

PROGRESS REPORT 2013

GUELPH | WELLINGTON

Local Immigration Partnership
Creating a caring, equitable community where everyone thrives.



INTRODUCTION

The Guelph Wellington Local immigration Partnership (GWLIP) is a large network of individuals representing various groups in the community, including newcomers, ethno-cultural organizations, service providers, businesses and the public. The partnership works towards creating a more welcoming and inclusive community for immigrants by focusing on four important priorities: **employment, English language training, programs and services, and community inclusion.**

Immigrants are drawn to, and will stay in, small urban areas that can provide job opportunities, a welcoming atmosphere, and social supports and services. Immigration will continue to be an important part of Guelph and Wellington's future. To make Guelph and Wellington more attractive to newcomers, we need to remove barriers, increase their sense of belonging, and ensure that their needs are met through "services that promote successful integration".¹

Over time, data and indicators tell us whether conditions for immigrants are improving and whether Guelph and Wellington are becoming more welcoming and inclusive. The Progress Report is a summary of data for each of the four priority areas and includes specific information on the following indicators:



PROGRESS REPORT INDICATORS

Employment	English Language Training	Programs and Services	Community Inclusion
Unemployment rate	% who speak language other than English most often at home	% aware of free services on arrival	% of immigrants with a strong sense of belonging
% of immigrants working multiple jobs	Availability of local language supports	# of referrals to get the needed service	% of immigrants actively involved in the community
Identified barriers to employment	% of immigrants that were supported by language training in finding meaningful employment	Immigrant satisfaction with services	% of immigrants that experience being treated unfairly or negatively because of their ethnic background
Length of time to find job that matches skills and qualifications		Self-reported level of health and mental health	Happiness score of immigrants

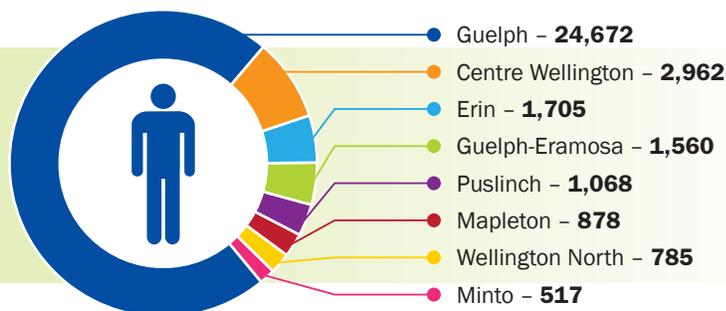
The data for the Progress Report was compiled from a number of sources, most notably Statistics Canada censuses from 2006 and 2011, Wellington-Dufferin-Guelph Public Health data from Statistics Canada's Canadian Community Health Survey, and the Immigrant Survey conducted by the GWLIP and University of Guelph in 2012. It should be noted that the Immigrant Survey was not a representative sample, and that the data therefore has limitations in representing the experiences of immigrants across the community.

OVERALL

In 2011, there were 208,360 people living in Guelph Wellington.² Immigrants born outside of Canada made up 21% of Guelph's entire population, and 13% of Wellington County's.

Between 2006 and 2011, approximately 700 newcomers immigrated directly to Guelph Wellington every year.³ In 2011, 4% of the total population of the City of Guelph was comprised of immigrants that came to Canada in the last five years.⁴ Recent immigrants to Guelph Wellington are most likely to come from India, Philippines, and China.

Number of Immigrants in Guelph Wellington, 2011



Most immigrants that come to Guelph Wellington settle in Guelph. However, the number of recent immigrants living in Wellington County has gone up. Immigrants that settle in the County usually come from other areas in Ontario.⁵ Across Canada, immigrants are most likely to first settle in larger urban cities when they arrive,⁶ and then make their way to smaller cities and towns later.

Please note that for the purpose of the report, all data is for Guelph and Wellington County unless otherwise stated.

