

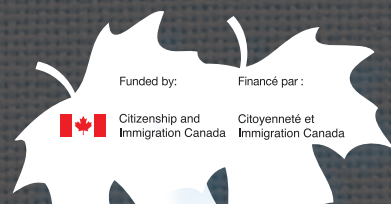
Profile

A collage of 14 circular and rectangular images showing diverse people in various professions and settings. The images include: a woman in a blue lab coat and safety glasses working with glassware; a man in a white lab coat and a straw hat; a young boy in a blue chef's hat and a girl in a white chef's hat preparing food; a man in a black police vest with 'POLICE' written on it; a woman in a blue lab coat with a stethoscope; a family of four (mother, father, and two children) smiling; a man and a woman kissing; a man in a white lab coat holding a small animal; a woman in a red and blue traditional dress; a man in a white lab coat and a woman in a white lab coat; a man in a white lab coat and a woman in a white lab coat; and a man in a white lab coat and a woman in a white lab coat.



Grand Erie Immigration Partnership

Vibrant, prosperous, welcoming communities. — *This is our vision.*



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Introduction

Immigration has played an important role in building the communities of Grand Erie: Haldimand County, Norfolk County, County of Brant and Brantford. Canada is now home to its highest proportion of immigrants in over 75 years.

According to Statistics Canada, by 2030 the number of births in Canada will equal the number of deaths. In the absence of a change in the fertility/mortality rate, immigration will be the only source of population growth for our future.

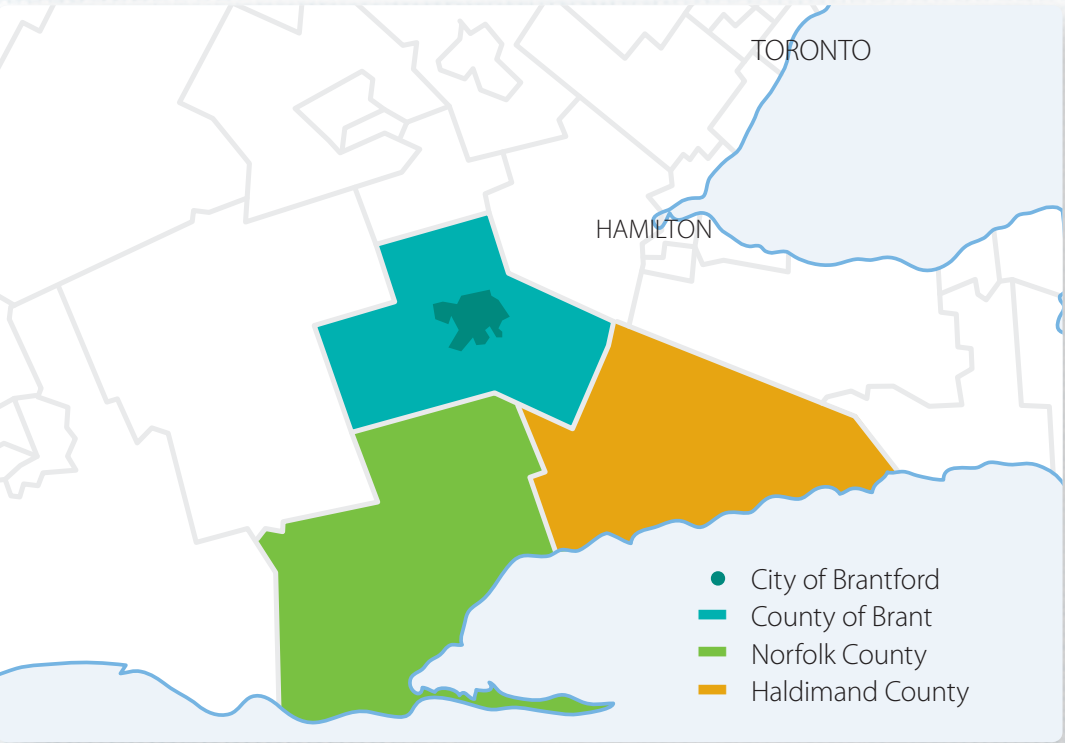
The success of Grand Erie’s immigration plan depends on attracting the right people; ensuring that those who come here are needed for our workforce and that they and their families will find Grand Erie a “welcoming” community offering them a wide range of opportunities.

