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# Regina City Priority Population Study Study #2 - Immigrants

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A report prepared for the

**Planning and Development Division**

of

**The City of Regina**

by

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Tracking economic, social, and demographic trends from a Saskatchewan perspective.



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## Executive Summary

The City of Regina has commissioned four background studies to help inform the development of an Official Community Plan. This is a profile of one of the four priority population groups, namely Regina residents who were born outside Canada with a particular focus on those who have recently immigrated.

The report includes basic counts for the **number of immigrants** living in Regina.

- From 1981 to 2001 the population of immigrants declined by an average of 190 persons per year to reach a low of 13,460 or 7.7% of the population in 2001.
- From 2001 to 2006, the number of immigrants increased to 14,130 or 8.0% of the city's population. The number has increased significantly since then. It is estimated that Regina's immigrant population in 2011 is 20,554 and that 10,000 are recent immigrants who have come to the city in the past ten years.

The bulk of the statistics about **social, demographic, and economic status** for the immigrant population living in Regina are from the 2006 Statistics Canada census.

- As of 2006, about three in ten immigrants living in Regina had come to Canada before 1971. At the other extreme, four out of ten Regina immigrants had been living in Canada for less than fifteen years.
- The initial wave of immigrants to Regina in the early 1900s was mainly from European countries. More recently, a larger number are coming from Asian and African countries. Among recent immigrants, 50% are from Asia, 18% from Europe, and 16% from Africa.
- In absolute numbers, more than a third of the immigrants living in Regina are in three large neighbourhoods – Arcola East, Albert Park, and Dewdney East. As a proportion of the population, however, immigrants are more concentrated in Centre Square, Gladmer Park, and Albert Park. Notwithstanding the large number of recent immigrants in these parts of the city, there are both immigrants and recent immigrants living in all parts of the city.
- Recent immigrants living in Albert Park and Arcola East will have relatively poor access to bus service compared with those living in the central parts of the city. Those living in the downtown areas or in the Northeast will have poorer access to open spaces and the bicycle path than those living in other parts of the city.
- Recent immigrants generally live near schools and playgrounds.
- Compared with the general population, immigrants tend to be in the older age groups but recent immigrants are much younger with 46% in the 25 to 44 age group.
- Not surprisingly, immigrants are much more likely than those born in Canada to have a mother tongue that is not English. In 2006, three quarters of recent immigrants had a mother tongue other than English.
- Three quarters of recent immigrants report that they are members of a visible minority group.
- Three quarters of immigrants and one half of recent immigrants have obtained their Canadian citizenship.
- More than one half of dwellings occupied by an immigrant family were owned. The proportion was somewhat lower than in the city as a whole.
- The dwellings for recent immigrant households are, on average, newer than for the city as a whole and somewhat more likely to be apartments than non-immigrant households.

- Recent immigrants households were, compared with all households in Regina, somewhat less likely to be below standards in terms of affordability and somewhat less likely to be in need of major repairs. They were, however, more likely to be too small relative to the size of the family living in them.
- The formal education levels for immigrants living in Regina were very high in 2006 with, for example, 58% of immigrants are post-secondary graduates compared with 48% for the adult population in Regina. At the other end of the scale, 19% of immigrants have not completed high school compared with 22% among those in Regina. For recent immigrants, the differences are even more pronounced.
- Immigrants are much more likely to have a university degree than non-immigrants and less likely to have a post-secondary certificate or diploma. This is particularly true among recent immigrants.
- With the higher levels of education, the Regina immigrant population should have high employment levels and this is true for recent immigrants but not for the immigrant population in general.
- Recent immigrants are more likely than the general Regina population to be self-employed and much more likely than non-immigrants to be employed in a) health care and social assistance, and b) accommodation and food services. This reflects the two extremes of employment for immigrants because, among industry groups in the province, the health care sector is one of the highest paying and the accommodation and food services sector is one of the lowest paying.
- Compared with the general Regina city population, the immigrant population has a lower proportion of income from employment and a higher proportion from the “other income” category which is typically investment and pension income.
- Personal income is higher among immigrants than among the general population which is, in turn, higher than among recent immigrants.
- There is a dual nature of income among immigrants in Regina. Even though the average individual and household incomes are near the average for the city as a whole, 22% of recent immigrants live in households with incomes below the LICO. This compares with 14% for the city as a whole.

A **projection for the population** of immigrants who will be living in Regina over the next twenty years suggests that the increase will be significant.

- With a sustained and increasing number of new immigrants to the city, the immigrant population living in Regina is projected to increase rapidly, growing from an estimated 18,500 in 2011 to 48,100 in 2020 and 87,200 in 2030.
- As a proportion of the total population, the number of immigrants increases from the current estimate of 10% to 20% by 2019 and 33% by 2030.

The report contains a **literature review and environmental scan** on the subject of immigrants in Canada and Saskatchewan. Some of the key observations are described below.

- The Saskatchewan Immigrant Nominee Program is dramatically changing the face of the city and of the province and the changes will be even more dramatic in the future.
- The newer immigrants to Regina and Saskatchewan are much more likely to be economic immigrants and less likely to be refugees.

## Education and Training

- Although the majority of economic immigrants come to the country with language skills, English language training is a critical need for new immigrants and their families. Specific language skills are often required for workplaces.
- Recent immigrants place a high value on education for their children and this affects where they live. The available research is mixed on the school experience and educational outcomes with newcomers being some of the most successful students however many still flounder in the educational system because they face significant challenges not normally faced by those born in Canada.

## Workplace Development and Employment

- In many cases, the lack of recognition of the foreign credentials for immigrants will lead to underemployment or unemployment.
- Successful employment outcomes are more likely for young immigrants who arrive as young children, with their transitions to work looking like Canadian-born youth.

## Community Inclusion, Individual and Family Well Being

- Some recreational activities are not accessible to immigrants because of the cost.
- Immigrants are less likely to volunteer than native born Canadians but those who do devote more hours on average.
- The vital nature of affordable and accessible housing in the attraction and retention of immigrants is a theme in the literature because it is central to the attraction and retention equation. Finding good quality, affordable housing is a key component of successful settlement.
- In 2006, the odds of immigrant living in crowded conditions (more than one person per room) were about 1 in 14 compared to 1 in 60 for those born in Canada.
- The health status of immigrants tends to match that of the non-immigrant population.
- Settlement services are a critical component to successful attraction and retention of immigrants:.

A **sounding session** was organized to solicit comments and feedback from immigrant groups in the city. The main areas of concern were as follows.

### Welcoming Communities

- We need to work together to knit all our independent service / jurisdiction together to meet the needs of new comers to the city.

### Child Care

- There is a lack of affordable day care and recent immigrants do not have the network of contacts to know where available child care spaces are located.

### Housing

- Affordable housing is difficult to find because the traditional 2-3 bedroom home does not fully meet the needs of a larger family.

- There is about an even split between renters and owners amongst new immigrants although recent arrivers are typically renters. While the new immigrant is looking for housing they will require short-term temporary housing; hotels are often the best option.

#### Education

- Education is seen as very important in the immigrant community. Members seek and migrate towards the “best” schools in the city in terms of academic performance.
- The system is experiencing capacity challenges as some schools are overflowing with new comers and many lack ESL resources.
- Public schools have been working well with the immigrant community to develop needed supports for their children.

#### Orientation

- Settlement services tend to be reactive and respond/support after the immigrant(s) arrive. Without accurate information dissemination during the first few days of arrival, they are being “normed” with some unhealthy attitudes (e.g. Aboriginal people).
- There is little to no public education underway regarding the immigrant populations which results in many negative perceptions such as “they are taking our kid’s jobs”. We should educate the public on the benefits of immigrants to the city.

#### Female Immigrants

- Female immigrants come from traditional communities and may have different needs.
- Need to support the family unit from their world view (not ours).

#### Credentials

- Professionals are underemployed and not working in their professions. We need to improve credential recognition processes.

#### Urban Infrastructure

- Libraries are well distributed across the city and could be used as connections to the community.
- Grocery stores with ethnic food options are located in the far East / North of the city. Makes it difficult for population to get there.
- City needs to target communications to the immigrant community about participation in recreational activities.

#### Transportation

- The current transit system tend not to go to the right locations (where the jobs are).

#### Language

- For the immigrant whose original language is not English or French, we need to provide easy and ready access to language training.

#### Big Moves

- Advance the concerns that prevent economic success of newcomers to the province.

- Encourage traditional institutions (education, health, Crown corporations, justice, etc.) to collaborate with newcomers to change/tailor their services to meet their specific and unique needs.
- Develop a successful settlement strategy that extends 5 years beyond the date of landing in the city.

## SECTION 1      BACKGROUND

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To help inform and support the development of a new Official Community Plan, the City of Regina has commissioned a series of background studies related to four priority population groups:

- immigrants and Regina’s ethnic community;
- aboriginal people;
- seniors; and
- the population with disabilities.

The studies are intended to establish baseline information on the four populations and to inform the City’s understanding of general characteristics and trends, city-wide patterns, current government and community roles, key community assets and issues and opportunities to be considered in the future.

This is the study for immigrants and Regina’s ethnic community. In particular, it is a profile of Regina residents who were born outside Canada and who have a connection to the city, either because they now live in Regina or because they have recently moved to the city from another country. Among those who are living in the city, many moved to Canada some time ago, are Canadian citizens, and are well established in the province and the country. Those who have recently moved to Canada via Regina are probably not Canadian citizens and have only started to become established in the city. Both are called “immigrants” in this report.

The report is divided into five sections including this background. Section 2 has basic counts for the number of immigrants in Regina. Some of the demographic and socioeconomic characteristics of this population are examined in more detail in Section 3. This is a growing population in the city so Section 4 contains a population projection for the next twenty years. Section 5 contains a summary of the findings of an environmental scan and literature review. A sounding session was held with key stakeholders from the immigrant community; a summary of those sessions is included as Section 6.

This report was prepared by a partnership of:

- Doug Elliott, the principal of *QED Information Systems Inc.* and publisher of *Sask Trends Monitor*; and
- Bonnie Durnford and Rob Cunningham, the principals of *DC Strategic Management*, a Regina-based consulting firm.

The opinions expressed in this document do not necessarily represent those of the City of Regina or its employees. Responsibility for the accuracy of the data and the validity of the conclusions reached remains with the authors.



## SECTION 2 BASIC COUNTS

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This report has information about two kinds of immigrants that are relevant to the City of Regina and the Official Community Plan. The first is the number of immigrants who are living in the city, regardless of which part of Canada was their original destination and how long they have lived in the city. In the report, this group of residents is subdivided into those who have recently moved to Canada. Unless otherwise specified, these are Regina residents who immigrated to Canada after 1990 and are referred to as “recent immigrants”.

The second kind of statistical information is about the annual flow of people who immigrate to Canada via Regina, that is, the group of people who immigrate directly to the city. There is, of course, a good deal of overlap between these two populations, but they are not the same because some people who originally came to the city have moved elsewhere in the intervening years, and because many current Regina resident immigrants originally immigrated to another province. Non-permanent residents – those with a temporary work or student permit – are not included.

### A Note on Data Sources

The only source for information about the number of immigrants currently living in the city is the Statistics Canada decennial census. These statistics are, unfortunately, quite out of date with 2006 being the most recent available at the time this report was prepared. This means that statistical information about seniors living in some of the newer neighbourhoods such as Harbour Landing will not be included.

Basic counts for the annual inflow of immigrants, that is, those who come to Canada via Saskatchewan, are compiled by *Citizenship and Immigration Canada* and published by Statistics Canada on an annual basis. These figures are more up-to-date; they cover the period up to and including the 2009-10 “census year”<sup>1</sup> but they are available only for the Regina Census Metropolitan Area (see note on page 3).

To help preserve the confidentiality of individual responses to the census, Statistics Canada uses a procedure called “random rounding”. With this method, all figures including totals are randomly rounded either up or down to a multiple of “5”. While providing protection against disclosure of individual responses, this technique does introduce problems in data presentation. Because totals are independently rounded, they do not necessarily equal the sum of individually rounded figures in the tables. Similarly, percentages calculated on rounded figures do not necessarily add to exactly 100%. Imprecisions because of this rounding do, however, tend to cancel each other when the data are aggregated and the general characteristics of the population described by the statistics are never significantly affected by this technique.

Other rounding errors can occur in tables that contain percentage distributions regardless of whether the data has been subjected to the random rounding technique. In these cases, the sum of the percentages may differ from 100% by a small amount because of general rounding errors. Finally, unrounded data were

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<sup>1</sup> The “census year” runs from July 1 to June 30 of the following year.

used in preparing the charts in this report so there may be minor differences between the data reported in the tables and the graphic representation of that data in the charts.

The census does not collect any information other than the total population by age, sex, and mother tongue from those who live in collective dwellings. This means that the majority of the socioeconomic statistics for Regina city will not include those living in these collective dwellings which include special care homes, group homes, hotels and motels, and corrections facilities.

## Geographic Considerations

Statistics Canada uses two different geographic variables when publishing statistics for cities. The simplest one is based on the city boundaries; these data describe the population who are “normally resident” within the legal boundaries of the census subdivision (CSD) that corresponded to the City of Regina in 2006.

The second is a broader definition and is called the Census Metropolitan Area or CMA. The Regina CMA includes the city of Regina and the surrounding “bedroom communities” and rural municipalities in which they are located. Table 2.1 shows which communities are included the Regina CMA and their 2006 populations. The map in Figure 2.1 shows the geographic extent of the Regina CMA.

Whenever possible, statistics that apply to the city of Regina are used. Many of the census statistics, however, are only published for the Regina CMA. The CMA statistics are used if necessary because they will differ only slightly from the statistics for the Regina city – 92% of the CMA population lived within the city boundaries in 2006.

When describing some of the characteristics of immigrants in different neighbourhoods, the community associations are used. Figure 2.2 shows the boundaries for these community associations.

**Table 2.1 Regina City and Regina CMA Population Compared**

	2006 Population
Regina	179,246
Edenwold RM#158 (includes Emerald Park)	3,611
Pilot Butte	1,867
Lumsden RM#189	1,627
Lumsden	1,523
Balgonie	1,384
Regina Beach	1,195
White City	1,113
Sherwood RM#159	1,075
Pense	507
Pense RM#160	490
Buena Vista	490
Grand Coulee	435
Edenwold	242
Belle Plaine	64
Disley	62
Lumsden Beach	40
Regina CMA	194,971

Source: Statistics Canada Census

**Figure 2.1 Regina Census Metropolitan Area**

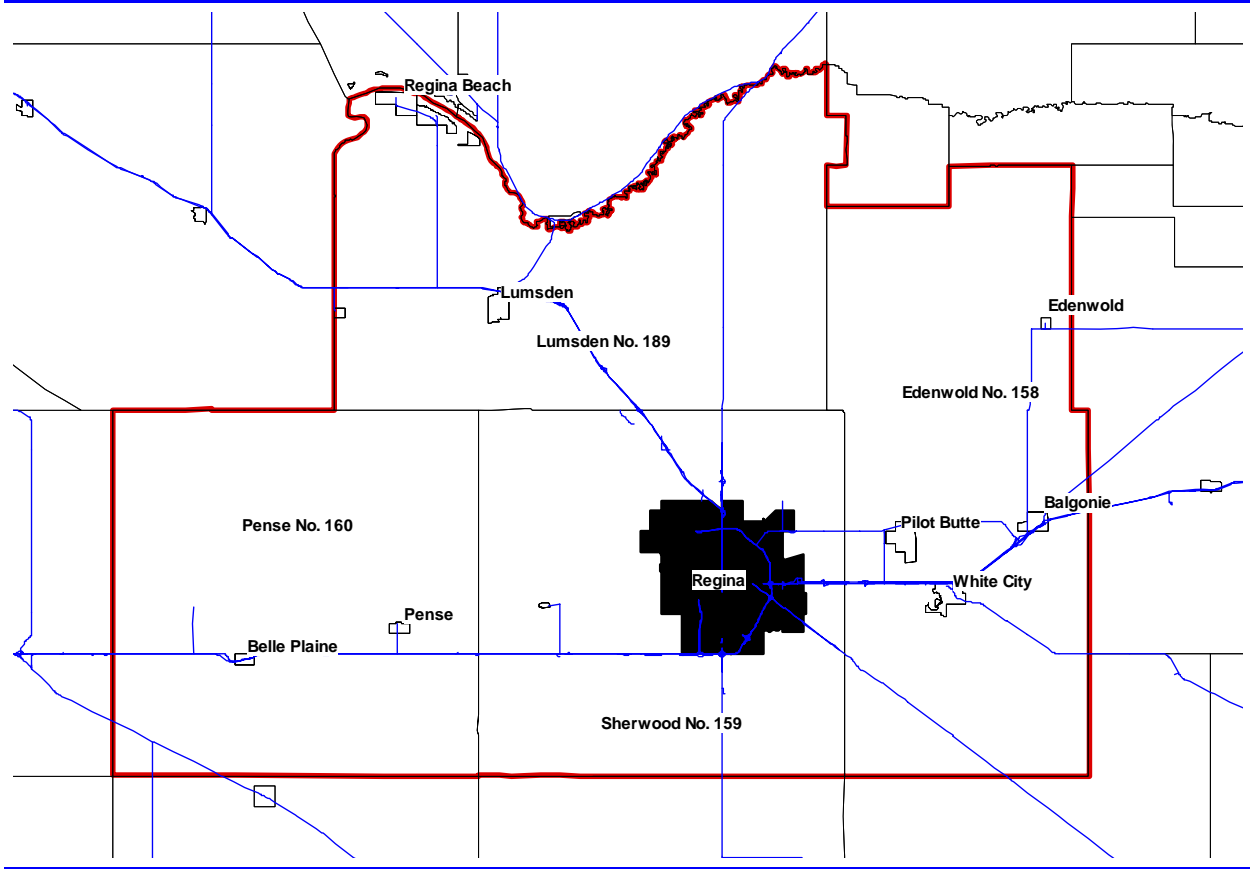
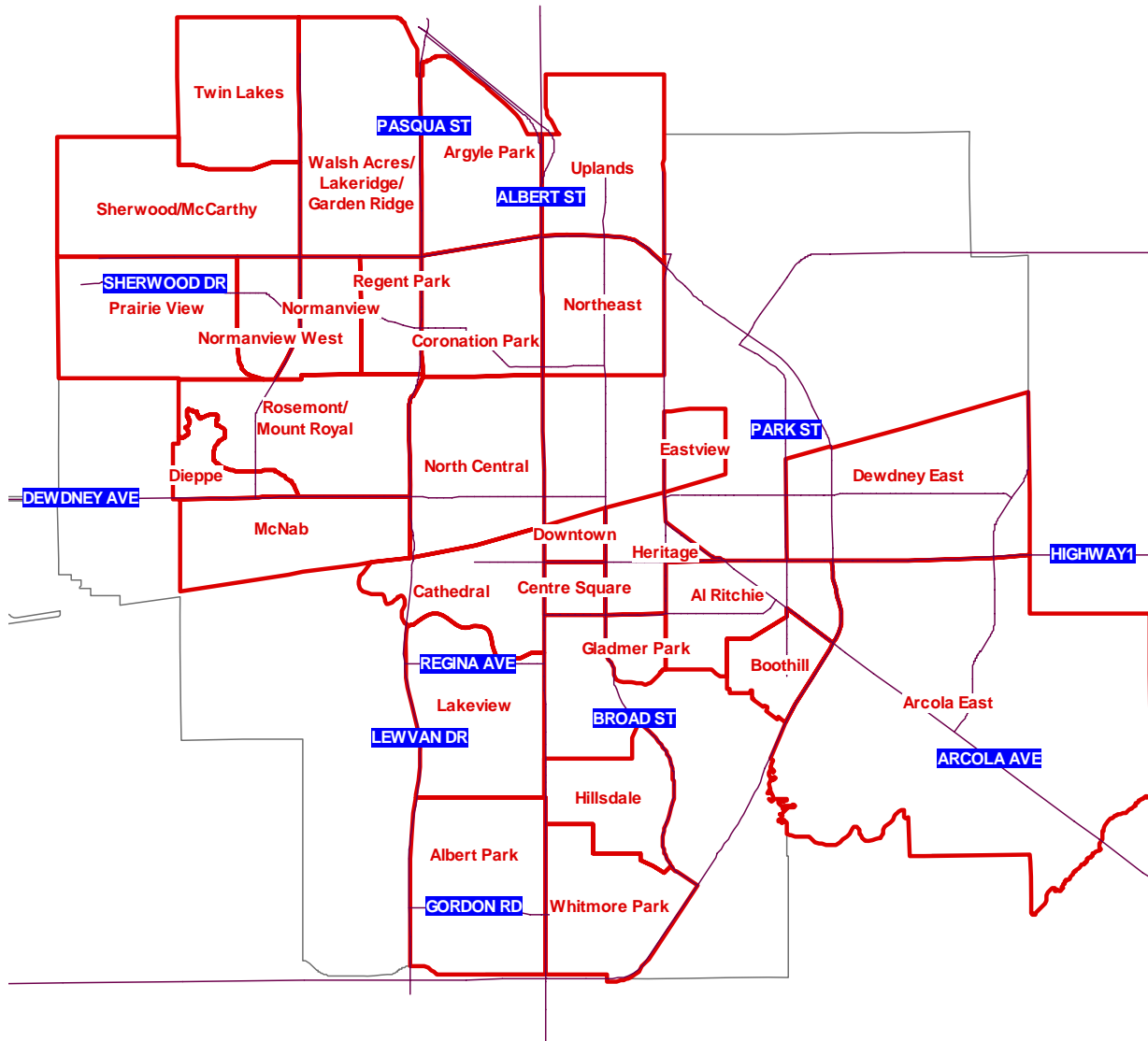


Figure 2.2 Regina Community Associations



## 2.1 Census Data

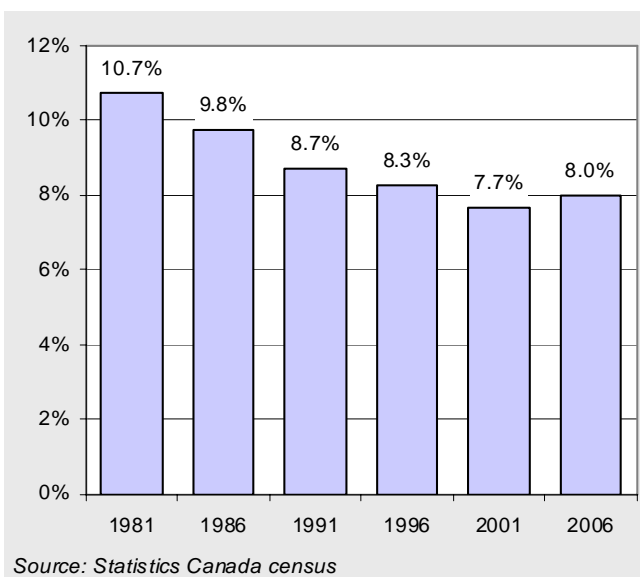
Until recently, the immigrant population living in Regina had been declining in both absolute terms and as a percentage of the total population. From 1981 to 2001, for example, the population of immigrants declined by an average of 190 persons per year (see Table 2.2). As a percentage of the total population in the city, the proportion declined from 10.7% in 1981 to 7.7% in 2001 (see Figure 2.3).

The downward trend has a simple explanation. The number of immigrants moving to the city, either directly from another country or indirectly from another province, was not high enough to offset a) the out-migration of immigrants to other parts of Canada combined with b) the mortality among older immigrants living in the city.

From 2001 to 2006, this trend reversed, a harbinger of what was to come after 2006. From 2001 to 2006, the number of immigrants increased by 135 per year to reach 14,130 which represents 8.0% of the city's population. This is still a lower percentage than in 1996 but it is an increase for the first time in decades.

Although there is no consistent definition of what constitutes "recent" in Statistics Canada's published tables, it is clear that just under one-half of Regina's immigrants living in the city have not lived in Canada very long. In 2006, for example, 40% of immigrants living in Regina had come to Canada after 1990.