EMPLOYMENT

As our population gets older and the number of babies being born goes down, the number of people who are available to fill jobs will also go down. **Ontario's labour shortage is expected to rise to 364,000 by 2025.**⁷ Immigrants once employed will:

- be able to make money to provide for themselves and their families;
- have good reasons to stay here;⁸ and
- fill predicted workforce needs in Ontario.⁹

Finding work is essential, but it is also important to find work in one's field or area of expertise. Participants in the GWLIP's consultations in 2010 indicated that not finding work that matched one's skills and qualifications could have an impact on an individual's mental health and social status.

ONTARIO
LABOUR
SHORTAGE

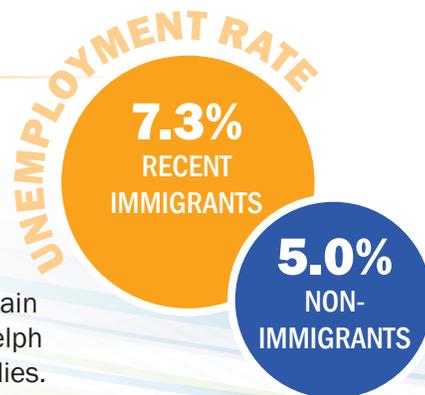
364,000
by 2025

EMPLOYMENT INDICATORS

Unemployment Rate for Recent Immigrants

In 2006, the unemployment rate for recent immigrants (those who came to Canada between 2001 and 2005) in Guelph Wellington was **7.3%** compared to **5.0%** for non-immigrant residents.¹⁰

Beyond immigrants' challenges in finding work, the type of employment they obtain can create an income gap. In 2006, the median immigrant family income in Guelph Wellington was **\$57,908**, which was **26%** lower than that of non-immigrant families.



WORKING MULTIPLE JOBS

15%
IN GUELPH
AND
WELLINGTON

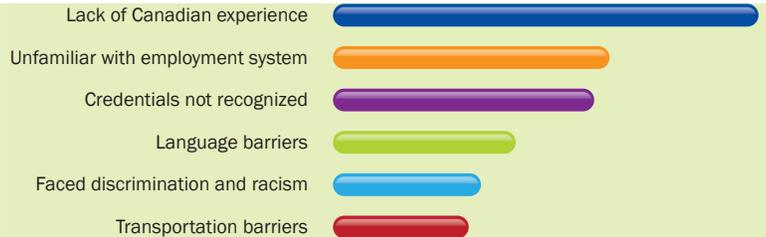
8%
ACROSS
ONTARIO

% Immigrants Working Multiple Jobs

Between 2007 and 2011, approximately 15% of immigrants in Guelph and Wellington worked in multiple jobs, compared to approximately 8% of immigrants across Ontario.¹¹

Identified Barriers to Employment

Local immigrants who were surveyed in 2012 identified a number of barriers to finding their first job in Canada:



Length of Time to Find a Job that Matches Skills and Qualifications

The average response from survey participants was that it took 2 to 3 years to find a job that matched their skills and qualifications. **One out of every five immigrants in our survey** had not yet found a job that matched their skills and qualifications.



EMPLOYMENT – WHAT GWLIP HAS DONE 2011-2013

- Coordinated the development of a mentorship program in Guelph and Wellington to connect internationally trained professionals and skilled workers with local employers.
- Organized several networking events with local employers that were attended by over 100 immigrants.
- Distributed marketing materials that promote diversity in the workplace to over 1400 local small and medium businesses and employers.
- Actively supported the development of the Wellington County Economic Development Strategy that addresses the urgent need to attract and retain immigrants.