This report is intended to provide a demographic profile of the immigrant population in Grand Erie. Our goal is to create conversation between residents, service providers, business, government and educators; to grow our workforce by encouraging discussion on how we can harness the talent and skills that immigrants offer our communities; and to become more “welcoming” communities to newcomers from around the world.

Where is Grand Erie?

The Grand Erie region has a unique blend of urban and rural communities including Haldimand County, Norfolk County, County of Brant and the City of Brantford.

Within these municipal boundaries are many small towns, each one with unique characteristics. There are also two native reserves; one is the largest in Canada, and an ever changing urban city.



Community Snapshot

Grand Erie has a changing population. Each year, we receive approximately 300 new permanent residents from countries around the world. Overall, immigrants represent about 12% of our population, which has remained consistent over the last fifteen to twenty years. The largest immigrant populations in the area live in Brantford and Norfolk County where there are larger urban centres. Our rural communities also welcome to over 4,000 seasonal agricultural workers each year.

Quick Facts

The snapshot below details some of the key facts about the communities of Grand Erie, including a comparison to Ontario.

	Haldimand County	Norfolk County	Brant County	Brantford	Ontario
(2006) Total Population	44,705	61,860	33,980	88,845	12,160,282
(2006) % of Total Population Urban	48.6%	43.9%	46.7%	100%	85.1%
(2006) % of Total Population Rural	51.4%	56.1%	53.3%	0%	14.9%
Median Age (Total Population 2006)	40.4	43.4	41.1	39.1	39.0
(2006) Total Number of Immigrants	4,025	7,830	3,425	12,505	3,398,725
(2006) % of Total Population	9.0%	12.7%	10.1%	14.1%	27.9%
Recent Immigrants: 2007 to 2010	85	290	865 (Brantford+Brant)		447,167
Recent Immigrants: 2001 to 2006	135	460	165	1,030	580,740
Visible Minorities (% of Total Population 2006)	1.3%	1.7%	1.5%	7.0%	22.8%

Sources: Statistics Canada, 2006 Census; Citizenship and Immigration Canada, RDM Facts and Figures 2010

Top Source Areas of Recent Immigrants: 2007-2010

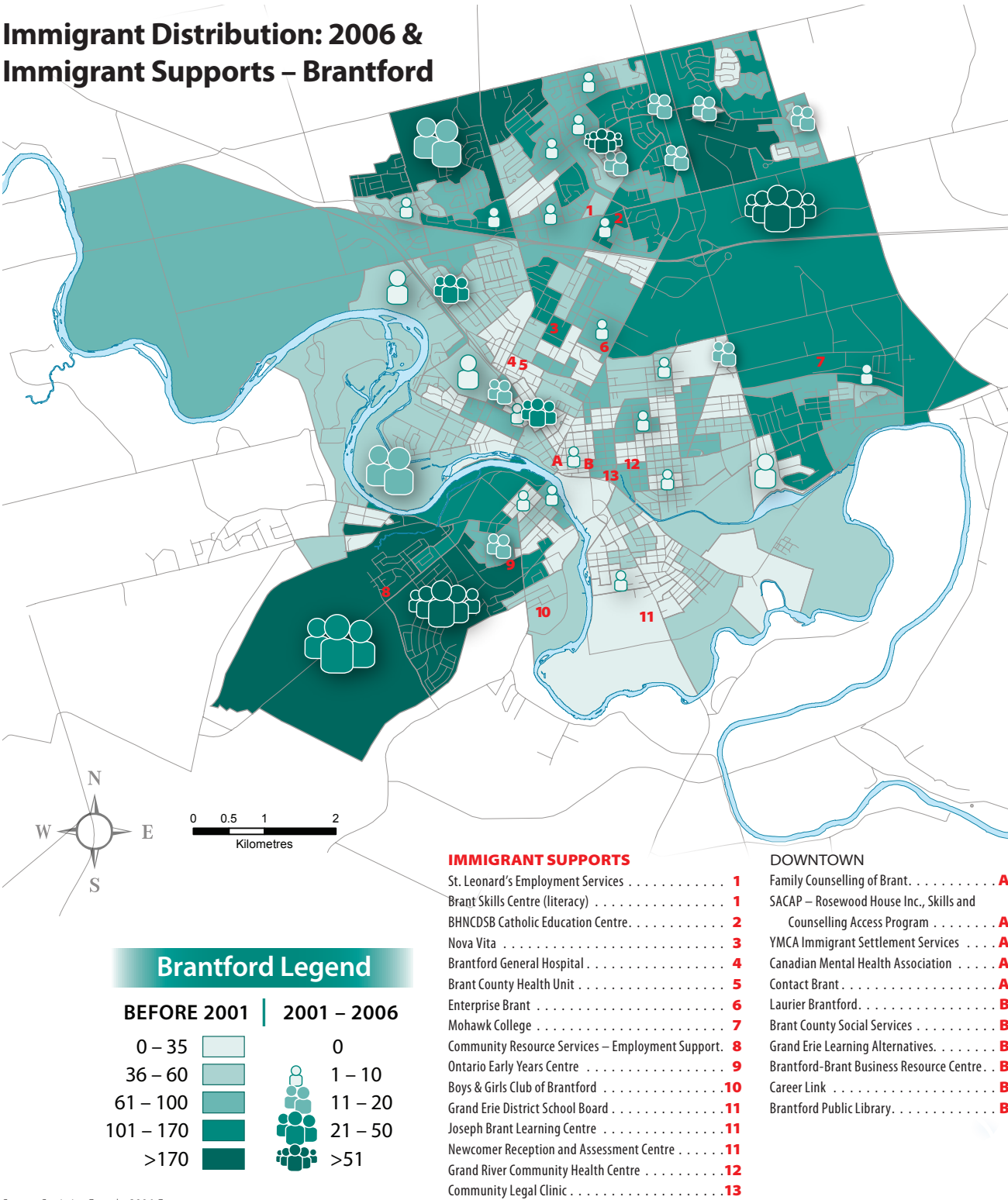
Haldimand	Norfolk	Brantford/Brant	Ontario
1 Europe	South & Central America	Asia & Pacific	Asia & Pacific
2 Asia & Pacific	Asia & Pacific	Europe	Africa & Middle East
3 South & Central America	Europe	South & Central America	Europe