**Figure 2.3 Immigrant Population as a Percentage of the Regina City Population, 1981 to 2006**



**Table 2.2 Immigrant Population Living in the City of Regina**

		1981	1986	1991	1996	2001	2006
Total population		160,870	173,095	177,135	178,410	175,600	176,915
of which:	Immigrants	17,265	16,885	15,435	14,745	13,460	14,130
	Non-Immigrants	143,605	156,215	161,090	162,900	161,280	161,540
Immigrant population	Recent	7,015 after 1965	8,245 after 1967	7,625 after 1971	5,535 after 1980	3,165 after 1990	5,590 after 1999
	Not Recent	10,250	8,640	7,810	9,210	10,295	8,540
Immigrants as % of population		10.7%	9.8%	8.7%	8.3%	7.7%	8.0%
Recent immigrants as % of population		4.4%	4.8%	4.3%	3.1%	1.8%	3.2%

Source: Statistics Canada Census

## 2.2 Annual Flows

Using information from *Citizenship and Immigration Canada*, Statistics Canada publishes the number of people immigrating to Regina on an annual basis. These are estimates and subject to revision. They cover the Regina metropolitan area (CMA) rather than the city proper<sup>2</sup>. The annual flows are published using what is called a census year, that is, the period from July 1 to June 30 of the following year.

Table 2.3 and Figure 2.4 show the rapidly increasing number of immigrants moving to the Regina metropolitan area starting in 2006/07. From levels that were typically 500 per year, the number doubled to near 1,000 in 2007/08 and again to near 2,000 in 2009/2010.

The 2,014 persons who immigrated to the Regina metropolitan area in 2009/10 represent about 28% of immigration to Saskatchewan. This means that Regina is getting a disproportionate share of immigration because the population of the Regina CMA is only 21% of the provincial total.

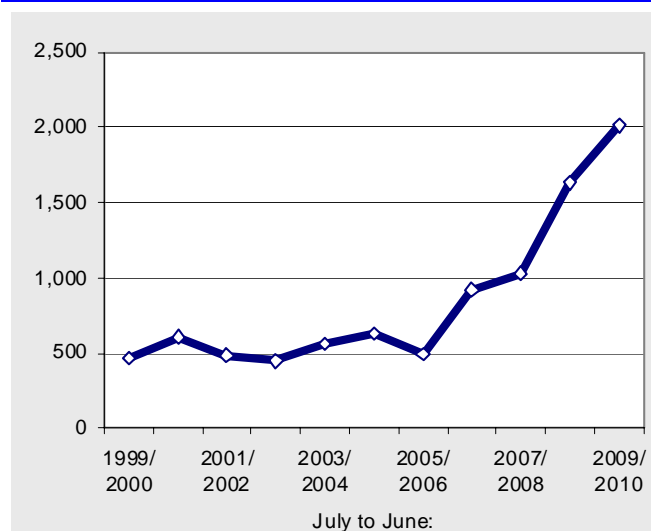
Taking into account recent immigration, mortality, and migration, the number of recent immigrants living in Regina at the time this report was prepared will be approximately 10,000.

**Table 2.3 Annual Flow of Immigrants to the Regina Census Metropolitan Area**

July to June	Immigrant flows	Population (at end of period)	Immigrant flows as % of population
1996/1997	534	199,777	0.3%
1997/1998	488	199,526	0.2%
1998/1999	514	199,733	0.3%
1999/2000	467	199,069	0.2%
2000/2001	609	197,795	0.3%
2001/2002	484	197,574	0.2%
2002/2003	450	198,556	0.2%
2003/2004	565	199,498	0.3%
2004/2005	632	199,593	0.3%
2005/2006	493	200,065	0.2%
2006/2007	921	202,808	0.5%
2007/2008	1,028	205,827	0.5%
2008/2009	1,631	210,384	0.8%
2009/2010	2,014	215,138	0.9%

Source: Statistics Canada CANSIM Table 051-0004

**Figure 2.4 Annual Immigrant Flows to Regina CMA**



Source: Statistics Canada CANSIM Table 051-0004

<sup>2</sup> See page 3 for a description of the difference between Regina city and the Regina CMA.

## **SECTION 3      SOCIOECONOMIC AND DEMOGRAPHIC CHARACTERISTICS**

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This section of the report has information about various characteristics of immigrants living in Regina. Some characteristics relate to the fact that they are immigrants – statistics about when they came to Canada and which country they were born in. Others cover basic demographic characteristics – age, sex, living arrangements, etc. The final set of characteristics is related to economics – education, labour force attachment, and income, for example.

As with the other information in this report, information from the 2006 and previous Statistics Canada census publications is used to describe immigrants who are currently living in the city of Regina. Where necessary, the statistics refer to the larger metropolitan area rather than the city proper. When available, the data are presented separately for recent immigrants, that is, those who moved to Canada after 1990. In some cases, more up-to-date information is available from sources other than the census.

### 3.1 Period of Immigration

As of 2006, about three in ten (30%) immigrants living in Regina had come to Canada before 1971. That is, they had been living in the country for at least thirty-five years. In many cases, their friends and neighbours, if not their families, would probably not consider them as immigrants even though they were born outside Canada.

At the other extreme, four out of ten immigrants (40%) had been living in Canada for less than fifteen years. This is the group considered in this report as “recent” immigrants.

The remaining three out of ten immigrants living in Regina were between these two extremes – they had come to Canada between 1971 and 1990 and so had been living in Canada for at least fifteen years but less than 35 years.

**Figure 3.1 Immigrant Population Living in Regina City, 2006, by Period of Immigration**

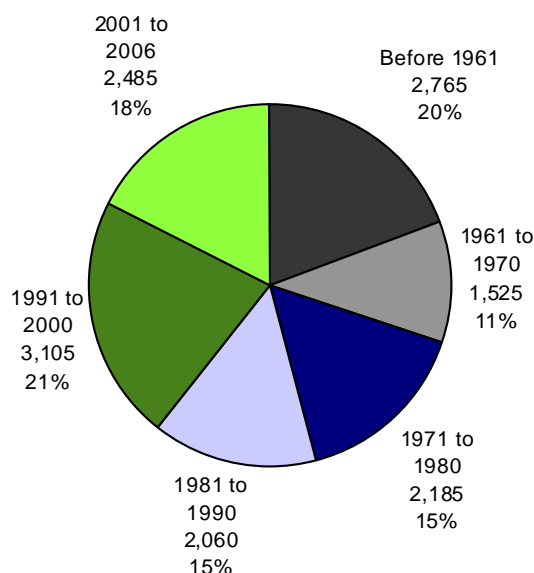


Table 3.1 below shows the steadily declining number of immigrants living in the city who had come to Canada before 1970. This is primarily the result of mortality although out-migration of retirees may have some effect as well.

**Table 3.1 Immigrants Living in Regina City, by Period of Immigration**

Period of Immigration	1996		2001		2006	
	Number	Percent	Number	Percent	Number	Percent
Before 1961	4,255	29%	3,475	26%	2,765	20%
1961 to 1970	2,015	14%	1,915	14%	1,525	11%
1971 to 1980	2,940	20%	2,365	18%	2,185	15%
1981 to 1990	2,885	20%	2,540	19%	2,060	15%
1991 to 2000	2,650	18%	3,165*	24%	3,105	22%
2001 to 2006	...	...	...	...	2,485	18%
Total	14,745	100%	13,465	100%	14,125	100%

\* actually 1991 to May 2001  
Source: Statistics Canada Census



## 3.2 Country of Birth

The initial wave of immigrants to Saskatchewan in the early 1900s was mainly from European countries. More recently, a larger number are coming from Asian and African countries. The data from the census confirm that the same is true for Regina city.

Among all immigrants living in the city in 2006, Table 3.2 and Figure 3.2 show that 39% were born in European countries (although they may have immigrated from another country). This compares with 18% of recent immigrants. Another 36% were born in Asian countries compared with 50% of recent immigrants and 9% were born in African countries compared with 16% of recent immigrants.

Among recent immigrants, the country of birth is dominated by Asia with 50% of the total coming from an Asian country. European countries account for 18% of the total compared with, for example, 16% from Africa.

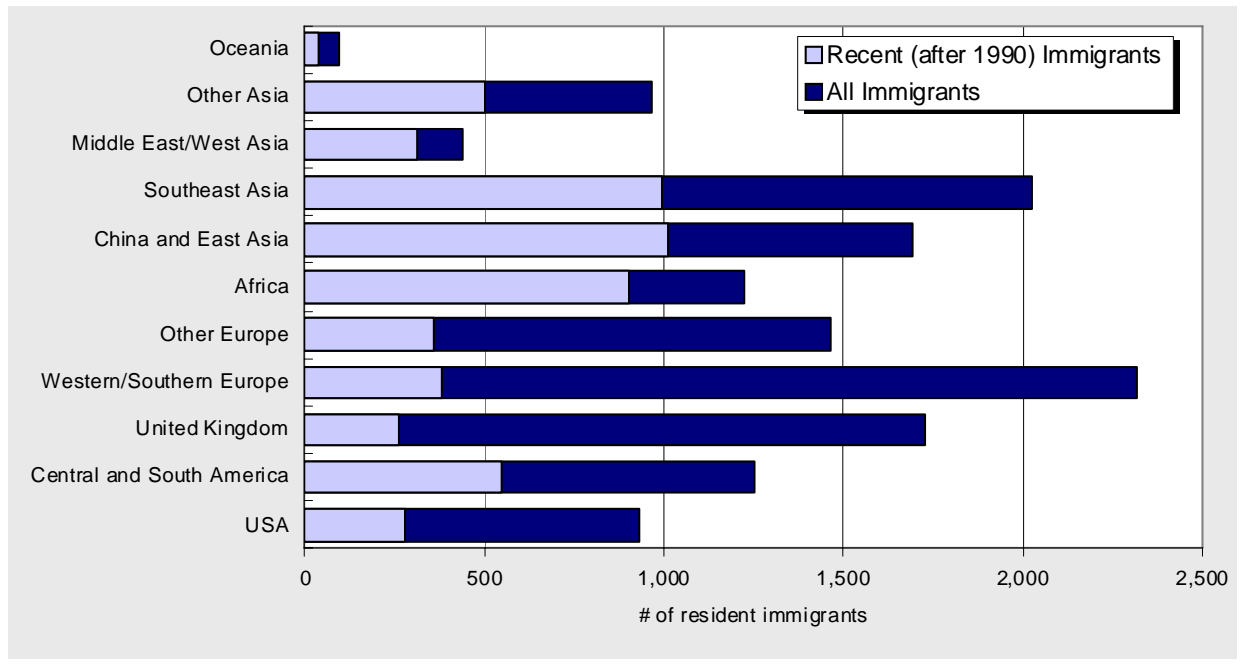
Figure 3.3 shows the place of birth for very recent immigrants, namely those who came to Canada between 2006 and 2009, with an intended destination of the Regina metropolitan area. These figures confirm the dominance of Asia among recent immigrants. Over the four years, 58% of immigrants were from Asia and 12% were from Africa.

**Table 3.2 Immigrants Living in Regina City, by Country of Birth, 2006**

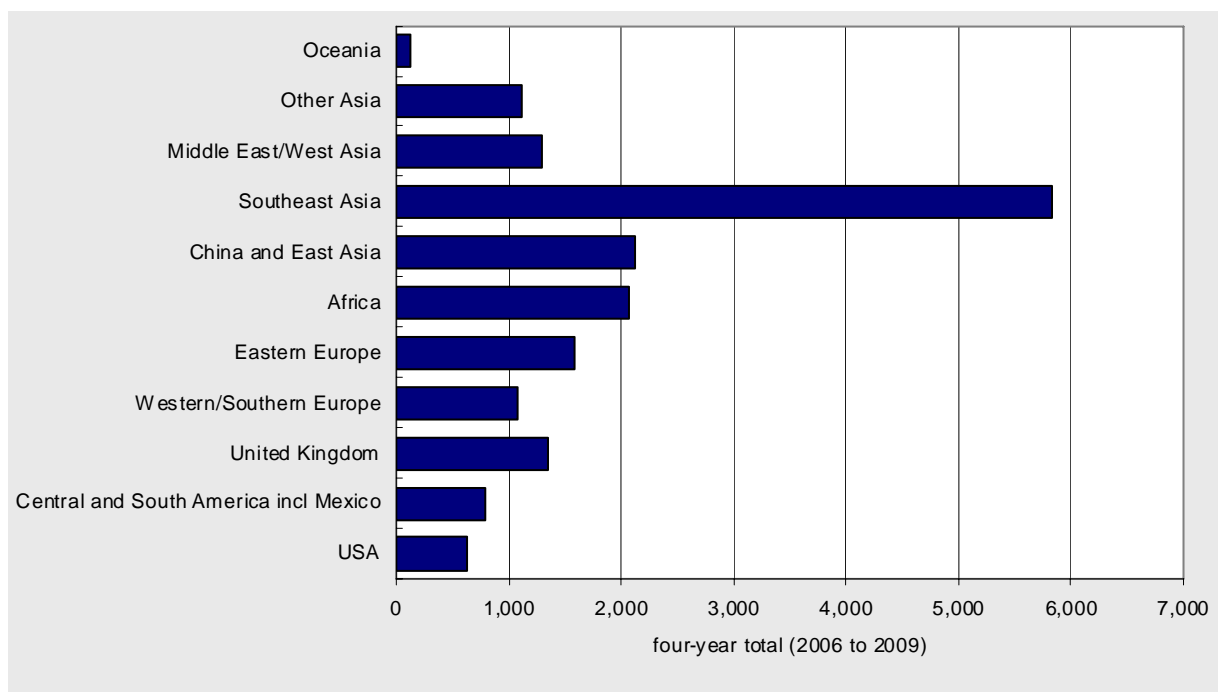
	All Immigrants		Recent Immigrants (after 1990)	
	Number	% of total	Number	% of total
USA	930	6.6%	280	5.0%
Central and South America	1,250	8.8%	545	9.7%
United Kingdom	1,725	12.2%	260	4.7%
Western/Southern Europe	2,315	16.4%	380	6.8%
Other Europe	1,465	10.4%	360	6.4%
Africa	1,220	8.6%	900	16.1%
China and East Asia	1,695	12.0%	1,010	18.1%
Southeast Asia	2,025	14.3%	995	17.8%
Middle East/West Asia	440	3.1%	315	5.6%
Other Asia	965	6.8%	500	8.9%
Oceania	95	0.7%	40	0.7%
Total	14,135	100.0%	5,590	100.0%

Source: Statistics Canada Census

**Figure 3.2 Number of Resident Immigrants, Regina City, 2006, by Place of Birth**



**Figure 3.3 Number of Immigrants with an Intended Destination of the Regina CMA, 2006 to 2009 Total, by Place of Birth**



### 3.3 Neighbourhood

The large sample size of the census enables an examination of where within the city immigrants are living. Table 3.4 compares the population living within community association boundaries with the number of immigrants and the number of recent immigrants living there.

In absolute numbers, more than a third of the immigrants living in Regina are in three large neighbourhoods:

- Arcola with 2,090 resident immigrants or 15% of the total living in Regina;
- Albert Park with 1,755 (12%); and
- Dewdney East with 1,040 (7%).

Recent immigrants are also the most numerous in these communities which account for 37% of the persons moving to Canada after 1990. As a proportion of the population, however, immigrants are more concentrated in:

- Centre Square where 19% of the residents are immigrants;
- Gladmer Park (18%); and
- Albert Park (16%).

Recent immigrants are also the most common in these three communities.

Both immigrants and recent immigrants are relatively uniformly spread throughout the city rather than being concentrated in a few neighbourhoods. This is shown graphically in Figures 3.4 and 3.5 which map, respectively, which of Statistics Canada's "dissemination areas"<sup>3</sup> (DAs) had a high proportion of immigrants and recent immigrants. Albert Park has a large proportion of both immigrants and recent immigrants but there are DAs with a high proportion in most parts of the city.

There are several maps in Appendix A that overlay the residence of recent immigrants in Regina in 2006 with current geographic characteristics such as transit routes and recreational facilities. With the recent immigrant population widely distributed across the city, they tend to have the same access to city services and facilities as the non-immigrant population. There are, however, several qualitative observations that can be about the information in the maps.

- Map 1 shows that recent immigrants living in Albert Park and Arcola East will have relatively poor access to bus service compared with those living in other parts of the city.
- Recent immigrants living in the downtown areas or in the Northeast will have poorer access to open spaces (Map 5) and the bicycle path (Map 2) than those living in other parts of the city. The best access will be for the relatively high proportions living in Gladmer Park and Arcola East.
- Map 3 shows that recent immigrants living in Lakeview and the northern Albert Street will have relatively poor access to libraries compared with those living in other parts of the city.
- Recent immigrants living in the southeast are not near any major shopping centres (map 6).
- Recent immigrants are generally near schools (map 4) and playgrounds (map 7) although those in the newer parts of Arcola East will be an exception.

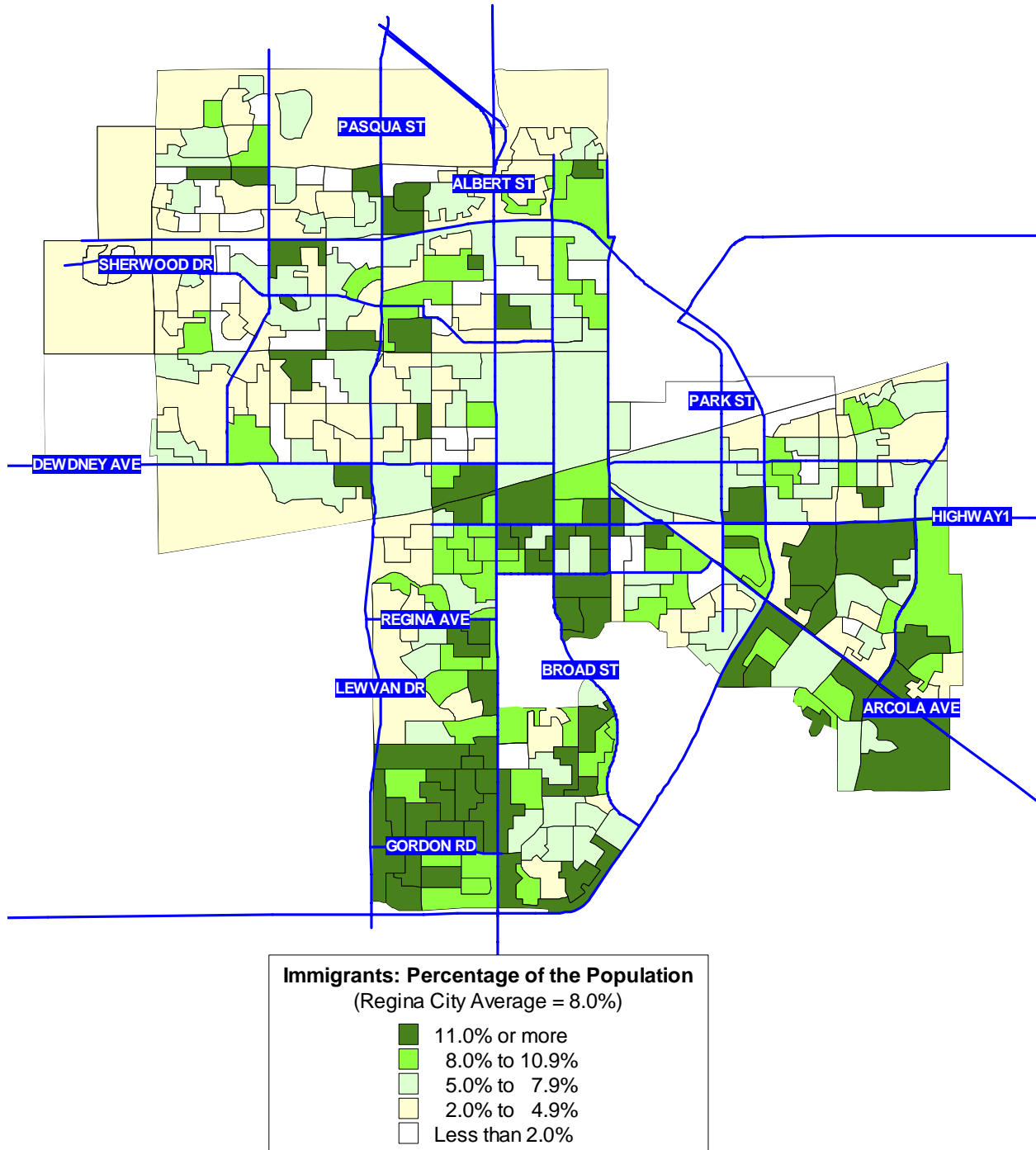
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<sup>3</sup> Dissemination Areas or DAs are the smallest geographic area used for publishing census data. An average DA has approximately 150 households and 500 persons.

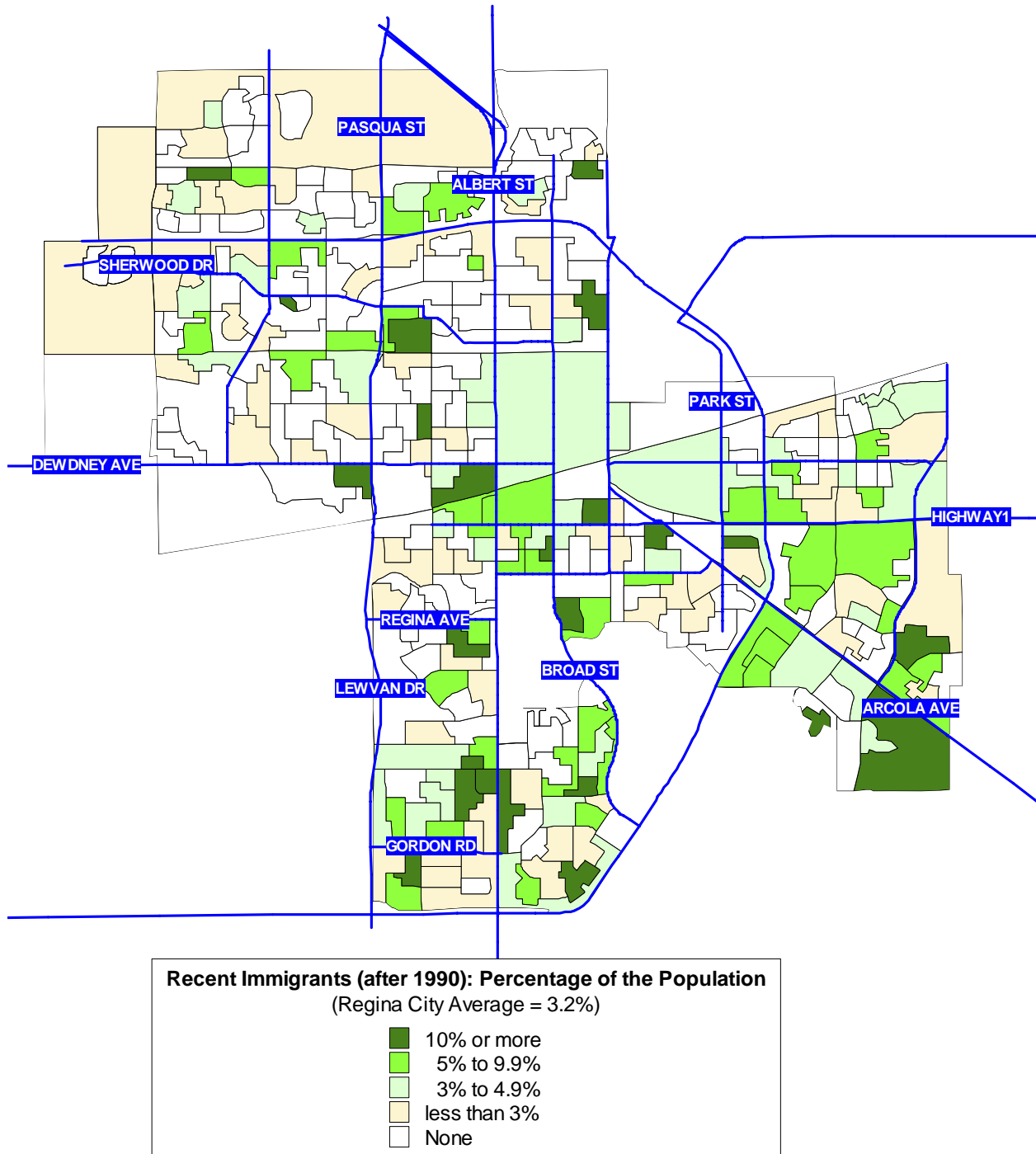
**Table 3.3 Resident Immigrants, City of Regina, by Community Association, 2006**

Community Association	Population	All Immigrants		Recent Immigrants (after 1990)	
		Number	as % of population	Number	as % of population
Al Ritchie	7,745	580	7.5%	295	3.8%
Albert Park	11,245	1,755	15.6%	740	6.6%
Arcola	19,910	2,090	10.5%	900	4.5%
Argyle Park	3,800	280	7.4%	115	3.0%
Boot Hill	2,665	110	4.1%	0	0.0%
Cathedral	6,985	565	8.1%	200	2.9%
Centre Square	3,755	700	18.6%	290	7.7%
Core	4,385	545	12.4%	135	3.1%
Coronation Park	6,325	405	6.4%	180	2.8%
Dewdney East	16,470	1,040	6.3%	440	2.7%
Dieppe	1,415	85	6.0%	15	1.1%
Downtown	615	85	13.8%	35	5.7%
Eastview	1,690	75	4.4%	25	1.5%
Gladmer Park	1,675	305	18.2%	205	12.2%
Hillsdale	6,250	525	8.4%	250	4.0%
Lakeview	7,490	650	8.7%	220	2.9%
McNab	1,360	145	10.7%	70	5.1%
Normanview	3,695	235	6.4%	100	2.7%
Normanview West	2,960	100	3.4%	40	1.4%
North Central	9,270	500	5.4%	210	2.3%
Northeast	6,875	410	6.0%	100	1.5%
Prairie View	6,305	240	3.8%	80	1.3%
Regent Park	2,660	165	6.2%	50	1.9%
Rosemont-Mount Royal	8,650	435	5.0%	115	1.3%
Sherwood-McCarthy	6,175	345	5.6%	165	2.7%
Twin Lakes	5,585	285	5.1%	90	1.6%
Uplands	5,245	310	5.9%	100	1.9%
Walsh Acres	8,635	455	5.3%	140	1.6%
Whitmore Park	6,425	670	10.4%	255	4.0%
Other Areas	125	0	0.0%	0	0.0%
<b>Regina City Total</b>	<b>176,445</b>	<b>14,075</b>	<b>8.0%</b>	<b>5,565</b>	<b>3.2%</b>

Figure 3.4 Immigrants as a Percentage of the Population, Regina City, 2006



**Figure 3.5 Recent Immigrants (after 1990) as a Percentage of the Population, Regina City, 2006**



### 3.4 Age and Sex

In Regina city, women made up 52% of the population in 2006. The dominance is the result of two factors. Firstly, higher mortality rates among men mean that women tend to live longer than men so an older population generally has a higher proportion of women. Secondly, interprovincial migration is more common among younger men than women so the net out-migration from the city during the 1990s has left a relative shortage of young men in the city.