ENGLISH LANGUAGE TRAINING

Immigrants' level of ability in speaking English can present them with barriers or opportunities when they seek meaningful employment.¹²

% Who Speak Language Other than English Most Often at Home

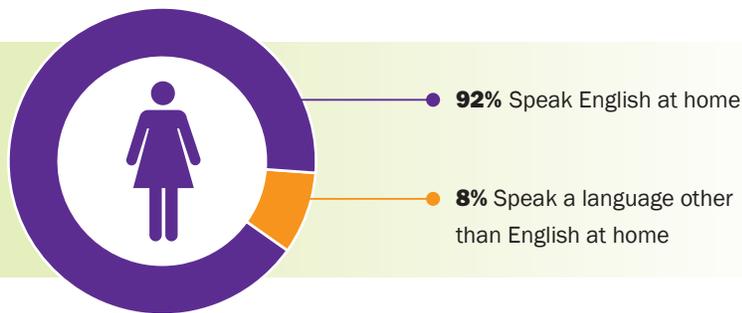


1 in 9 people in Guelph speak a language other than English at home.



1 in 20 people in Wellington speak a language other than English at home.

% of People in Guelph Wellington who Speak a Language Other Than English at Home



Top 4 languages (not including English) spoken at home in Guelph in 2011 were Chinese (Mandarin, Cantonese and other), Vietnamese, Punjabi and Italian. In Wellington County, they were German, Dutch, Polish and Punjabi.¹³

Availability of Local Language Supports

39% of local immigrants surveyed said they used English language training (ELT) services. Almost all of the survey respondents (**91%**) who used ELT found the training useful.

According to survey results, immigrants who were able to speak English were also more likely to be active in the community.

% of immigrants that were supported by language training in finding meaningful employment

Almost **50%** of survey respondents who used ELT services said that English language training helped them to find employment that matched their education and experience.

The length of time these immigrants needed to find employment that matched their skills and qualifications dropped from 2 to 3 years to an average of **6 to 12 months**.

ENGLISH LANGUAGE TRAINING – WHAT GWLIP HAS DONE 2011-2013

Conducted an environmental scan of language supports in the community to better understand what currently exists.

Organized public information session to promote existing language-related services in Guelph Wellington.

Developed an information sheet promoting local language services, now available on the Guelph Wellington Immigration Portal at www.guelphwellingtonimmigration.ca

Raised awareness of language supports during events commemorating Family Literacy Day 2013.

Supported research by the Upper Grand District School Board designed to identify language needs of employees in the business sector.



PROGRAMS AND SERVICES

When people are satisfied with the services they use, they are more likely to use them again when necessary and to tell others about them.¹⁴ Our ultimate goal as a community is to provide the most effective services possible.

People's level of wellbeing and health are determined by various factors, such as whether they are employed or unemployed, type of employment, working conditions, level of job security, social inclusion or exclusion, income, and services. People's wellbeing is also affected by the quality of health and social services that they have access to.¹⁵

PROGRAMS AND SERVICES INDICATORS

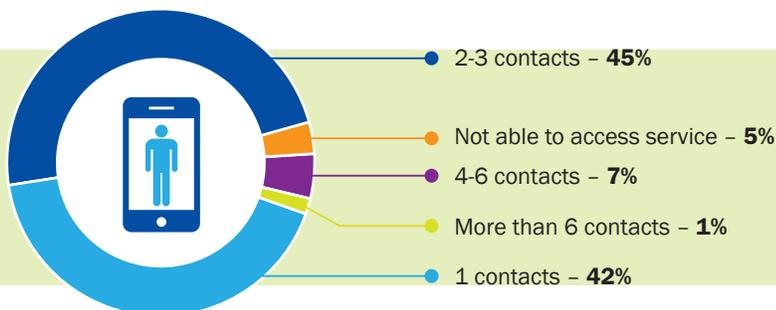
% Aware of Free Services on Arrival

When they first arrived in Canada, 51% of our survey respondents knew of free services available to them. Those who were in Canada less than 3 years were the least likely to know about available free services.

The most common services used on arrival to Canada were: **1) English language training, 2) health care, 3) employment and 4) settlement assistance.**

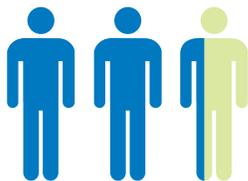
Referrals to Get the Needed Service

42% of survey respondents found the service they needed on their first contact.



