

Rural and Northern Immigration Pilot

Description

The Rural and Northern Immigration Pilot (RNIP) is a community-driven program designed to spread the benefits of economic immigration to rural communities by creating a path to permanent residence for skilled foreign workers who want to work and live in the regions. The Pilot supports immigration into rural communities and matches new immigrants with permanent full time job vacancies while promoting a welcoming community and connecting newcomers to members of the community and settlement services.

During the period October 1, 2019 to February 28, 2023, Community Futures North Okanagan (CFNO) has been participating in (RNIP) in partnership with Immigration, Refugees and Citizenship Canada (IRCC), the Ministry of Poverty Reduction and Social Development and ETSI-BC.

The economic outcomes attributed to the project include job creation, revenue growth, export growth, business creation/expansion, and training.

Outputs to date of the pilot include:

1. A total of 480 individuals have been supported through RNIP in the North Okanagan region
 2. Endorsed 230 primary applicants assisting in addressing regional labour market shortages, allowing for creative talent attraction and enhanced productivity for regional businesses
 3. Engage community settlement services in order to settle, integrate and retain workers.
 4. The requirements for a 'living wage' estimates average wage is \$22.27/hr with the lowest being \$18.00/hr and the highest of \$58/hr. With 230 individuals participating in the Pilot to date, payroll revenues have been in excess of \$9,000,000.
 5. There have been nearly 200 businesses who have hired candidates from the Pilot and these businesses have also been supported with training and skill development related to hiring and retaining immigrant workers.
 6. Support business retention, expansion and succession – As talent attraction has been identified as the most significant barrier to business retention and expansion, RNIP has allowed regional businesses to source the talent required to maintain and grow their businesses.
 7. The accompanying family of the RNIP applicants create a secondary labour pool for many regional employers experiencing labour shortages further assisting with local workforce gaps. 130 accompanying spouses and 120 children have been part of RNIP.
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Expanded Recommendation Numbers	300 principle applicants
Expanded Timeline	September 1, 2022 to October 31, 2024
Expanded Boundaries	To include the Regional District of the North Okanagan and Shuswap

Pilot Expansion Outcomes and Outputs

Outcomes

- Address regional labour shortages
- Enhance economic development through payroll revenues
- Business retention and expansion
- Successful integration of newcomers to the region

Outputs

- Endorse 300 skilled applicants and 200 accompanying spouses and working-aged children. Total output of 500 jobs in the region(s)
- Support 200 regional employers
- Train 75 new employers on how to hire and retain immigrant workers
- Exceed \$9,000,000 in regional payroll revenues

Current LMP Contracted Activities & Milestones

Milestone	Outcomes to Date
Engage with 45 businesses in the region	191
Conduct 14 presentations with businesses/community	213
Receive 300 applications from foreign nationals	30,000
Recommend 75 RNIP applications	230
Monthly monitoring and reporting	Monthly
Partner with Local Immigration Partnership Committee	Ongoing
Develop and implement a promotions plan	Executed

Industries/NAICS participating in RNIP:

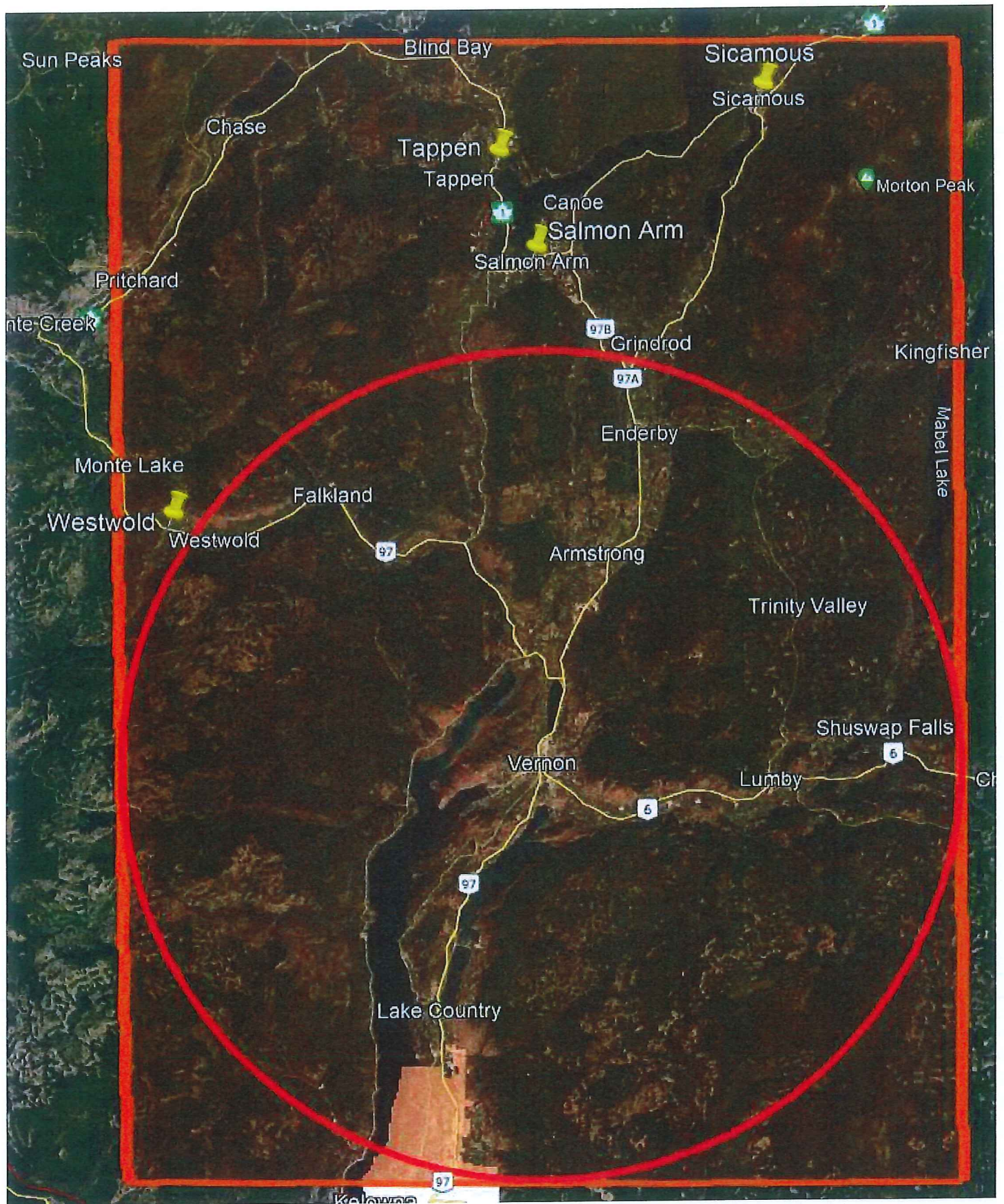
- 40.37% Accommodation and Food Services
- 10.79% Manufacturing
- 10.32% Construction
- 8.92% Health Care and Social Assistance
- 6.57% Retail Trade, Professional, Scientific and Professional
- 3.75% Services
- 3.75% Other Services
- 2.81% Educational Services
- 2.34% Agriculture, forestry, fishing and hunting

Candidates have come from 45 source countries with high participation from India, Philippines, Mexico, South Korea, South Africa, Ukraine and Germany.

The project has far exceeded its milestones, has met all budgetary and reporting requirements and has had a strong impact on the local labour crisis in the region.

Pilot Expansion Details:

The Pilot is *highly successful* from a workforce development and economic immigration stand point and IRCC has decided to extend the Pilot to August 2024. In addition, IRCC has extended the geographical boundaries into the Shuswap region (**red circle** = existing boundary and **orange square** = expanded boundary).



February 16, 2022

RE: Expansion of the Rural and Northern Immigration Pilot

To Whom It May Concern;

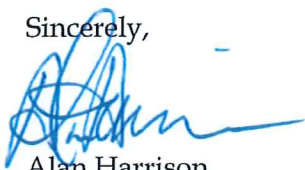
On behalf of the City of Salmon Arm, I am pleased to offer a letter of support for the expansion of the Rural and Northern Immigration Pilot into the Shuswap region. The program goals of strengthening the local economy and supporting the development of the workforce align with the economic goals in the Shuswap area.

The region has been challenged with attracting and retaining a stable workforce because of circumstances including attrition due to above average rates of retirement, the rural location and growing competition for skilled labour. We believe this Pilot would assist with not only filling gaps in the labour market, but will enhance the area with new immigrants who contribute in many ways to the social and cultural fabric of our community.

The community has support systems in place to welcome and assist newcomers to settle in the region. These services will connect foreign nationals to community resources, orient them to the Shuswap area, provide language services as well as housing supports.

The City of Salmon Arm fully supports the efforts to expand the Rural and Northern Immigration Pilot into the Shuswap region and would partner with other organizations in order to make the Pilot a success.

Sincerely,



Alan Harrison
Mayor, City of Salmon Arm