceeds the number of births in Canada, immigration will become a priority source of population growth and labour force replacement.

## BUSINESS OWNERS

Immigrants are more likely to start their own businesses than the Canadian-born, and export to countries other than the US.

## INCREASE OF IMPORTS & EXPORTS

A 1 percent increase in the number of immigrants to Canada corresponds to an increase in imports of 0.21 per cent and exports by 0.11 per cent.

## HEALTHY PROFESSIONALS

Economic immigrants tend to be healthy professionals between 20 to 55 years of age who contribute to the tax base and depend less on social assistance and health care than the Canadian average.

## Cape Breton Local Immigration Partnership (CBLIP)

A collaborative initiative fostering welcoming and inclusive communities

## Cape Breton Connector Program

A networking program matching Connectors and Connectees

## Atlantic Immigration Pilot

A creative approach to address labour market challenges by attracting / retaining recent graduates / and Foreign Workers



**CAPE BRETON**  
LOCAL IMMIGRATION  
PARTNERSHIP

## DESIGNED TO:

- Improve the integration of newcomers
- Better integrate immigrant needs into local planning
- Foster welcoming communities

## ACHIEVING THIS BY:

- Supporting community-level research and planning
- Improving the coordination of settlement and integration services
- Raising awareness around the needs of newcomers

## Local Immigration Partnerships across Canada (2017)





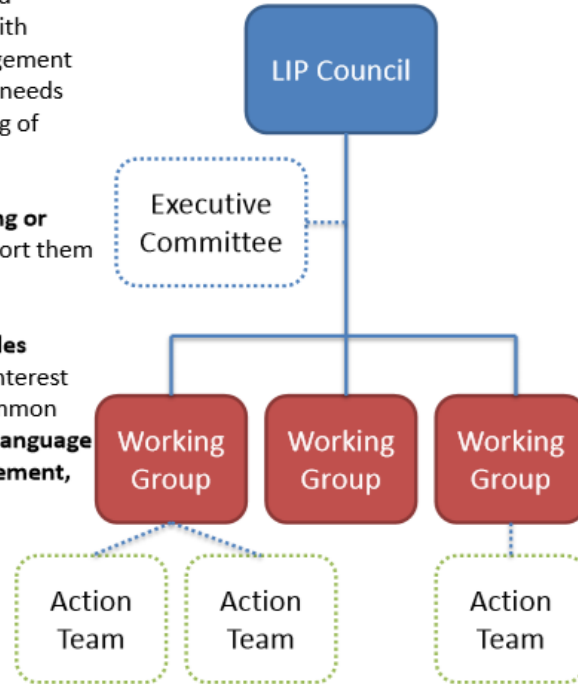
## Typical Structure of a Local Immigration Partnership

LIPs are steered by broad-based coordinating **councils** tasked with overall stewardship and management control over initiatives such as needs assessments and asset mapping of their community.

Some LIPs have created **Steering or Executive Committees** to support them in this work.

**Working Groups or Sector Tables** focus on particular sectors of interest or need in the community. Common themes include **employment, language training, social inclusion, settlement, health or youth.**

Some LIPs have created **Action Teams** to work on specific projects emerging from a Working Group. These teams are most relevant at the implementation phase.



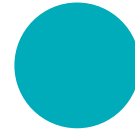
A secretariat facilitates the LIP's work by coordinating and providing organizational support.

## WHAT MUNICIPALITIES CAN DO:

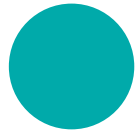
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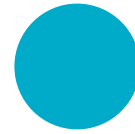
Bring the unique perspectives of Chamber members to the CBLIP Council



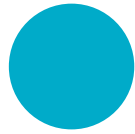
Share data on immigration and newcomers in your municipality



Act as immigration champions and bring the values of the CBLIP back to your Communities



Get involved in CBLIP Working Groups



Strike a committee that addresses issues of diversity and inclusion

A photograph of a business networking event with a teal overlay. In the foreground, a man in a dark suit and a black turban is smiling and talking to a woman with blonde hair who is also smiling. To their right, another man in a dark suit is smiling. In the background, several other people in business attire are visible, some holding glasses. The overall scene is a professional social gathering.

CAPE BRETON  
**CONNECTOR**  
PROGRAM



**Connecting work-ready professionals (Connectees) to community and business leaders (Connectors) in Cape Breton.**

**The intention is to give the Connectee an understanding of how their industry works in Cape Breton and what opportunities may be available.**

**Additionally, it's a great way to for businesses to see what talent is new to the market.**

## Connectors

Connectors are people in a community who know large numbers of people and who are in the habit of making introductions.

- Know large numbers of people through social, cultural, professional and economic circles
- Have a special gift of bringing people together
- Commitment of time and referrals

## Connectees

Work Ready Professionals

- Local & International Graduates
- Immigrants
- African NS
- Aboriginals
- People with disabilities

- Post- Secondary Degree or Diploma
- Valid work permit
- Sufficient English/French language skills
- Ready to work



### **MATCH**

The Connectees will be matched based on industry experience, professional backgrounds, or the Connectee's interest in a specific industry.

Once the connection has been made, an introduction email is sent to the Connector and Connectee to setup a meeting.



### **CONNECT**

Once the match has been made, the connector and the Connectee will meet face-to-face to discuss things like: industry backgrounds, skills and areas of expertise, industry related news, current market demands, and hidden job opportunities in the community.



### **REFER**

Connectors are asked to refer the Connectee to a minimum of three people in their network, and then each of these people are asked to refer the connectee to three more. These referrals may be potential employers, influential leaders within their industry or other people who will benefit from meeting with a skilled professional.



**21 Matches**  
**9 Connectees Found Jobs**

A photograph of two men in business suits shaking hands, overlaid with a semi-transparent teal filter. The man on the left is smiling and looking towards the other man. The man on the right is seen from the back, looking towards the first man. The background is a blurred office setting.

# ATLANTIC IMMIGRATION PILOT (AIP)



- Attract and retain skilled immigrants in Atlantic Canada
  - Create strong partnerships between federal and provincial governments, employers and settlement agencies
  - Support the Atlantic Growth Strategy goals of driving economic growth and enhancing the region's capacity to develop and retain a skilled labour force
- Address persistent and emerging labour market needs
  - Make Atlantic Canada a destination of choice for immigrants
  - Complement the wider suite of immigration programs available in Atlantic Canada.

- Priority processing at the federal level (less than six months)
- There is no need for employers to complete Labour Market Impact Assessment (LMIA)
- Temporary pathway to allow candidate to work while permanent residence application is processed
- Flexibility to focus on labour needs in each region (highly skilled, intermediate skilled and international students).

- Broadening the range of jobs that grants permanent residency to include NOC C for intermediate-skilled and international graduates.  
  
(Food and Beverage Servers, Customer Service Representatives, Retail Salespersons, Continuing Care Assistants, Hotel Front Desk Clerks)
- Enhances the settlement and retention of foreign workers
- Lower Language requirement – CLB 4 with commitment from employer for language training



Connect to a  
Settlement  
Services  
Organization

Apply to  
become a  
Designated  
employer by  
the province

Offer a full-  
time job to a  
candidate

Apply to  
have a full-  
time job  
offer  
endorsed

## What Municipalities can do:

- Tell employers about the opportunity.
- Tell your centers of influences and connections.
- Refer to us employers having labour shortages.
- Repeat, Repeat and Repeat



# THANK YOU



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