Source: Citizenship and Immigration Canada, RDM Facts and Figures 2010

Where do Immigrants Live in Grand Erie?

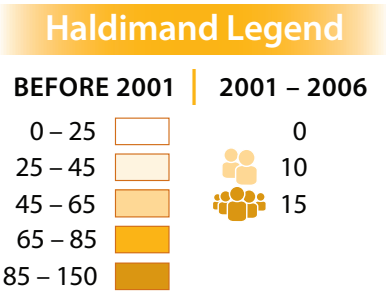
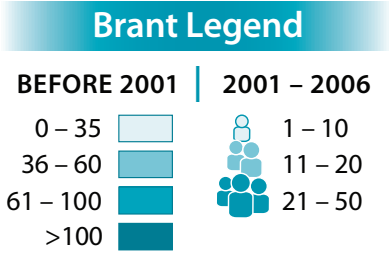
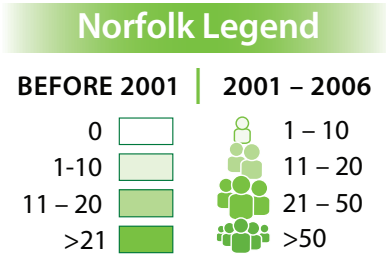
Immigrants have helped to shape the culture in Grand Erie communities for many decades. The following series of maps demonstrate where immigrants are settling within the boundaries of Grand Erie. For each area you can see where established immigrants (those who came to Canada prior to 2001) and where recent immigrants (those who came to Canada between 2001 and 2006) have settled. The maps also include some immigrant supports including service and government agencies.

Immigrant Distribution: 2006 & Immigrant Supports – Brantford



Source: Statistics Canada, 2006 Census

Immigrant Distribution: 2006 & Immigrant Supports – County of Brant, Norfolk County, Haldimand County