The immigrant population living in the city in 2006 had approximately the same 52:48 split between women and men but recent immigrants living in the city are a bit more likely to be female – 53% as Table 3.3 shows.

Among recent immigrant flows to the city, Table 3.4 shows that the population is more evenly distributed between the sexes. On average over the past five years, the percent of immigrants who are women has been almost exactly 50%.

#### Age

The Regina city population, like the population in Saskatchewan and in fact like the population in Canada as a whole, is dominated by the “baby boom” generation. This group of individuals is usually taken to be those who were born between 1946 and 1964 and who are, in 2011, 47 to 65 years of age. Those in the next generation, called the “bust” generation by some and the “x-generation” by others, is relatively small. The “echo” generation is currently 15 to 29 years of age and is larger in size than the “bust” generation. In Regina, the size of the population in the “echo” age group is enhanced by the Aboriginal population who tend to be much younger than the non-Aboriginal population.

This section looks at the age distribution of immigrants in the city and among those who are classified as recent immigrants. It also looks at the age distribution of those who have immigrated to the city in the past ten years.

**Table 3.4 Regina City Immigrants, by Sex**

		Men	Women	Both Sexes	Percent Female
Residents in 2006	Regina city	86,015	93,235	179,245	52.0%
	Immigrants	6,800	7,335	14,135	51.9%
	Recent immigrants (after 1990)	2,615	2,975	5,590	53.2%
Immigration flow to Regina CMA	2005/2006	255	238	493	48.3%
	2006/2007	447	474	921	51.5%
	2007/2008	506	522	1,028	50.8%
	2008/2009	831	800	1,631	49.0%
	2009/2010	999	1,015	2,014	50.4%

**Table 3.5 Regina City Resident Immigrants, by Age Group, 2006**

	Regina City		Immigrants		Recent Immigrants	
	Number	Percent	Number	Percent	Number	Percent
Under 15 years	31,495	17.8%	840	5.9%	845	15.1%
15 to 24 years	28,165	15.9%	1,200	8.5%	920	16.5%
25 to 34 years	24,590	13.9%	1,730	12.2%	1,280	22.9%
35 to 44 years	25,075	14.2%	2,340	16.6%	1,305	23.3%
45 to 54 years	27,220	15.4%	2,435	17.2%	780	14.0%
55 to 64 years	17,840	10.1%	2,515	17.8%	315	5.6%
65 to 74 years	11,510	6.5%	1,515	10.7%	70	1.3%
75 years and over	11,015	6.2%	1,545	10.9%	70	1.3%
All ages	176,910	100.0%	14,130	100.0%	5,590	100.0%

Source: Statistics Canada Census

**Figure 3.6 Age Distribution of Immigrants and Recent Immigrants, Regina City, 2006**

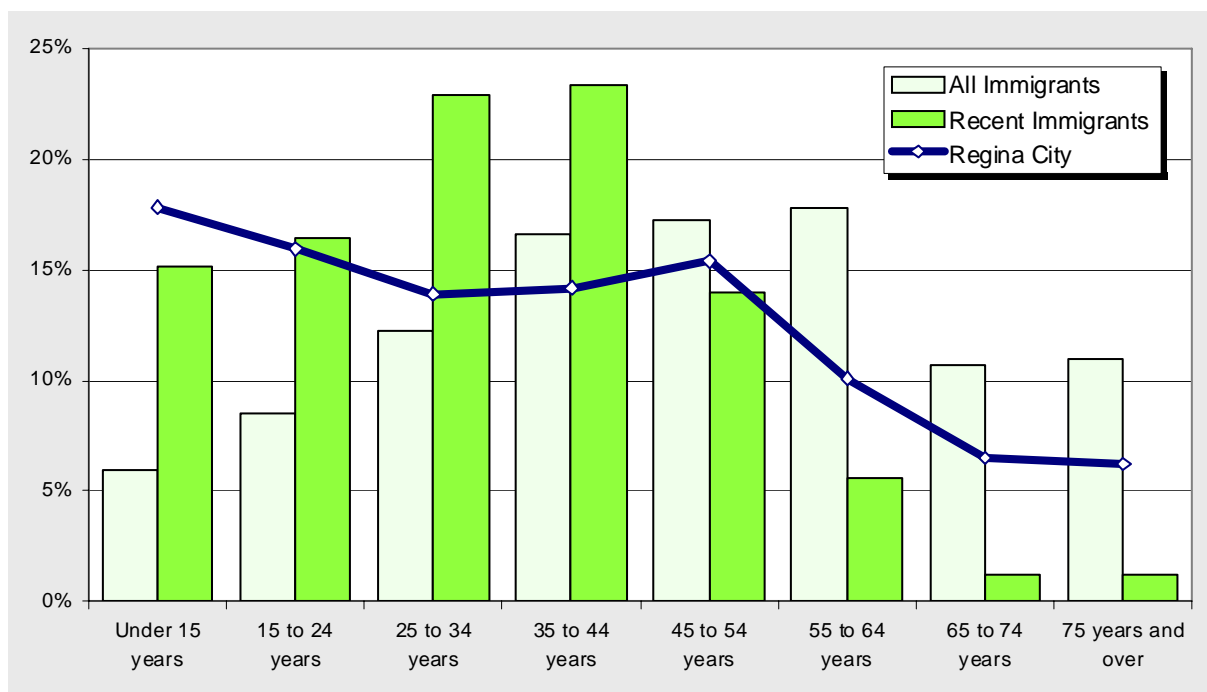




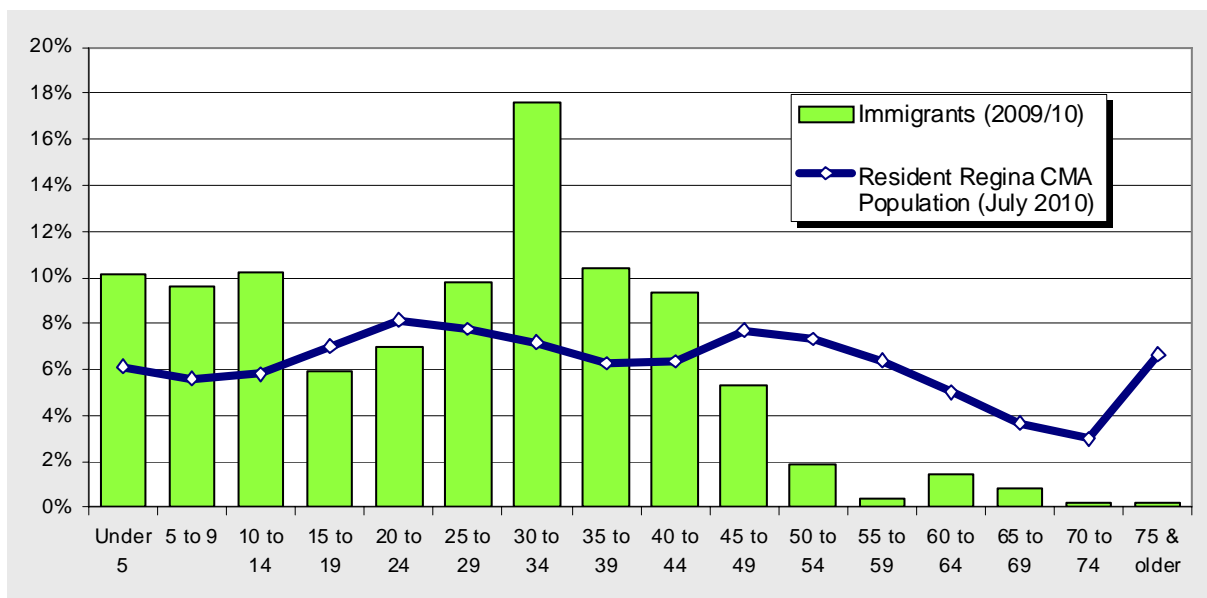
Table 3.6 and Figure 3.7 show that, compared with the resident population, immigrants tend to be in the older age groups – for example, 40% are 55 years of age or older compared with the 23% for the city as a whole. Recent immigrants, however, tend to fill the gap in the “boom, bust, and echo” distribution with 46% who are 25 to 44 years of age compared with 28% of the city population. These recent immigrants are in the family formation age group so there is also a relatively large number of children among recent immigrants.

The age distribution for the immigrants who recently moved to the Regina metropolitan area is compared with the resident population in Table 3.7 and Figure 3.7. These figures also show that recent immigrants are more likely to be young adults and their children – 47% were in the 25 to 44 age group and 30% were under 15 years of age.

**Table 3.6 Immigrants to the Regina Metropolitan Area, by Age Group, 2009/10**

	CMA Population in July 2010		Immigrants from July 2009 to June 2010	
	Number	Percent	Number	Percent
Under 5	13,159	6.1%	203	10%
5 to 9	12,025	5.6%	193	10%
10 to 14	12,492	5.8%	205	10%
15 to 19	15,072	7.0%	118	6%
20 to 24	17,553	8.2%	140	7%
25 to 29	16,698	7.8%	197	10%
30 to 34	15,446	7.2%	353	18%
35 to 39	13,512	6.3%	208	10%
40 to 44	13,652	6.3%	187	9%
45 to 49	16,596	7.7%	106	5%
50 to 54	15,761	7.3%	37	2%
55 to 59	13,765	6.4%	7	0%
60 to 64	10,757	5.0%	28	1%
65 to 69	7,885	3.7%	17	1%
70 to 74	6,437	3.0%	4	0%
75 & older	14,328	6.7%	4	0%
All ages	215,138	100.0%	2007	100%

**Figure 3.7 Age Distribution of Recent Immigrants to the Regina CMA**



### 3.5 Language, Ethnicity, Citizenship

There are three statistical measures of language available from census data – mother tongue, official language knowledge, and home language.

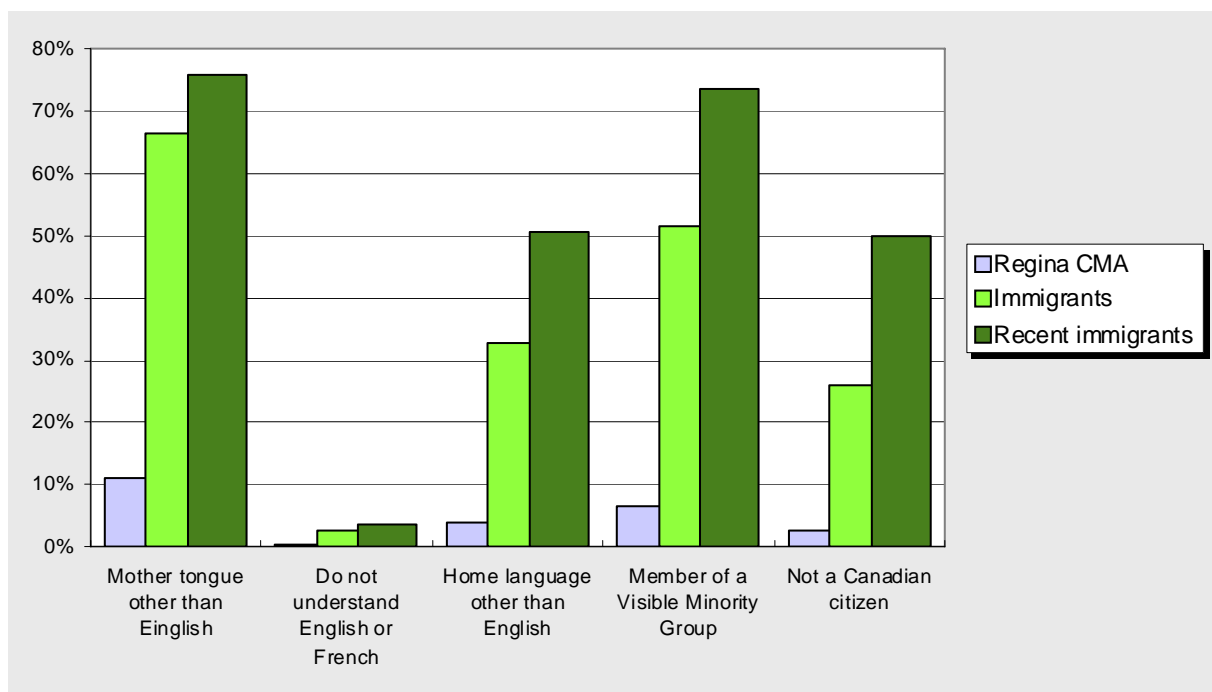
- Mother tongue is defined as the language learned at home in childhood and still understood by the individual at the time of the census.
- The knowledge of official languages question, the second indicator of language, refers to the ability to conduct a conversation in English only, in French only, in both English and French, or in neither of the official languages of Canada. The data are based on responses to the question “Can this person speak English or French well enough to carry on a conversation?”.
- The third language measure, home language, refers to the language spoken most often at home at the time of the census.

Multiple responses were allowed for each question. The details on these three measures are in Table 3.7 for immigrants and recent immigrants living in Regina in 2006.

Not surprisingly, immigrants are much more likely than those born in Canada to have a mother tongue that is not English. In 2006, two third of immigrants living in Regina and three quarters of recent immigrants had a mother tongue other than English. This compares with 11% for the population born in Canada.

In spite of this, fully 97% of immigrants living in Regina understand English and 67% normally speak English at home, possibly in combination with another language. The vast majority of recent immigrants (96%) can understand English although only one half normally speak English at home.

**Figure 3.8 Selected Language and Ethnicity Statistics, Regina CMA Population, 2006**



In the census respondents are given a list of visible minority groups and asked if they were members<sup>4</sup>. Table 3.7 shows the strong correlation between immigration and membership in a visible minority group with one half (51.5%) of immigrants and three quarters of recent immigrants (73.6%) reporting that they were members of a visible minority group. This compares with 6.6% of the resident population in the city.

Looked at another way, two thirds of the members of a visible minority group who live in Regina are not recent immigrants.

Table 3.7 also shows that three quarter (74%) of immigrants and one half (50%) of recent immigrants have obtained their Canadian citizenship.

**Table 3.7 Selected Language and Other Characteristics of the Resident Immigrant Population, Regina Metropolitan Area, 2006**

		Regina CMA		All immigrants		Recent Immigrants (after 1990)	
		Number	Percent	Number	Percent	Number	Percent
Mother tongue	English	169,720	88.2%	4,530	30.8%	1,235	21.3%
	English and other	1,475	0.8%	380	2.6%	165	2.8%
	Other	21,240	11.0%	9,820	66.7%	4,395	75.8%
	Total	192,435	100.0%	14,730	100.0%	5,795	100.0%
Official language	English	179,920	93.5%	13,410	91.0%	5,230	90.3%
	French	175	0.1%	10	0.1%	0	0.0%
	Both	11,800	6.1%	920	6.2%	335	5.8%
	Neither	545	0.3%	385	2.6%	210	3.6%
	Total	192,435	100.0%	14,730	100.0%	5,795	100.0%
Home language	English	183,820	95.5%	9,230	62.7%	2,495	43.1%
	English and other	1,290	0.7%	690	4.7%	370	6.4%
	Other	7,330	3.8%	4,810	32.7%	2,930	50.6%
	Total	192,440	100.0%	14,730	100.0%	5,795	100.0%
Member of a visible minority group	Yes	12,605	6.6%	7,585	51.5%	4,265	73.6%
	No	179,830	93.4%	7,145	48.5%	1,530	26.4%
	Total	192,435	100.0%	14,730	100.0%	5,795	100.0%
Citizenship	Canadian citizen	187,330	97.3%	10,910	74.1%	2,905	50.2%
	Not a Canadian citizen	5,110	2.7%	3,815	25.9%	2,885	49.8%
	Total	192,440	100.0%	14,725	100.0%	5790	100.0%

<sup>4</sup> The list included Chinese, South Asian, Black, Filipino, Latin American, Southeast Asian, Arab, West Asian, Japanese, and Korean.

## 3.6 Housing

Statistics about households and families are complicated by the different ideas about what makes up a “family” and by the variety of living arrangements present in today’s society. To understand these statistics, it is necessary to look at the different ways in which Statistics Canada measures family structures and living arrangements. There are two separate concepts involved – one for households and one for families.

Private dwelling	A “private dwelling” is a separate set of living quarters which has a private entrance either directly from outside or from a common hall, lobby, vestibule or stairway leading to the outside. Apartments and most basement suites are therefore considered as separate dwellings.
Household	A “household” is a person or group of persons who occupy a private dwelling.
Family	A “family” is defined as a married couple (with or without children of either or both spouses), a couple living common-law (with or without children of either or both partners), or a lone parent of any marital status, with at least one child living in the same dwelling. A couple living common-law may be of the opposite or the same sex. It is not necessary for the adults to be the biological parents of the children so families with adopted children or “blended” families are included in the definition.
Multi-family households	Extended family arrangements are considered as multi-family households.

Applying immigrant status (which refers to an individual) to a group of individuals such as families or households can be problematic. In the statistics about housing and households that follow, the household is considered an “immigrant household” if:

- for non-family households, at least 50% of household members are foreign-born; or
- for family households, at least one spouse, common-law partner, or the lone parent are foreign-born.

With this definition, there were 8,825 “immigrant” households in Regina in 2006. This is 11.4% of the 74,800 households in the city in 2006 even though immigrants make up only 8.0% of the population in the city. In 2006, households classified as “recent immigrant” households accounted for 3.2% of all households in the city. In the balance of this section, we focus on these 2,425 households, where at least one of the adults was a recent immigrant in 2006.

Table 3.8 documents several characteristics of recent immigrant households relative to the city as a whole. Some of the observations that can be made are as follows (see Figure 3.9).

- More than one half (56%) were owned but the proportion was somewhat lower than in the city as a whole where more than two thirds (68%) of dwellings are owned.
- The dwellings for recent immigrant households are, on average, newer with 32% built after 1980 compared with 28% for the city as a whole.

- Recent immigrant households are somewhat more likely to be apartments than other kinds of households – 32% compared with 25%.

**Table 3.8 Selected Housing Statistics, Immigrant Households, Regina City, 2006**

		All households		Immigration households	
		Number	Percent	Number	Percent
Total		74,800	100.0%	8,525	100.0%
Recent Immigrants		...	...	2,425	100.0%
Tenure	Owned	51,135	68.4%	1,365	56.3%
	Rented	23,660	31.6%	1,065	43.9%
	Total	74,800	100.0%	2,425	100.0%
Age (year built)	Before 1961	21,030	28.1%	550	22.7%
	1961 to 1980	32,635	43.6%	1,085	44.7%
	1981 to 2006	21,130	28.2%	785	32.4%
	Total	74,800	100.0%	2,425	100.0%
Type	Single detached	50,075	66.9%	1,370	56.5%
	Apartment	19,020	25.4%	780	32.2%
	Row house/semi-detached/other	5,700	7.6%	275	11.3%
	Total	74,800	100.0%	2,425	100.0%
Below standard <sup>1</sup>	Affordability	13,240	18.2%	375	16.6%
	Adequacy	5,765	7.9%	120	5.3%
	Suitability	3,235	4.4%	495	21.9%
	At least one of these	19,850	27.3%	850	37.6%
	None of these	52,880	72.7%	1,410	62.4%
	Total	72,730	100.0%	2,260	100.0%
CMHC adequacy <sup>2</sup>	In core need	7,190	9.9%	245	10.8%
	Not in core need	65,545	90.1%	2,015	89.2%
	Total	72,735	100.0%	2,260	100.0%

- Affordable dwellings are those where rent or mortgage payments cost less than 30% of total before-tax household income. Adequate dwellings are those reported by their residents as not requiring any major repairs. Suitable dwellings have enough bedrooms for the size and make-up of resident households, according to National Occupancy Standard requirements.
- CMHC defines a household as “in core need” if the dwelling falls below at least one of the adequacy, suitability, or affordability standards (see above) and if it would have to spend 30% or more of its total before-tax income to pay the median rent of alternative local housing that meets all three standards.

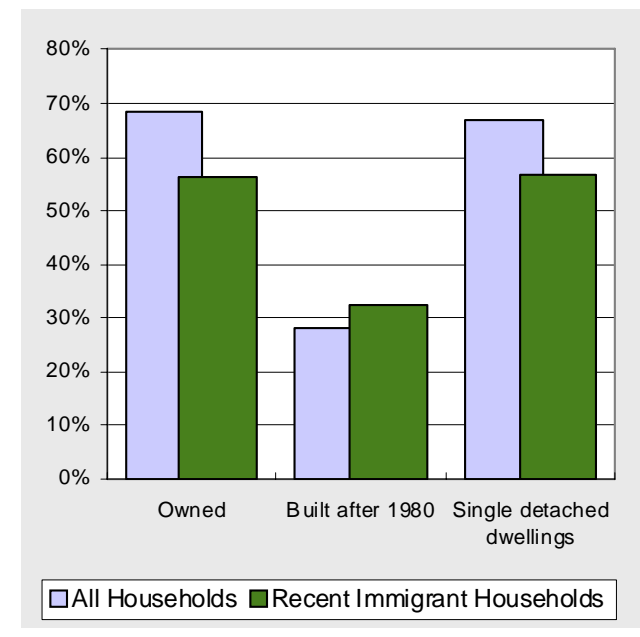
There are a number of housing adequacy measures that can be derived from the census statistics. These are shown in Table 3.8 and graphically in Figure 3.10 below.

