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.

**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 housing 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 units in rural communities are not always appropriate for immigrant households
- 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 strategies need to vary by centre size
- All centres should assess housing needs and develop a strategy
- Larger centres housing strategies: more lots, add new rental units, more affordable units, renovate stock
- Small centre housing strategies: renovate stock, add accessory suites, convert non-residential to residential

**A 7-step pathway for developing housing strategy**

**Future Housing Strategy Research**
- Explore types of housing favoured most by recent arrivals of immigrant workers and identify any particular trends after reunited with family
- Identify the challenges and barriers to housing development with municipal representatives and business owners
- Evolve assessment process into housing information pathway for rural regions

**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
- Hiring TFWs are usually employer’s first choice. Canadian workers difficult to attract/retain
- TFW hiring process very onerous and frustrating
- Canadian workers difficult to attract/retain
- TFWs are appreciative of having a job and are reliable and eager to improve & impress

**Findings**
- TFWs are not usually employer’s first choice. Canadian workers difficult to attract/retain
- TFW hiring process very onerous and frustrating
- TFWs are usually employer’s first choice. Canadian workers difficult to attract/retain
- 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
- Create another pathway focusing on the settlement of TFWs
- Developing community case studies that create gap analysis of local worker needs and shortages and create recommendations for TFW hiring in those communities

**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