Historically, nation building in Canada has meant increased immigration, and that is what we are experiencing again.

- Today, labour market requirements are drivers for this most recent effort. Impending imperative: we must get immigration right because by 2031 in Canada and earlier in rural areas, is when natural population will be trumped by immigration.
- The geography of immigration is shifting from China and India, and now the Philippines are top of the list for immigrants. With English proficiency and high education levels, they are a fit in urban and rural Canada alike.
- The rural challenges are also based on labour shortages, coupled with demographic challenges of aging, declining populations, and fewer youth.
- Rural Manitoba is one such area responding to such challenges of a welcoming community.
- This poster focuses on research that assists rural centres to respond to housing issues and labour market shortage with temporary foreign workers.

### Temporary Foreign Worker Strategy

#### Research Objectives
Guide for SME to hire staff. Assist rural business people in satisfying their labour market needs by providing an information pathway to hiring TFWs.

#### Methods
- Identify key stakeholders and related requirements for hiring TFW
- Discuss sequence of steps with employers and govt agencies
- Develop an overall pathway describing stakeholders, information requirements of an employer and TFW, and timeline: Validate pathway with stakeholders
- State future research

#### Limitations and Considerations
- Pathways for hiring TFW may differ from those required by other immigration pathways

#### Findings
- TFWs are not usually employer’s first choice. Canadian workers difficult to attract/retain
- TFW hiring process very onerous and frustrating—difficult for small business owners
- Labour market opinion (LMO) process slow and challenging to meet all criteria in small rural towns i.e. advertising & wage rates
- Establishing networks through existing TFWs makes the hiring process much easier but can be difficult at the start
- Motivations of TFWs important; consider experience of living away from home, comfort with rural living, and dedication to work

#### Settlement
- Language barriers can be difficult
- Initial transition can be hard for TFWs, employers, and staff
- Setting TFWs an important process employers undertook willingly
- Housing is a challenge in many communities
- Community support and services for TFWs is important in assisting new arrivals and employers
- A 7-step process is required to hire TFWs by SMEs (see Rural Employers Information Pathway for Hiring TFWs in Manitoba graphic right)

#### Benefits of TFWs
- Provides employees when Canadian workers are unavailable or unreliable
- TFWs are appreciative of having a job and are reliable and eager to improve & impress
- TFW initiative provides workers and family with an opportunity for a new life

### Future TFW Strategy Research
- Review TFW application process for small/rural businesses and provide recommendations for improving process
- Create another pathway focusing on the settlement of TFWs and specific steps to create welcoming communities
- Develop community case studies that create gap analysis of local worker needs and shortages and create recommendations for TFW hiring in those communities

### Immigrant Housing Strategy

#### Research Objectives
Examine immigration settlement patterns in rural MB. Propose housing strategy to guide actions and investments in rural communities.

#### Methods
- Determine and categorize differences in settlement pattern of immigrants in rural MB based on existing sources
- Define rural housing stakeholder groups and roles
- Identify strategies and illustrate recent rural housing responses
- State future research

#### Limitations and Considerations
- Housing market of supply and demand is dysfunctional in some rural areas
- Housing issues are complex in rural areas requiring multiple housing options

#### Findings
- Increasing numbers of immigrants moving to rural communities
- Immigrants require affordable but not necessarily low income housing
- Housing market is tight, vacancy rates low and affordable homes scarce in many rural communities
- Demand for housing is best examined at regional level
- Housing needs by providing an information pathway to hiring TFWs

#### Future Housing Strategy Research
- Explore types of housing favoured most by recent arrivals of immigrant workers
- Assess non-housing barriers
- Develop community case studies that identify and illustrate recent rural housing responses that are appreciative of having a job and are reliable and eager to improve & impress

#### Immigrant Housing Assessment Process

- Examine immigrant settlement patterns in rural MB
- Propose housing strategy to guide actions and investments in rural communities
- Define rural housing stakeholder groups and roles
- Identify strategies and illustrate recent rural housing responses
- State future research

#### Temporary Foreign Worker Strategy

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