Recent immigrants households were, compared with all households in Regina, somewhat less likely to be below standards in terms of affordability and somewhat less likely to be “inadequate”, that is, in need of major repairs.

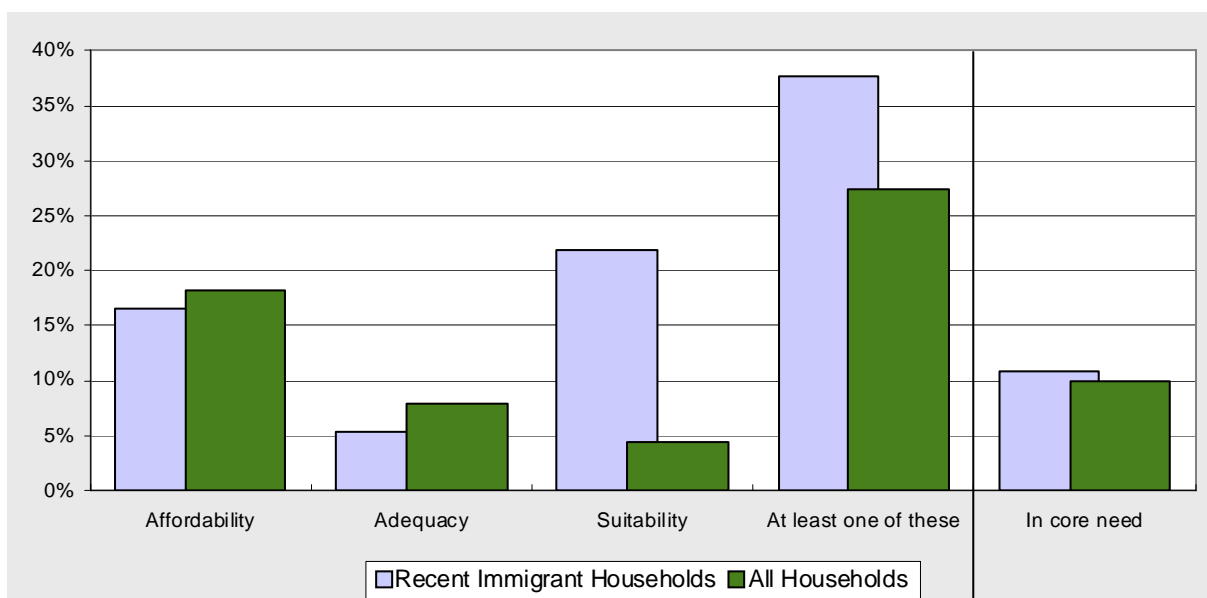
The “suitability” measure, a statistic that takes into account the size of the dwelling relative to the size of the family, is different. Fully one in five (22%) recent immigrant households is considered too small for the family living in it. As a result, more than a third (38%) of recent immigrant households have at least one housing problem compared with 27% for the city as a whole.

CMHC’s “core housing need” indicator is, however, similar for the recent immigrant households as it is for the city as a whole. This suggests that, at least in 2006, the immigrant household had sufficient income to afford to move to a dwelling that would overcome the “suitability” problem but have not done so.

**Figure 3.9 Selected Housing Characteristics, Regina City, 2006**



**Figure 3.10 Housing Adequacy, Affordability, and Suitability, Regina City, 2006**



### 3.7 Completed Education

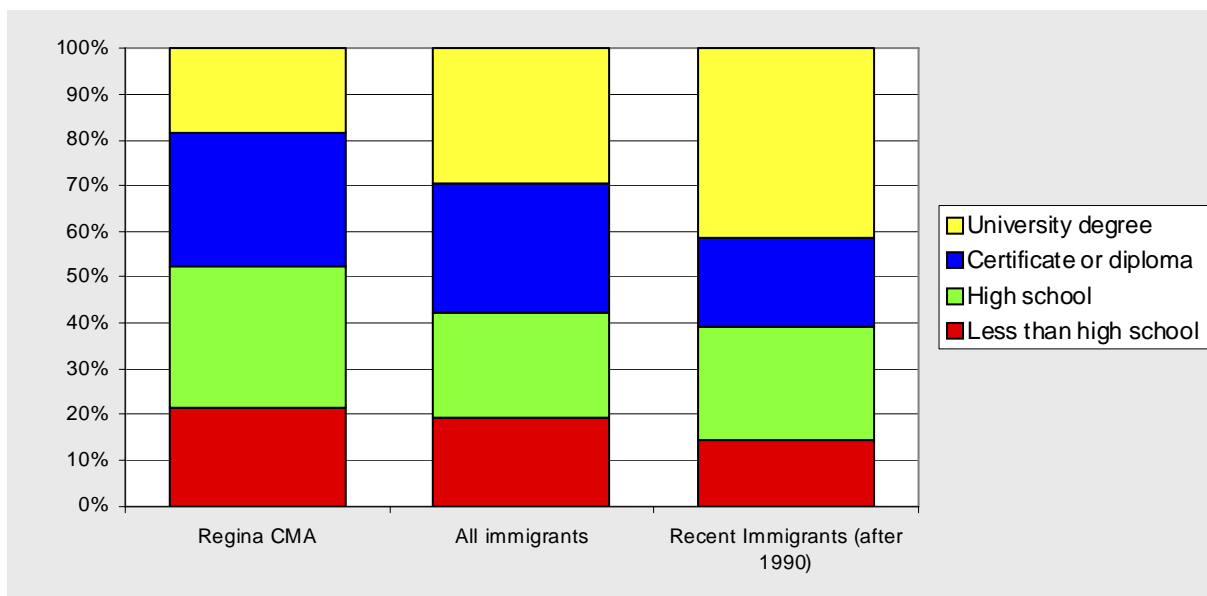
In census data, the level of completed formal education refers to the highest grade or year of elementary or secondary school attended, or to the highest year of university or other non-university education completed. In the classification scheme, university education is considered to be a “higher” level of schooling than non-university education so those with both a degree and a certificate will be classified as having a degree. Apprentices who have completed their program are counted as having a certificate, even if they did not complete grade 12. Note that some certificates or diplomas can be obtained at a university.

There is no requirement that the education be obtained in Canada so much of the elementary, secondary, or post-secondary education for immigrants will have been obtained outside Canada. Table 3.9 has the educational attainment data for immigrants living in the Regina CMA in 2006.

The formal education levels for immigrants living in Regina were very high in 2006 as Figure 3.11 shows. For example, 58% of immigrants were post-secondary graduates compared with 48% for the adult population in the Regina CMA. At the other end of the scale, 19% of immigrants have not completed high school compared with 22% among those in the metropolitan area. For recent immigrants, the differences are even more pronounced with 61% being post-secondary graduates and only 14% having less than high school.

In part, these higher levels of formal education will be because Canada’s immigration policy encourages immigrants with higher levels of education. Even so, one third of recent immigrants obtained their highest level of education in a Canadian post-secondary institution rather than before they moved to Canada.

**Figure 3.11 Highest Levels of Completed Education, Regina CMA, 2006**



**Table 3.9 Selected Education Statistics, Immigrants, Regina CMA, 2006**

		Regina CMA		All immigrants		Recent Immigrants (after 1990)	
		Number	Percent	Number	Percent	Number	Percent
15 years of age and older, both sexes	Less than high school	34,250	21.7%	2,670	19.3%	645	14.3%
	High school	48,315	30.7%	3,165	22.9%	1,115	24.7%
	Certificate or diploma	46,010	29.2%	3,905	28.3%	895	19.8%
	University degree	29,030	18.4%	4,065	29.4%	1,860	41.2%
	Total	157,610	100.0%	13,810	100.0%	4,515	100.0%
25 to 54 years	Less than high school	9,480	11.3%	670	9.9%	305	8.8%
	High school	24,855	29.7%	1,465	21.7%	635	18.4%
	Certificate or diploma	29,060	34.7%	1,950	28.9%	830	24.0%
	University degree	20,365	24.3%	2,665	39.5%	1,685	48.7%
	Total	83,760	100.0%	6,745	100.0%	3,460	100.0%
Men	Less than high school	17,150	22.8%	1,085	16.3%	285	12.7%
	High school	23,160	30.7%	1,500	22.6%	590	26.3%
	Certificate or diploma	21,100	28.0%	1,880	28.3%	405	18.0%
	University degree	13,970	18.5%	2,175	32.8%	965	43.0%
	Total	75,380	100.0%	6,640	100.0%	2,245	100.0%
Women	Less than high school	17,100	20.8%	1,590	22.2%	360	15.9%
	High school	25,155	30.6%	1,665	23.2%	520	22.9%
	Certificate or diploma	24,910	30.3%	2,020	28.2%	485	21.4%
	University degree	15,060	18.3%	1,890	26.4%	895	39.4%
	Total	82,230	100.0%	7,170	100.0%	2,270	100.0%
Location of study for post-secondary graduates	Canada	69,255	92.3%	3,840	48.2%	960	33.1%
	Outside Canada	5,785	7.7%	4,135	51.8%	1,940	66.9%
	Total	75,040	100.0%	7,975	100.0%	2,900	100.0%

The nature of the post-secondary education is different as well – immigrants are much more likely to have a university degree than non-immigrants and less likely to have a certificate or diploma. This is particularly true among recent immigrants.



**Figure 3.12 Highest Levels of Completed Education, 25 to 54 Years of Age, Regina CMA, 2006**

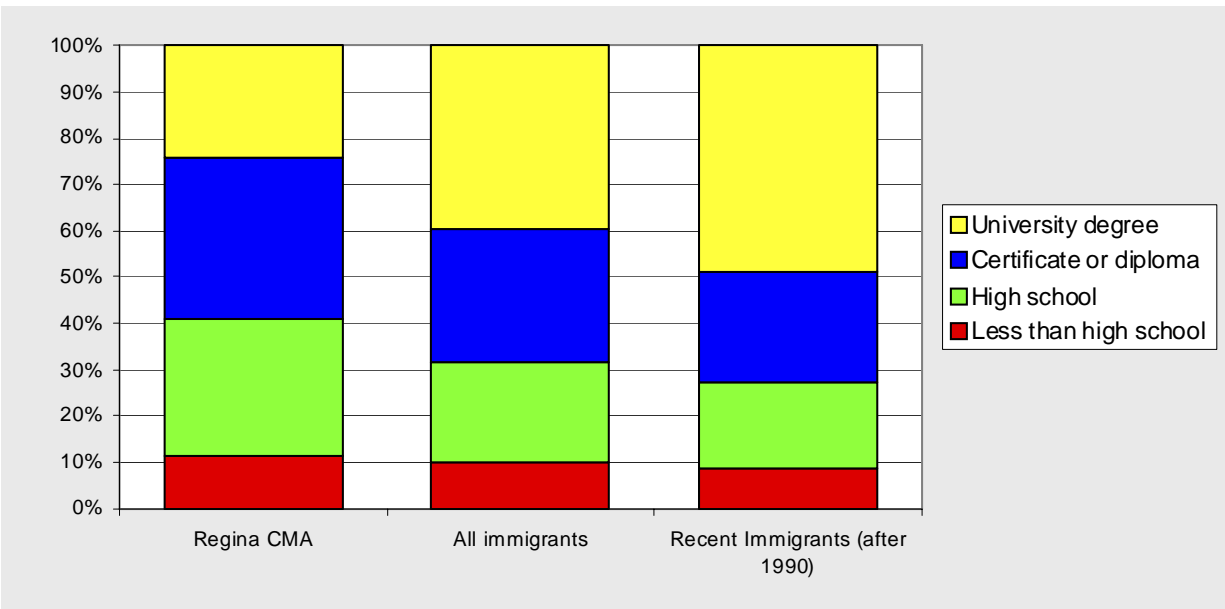
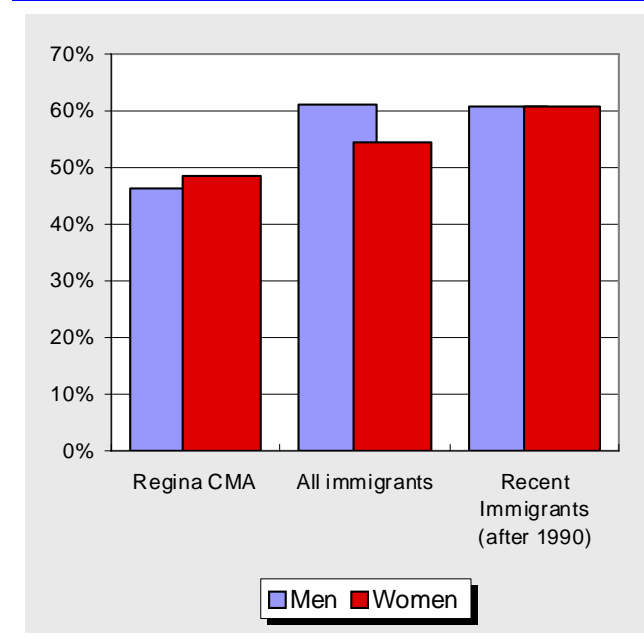


Table 3.9 and Figure 3.12 show that the differences are just as pronounced among those in the primary labour market age group, taken to be 25 to 54 years of age, as they are in the adult population generally. Restricted to this age group, the percentage of the population who are post-secondary graduates was, in 2006:

- 59% in the general Regina CMA population;
- 68% among immigrants; and
- 73% among recent immigrants.

In the general population, women are more likely than men to have a post-secondary education and more likely to have completed high school. The opposite is true in the immigrant population where 61% of men and 54% of women living in the Regina CMA were post-secondary graduates. Among recent immigrants, 61% were post-secondary graduates and the proportion was the same for men as for women.

**Figure 3.13 Percentage of the Adult Population who are Post-Secondary Graduates, Regina CMA, 2006**



### 3.8 Labour Market Participation

Labour market data for the immigration population living in the Regina CMA is available from the census. For these statistics, each adult (defined as persons 15 years of age or older) is classified as belonging to one of three categories, depending on their activity in the week prior to the census.

- Employed            This includes persons who did any work at all during the week. Employed persons can be self-employed or the so-called “unpaid family workers”, namely those who work without pay in a family farm, business or professional practice. Those who were absent from their job or business because of a vacation, illness, labour dispute, or other reason are still considered as employed..
  
- Unemployed        This includes persons who were not employed but were available for work and who had actively looked for work in the past four weeks.
  
- Not in the labour force    This is the remaining population, that is, those who were neither employed nor unemployed.

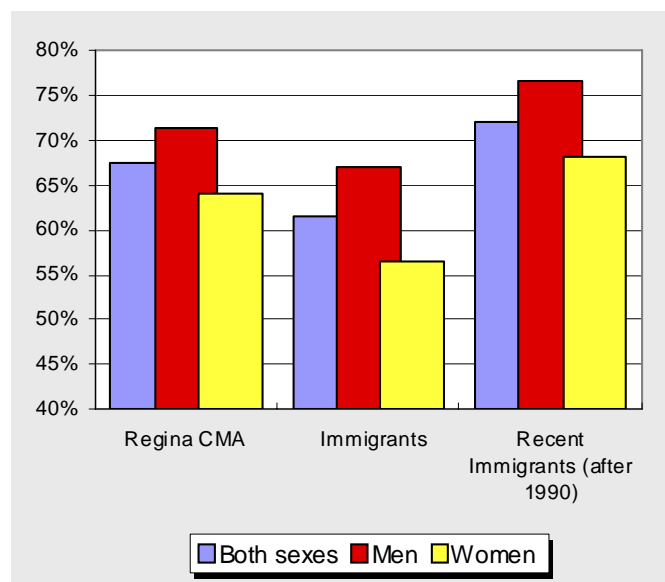
Three ratios that are commonly used labour market indicators can be derived from these three statistics.

- The employment rate is the percentage of the population who are employed.
- The unemployment rate is the number of unemployed as a percentage of the labour force (employed plus unemployed).
- The participation rate is the labour force (employed plus unemployed) as a percentage of the population.

With higher levels of education, one would expect the Regina immigrant population to have high levels of employment. As Table 3.10 shows, this was the case for recent immigrants but not for the immigrant population in general. The employment rate – the percentage of the population that is working – was 68% in the Regina CMA but 72% for recent immigrants and 62% for the general immigrant population (see Figure 3.14).

Figure 3.14 also shows that the same pattern of employment rates – namely lower rates for immigrants overall but higher rates for recent immigrants – was evident among both men and women. There is a somewhat different pattern for those in the 25 to 54 age group. Here we find lower rates of employment, on average, among both immigrants and recent immigrants.

**Figure 3.14 Employment Rates, Regina CMA, 2006**



**Table 3.10 Selected Labour Force Statistics, Regina CMA, 2006**

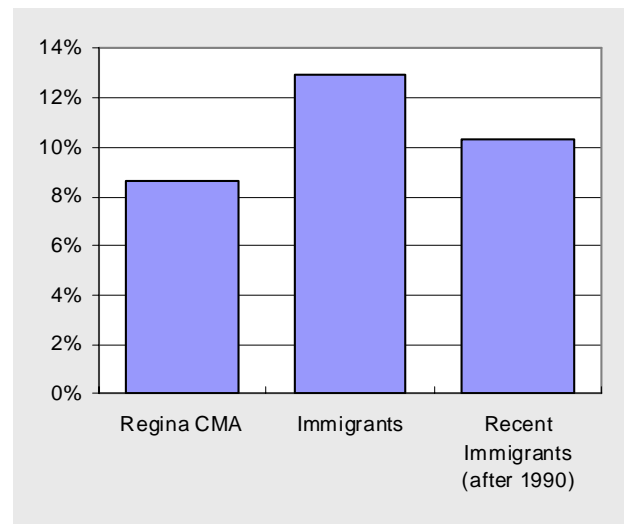
		Regina CMA	Immigrants	Recent Immigrants (after 1990)	
Total both sexes, 15 & older	Population	157,610	13,810	4,875	
	In the labour force	Employed	106,425	8,505	3,515
		Unemployed	5,420	345	190
		Total	111,845	8,850	3,705
	Not in the labour force	45,760	4,965	1,170	
	Employment rate	68%	62%	72%	
	Unemployment rate	5%	4%	5%	
Male	Population	75,380	6,640	2,285	
	In the labour force	Employed	53,760	4,455	1,750
		Unemployed	2,980	180	75
		Total	56,740	4,635	1,825
	Not in the labour force	18,640	2,005	465	
	Employment rate	71%	67%	77%	
	Unemployment rate	5%	4%	4%	
Female	Population	82,230	7,170	2,585	
	In the labour force	Employed	52,660	4,050	1,765
		Unemployed	2,440	165	115
		Total	55,105	4,210	1,875
	Not in the labour force	27,125	2,960	710	
	Employment rate	64%	57%	68%	
	Unemployment rate	4%	4%	6%	
25 to 54 years of age	Population	83,760	6,745	3,460	
	In the labour force	Employed	71,470	5,570	2,755
		Unemployed	2,560	220	140
		Total	74,030	5,790	2,890
	Not in the labour force	9,725	950	560	
	Employment rate	85%	83%	80%	
	Unemployment rate	4%	4%	5%	

The data show that the unemployment rate (the percentage of the labour force that is looking for work) was only slightly higher for recent immigrants compared with the general population. This suggests that the lower employment rates are the result of immigrants choosing to stay out of the labour force, perhaps to raise a family or perhaps to go to school. There is no indication that those who are looking for work have a great deal more difficulty than non-immigrants in finding it.

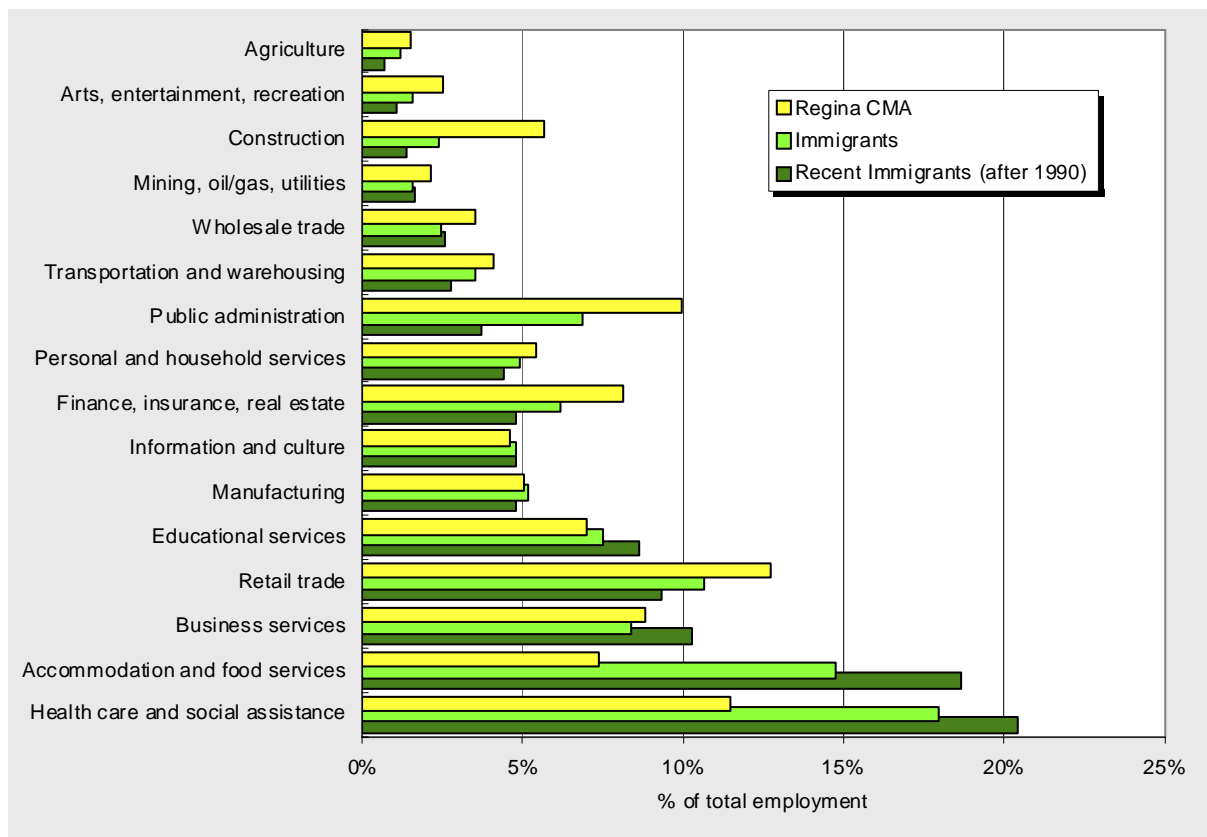
Table 3.11 shows two characteristics of the experienced labour force<sup>5</sup> for residents in the Regina CMA, the classification of the type of employment – paid work vs. self-employment – and the industry in which people work. There are noticeable differences between immigrants and the general population in these measures.

Figure 3.15 shows that recent immigrants are more likely than the general Regina population to be self-employed – 10.3% compared with 8.6%. The difference is even more pronounced among all immigrants where 12.9% were self-employed in 2006. Note that the Regina CMA will contain a significant number of self-employed farmers.

**Figure 3.15 Self-Employment as a Percentage of Total Employment, Regina CMA, 2006**



**Figure 3.16 Employment by Industry Group, Regina CMA, 2006**



<sup>5</sup> The experienced labour force includes both those who were employed in May of 2006 and those who had worked at any time since January 2005.

Figure 3.16 compares the industry groups for immigrants and recent immigrants with the general Regina CMA population. Both immigrants and recent immigrants are much more likely than non-immigrants to be employed in:

- health care and social assistance; and
- accommodation and food services.

This reflects the two extremes of employment for immigrants because, among industry groups in the province, the health care sector is one of the highest paying and the accommodation and food services sector is one of the lowest paying.

Figure 3.16 also shows that relatively few immigrants are working in:

- construction; and
- public administration.

Given the high levels of completed education required for work in public administration, the relatively low level of employment in this sector is somewhat surprising.