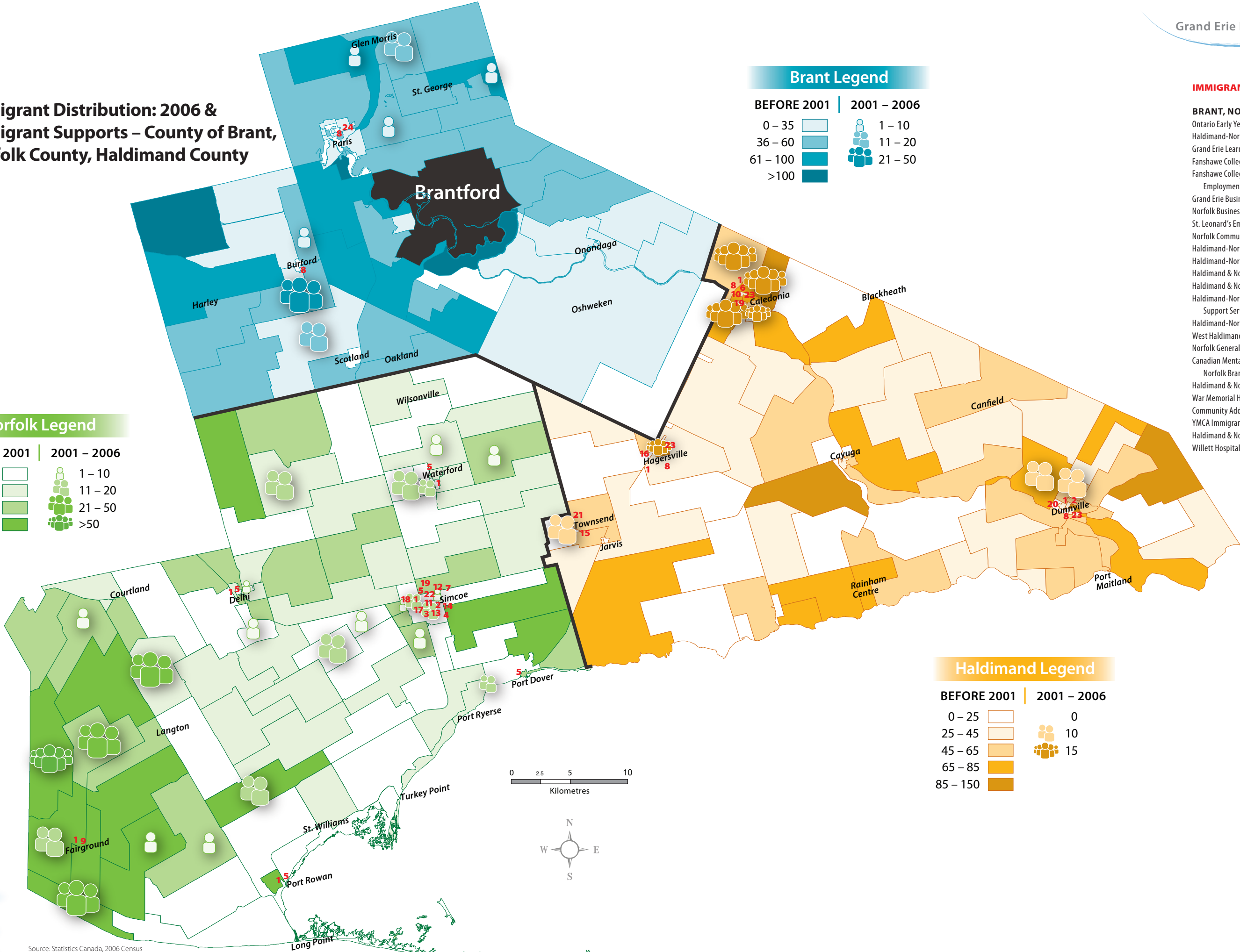


IMMIGRANT SUPPORTS

BRANT, NORFOLK & HALDIMAND

Ontario Early Years Centre	1 ...
Haldimand-Norfolk Literacy Council	2 ...
Grand Erie Learning Alternatives	3
Fanshawe College	4
Fanshawe College Community Career & Employment Services	5 ...
Grand Erie Business Centre	6
Norfolk Business Development Corp.	7
St. Leonard's Employment Services	8 ...
Norfolk Community Help Centre	9
Haldimand-Norfolk Community Support Centre	10
Haldimand-Norfolk Information Centre	11
Haldimand & Norfolk Social Services	12
Haldimand & Norfolk Women's Services	13
Haldimand-Norfolk Community Senior Support Services	14
Haldimand-Norfolk Reach	15
West Haldimand General Hospital	16
Norfolk General Hospital	17
Canadian Mental Health Association Haldimand-Norfolk Branch	18
Haldimand & Norfolk Health Unit	19 ...
War Memorial Hospital	20
Community Addiction & Mental Health	21
YMCA Immigrant Settlement Services	22
Haldimand & Norfolk Housing Corporation	23 ...
Willett Hospital	24