Immigrant Satisfaction with Services

More than **2 in 3** local immigrants surveyed said they were “satisfied” or “very satisfied” with the services they accessed.



Self-reported Level of Health and Mental Health

Between 2007 and 2011: **60%** of immigrants in Guelph Wellington said their overall health was “very good” or “excellent”. **74%** of immigrants in Guelph Wellington reported that their mental health was “very good” or “excellent”.

By comparison, Guelph Wellington immigrants are reporting themselves as healthier than immigrants in Ontario.¹⁶

PROGRAMS AND SERVICES – WHAT GWLIP HAS DONE 2011-2013

Coordinated the development of a comprehensive new immigration portal that provides up-to-date information about local services and supports to newcomers, service providers, and businesses. Visit www.guelphwellingtonimmigration.ca

Organized a series of 4 workshops featuring and introducing the core service providers for newcomers in Guelph Wellington. Over 60 other service providers attended the sessions, which were designed to boost service coordination and referrals.

Collaborated with the Canadian Mental Health Association to host a series of nine workshops designed to strengthen mental health, anti-racism, and anti-discrimination awareness in Guelph and Wellington County. Over 100 people participated.

Ensured City of Guelph affordable bus pass was accessible to newcomers by convening immigrant-serving agencies around the issue.



COMMUNITY INCLUSION AND INTEGRATION

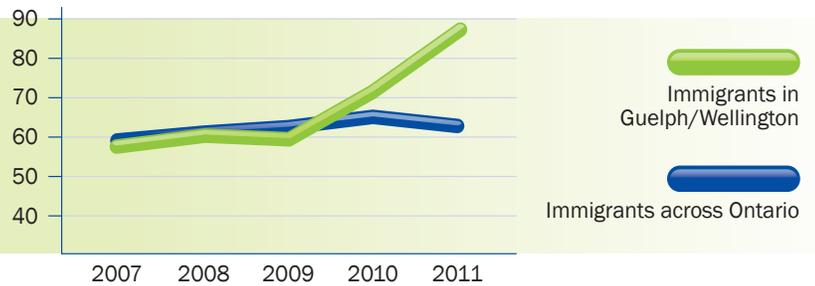
People’s sense of belonging, ability to cope, and capacity to integrate socially and economically are all increased when they feel more connected within their family, workplace, neighbourhood, and community.¹⁷

When people feel discriminated against, they may also feel less satisfied with their life in Canada.¹⁸

COMMUNITY INCLUSION AND INTEGRATION INDICATORS

% of Immigrants who said they had a Strong Sense of Belonging from 2007-2011

The proportion of immigrants in Guelph and Wellington County that feel a “somewhat strong” or “very strong” sense of belonging increased to **87%** in 2011 from **58%** in 2007.¹⁹



% of Immigrants Actively Involved in the Community

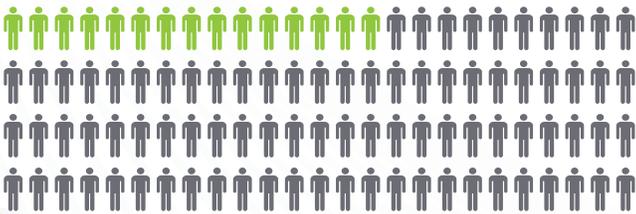
About 1 in 3 volunteered and spent an average of 18 hours a month volunteering in the community.



57% of local immigrants surveyed reported that they actively participated in the Guelph/Wellington community anywhere from every day to twice a month (through cultural, sports, and volunteer activities, among others).



% Immigrants that Experience being Treated Unfairly or Negatively because of their Ethnic Background



15% of local immigrants surveyed indicated that they were treated unfairly or negatively “often” or “very often”. They were most likely to report being treated unfairly or negatively by service providers and organizations (**8%**); then supervisors/managers/teachers (**7%**); and co-workers or peers (**7%**).