**Table 3.11 Selected Statistics, Experienced Labour Force, Regina CMA, 2006**

		Regina CMA		Immigrants		Recent Immigrants (after 1990)	
		number	% of total	number	% of total	number	% of total
By class of worker	Wage earners	101,060	91.4%	7,605	87.1%	3,260	89.7%
	Self-employed	9,560	8.6%	1,130	12.9%	375	10.3%
	Total	110,620	100.0%	8,735	100.0%	3,635	100.0%
By industry group	Agriculture	1,645	1.5%	105	1.2%	25	0.7%
	Mining, oil/gas, utilities	2,390	2.2%	140	1.6%	60	1.6%
	Construction	6,285	5.7%	210	2.4%	50	1.4%
	Manufacturing	5,570	5.0%	450	5.1%	175	4.8%
	Wholesale trade	3,935	3.6%	215	2.5%	95	2.6%
	Retail trade	14,110	12.8%	930	10.6%	340	9.3%
	Transportation and warehousing	4,510	4.1%	310	3.5%	100	2.7%
	Information and culture	5,065	4.6%	420	4.8%	175	4.8%
	Finance, insurance, real estate	9,035	8.2%	540	6.2%	175	4.8%
	Business services	9,770	8.8%	735	8.4%	375	10.3%
	Educational services	7,720	7.0%	655	7.5%	315	8.6%
	Health care and social assistance	12,665	11.4%	1,570	18.0%	745	20.4%
	Arts, entertainment, recreation	2,785	2.5%	140	1.6%	40	1.1%
	Accommodation and food services	8,185	7.4%	1,290	14.8%	680	18.7%
	Personal and household services	5,970	5.4%	430	4.9%	160	4.4%
	Public administration	10,985	9.9%	600	6.9%	135	3.7%
Total	110,625	100.0%	8,740	100.0%	3,645	100.0%	

The other pattern that is evident in the employment data is that, with only a few exceptions, the employment levels of immigrants are between the employment levels for recent immigrants and those for the general population. One interpretation of this is that immigrants may start out working in industries for which they are particularly well suited and then gradually migrate to a more typical employment pattern over time.

### 3.9 Income and Poverty

Statistics about income are complicated by the fact that socioeconomic status is often a function of household or family income rather than individual income. To use an example, there is probably a significant difference between the economic circumstances of an immigrant with a \$25,000 annual income who is living alone and one who is living with a partner who also has a \$25,000 annual income so that household income is \$50,000.

Income among immigrants is typically restricted to the examination of individual incomes but a special tabulation of household incomes was obtained for this research using the definition of an “immigrant household” to be one where:

- for non-family households, at least 50% of household members are foreign-born; or
- for family households, at least one spouse, common-law partner, or the lone parent are foreign-born.

In the first instance, however, we look at individual rather than household income.

#### Individual Incomes

Table 3.12 has information about the sources of individual gross incomes before taxes in the Regina CMA. In the general population, the majority of personal income (77.3%) comes from employment with 9.6% from government transfers<sup>6</sup> and the remaining 13.1% from other sources such as private pensions and investment income<sup>7</sup>. The immigrant population has a lower proportion of income from employment and a higher proportion from the “other” category. Recent immigrants, on the other hand, have a much higher proportion of their income from employment and a much lower proportion from “other” sources or from government transfers (see Figure 3.17).

**Table 3.12 Personal Income in 2005, Regina CMA, Persons 15 Years of Age and Older**

		Regina CMA	Immigrants	Recent immigrants (after 1990)
Sources of personal income	Employment	77.3%	73.8%	88.6%
	Government transfers	9.6%	10.8%	5.3%
	Other	13.1%	15.4%	6.1%
	Total	100.0%	100.0%	100.0%
Average income	Total	\$34,800	\$37,500	\$30,200
	Employment income	\$35,600	\$40,100	\$34,600
	FTFY Employment income*	\$48,000	\$54,400	\$50,400

\* employment income among those who worked throughout 2005 on a full-time basis

<sup>6</sup> Includes all transfers from governments to individuals such as the Canada Pension Plan, Old Age Security, Guaranteed Income Supplement, Employment Insurance, Workers’ Compensation, Social Assistance, GST credit, etc.

<sup>7</sup> Most “other” incomes are related to wealth accumulation so the “other” source of income is sometimes used as a proxy for wealth rather than income. The level of “other income” is strongly correlated with age.

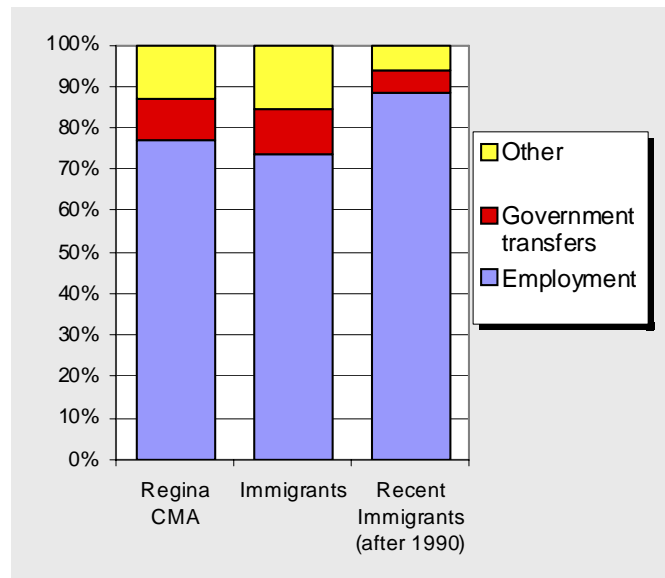
Table 3.12 and Figure 3.18 also show that personal income is higher among immigrants than among the general population which is, in turn, higher than among recent immigrants. The same pattern is evident for employment income.

Among full-time full-year workers, namely those who worked throughout 2005 on a full-time basis, employment income is higher for both immigrants and recent immigrants than it is for the general population (see Figure 3.18). This suggests that the lower income from employment among recent immigrants will be the result of an above-average proportion who are working in either part-time or seasonal jobs.

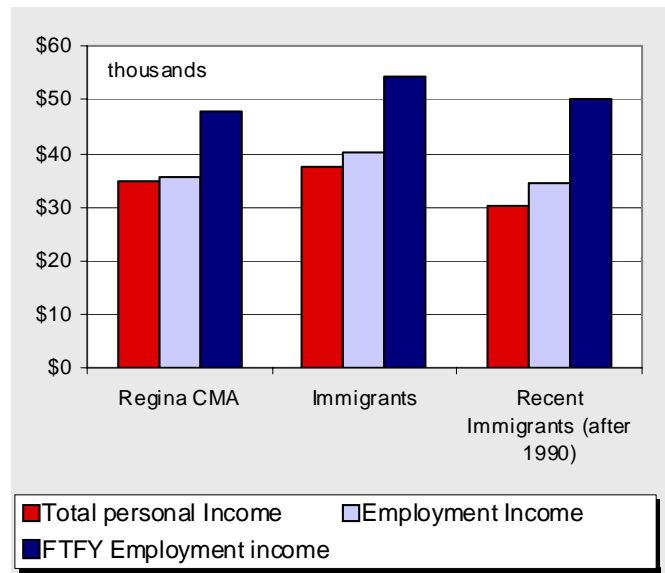
The distributions of income shown in Table 3.13 and Figure 3.19 provide more detailed information than the simple averages. There are several observations that can be made about the data on income distributions.

- There is a very large proportion of recent immigrants (36% in 2006) who had very low levels of personal income (less than \$10,000). This compares with 20% of the general population.
- At the other end of the scale, about one in six (16%) recent immigrants had incomes in excess of \$50,000 which is only slightly below the 23% for the Regina CMA average.
- The immigrant population, compared with the general population, tends to have incomes in two clusters – \$10,000 to \$29,999 or more than \$80,000.

**Figure 3.17 Sources of Personal Income in 2005, Regina CMA**



**Figure 3.18 Average Individual Incomes in 2005, Regina CMA**

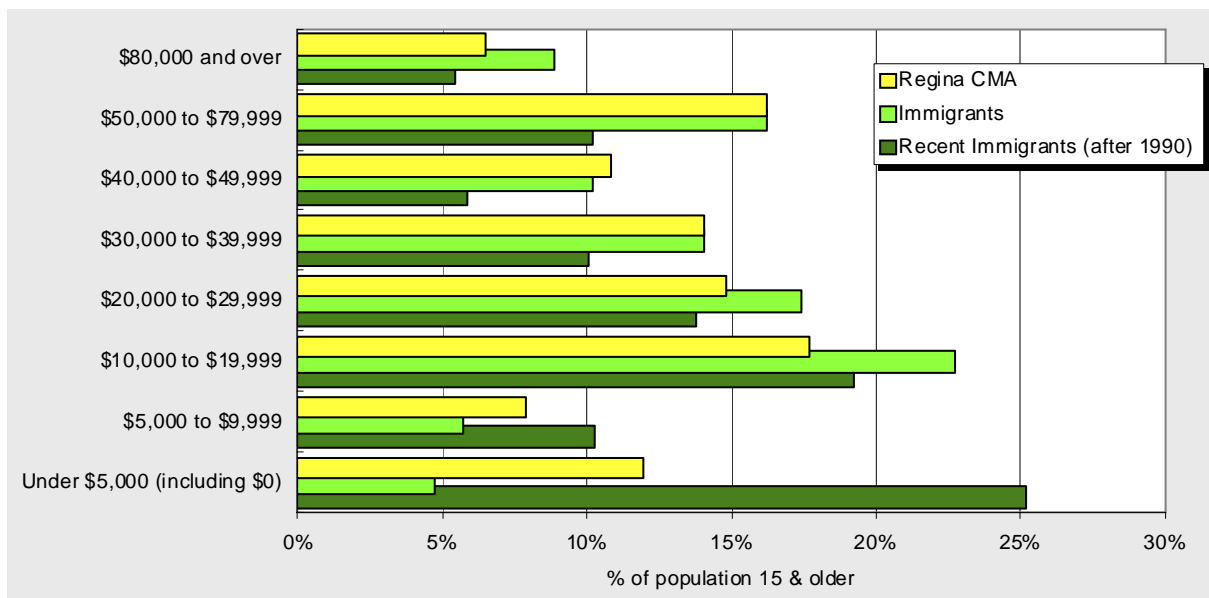




**Table 3.13 Personal Income in 2005, Population 15 and Older, Regina CMA**

	Regina CMA		Immigrants		Recent Immigrants (after 1990)	
	Number	%	Number	%	Number	%
Under \$5,000 (including \$0)	17,030	11.9%	425	4.8%	1,225	25.2%
\$5,000 to \$9,999	11,305	7.9%	510	5.7%	500	10.3%
\$10,000 to \$19,999	25,230	17.7%	2,030	22.7%	935	19.2%
\$20,000 to \$29,999	21,180	14.8%	1,555	17.4%	670	13.8%
\$30,000 to \$39,999	20,040	14.0%	1,255	14.0%	490	10.1%
\$40,000 to \$49,999	15,425	10.8%	915	10.2%	285	5.9%
\$50,000 to \$79,999	23,190	16.3%	1,450	16.2%	495	10.2%
\$80,000 and over	9,250	6.5%	795	8.9%	265	5.4%
Total	142,650	100.0%	8,935	100.0%	4,865	100.0%

**Figure 3.19 Distribution of Personal Income Before Taxes, Population 15 Years of Age and Older, Regina CMA, 2005**



**Table 3.14 Household Incomes, Regina City, 2005**

		Regina City	Recent Immigrants
Number of households		74,800	2,425
Average household income	All households	\$67,200	\$73,800
	Single-person households	\$35,300	\$52,600
	Multi-person households	\$81,100	\$76,800
Percentage of households with incomes below the LICO		16%	21%
Percentage of persons in households with incomes below the LICO		14%	22%

### Household Income

Table 3.14 focuses on Regina city rather than the metropolitan area and shows that the average income in recent immigrant households compared with the city average. Average household incomes are higher among the recent immigration population – \$73,800 vs. \$67,200. This is largely because there are relatively more single-person households among recent immigrants and these kinds of households tend to have much higher incomes than the equivalent households in the city as a whole. Among multi-person households, the average household income is lower for recent immigrant households than it is in the city.

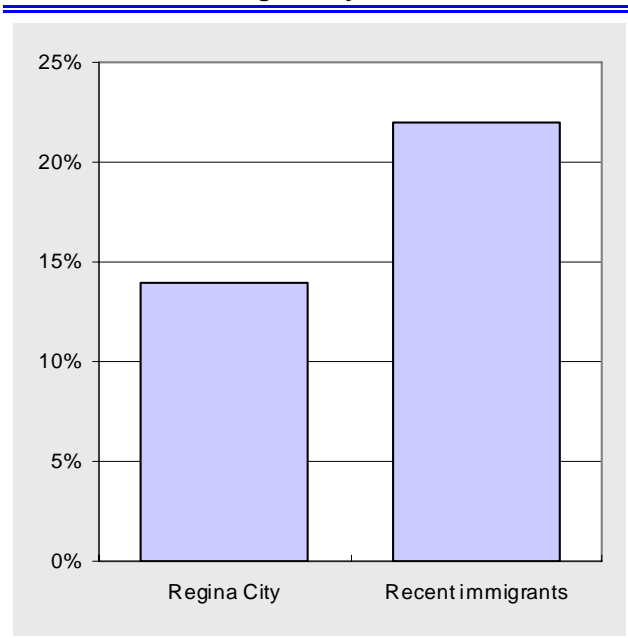
The number of individuals considered to have “low incomes” is based on the Low Income Cutoff or LICO. The LICO is an income inequality measure designed to measure the percentage of individuals who live in households where spending on food, shelter and clothing is well above average. Some examples of the LICO in 2005 in Regina are:

- \$17,900 for an individual living alone;
- \$22,290 for a two-person household; and
- \$33,270 for a family of four.

An individual is considered to be below the LICO if the household or family in which they live has income below the LICO. The LICO is often referred to as the “poverty line” even though it is a measure of income inequality rather than a measure of absolute poverty.

The low income figures for recent immigrant households demonstrate the dual nature of income among immigrants in Regina. Even though the average individual and household incomes are near the average for the city as a whole, 22% of recent immigrants live in households with incomes below the LICO. This compares with 14% for the city as a whole.

**Figure 3.20 Percentage of Persons Living in Households with 2005 Incomes Below the LICO, Regina City**



## SECTION 4      POPULATION PROJECTION

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This section contains a projection for the population of Regina immigrants over the short to medium term. These projections should be treated with caution because forecasting the size of a population is a difficult task, especially for a single community, and especially over a long time period. Readers should pay particular attention to the assumptions because these determine the size of the projected population; different assumptions would lead to different population projections.

The population of the city over time is determined by the action of eight different variables usually grouped into four categories:

- natural growth (births less deaths);
- net international migration (persons moving to Regina from other countries less the number moving from Regina to other countries);
- net interprovincial migration (persons moving to Regina from other provinces less the number moving from Regina to other provinces); and
- net intraprovincial migration (persons moving to Regina from elsewhere in Saskatchewan less the number moving from Regina to elsewhere in Saskatchewan) which includes the population moving to/from the metropolitan area around the city.

These eight variables interact in complex ways. Interprovincial migration, for example, tends to occur among young adults so an increase in net interprovincial migration will typically lead to an increase in the number of births. Higher levels of international in-migration, to use another example, may lead to higher levels of interprovincial out-migration if recent immigrants are more likely than other residents to move to other provinces.

The economy in general and the labour market in particular are also factors affecting migration patterns. Many people who come to Regina do so to take a new job and many of those who move out of the city do so because they have a job elsewhere. Changes in the labour market will therefore affect population trends as well. The Saskatchewan Immigrant Nominee Program is the reason for most of the increase in immigrants during the past few years and will continue to be important in the future. The program is, however, demand driven in the sense that if employers are not having difficulty hiring then the number of immigrants coming to the city will decline.

This population projection was done independently of a previous projection prepared by Derek Murray Consulting and Associates for the Official Community Plan but the assumptions were similar and the results were compared to ensure that the population projection used here was consistent with the “medium” scenario from that study<sup>8</sup>.

Section 4.1 has the projected population for the city as a whole in order to provide context for the population projection of immigrants which is described in Section 4.2.

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<sup>8</sup> Population, Employment and Economic Analysis of Regina, Derek Murray Consulting and Associates, April 2010

## 4.1 General Regina City Population

The population projection model used for the general Regina city population uses a multi-step process in what is called a “cohort survival” methodology.

1. The population of the Regina CMA by 5-year age group and sex for July 2010 is used as the starting point<sup>9</sup>. The CMA rather than the city proper was used because the CMA population data are more up-to-date than the population for the city proper.
2. For each subsequent year to 2030, individuals are “aged” one year and the estimated number of international, interprovincial, and intraprovincial migrants is added or subtracted to the accounts.
3. The number of births is added and the number of deaths is subtracted.
4. The final step is to adjust the population downward to convert from the CMA back to the city population. This was done by assuming the same age/sex distribution between the city and the CMA as was the case in 2006.

The assumed fertility and mortality rates are shown in Table 4.1. These rates are provincial averages because the Regina population is too small to enable the reliable calculation of these rates.

Table 4.2 documents the three kinds of net migration flows that were assumed for the projections<sup>10</sup>. The five-year averages (2005-06 to 2009-10) were used for inter-provincial and intra-provincial flows. This was a period in which interprovincial migration to the city switched from a negative to a positive value. The three most recent years (2007-08 to 2009-10) rather than the five most recent years were used to calculate the flows from international migration to account for the fact that migration is expected to increase in the next few years.

With these assumptions, the population of the city, currently estimate at 195,820 reaches 225,000 by 2020 and 250,000 by 2027. The average annual growth rate is 1.5%.

**Table 4.1 Assumed Fertility and Mortality Rates**

Age	Fertility Rate*	Mortality Rate**	
		Men	Women
Under 5	0.0	0.9983	0.9988
5 to 9	0.0	0.9998	0.9998
10 to 14	0.0	0.9997	0.9998
15 to 19	31.6	0.9990	0.9994
20 to 24	85.5	0.9989	0.9995
25 to 29	122.8	0.9990	0.9994
30 to 34	94.8	0.9985	0.9993
35 to 39	34.1	0.9984	0.9990
40 to 44	5.0	0.9978	0.9987
45 to 49	0.3	0.9969	0.9981
50 to 54	0.0	0.9950	0.9969
55 to 59	0.0	0.9922	0.9950
60 to 64	0.0	0.9868	0.9929
65 to 69	0.0	0.9790	0.9873
70 to 74	0.0	0.9682	0.9810
75 to 79	0.0	0.9487	0.9691
80 to 84	0.0	0.9158	0.9450
85 to 89	0.0	0.8644	0.8931
90 to 94	0.0	0.7853	0.7781
95 plus	0.0	0.5000	0.5000

\* live births per 1000 women, Saskatchewan average, 2005  
 \*\* probability of surviving for one year, Saskatchewan average, 2008

<sup>9</sup> Source: CANSIM Table 051-0046

<sup>10</sup> Source; CANSIM Table 051-0047

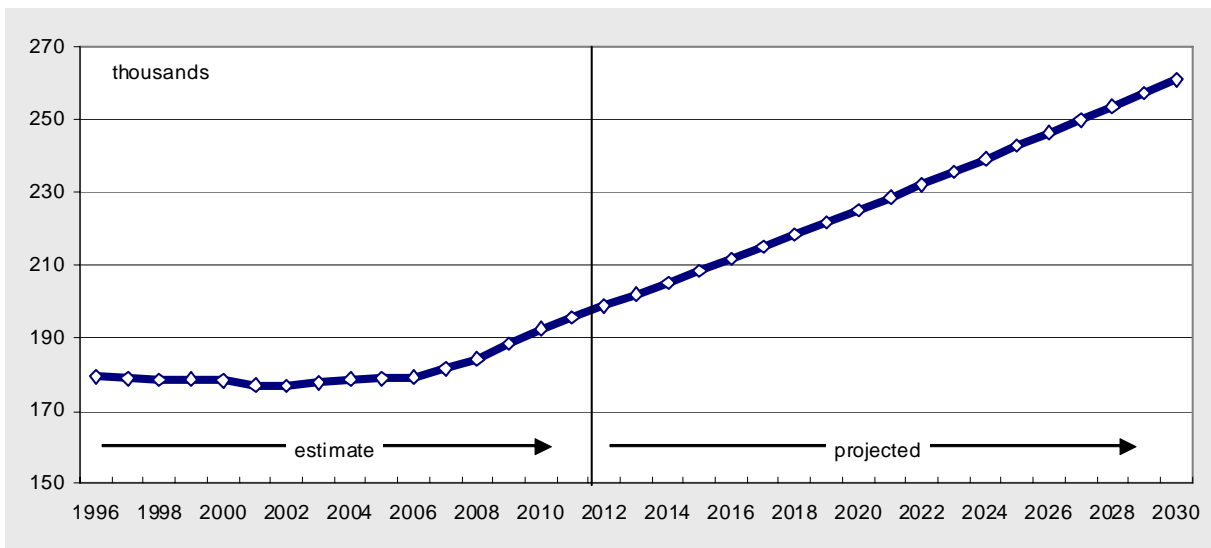
**Table 4.2 Assumed Net Migration Flows per Year, Regina City**

Age Group	Men			Women		
	International*	Interprovincial**	Intraprovincial**	International*	Interprovincial**	Intraprovincial**
0 to 4 years	1.75%	1.16%	0.10%	0.86%	0.60%	-0.16%
5 to 9	1.22%	0.69%	0.03%	1.25%	0.37%	0.33%
10 to 14	1.15%	0.28%	-0.14%	1.53%	0.44%	-0.56%
15 to 19	0.17%	-0.16%	1.69%	1.15%	-0.24%	2.53%
20 to 24	0.90%	-1.01%	1.00%	0.58%	-0.85%	1.18%
25 to 29	0.94%	-0.10%	0.08%	0.92%	0.58%	0.08%
30 to 34	1.63%	0.27%	0.91%	1.75%	0.06%	0.40%
35 to 39	0.83%	0.70%	0.09%	1.60%	-0.05%	0.66%
40 to 44	1.23%	0.16%	0.47%	0.76%	0.22%	-0.15%
45 to 49	0.49%	0.19%	-0.19%	0.48%	-0.25%	0.51%
50 to 54	0.37%	-0.47%	0.66%	0.07%	-0.24%	-0.17%
55 to 59	0.10%	-0.49%	-0.23%	0.00%	-0.29%	-0.14%
60 to 64	0.22%	0.17%	-0.44%	0.22%	-0.25%	-0.34%
65 to 69	0.16%	0.35%	-0.12%	0.19%	0.21%	0.53%
70 to 74	0.01%	-0.17%	0.39%	0.08%	-0.21%	0.75%
75 to 79	0.04%	-0.32%	0.61%	0.03%	-0.05%	0.67%
80 to 84	0.00%	-0.73%	0.93%	0.01%	-0.63%	0.66%
85 to 89	0.00%	0.02%	0.71%	0.00%	-0.84%	0.67%
90 years & over	0.00%	0.00%	0.95%	0.00%	-0.18%	1.45%

\* average of the three years 2007-08, 2008-09, 2009-10 as a percentage of the population in 2009

\*\* average of the five years from 2005-06 to 2009-10 as a percentage of the population in 2008

**Figure 4.1 Estimated and Projected Population, Regina City**



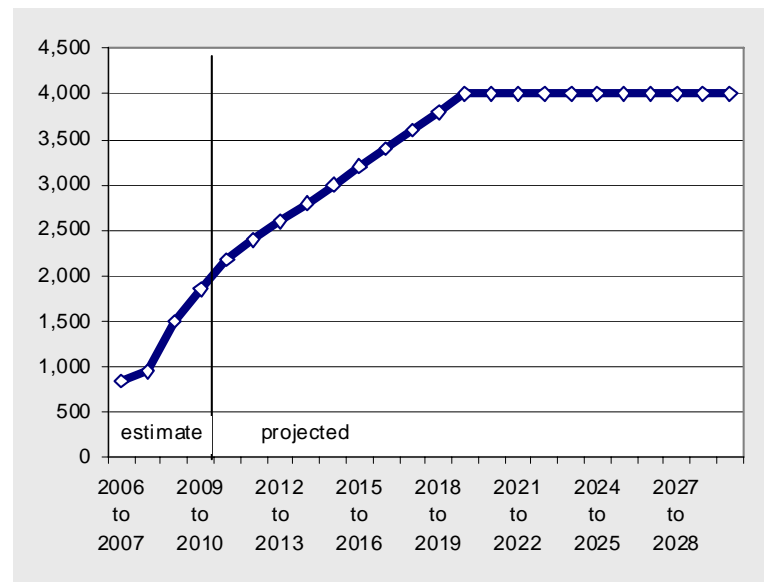
## 4.2 Population Projection for Immigrants

The population projection used specifically for the immigrant population uses the same “cohort survival” methodology but there are changes in the assumptions.

