

# GREY MATTER

Why Atlantic Canada needs more immigrants

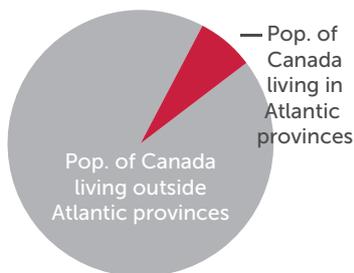
0%

Population growth in Atlantic Canada in recent years. In 2014, there were more deaths than births in Nova Scotia, New Brunswick and Newfoundland and Labrador.



31%

Projected proportion of seniors in Newfoundland and Labrador by 2034



7%

Canadian population living in Atlantic Canada in 2014 – down from 10% in 1961 and 21% in 1871.

Source: Martel, L. (2015). *Recent changes in demographic trends in Canada*. Statistics Canada.

# THOUGHT LEADERS

The following responses are from *Atlantic Business Magazine's* Top 50 CEO Hall of Fame inductees and 2015 Top 50 CEO award winners. Of 122 leaders polled, 73 took part in the survey – a 60% response rate.

**Has your company participated in any government programs designed to bring immigration (not temporary foreign workers) into Canada?**

- 30% Yes
- 67% No
- 3% Not sure

**If yes, was the experience positive or negative?**

- 53% Positive
- 47% Negative

**Are you interested in participating in such a program in the future?**

- 62% Yes
- 11% No
- 27% Undecided

**Why would you participate in an immigration sponsorship program?**

- 31% Can't find skilled workers locally
- 28% Want to diversify work force culturally and linguistically
- 12% Gain new work force with strong work ethic
- 7% Access to capital
- 7% Boost provincial economy
- 7% Need more unskilled labour
- 5% Fill staff shortages
- 3% Humanitarian reasons

**Why wouldn't you participate in an immigration sponsorship program?**

- 40% Once settled, workers move away (seen as waste of time and resources in sponsorship and training)
- 23% Government programs are too bureaucratic, tedious and time consuming
- 17% Language and cultural barriers
- 7% No job openings
- 7% Prefer to hire out-of-work Canadians
- 3% Achieve better results by recruiting foreign workers on our own
- 3% Lack of confidence in government programs

**How would you describe your current workforce in terms of racial diversity?**

- 51% Reflective of local population
- 30% Racially diverse
- 19% Somewhat diverse

# Great White North Seeks Adventurous Entrepreneurs

Get on the fast track to permanent residency with a Start-Up Visa. Successful applicants will be able to immigrate to Canada as permanent residents with no strings attached to the success of their business. Must have a secure commitment from a designated Canadian angel investor group or venture capital fund. The basics: you'll have to pass standard health and security criteria; be able to communicate in either English or French; have completed one year of study at a post-secondary institution; and, you have to have enough money to live on while establishing your business.



## GETTING STARTED

Taking your first baby steps on the road to hiring a temporary foreign worker

Is there a need for a temporary worker? Is there a shortage of Canadians available to do the job?

YES

Contact the International Mobility Worker Unit for your area for a Labour Market Impact Assessment. In Atlantic Canada, email: [CIC-UMIT-IMWU-Montreal@cic.gc.ca](mailto:CIC-UMIT-IMWU-Montreal@cic.gc.ca)

If recommended, submit your application and pay \$1,000 fee

NO

You may be eligible for the International Mobility Program. Contact the International Mobility Worker Unit to find out if you qualify. In Atlantic Canada, email: [CIC-UMIT-IMWU-Montreal@cic.gc.ca](mailto:CIC-UMIT-IMWU-Montreal@cic.gc.ca)

If you are IMP eligible, pay employer compliance fee and submit an offer of employment form to Citizenship and Immigration Canada (CIC). This must be done before the foreign national can apply for a work permit.

**\$0**

The federal government is not offering any grants or subsidies for temporary foreign workers.

## TEMPORARY FOREIGN WORKERS ARE NOT CANADIAN CITIZENS.

To remain in Canada permanently, a foreign national must first qualify under an immigration category as a permanent resident, submit an application and be approved. Permanent residents of Canada may eventually apply for citizenship if and when they become eligible.

**16 days**

Processing time for new temporary resident visa (for valid Work Permit holders only), as of November 20, 2015. Online applications only; does not include document mail time



**4**

Maximum number of years that a temporary foreign worker can remain in Canada before having to return to their home country.