Happiness Score of Immigrants

Survey participants were asked to respond to an extensive list of 29 statements related to their level of wellbeing and happiness. Their overall happiness score of 3.0 out of 4.0 was similar to that of non-immigrants in Canada.



Held social event with over 30 people to raise awareness of immigration issues and build stronger social networks between newcomers, service providers and other community members and stakeholders.

Collaborated with the Muslim Society of Guelph to organize an open house at their mosque and build inter-cultural understanding.

Continuously collected immigration stories and promoted them through the GWLIP newsletter and website to help develop a better understanding of local immigration experiences amongst community members.

Trained 12 community members to enable them to take on a leadership role within the GWLIP.

Hosted a workshop for sports and recreation stakeholders to improve access for racialized girls and young women.

Engaged over 400 people annually through outreach, surveys, events and information

Brought together hundreds of people to hear from local immigrants, employers, service providers, and researchers during two large annual GWLIP gatherings (Sharing the Journey and The Immigration Connection).

*For a list of all references used in the creation of this document, please go to guelphwellingtonlip.ca or contact us at 519-822-1260 x2625.

** 180 local immigrants responded to the City of Guelph Immigrant Survey. This was not a representative sample; however, the responses can be used to understand the experiences of some of the immigrants who live in Guelph and Wellington County.

This report was prepared on behalf of the GWLIP with the support of Sarah Haanstra



NEXT STEP AND PARTNER RECOGNITION

A lot of great work is already being done by our immigrant-serving agencies (Immigrant Services –Guelph Wellington, Wellington County Settlement Services, Lutherwood, and St. George’s Centre for Adult ESL) to make our community welcoming and inclusive. As Guelph and Wellington County become more diverse, the Guelph-Wellington Local Immigration Partnership will continue to bring people together to “create a caring, equitable community where everyone thrives.”

For information about how to become involved, **visit guelphwellingtonlip.ca**.

A special thank you to Wellington–Dufferin–Guelph Public Health for the provision of Community Health Survey data used in this report.

Thank you to our partners and community members who are working together to have a meaningful impact in our community:

2nd Chance	AIDS Committee of Guelph Wellington	Arthur Learning Centre	Canadian Mental Health Association
Career Aviators	Centre Wellington Ontario Early Years Program	City of Guelph	Conestoga College
The Cooperators	County of Wellington, Child Services	County of Wellington, Economic Development	County of Wellington, Housing
County of Wellington, Settlement Services	Cultural Federation of Canadian Afghan Turkish	Family and Children Services	FarmStart
First Light Theatre	Francophone Immigration Network	Fresh Insights	FutureWatch
Guelph Chamber of Commerce	Guelph Community Health Centre	Guelph Economic Development Advisory Committee	Guelph Hydro Electric Systems inc.
Guelph Public Library	Guelph Speech and Language Centre	Guelph Wellington Business Enterprise Centre	Guelph Wellington Inclusiveness Alliance
Guelph Wellington Immigration Portal	Immigrant Services – Guelph Wellington	Innovation Guelph	International Languages Program
Iranian Canadian Community of Guelph	Letter M Marketing	Lutherwood	McNeil Consumer Healthcare
OMAF-MRA	Onward Willow – Better Beginnings Better Futures	Newcomer Welcome Centre	Northern Lights Employment
Scotiabank	St. George’s Centre for Adult ESL	United Way Guelph Wellington Dufferin	University of Guelph
Upper Grand District School Board	Welcome Wagon	Wellington Catholic District School Board	Wellington-Dufferin-Guelph Public Health
Wellington County Public Libraries	Workforce Planning Board of Waterloo Wellington Dufferin	YMCA-YWCA of Guelph	Volunteer Centre of Guelph/Wellington

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www.guelphwellingtonlip.ca

**We thank the following partners
for their crucial support**



Citizenship and
Immigration Canada

Citoyenneté et
Immigration Canada