1. The immigrant population of Regina city by 5-year age group and sex, estimates as of May 2006 from the census, is used as the starting point.
2. For each subsequent year to 2030, individuals are “aged” one year and the estimated number of new interprovincial and intraprovincial migrants is added or subtracted to the counts. Interprovincial and intraprovincial migration rates are assumed to be the same for the immigrant population as for the non-immigrant population (see Table 4.2).
3. The number of new immigrants is added to the counts. Figure 4.2 and Table 4.3 show the assumed number of new international immigrants moving to the city. The projection assumes:
  - a. that the total number of immigrants will continue to increase to 4,000 per year by 2020 and then levels off<sup>11</sup> and
  - b. that the age and sex distribution of these immigrants will be the same as they are now.
4. The number of deaths is subtracted. (A birth to an immigrant mother is not an immigrant, of course, so there are no immigrants “born” in Regina over the projection period.) Mortality rates for the immigrant population are assumed to be the same as for the non-immigrant population (see Table 4.1).

This projection may overstate the size of the immigrant population in Regina for two reasons. Firstly, immigrant families have, in the past at least, been more likely to move to other provinces after arriving in Saskatchewan so interprovincial out-migration will probably increase in the future. Secondly, the model assumes an annual flow of 4,000 immigrants per year for every year after 2020 which effectively assumes that there is a strong and consistent demand for labour over the period.

**Figure 4.2 Estimated and Projected Annual Flows of Immigrants to Regina City**



<sup>11</sup> The Derek Murray study assumed a constant inflow of 3,300 immigrants per year and, as a consequence, projected that the immigrant population would not increase as quickly.

## Total Immigrant Population

With these assumptions, the population of immigrants in Regina increases rapidly, growing from an estimated 18,546 in 2011 to 48,145 in 2020 and 87,155 in 2030 (see Table 4.3 and Figure 4.3). As a proportion of the total population, the number of immigrants increases from the current estimate of 10% to 20% by 2019 and 33% by 2030<sup>12</sup>.

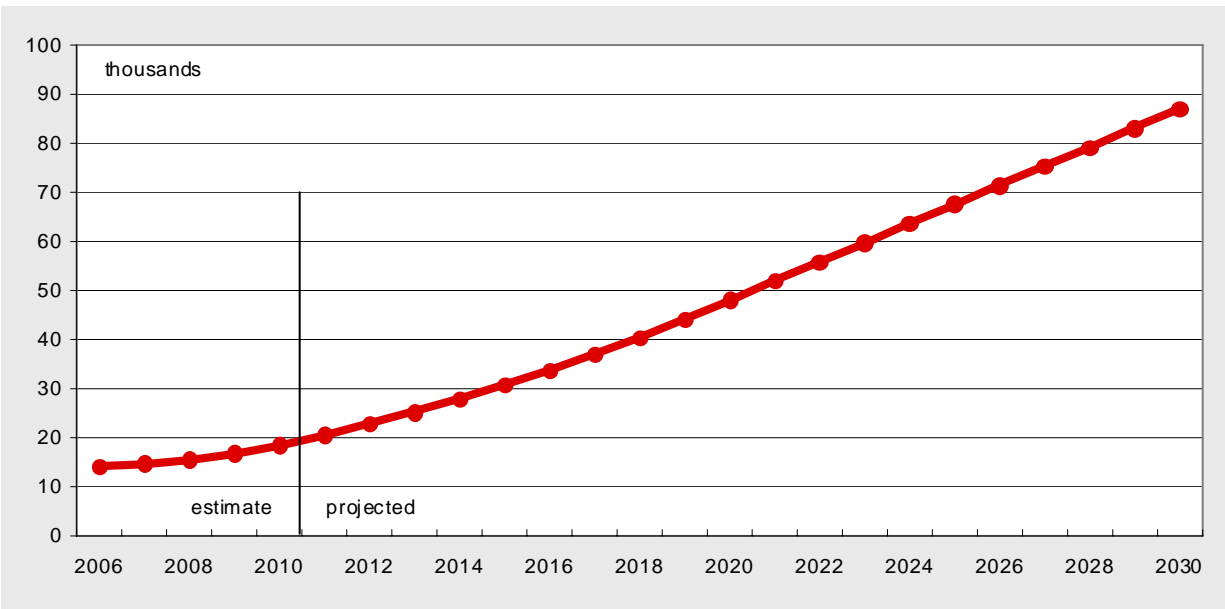
How many of these will be “recent” immigrants? The model cannot answer that question precisely but, by virtue of the fact that there are projected to be 4,000 new immigrants every year, a significant

**Table 4.3 Estimated and Projected Immigrant Population, Regina City**

		Total population	Immigrant Population					as % of total population
			under 15	15 to 24	25 to 54	55 & older	Total	
Estimated	2006	179,260	830	1,190	6,545	5,535	14,100	8%
	2007	181,708	1,066	1,283	6,813	5,612	14,774	8%
	2008	184,400	1,297	1,398	7,169	5,682	15,545	8%
	2009	188,489	1,643	1,587	7,869	5,770	16,869	9%
	2010	192,754	2,077	1,798	8,797	5,874	18,546	10%
Projected	2011	195,820	2,578	2,067	9,914	5,995	20,554	10%
	2012	198,925	3,108	2,381	11,166	6,134	22,789	11%
	2013	202,073	3,657	2,740	12,542	6,292	25,231	12%
	2014	205,265	4,222	3,141	14,044	6,473	27,880	14%
	2015	208,503	4,801	3,585	15,672	6,680	30,738	15%
	2016	211,784	5,391	4,070	17,426	6,917	33,804	16%
	2017	215,108	5,990	4,594	19,307	7,187	37,078	17%
	2018	218,470	6,597	5,155	21,314	7,493	40,560	19%
	2019	221,869	7,210	5,751	23,447	7,841	44,249	20%
	2020	225,301	7,829	6,379	25,705	8,232	48,145	21%
	2021	228,763	8,390	7,011	27,979	8,667	52,047	23%
	2022	232,253	8,898	7,644	30,265	9,147	55,954	24%
	2023	235,768	9,356	8,272	32,559	9,676	59,863	25%
	2024	239,308	9,767	8,892	34,858	10,256	63,773	27%
	2025	242,871	10,134	9,501	37,158	10,890	67,683	28%
	2026	246,457	10,460	10,094	39,456	11,580	71,590	29%
	2027	250,067	10,749	10,669	41,748	12,327	75,493	30%
	2028	253,703	11,005	11,222	44,031	13,131	79,389	31%
	2029	257,366	11,230	11,753	46,300	13,994	83,277	32%
	2030	261,058	11,427	12,258	48,554	14,917	87,155	33%

<sup>12</sup> This may seem extremely high but the foreign-born population in 2006 was 46% in Toronto, 40% in Vancouver, and 24% in Calgary so it is not unprecedented.

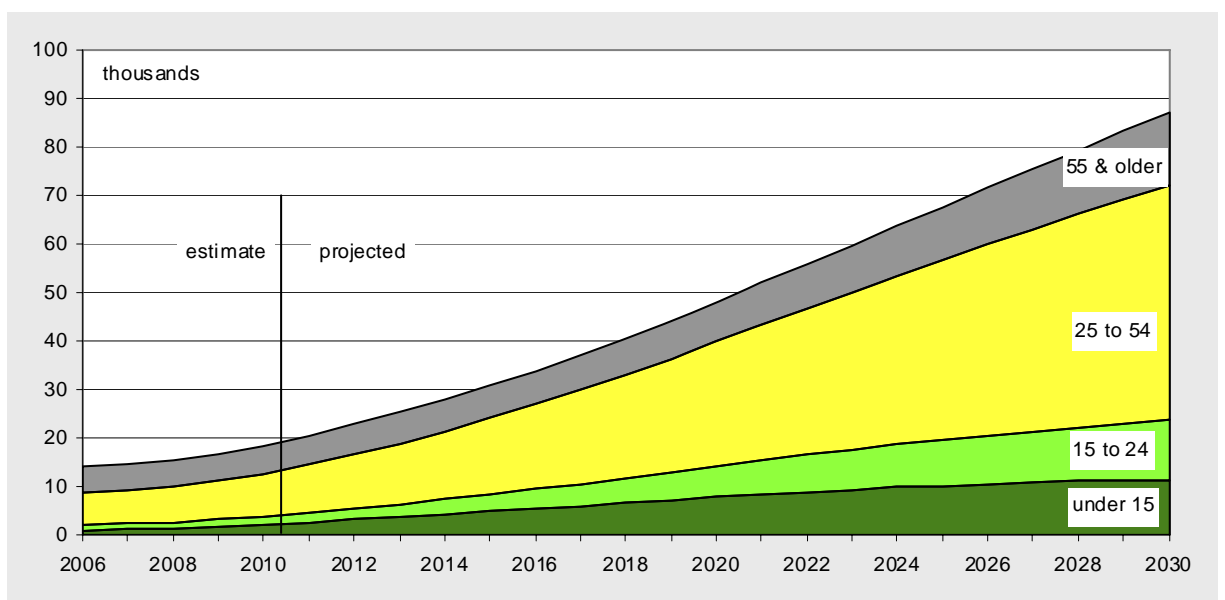
**Figure 4.3 Total Immigrant Population, Regina City, Actual and Projected**



proportion, probably more than one half, will be relative newcomers to Canada.

The age distribution for these new immigrants (see Figure 4.4) will reflect the fact that many are expected to come via the Saskatchewan Immigrant Nominee Program and therefore be in the primary labour market age group (25 to 54 years of age). Growth from 2010 to 2020 is projected to average 14% per year for those under 25 years of age and 11% per year for those 25 to 54 years of age. It will be only 3% for those 55 and older.

**Figure 4.4 Immigrant Population by Age Group, Regina City, Actual and Projected**





## SECTION 5 ENVIRONMENTAL SCAN

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This section summarizes the findings of a literature review and environmental scan which focussed on immigration to Saskatchewan in general and recent immigrants in particular. References are in square brackets [*for example*] and refer to the bibliography contained in Appendix B.

## **5.1 Introduction**

The city of Regina has recently experienced growth in immigrant populations. In 2010, approximately 3,300 recent immigrants arrived to take up life in the community. Unlike previously, many of these immigrants were not refugees, but are “economic” immigrants coming to the province with jobs. Others were family members, joining already-arrived spouses or children. The important role of the Saskatchewan Immigrant Nominee Program is changing the face of the city and of the province. Although many are coming for work, the path toward full inclusion in the city still has some difficulties and challenges.

## 5.2 Education and Training

The majority of economic immigrants coming to Canada speak one of the official languages. In 2010, of the approximately 64,000 principal applicants who came to Canada, over 55,600 spoke English or French. Their spouses and dependants, however, were not as fluent in the English or French language. Approximately 89,000 families members came to Canada in 2010, and about 54,000 of them spoke English or French<sup>13</sup>.

Although the majority of economic immigrants come to the country with language skills, English language training remains a challenge. English language training is a critical need for new immigrants and their families, not just language training that enables community life but specific language skills that are required for workplaces.

*Of particular concern for many immigrants in recent years has been the availability of a range of educational opportunities for English language training, for job training and retraining, and for college/university programs (for both the immigrants themselves and their children). In addition, information about access to health, social and other community services is essential for the successful settlement of newcomers.[Derwing, 2005]*

Access to high quality educational opportunities for their children is particularly important to new immigrants. This includes high quality K-12 experiences as well as post-secondary experiences. [Sounding Session]

Although recent immigrants may place a high value on education for their children, the available research is mixed on the school experience and educational outcomes:

*On one hand, newcomers are some of the most successful students in our education system. They are more likely to aspire to ... and attend ... post-secondary institutions. They are over-represented among those with the highest grade point averages [Suárez-Orozco et al, 2009] and have high career aspirations, mainly due to parental pressures [Okubo et al., 2007]. On the other hand, there are many newcomer youth who flounder in the educational system because they face significant challenges not normally faced by those born in Canada [Wilkinson L. L., Draft, July 2010]*

Some of the evidence suggests that gaps in education of immigrant youth are more likely to occur where English is not the primary language used at home, where there are mandatory age caps that require youth to leave the high school system or where there are few systems to help the youth transition to adult education. [Wilkinson L. L., Draft, July 2010]

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<sup>13</sup> Sections 3.5 and 3.7 of this report contain, respectively, a presentation of language and educational attainment statistics for the immigrant population living in Regina.

Data from the National Youth in Transition Study (YITS) shows that visible minority immigrant youth (15 year olds) have higher aspirations for post-secondary education than do their Canadian born counterparts.

Children and youth immigrating to Canada have many of the same transitions to adulthood to go through as do Canadian-born children and youth, including completing their education, acquiring a job, leaving home and making and finding relationships. Difficulties in language skills can make those transitions more problematic. Immigrant youth can also face issues with regard to recognition of high school credits achieved in their home country when they arrive and thus can be forced to repeat years of schooling.[*Wilkinson L. L., Draft, July 2010*]

Foreign credential recognition is not only an issue for immigrant youth and school credits, it is also an issue for adults and recognition of post-secondary education, skills training and/or professional designations received in their home country. In many cases, the lack of recognition of the foreign credential will lead to underemployment or unemployment. Both the provincial and federal government are taking steps to address the issue by advising prospective immigrants of the challenge before they come to Canada, and by assisting with additional processes, training and education allowing landed immigrants to achieve recognition of the credential. Based on the discussion at the sounding sessions, however, foreign credential recognition still remains a significant problem.

The University of Regina appears to be well-positioned to respond to the needs of new immigrants as well as foreign students.

### 5.3 Workplace Development and Employment

As noted above, in the past five years, Canada has relied on immigration for more than two-thirds of its population growth, and within the next decade it is expected that at the national level all labour force growth will come from immigration. [CIC Annual Report, 2009] This will differ somewhat in Saskatchewan, where labour force growth is expected to come from increased levels of immigration as well as increased participation rates of Aboriginal people.

Even as more immigrants are recruited overseas for the Saskatchewan labour market, they still face challenges in Canada. These challenges can include:

*... problems with credential recognition (i.e., degrees or diplomas from other countries are often not recognized by Canadian employers or accreditation associations), lack of Canadian experience, which many employers appear to believe is necessary, and lack of information about access to the informal networks often used to find good jobs by Canadian-born job-seekers. [Derwing, 2005]*

Related supports that make employment possible were also discussed in the Sounding Session. Access to child care and transportation were raised as particularly important needs and sometimes problematic for the new immigrant. In their 2009 report, the Federation of Canadian Municipalities verifies the need for child care for recent immigrants:

*The relatively high proportion of immigrant families with young children, combined with a relatively low average age, suggests an important contribution being made by immigration [to labour force participation].... Access to child care, in turn, influences the capacity of immigrants to participate in the labour force and their ability to access employment. [Federation of Canadian Municipalities, 2009]*

Transportation is also an important assist for immigrants travelling to work. Participants at the sounding session reinforced the notion that public transportation was critical to getting to work. Particularly, they noted that shift workers are often constrained in their ability to get to work by limited bus schedules on weekends.

The transition to employment of immigrants who arrive in Canada as youth is largely understudied [Wilkinson L. L., Draft, July 2010]. The findings in a recent literature review provide a mixed view of employment outcomes:

*Wilkinson (2008) uses the Annual Labour Force Survey and the Alberta Refugee Study to compare the employment status of Canadian-born, immigrant and refugee youth between the ages of 15 and 24 years. She finds that immigrants have the highest unemployment rate, followed by Canadian-born and refugee youth. Kunz's (2003) study of immigrant youth and the work place also reveals some interesting trends. Immigrant youth particularly those who are visible minority, are two times less likely to have worked during their secondary and post-secondary education than those youth born in Canada. This puts them at a distinct disadvantage when looking for permanent, full-time work as adults.*

*Even though much of the work done by youth during their schooling years is part-time, menial and poorly paid, this work record provides them with an 'edge' having had some experience prior to embarking on a full-time career... [Wilkinson L. L., Draft, July 2010]*

Not surprisingly, successful employment outcomes are more likely for young immigrants who arrive as young children, with their transitions to work looking like Canadian-born youth [Wilkinson L. L., Draft, July 2010].

During the sounding session, participants raised the importance of community networks to assist in finding housing, child care and employment. The importance of networks in finding employment is verified in the literature. “A growing body of research on youth transitions to the labour market reveals that family networks are a significant source of information about employment opportunities” [Wilkinson L. L., Draft, July 2010]:

*... when immigrants rely on their friendship networks, because their social ties are small and less robust, they are less likely to find good work. This difference cannot be accounted for by differences in job search strategies as immigrants use similar strategies to native-born [Wilkinson L. L., Draft, July 2010].*

Although these findings are related to immigrant youth, based on the discussion at the sounding session, the lack of significant networks also appears to have a negative impact on adults looking for work.

## 5.4 Community Inclusion, Individual and Family Well Being

### Recreation

According to the Canadian Index of Wellbeing [2010: 8], low household income, recent immigration and aboriginal status are “...significant determinants of participation in organized sport or structured lessons” and that non-participation is most likely caused by “...lack of financial ability to pay for such activities.”

Similarly, Inshgtrix [2010: 9] found that participation fees being too expensive was a barrier to participation in leisure/free time activities for over one third of respondents in their research. Lack of time owing to either work/school or household activities was an even larger barrier with about half of respondents identifying this as a barrier to participation.

### Volunteerism

The literature suggests that immigrants were less likely to volunteer than native born Canadians (40% compared with 49%) but devoted more hours to volunteering (171 compared with 163). These differences are likely related to their economic and personal circumstances [Hall, 2009]. Immigrants also reported many more barriers to volunteering than Canadian-born people including:

5. not sure about how to become involved (33% to 22%);
6. costs of volunteering (23 % to 15%); and
7. dissatisfaction with a previous volunteering experience (11% to 7%) [Hall, 2009]

In the Wilkinson tri-provincial study of immigrant youth making the transition to the labour force, volunteering was used by the participants as a transition strategy:

*Many discussed their volunteering experiences in a positive way. Some were able to locate employment due to their experiences and some indicated that the ability to practice French or English “on the job” was an invaluable experience. Others, however, were highly dissatisfied. Volunteering was suggested as a way of gaining entry to the Canadian labour force by many government- and non-government organizations. The problem is that many of the volunteer opportunities were exploitive (such as volunteer dishwasher) and did not offer any opportunity to increase language or technical skills. [Wilkinson L. L., Draft, July 2010]*

Discussions during the sounding session suggests that volunteerism is a part of the lives of many immigrants but may be limited to their cultural, ethnic or religious community.

## Housing

A broad range of housing issues is highlighted in the literature. The factors influencing housing outcomes and experiences of recent immigrants include:

*.... housing affordability; low vacancy rates; a lack of knowledge about the functioning of the housing market; official language proficiency; difficulties accessing available housing information; and racism and discrimination by landlords, private and non-private agencies and real estate agents. [Teixeira, Fall, 2010]*

The need for affordable housing was a theme in the sounding session. Affordability problems are “exacerbated by relatively declining availability (i.e. relative to rising need) of nonmarket or assisted housing, including social housing, rental assistance and other means of assisting low income households” [Wayland, 2010].

The vital nature of affordable and accessible housing in the attraction and retention of immigrants is also a theme in the literature:

*Central to the attraction and retention equation is the availability of affordable quality housing. The irony for many immigrants is that the stronger the local labour market, the more costly and scarce the housing market.[Derwing, 2005]*

*The successful integration of immigrants and refugees into a new society is based on their attainment of several basic needs, one of the most important of which is affordable, suitable and adequate housing .[Teixeira, Fall, 2010]*

The literature confirms that finding good quality, affordable housing is a key component of successful settlement. At the policy level, one commentator suggests, however, that there is very little connection between services to newcomers and housing [Wayland, Fall, 2010].

The literature also notes that the need to find affordable housing can also lead to concentration of recent immigrants in particular neighbourhoods which can have an effect on successful integration into wider communities.[Teixeira, Fall, 2010].

*For both individuals and families, not only the type of housing but also the neighbourhood in which it is found affects social networks, access to employment opportunities, participation in public social spaces, the nature and availability of social services, and newcomers’ general sense of security. [Teixeira, Fall, 2010]*

There was much discussion of the lack of quality, affordable housing in the city during the sounding session. The literature confirms that affordability is the single biggest barrier to housing for immigrants. Refugees face the most difficult housing circumstances of all newcomers to Canada [Teixeira, Fall, 2010]. Affordable and quality housing are not only issues for large cities as “... the intersection of housing affordability and immigration seems to be a growing concern in mid-size Canadian cities” [Teixeira, Fall, 2010].



Despite the challenges described in the literature with regard to finding quality, affordable housing, commentators note that numbers of immigrants still find their way into the housing market and home ownership with visible minorities struggling more often:

*The idea of a progressive housing trajectory remains true for most newcomer populations, but there is wide variation in housing outcomes when broken down by immigration category and national origin. Visible minorities fare worse in terms of housing than do immigrants of European origin, yet there are wide discrepancies within each of these categories.*[Wayland, Fall, 2010]

Housing crowding in immigrant communities is addressed in the literature, although it appears that there are divided opinions on what crowding means in these communities. In 2006, the odds of immigrant living in crowded conditions (more than one person per room) were about 1 in 14 compared to 1 in 60 for those born in Canada<sup>14</sup> [Haan, Fall, 2010].

*Residentially speaking, this is probably one of the biggest differences between immigrants (particularly recent immigrants) and non-immigrants, but what is perhaps most interesting about this gap is that researchers don't agree on what exactly it means. Do immigrants have more people in their homes because they want to, or because they have to? Are immigrants crowding because they wish to save money for other things, like supporting family members (here or abroad), starting a business, buying a home, etc., or because they are cash-strapped and crowding to survive? Perhaps there are simply differences in definitions of personal space, so that "crowded" is subjective and means different things to different groups of people* [Haan, Fall, 2010]

## **Health and Well-being**

The importance of social networks and their relationship to employment outcomes has already been discussed. The literature also suggests that social networks are important for good health outcomes and a sense of individual well-being. There is a positive association between the size of networks of strong ties and reported good health among immigrants. There is also a positive association between the number of ties with organizations and immigrants' self-reported health. Immigrants with a high number of ties to organizations believe their health to be good. Immigrant women who have had a minimum of one reciprocal support relationship within their social networks were more likely to say they are in good health than peers without such a relationship. Immigrant men who volunteered in the year preceding the survey are more than twice as likely to say they are in good health as their peers who had not participated in volunteer activity. [Zhao June, 2010]

Social networks can help in distributing information about health services and programs to assist newcomers in finding needed supports and services.

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<sup>14</sup> Section 3.6 of this report has information about housing for the immigrant population living in Regina.

The literature also shows mixed results on the general health status of immigrants as they arrive and take up life in Canada:

*In the literature, the healthy immigrant effect is often attributed to a number of factors. The first is immigrant self-selection, in which healthier potential immigrants are most likely to be physically or financially able to migrate. Similarly, direct health screening by Canadian authorities prior to an immigrant's arrival in Canada may give rise to relatively healthier immigrants. Although the health assessment required under the Canadian Immigration Act is comprehensive, in practice few immigrants are denied entry to Canada for health reasons....Another possibility may be that the incidence of health conditions among recent immigrants is under-reported, perhaps because immigrants under-utilize health services that would diagnose existing medical conditions. [McDonald, 2004]*

Other studies suggest that over time the health status of immigrants tends to match that of the non-immigrant population [McDonald, 2004]. One reason offered for this phenomena suggests that over time newcomers start to take up the same health practices as the Canadian born [Wilkinson L.E., 2009/10]. More recently, researchers are suggesting that the stress of immigration or racism may be leading to worsening health outcomes, as declines in health are seen within as little of two years from their arrival. [Wilkinson L. E., 2009/10]. The decline in health status is also seen in the second-generation children of immigrant parents. These children can exhibit more risk-taking behaviours than newcomer youth. [Wilkinson L. E., 2009/10]

Children and youth of immigrant families are often called upon to play multiple roles in the family that are not always age appropriate. This issue was raised as a concern at the sounding session with two situations used to illustrate the problem - children attending parent's medical appointments, or assisting with parents' financial transactions. The literature refers to this as role reversal and interestingly, uses the same examples of the inappropriate roles immigrant children are sometimes asked to play:

*The role reversal occurs when newcomer children and youth are asked to take on adult responsibilities because their parents have not yet learned the language or way of life in a new culture. Children and youth may be asked to translate delicate and personal documents and conversations, becoming involved in activities that they otherwise would not be involved in. For example, a youth may be asked to translate the personal medical histories of a parent with a physician or may be asked to translate sensitive financial documents, tasks that Canadian-born youth would not normally be asked to do. In doing so, the youth can take on a pseudo-adult role, being responsible for assisting the adult family members to negotiate various aspects of the new society. Once the adults have learned sufficient French or English to conduct business on their own, the youth must usually resume their role as child-family member. Some youth have difficulty relinquishing such roles and family conflict results. [Wilkinson L. L., Draft, July 2010]*

## 5.5 Settlement and Community Supports

Settlement services are a critical component to successful attraction and retention of immigrants:

*The presence in the host community of family and friends, or simply others from the immigrant's own ethnic background is a crucial factor in the attraction of newcomers. The availability of a wide range of well-resourced settlement agencies is also a core element of successful immigrant retention and attraction. [Derwing, 2005]*

Both the provincial and federal government have invested in settlement services in Saskatchewan and at times, coordination of these services at the community level can be an issue.

The stage of settlement is now recognized by researchers as being of importance.

*The short-term stage is typically defined as including the first three years after immigration. This is the time where adults typically locate employment, though it may not adequately reflect their former training and experience. Youth and children settle in the school system and individuals become functional in the language of their new home country. The medium-term stage is identified as 3 to 10 years after arrival. This is when newcomers begin to feel more at home in their adopted country and experience upward social and economic mobility. Adults may find employment more suited to their training and expertise and their salaries and wages usually increase. Homeownership becomes more affordable, and children are more settled at school. After three years, some may apply for Canadian citizenship. The long-term stage is defined as the period greater than 10 years after arrival. Research shows that by this time, most immigrants will have incomes that match or surpass those of Canadian-born and that families have developed health patterns that are similar to those of the native-born. [Wilkinson L. E., 2009/10]*

Recent research from Kitchener/Waterloo reinforces the important roles that universities can play in attracting skilled international workers and students, and in assisting in their subsequent integration by creating safe spaces that are free from discrimination [Walton-Roberts, 2008].

## 5.6 Roles of Governments

### Federal Government

Until 2005, the federal government was solely responsible for immigration into the Province of Saskatchewan. At that time, the federal government entered into an agreement with the province to share responsibilities for immigration with the province. Under the Saskatchewan Immigrant Nominee Program, the federal government has agreed with the province, that the province may select, nominate, recruit and manage the process to bring immigrants into Saskatchewan. The federal government remain responsible to plan levels of immigration annually (i.e. the numbers of immigrants that will be allowed at a national level), to determine admissibility requirements for immigrants to come into Canada (i.e. setting the conditions for entering and remaining in Canada) and the actual screening of potential and temporary residents in order to protect the health, safety and security of Canadians [*CIC Departmental Performance Report /2010*].

At the same time, the federal government retains responsibility for refugee programs in the country and funding settlement programs in provinces. It has recently introduced a Federal Credential Referral Office, a partnership between CIC and HRSDC. The office has introduced a pan-Canadian approach to providing timely and consistent assessment and recognition processes for foreign education credentials. [*CIC Departmental Performance Report 2010*].

Canada's 2011 plan estimates between 245,000 and 260,000 immigrants with the top source countries being China (12 %), Philippines (11%) and India (10 %). [*CIC Departmental Performance Report 2010*].

### Provincial Government

Under the agreement with the federal government, Saskatchewan has the authority to nominate individuals as permanent nominees to address specific labour market and economic development needs. This marks a major change in policy for Saskatchewan that has major implications. Previous to the Saskatchewan Immigrant Nominee Program, the majority of immigrants landing in the province came through the refugee class, who often came with little to no connection to the community, few language skills and difficult job prospects. Federal funding in the province for services was restricted to four urban centres (Regina, Saskatoon, Moose Jaw and Prince Albert) and was mainly targeted to the needs of refugees. With the advent of the provincial program, and the targeting to labour market and economic needs, the services and responses required by the new immigrant were significantly different. The new immigrant population was coming with a job, often with family or community connections, and with greater language skills.

At the same time that Saskatchewan is ramping up its efforts to attract and retain new immigrants, competition for workers growing among provinces and territories. In 2011-12, one hundred per cent of Canada's net labour growth will result from immigration and by 2030, it is expected that one hundred per cent Canada's population growth will result from immigration. [*Ministry of Advanced Education, Employment and Immigration, September, 2010*].

Under the *Saskatchewan's Immigration Strategy, Strengthening our Communities and Economy, 2009*, the government's goals are:

8. **Focussed and effective settlement.** A new model for settlement and retention services has been introduced that will help new immigrants become active in the social and economic life of the province, and integrated into workplaces and communities.
9. **International education** - More bright minds and broad opportunities through partnerships to promote Saskatchewan as an educational destination for international students.
10. **Partnerships** - Enhanced partnerships and cooperation to ensure a sustainable and effective immigration system. This involves new and enhanced partnerships - public/private, intergovernmental, inter-jurisdictional, federal/provincial and international.
11. **Program integrity** - Fairness and regulation to ensure that Saskatchewan is known as a reputable destination for immigrants and that immigrants experience a fair, responsive and transparent system.
12. **Economic Growth** - Entrepreneurship - Attracting management talent through the Saskatchewan Immigration Nominee Program (SINP) Entrepreneur and Farm categories, to enrich society and economy, and create jobs.
13. **Increased Immigration** - Sustaining growth through a continued commitment to immigration that ties nominations to critical assessments of the labour market.

The province is recruiting immigrants aggressively with established targets. The major source countries for Saskatchewan are the Philippines, China and the Ukraine (2009 landing data). Seventy per cent of new immigrants are settling in the two major cities – Regina and Saskatoon.

## **Municipal Government**

With the increased attention to immigration, the City of Regina has decided to review its own services and programs to determine how to make them more accessible to immigrant populations. The project is intended to educate staff on what is going on in the community and have City staff identify what they could do within their business area to make a difference to the immigrant population. The City is concerned with attracting and retaining immigrant population. By improving services, they hope to encourage better settlement. A long term planning document to define a role for the city in immigration is the expected deliverable.

The project to review City operations began in the Winter of 2011 and is expected to be completed by October, 2011.

It is important to note that both the provincial and municipal governments will be increasingly challenged to respond to the issue of secondary immigration, which includes those immigrants who are nominated and land in another province but find their way to Saskatchewan communities for work or other opportunities. Secondary immigrants are not counted in any federal funding formulae into the province and will fall entirely to the responsibility of the province and the City.

## SECTION 6      SOUNDING SESSION

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On February 24, 2011, the City of Regina met with members from the immigrant community to begin the process to develop the New Community Plan for the City. The areas of discussion included the following general topic areas.

- What are the issues or challenges that you face on a daily or frequent basis that should be considered by the City as it develops its Official Community Plan?
- What are the opportunities that you think would improve the city for your community and should be considered as they develop the Official Community Plan?
- From your list of ideas, which 1 or 2 would have the greatest improvement for your community? Why?
- Do you have any ideas how we can improve and broaden our engagement with your community?

The session was facilitated by Susan Jarvis<sup>15</sup> and attended by City officials and the consultants from DC Strategic Management.

This section describes the participants and summarizes the discussion that occurred.

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<sup>15</sup> Susan J. Jarvis is a Regina-based consultant.

## 6.1 Participants

The sounding session was held on the 11<sup>th</sup> floor of City Hall on February 24<sup>th</sup> from 1:00 to 3:00 pm. The table below lists the 24 participants.

Organizations were chosen in consultation with the City of Regina with a focus on those that were key assets in the community such as the Regina Open Door Society, the Multicultural Councils of Saskatchewan, and the Islamic Association of Saskatchewan.

Organization	Participant
Regina Open Door Society	Getachew Woldeyesus
Regina Immigrant Women Centre	Ms. Neelu Sachdev - CEO
Philippine Association of Saskatchewan	Anna Liza Palmer
Multicultural Councils of Saskatchewan	Rhonda Rosenberg, Executive Director.
Ukrainian Canadian Congress-Regina Branch, Inc.	Edward Lysyk
Council del la Cooperation de la Saskatchewan	Ildephonse Bigirimana
Advanced Education, Labour and Employment, Province of Saskatchewan	Eric Johansen
Regina Regional Opportunities Commission	Larry Hiles
	Lesley Hindle
University of Regina	Ashley Yeaman
Islamic Association of Saskatchewan (IAOS)	Machdum Bachtiar
	Faeza Moolla
Assemblee communautaire fransaskoise (ACF) Inc	Beya Ngoy
Regina Newcomer Welcome and Information Centre	Leah Sharpe
Regina Public Schools	Greg Enion
Regina Catholic Schools	Michelle Mougeot
	Brian Lach
Regina Housing Authority	Faith Myers
Service Canada	Jason Elliott
	Joe Axon
City of Regina	Janice Solomon
	Bruce Rice
	Bev Cardinal
City/HJ Linnen Associates	Harvey J. Linnen

## 6.2 Summary of Comments

The topics discussed at the sounding session are organized by category.

### “Welcoming Communities”

- ▶ We need to work together to knit all our independent service / jurisdiction together to meet the needs of new comers to the city.
  - ▶ Failure to do so will cause the city to lose its attractiveness to these populations.

### Laws

- ▶ Need to proactively inform community of with rights and duties in Canada
  - ▶ Members are getting into legal trouble because they do not know that certain behaviours/acts at home are not acceptable here.
- ▶ Saskatchewan Human rights has written curriculum for the K-12 school system on this exact subject. It details civic responsibilities for Canadians.
  - ▶ This could help to address this issue.

### Child Care

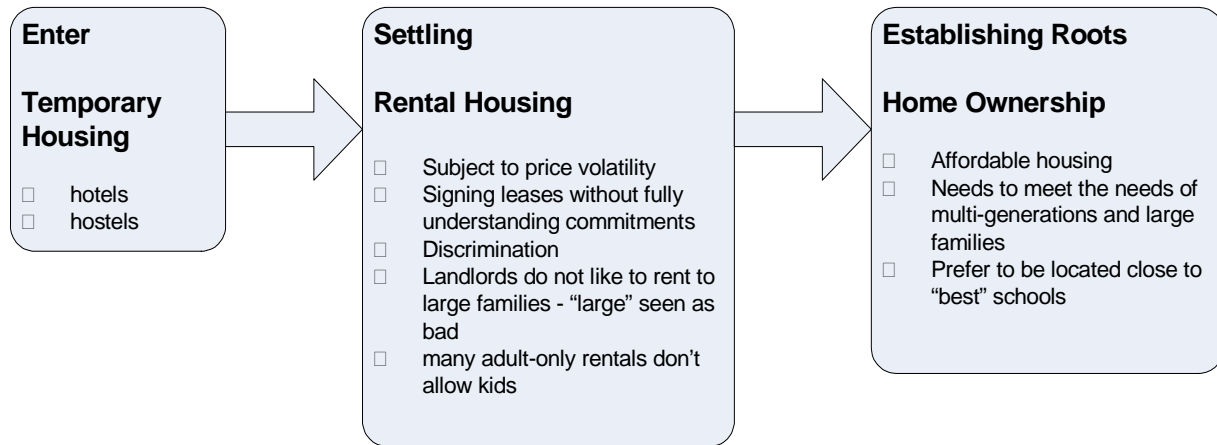
- ▶ There is a lack of affordable day care.
- ▶ When they first arrive, they do not have the network of contacts / connections to know where available child care spaces are located, particularly when it is home-based.
- ▶ There are cultural differences in raising their children that are not fully appreciated by daycare providers.

### Housing

- ▶ Question the average income statistics shown in Stats Canada. Think, for the majority, it is much lower. Therefore affordable housing is difficult to find.
- ▶ They have much larger families. Therefore the traditional home (2-3 bedrooms) does not fully meet the needs of a larger family.
- ▶ There is a limited stock of housing for larger families.
- ▶ There is about an even split between renters and owners amongst new immigrants although recent arrivers are typically renters. While the new immigrant is looking for housing they will require short-term temporary housing; hotels are often the best option.
- ▶ Many cultures have multi-generations in a single dwelling. Housing to meet these needs is a challenge to find and to afford.
- ▶ New comers value education. They seek the best schools. Affordability of housing around the best schools is an issue. End up transporting their children from other parts of the city to get to the “best” schools.
  - ▶ Affordability of transportation is an issue.
  - ▶ Transit system is inadequate to meet their needs (see details below).



- ▶ The transition of housing reflects:



### Current Social Service Model

- ▶ The current social service model needs to change. Example of models that need to change:
  - ▶ Child Protection Services
  - ▶ Health
  - ▶ Education
- ▶ Need to work collaboratively with the community to re-design / tailor the system to their unique needs.

### Education

- ▶ Education is seen as VERY important in this community.
- ▶ Members seek and migrate towards the “best” schools in the city
  - ▶ “Best” is defined as:
    - ▶ highest academic performance
    - ▶ located in perceived high socio-economic neighbourhoods.
  - ▶ Perception is that the better schools are where the rich people live.
  - ▶ Willing to drive their children to go the “best” schools.
- ▶ The system is experiencing capacity challenges:
  - ▶ Some schools are overflowing with new comers.
  - ▶ Need better understand where the immigrant families will be living to locate support services in schools accordingly.
  - ▶ Lack ESL resources
- ▶ Little to no new funding for the expanded need for ESL education in the system.
- ▶ Public schools have been working collaboratively with the immigrant community to develop needed supports for their children. Working well.

## Orientation

- ▶ Tend to be reactive; respond/support AFTER they arrive here:
  - ▶ Need to provide information to them before they arrive.
  - ▶ Sets expectations:
- ▶ Recognition of school standing
- ▶ Recognition of prior learning, certification, etc.
- ▶ They come eager.
- ▶ Within days of their arrival:
  - ▶ They are gathering data/information about the city, the people, the behaviours, the culture, and the beliefs (including stereotypes).
- ▶ Without proactive / accurate information dissemination during this critical time, they are being “normed” with some unhealthy attitudes (e.g. Aboriginal people).
- ▶ There is little to no public education underway regarding the immigrant populations.
  - ▶ Has resulted in negative perceptions. Examples:
    - ▶ They are taking our kids jobs.
    - ▶ The government is supporting them...using my tax dollars.
  - ▶ Need to build personal connections among current residents and new comers.
  - ▶ Need to educate the public on the benefits of immigrants to the city.
  - ▶ Need opportunities for relationship building both with First Nations and with immigrants and long time Regina residents. It’s really when you know people on a personal level that you can start to question some of your own assumptions.

## Why did you come to the city?

- ▶ I was fluently French; wanted to learn English (would not have been able to do so as readily if I had settled in Quebec).
- ▶ Relatives already here; I was second wave immigrant.
- ▶ There is a permanent residency pathway in this province that is not available in all provinces in Canada.
- ▶ Access to health care.
- ▶ I was designated to this location as a refugee but have chosen to stay.
- ▶ Seeking economic opportunity.
- ▶ Lower cost of living.
- ▶ Affordable housing.

## Why did you stay in the city?

- ▶ I am comfortable here.
- ▶ I like the people.
- ▶ “Supports” are good:
  - ▶ Programming is available
  - ▶ My community has grown. Therefore I can celebrate traditions with other members of my culture/faith.
- ▶ Our community is growing in numbers:

- ▶ We have out growing our current space to gather together.
- ▶ Funding it hard to find space large enough to accommodate our growing population.
- ▶ I have a job.
- ▶ My kids are settled. Like it here. Have found friends. Don't want to leave.
- ▶ But are starting to see the challenge of growth in the community and some deterioration in programming.

### **Female Immigrants**

- ▶ Female immigrants come from traditional communities. This means they have different needs:
  - ▶ They are isolated. Hold the extended family together.
  - ▶ May not have the same age-equivalent education, language skills, and job skills as their male counterparts.
  - ▶ Experiencing violence at home at in increasing rate.
- ▶ Need to not assume that all women from other countries are considered subservient to males.
  - ▶ Do not assume the males have skills because you think they have been treated better than women back home.
- ▶ Need to support the family unit from their world view (not ours).
  - ▶ Grow / support the family unit in a balanced way.

### **Entrepreneurs**

- ▶ Difficulty securing investment (debt/equity). Why?
  - ▶ Discrimination.
  - ▶ Lack of Canadian credit rating. Foreign credit ratings are not recognized.
  - ▶ The different "banking" system at home (use family funds / other tools) do not provide a familiar bank record / history that is required here.
- ▶ There is no business mentorship services
  - ▶ Result- businesses are failing.
  - ▶ Family wealth is depleting.

### **Credentials**

- ▶ Professionals (engineers, doctors, lawyers, etc.) are underemployed; not working in their professions (driving taxi). Causing frustration and family deterioration.
- ▶ Need to improve credential recognition processes:
  - ▶ Limited recognition of previous education, experience, credentials.
- ▶ If not addressed soon, professionals will go to another location or back home.
- ▶ To get immigrants to economic success, the following needs to be done:
  - ▶ Improve/accelerate accreditation recognition processes
- ▶ Develop and deliver testing to recognize equivalency to current standards (do NOT reduce standards).
  - ▶ Recognize previous work experience acquired in other countries.
  - ▶ Develop processes to recognize existing skills.

- ▶ Inform immigrants BEFORE they arrive as to the process to achieve credential/education recognition to manage their expectations while they are on the journey to full accreditation.

### **Urban Infrastructure**

- ▶ Libraries are underfunded:
  - ▶ They are well distributed across the city. Therefore they could be used as connections to the community; used as windows to many services.
- ▶ Grocery stores with ethnic food options are located in the far East / North of the city. Makes it difficult for population to get there.
- ▶ Recreation facilities
  - ▶ Community does not know how to access the facilities or programs.
  - ▶ City needs to target communications to the community to get the word out.
  - ▶ Need to get activity options during the winter to the community.

### **Transportation**

- ▶ Current Transit system is inadequate:
  - ▶ Not to the right locations
  - ▶ Service does not always go to where the jobs are.
  - ▶ Limited service on weekends, evening, nights.

### **Language**

- ▶ For the immigrant whose original language is not English or French:
  - ▶ Need to provide language training (easy and ready access).
  - ▶ During the period where English is being learned, you need to have multi-lingual capacity and/or interpreters. Includes both written and oral communication channels.
  - ▶ Need professional interpreters. Often rely on family members or children to provide interpretation services. Can lead to inappropriate conversations when children are used or can lead to conflict of interests between family members.

### **Other Observations**

- ▶ City needs to look at recruiting immigrant people on its many committees.
- ▶ We need to understand that there are different world views.
  - ▶ We need to show them they have a place here and a place to help shape the New Regina of the future.
- ▶ The community is diverse. A one size fits all strategy will fail. Need to develop targeted access points to the different cultures of the new comers.
- ▶ Need to address systemic barriers. Examples:
  - ▶ Drivers License test is in English. Need the test to be translated.
- ▶ Spiritual Support
  - ▶ Need space to pray during the day (including hours that may appear to be “wrong” to others).
  - ▶ Need larger community gathering places.

- ▶ Larger cultural icons (e.g. Riders, Globe Theatre)
  - ▶ What are they doing to welcome newcomers?
- ▶ Our colours are changing. Need to match the current systems to the changing colour of our community.
- ▶ Volunteerism is not a familiar concept in some cultures. Requires extra work and patience to get them involved in this way.
- ▶ Need to develop success measures that are broader than population count:
  - ▶ Create an engagement scorecard - includes employment, state of families, etc.
  - ▶ Need our institutions to adapt to the needs of newcomers (e.g. child protection services).

### **Big Moves**

- ▶ Advance the concerns that prevent economic success of newcomers to the province.
- ▶ Encourage traditional institutions (education, health, Crown corporations, justice, etc.) to collaborate with newcomers to change/tailor their services to meet their specific and unique needs.
- ▶ Develop a successful settlement strategy that extends 5 years beyond the date of landing in the city.

### **Ideas to Broaden Engagement**

- ▶ Talk to community Leaders
    - ▶ Through faith communities
    - ▶ Through cultural associations.
  - ▶ Hold more of these dialogue sessions.
  - ▶ Access the Multicultural Association's network.
  - ▶ Access families through the school system.
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## **Appendix A**

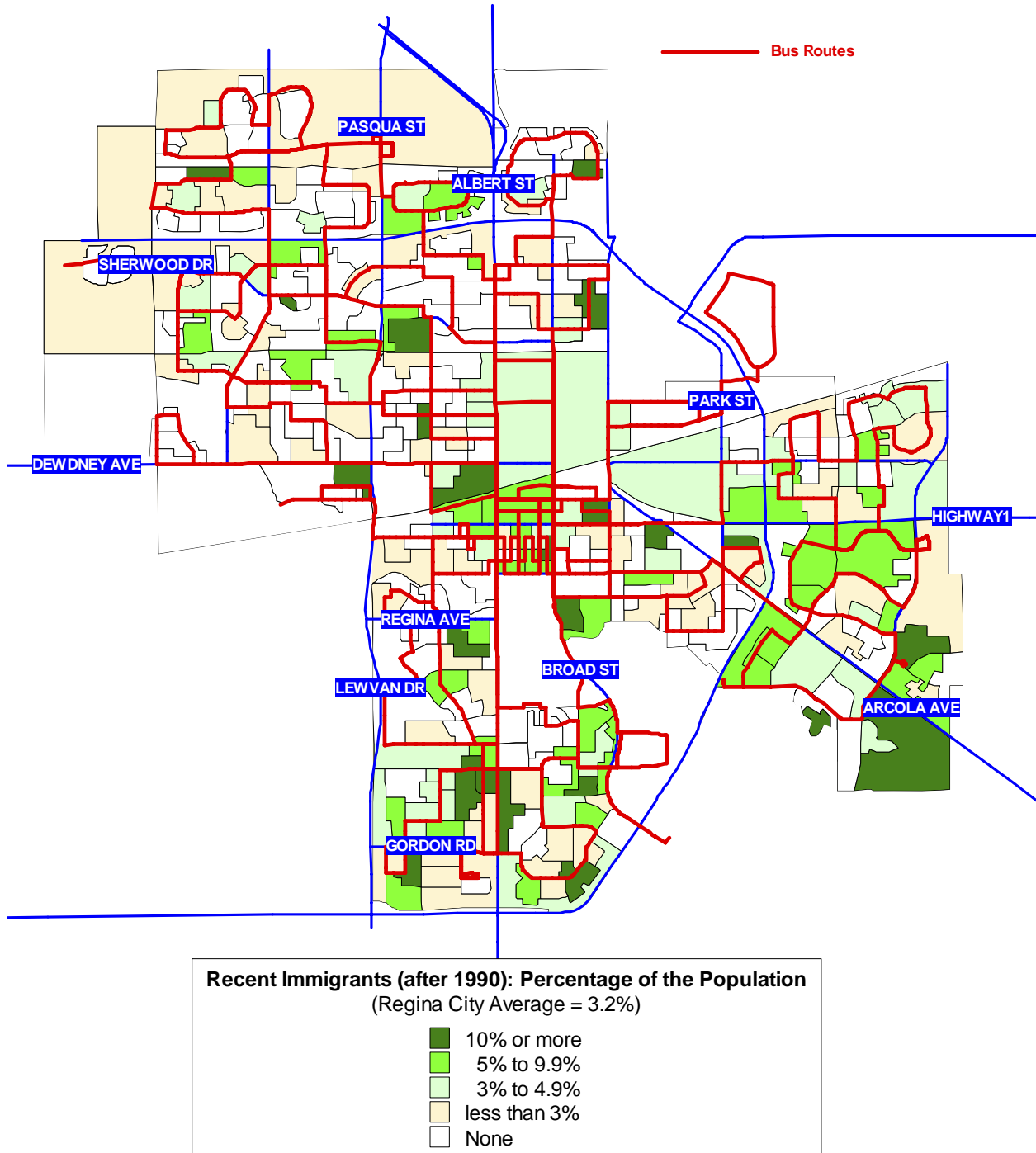
### **Maps**

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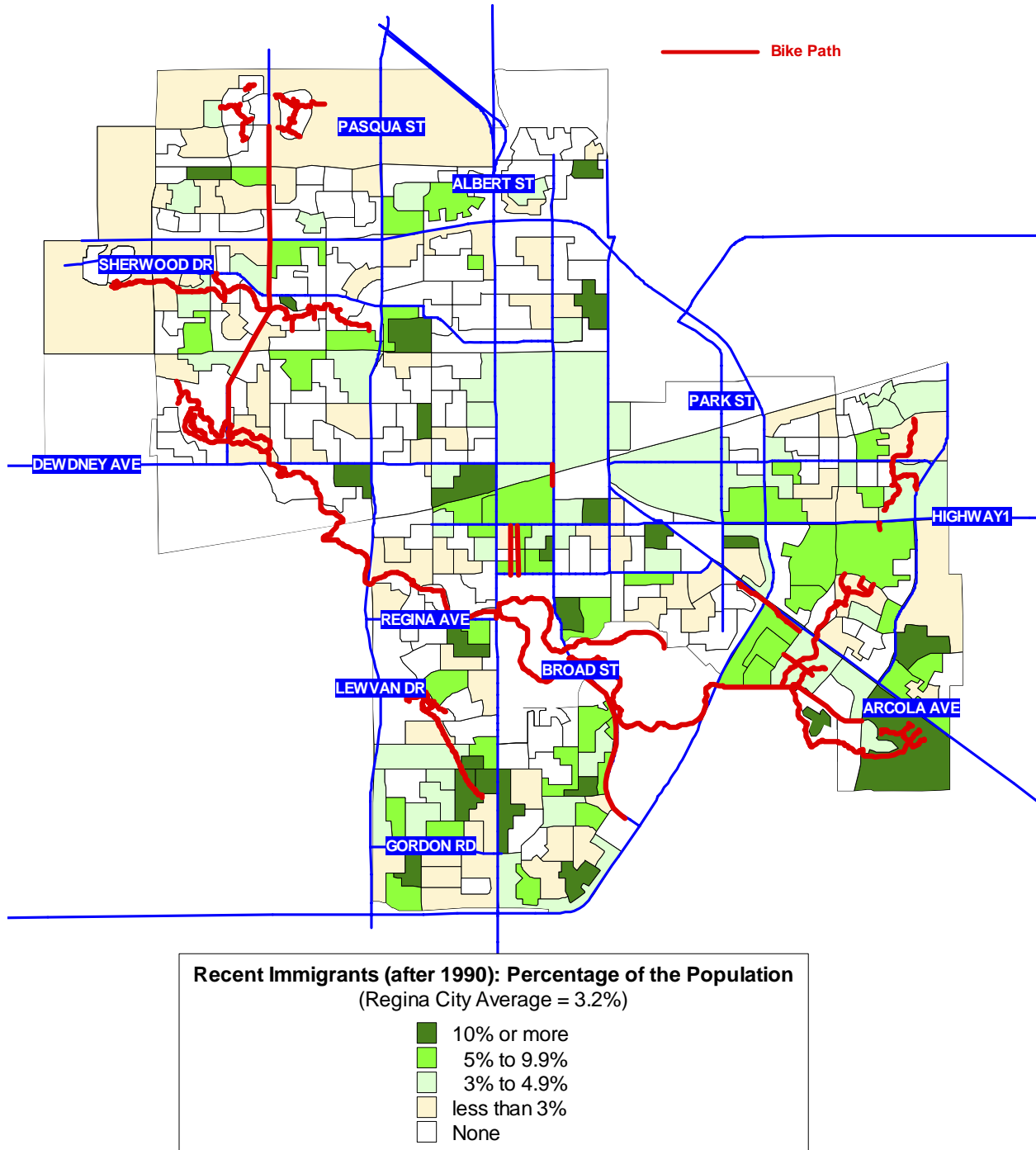
This appendix compares neighbourhoods where recent immigrants were concentrated in 2006 with a selected group of City facilities and services.

The Statistics Canada census “dissemination areas” are used to show the concentration of recent immigrants. An average dissemination area contains approximately 150 households.

**Map 1: Recent Immigrant Population in Regina, 2006, Showing Bus Routes**

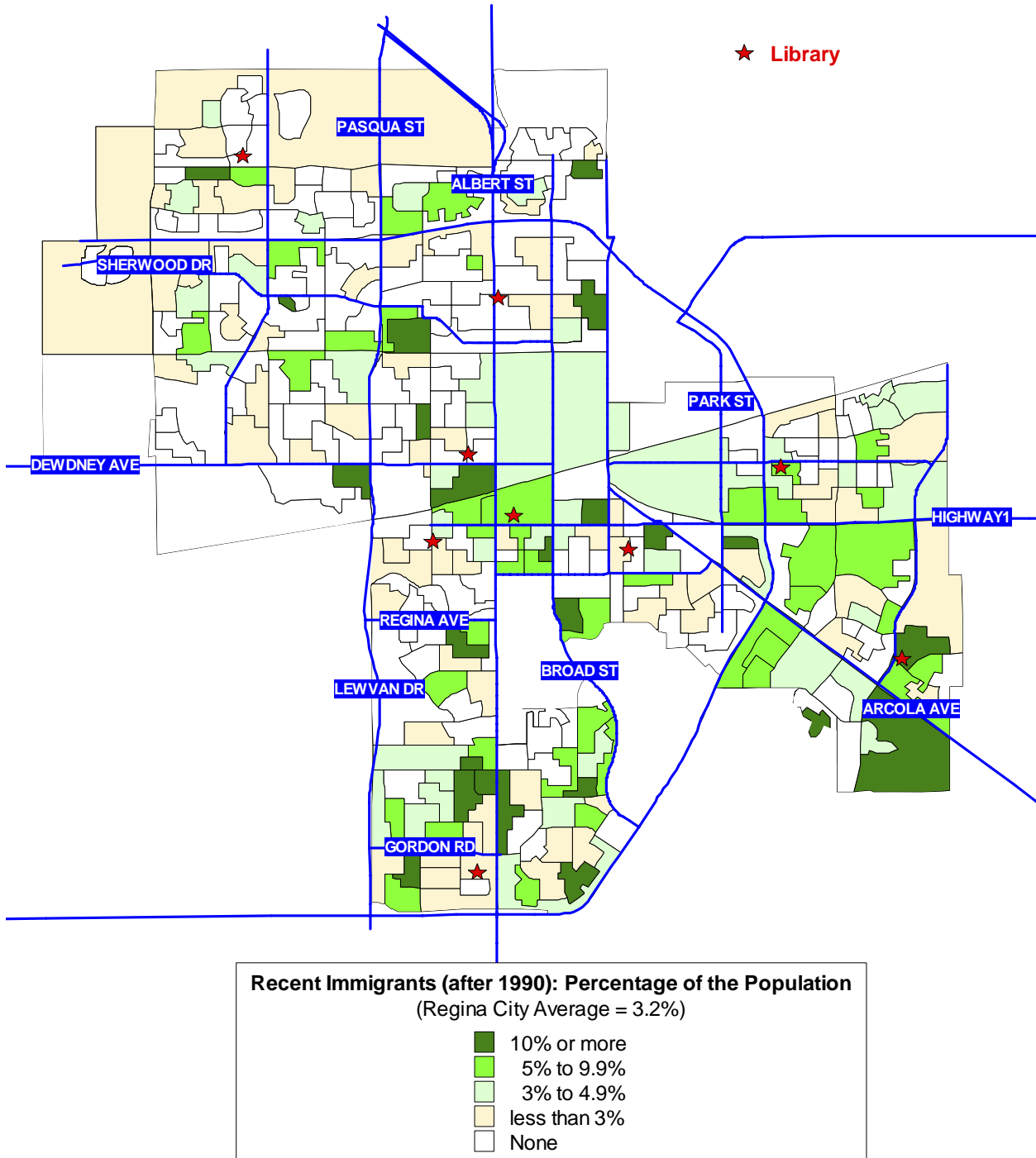


Map 2: Recent Immigrant Population in Regina, 2006, Showing Bike Path

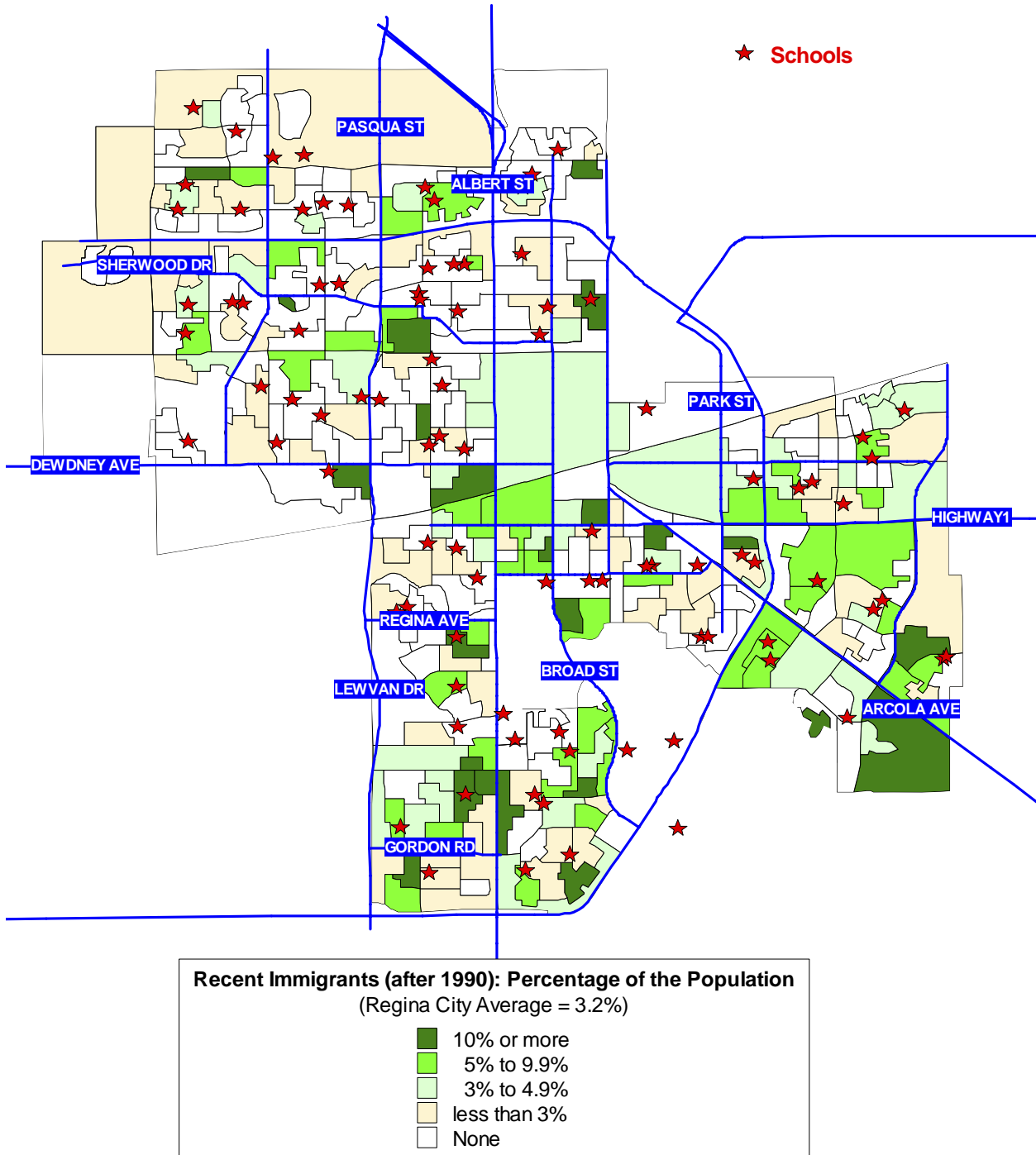




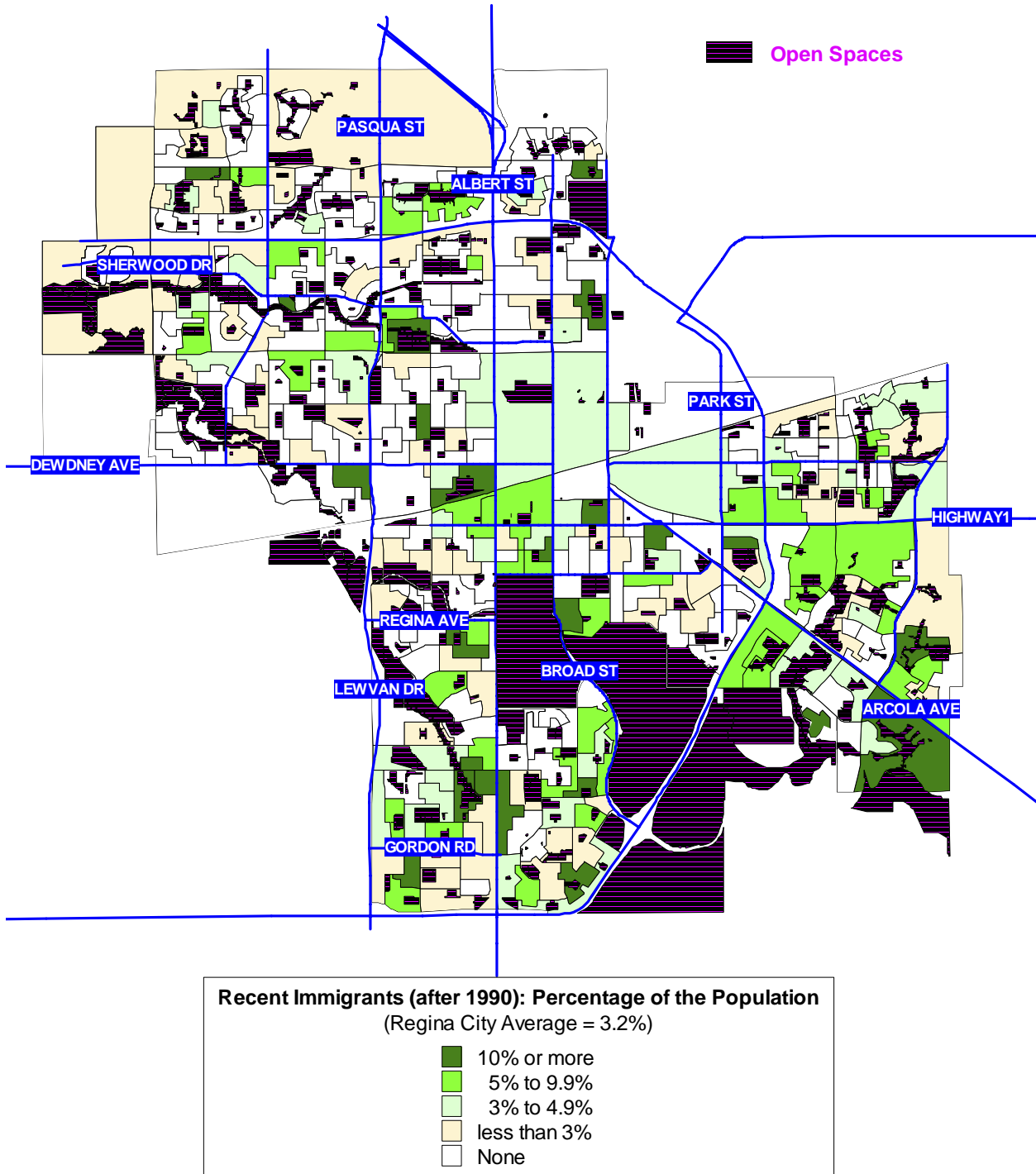
**Map 3: Recent Immigrants in Regina, 2006, Showing Library Locations**



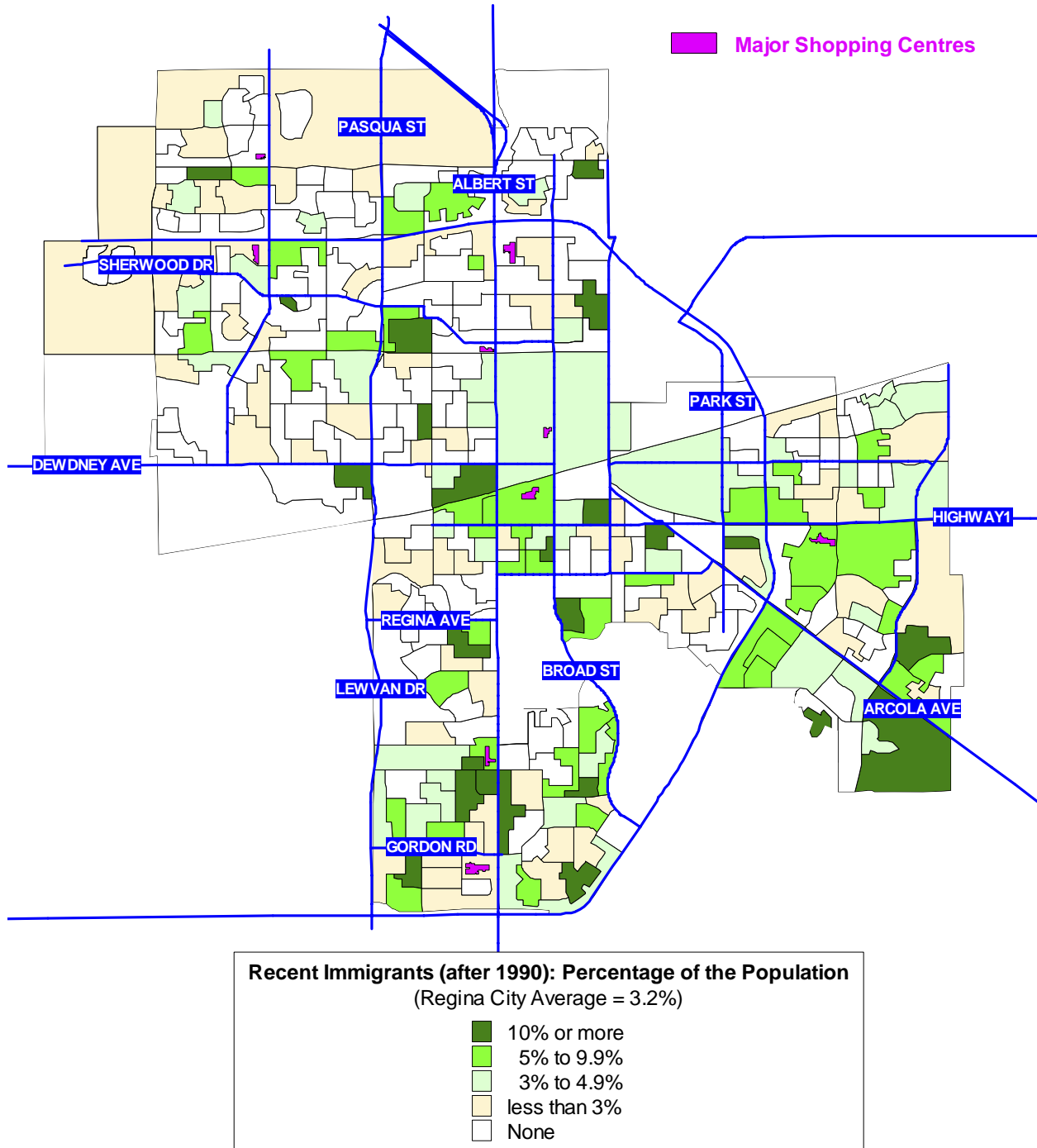
Map 4: Recent Immigrants in Regina, 2006, Showing School Locations



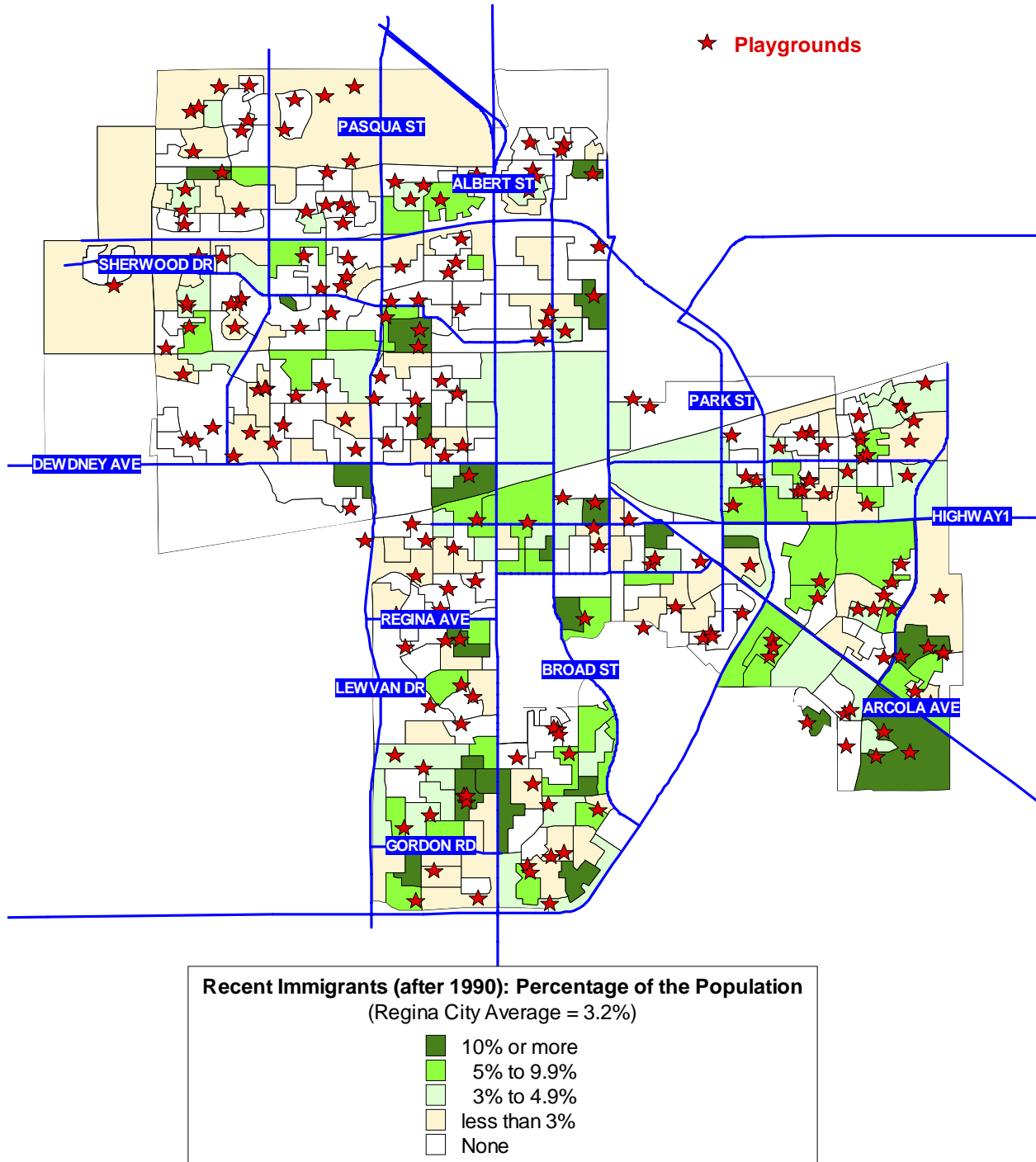
**Map 5: Recent Immigrants in Regina, 2006, Showing Open Spaces**



**Map 6: Recent Immigrants in Regina, 2006, Showing Major Shopping Centres**



Map 7: Recent Immigrant Population in Regina, 2006, Showing Playground Locations



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**Appendix B**  
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