... indicates multiple locations



Source: Statistics Canada, 2006 Census

Permanent Residents by Category

From 2000 to 2010, 3,265 immigrants came to Grand Erie as permanent residents under three basic categories:

- Economic
- Family
- Refugee

Economic immigrants may be accepted as skilled workers, business immigrants, provincial and territorial nominees, live-in caregivers or under the Canadian Experience Class. In Grand Erie, 89.7% (1,115) of economic class immigrants between 2000 and 2010 were accepted as skilled workers. Skilled workers include immigrants who are able to demonstrate their ability to enter the labour market and successfully establish themselves in Canada. They must meet selection criteria that assesses factors such as education, English or French language abilities and work experience.

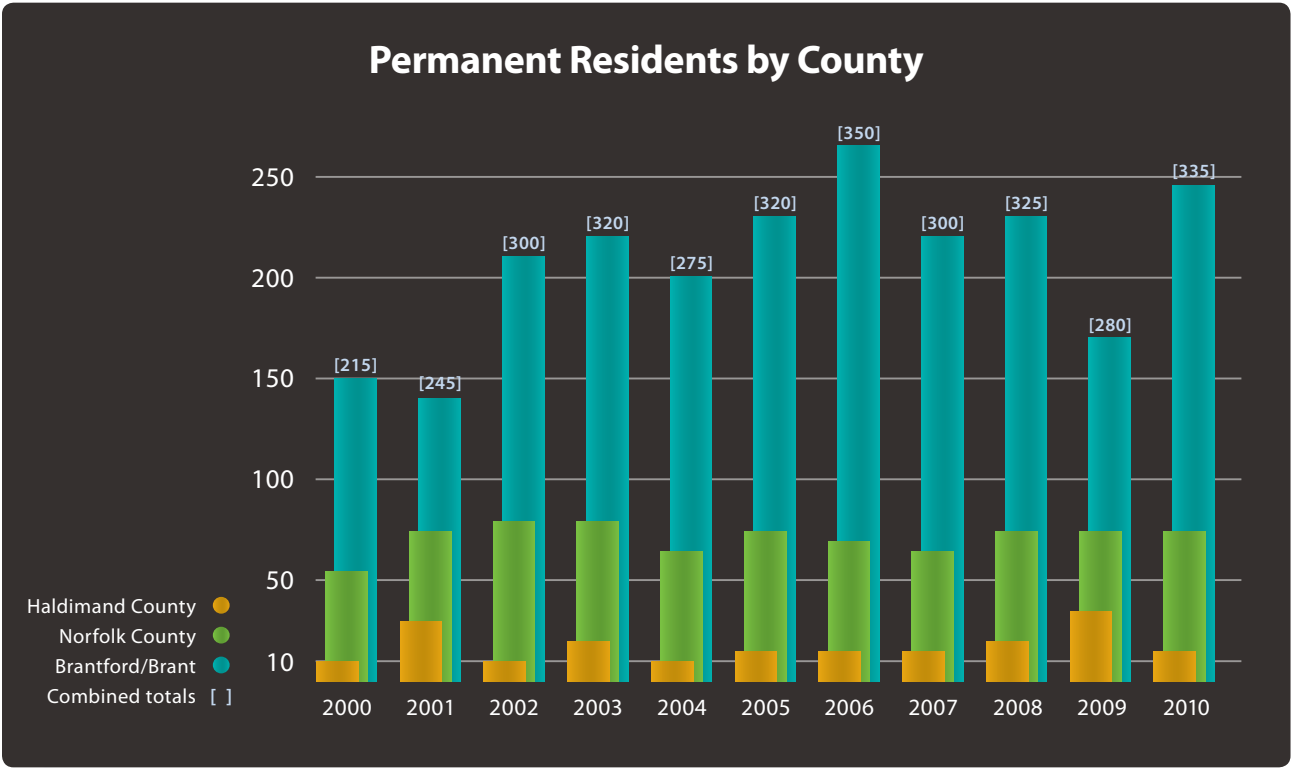
Business immigrants are those who invest their money in an approved venture, who intend to run their own business or who intend to be self-employed. Over the past 10 years, less than 50 people have been accepted as self-employed, entrepreneurs or investors in the entire Grand Erie region.

Provincial nominees, live-in caregivers and Canadian Experience Class immigrants also represent a very small (less than 2%) group in Grand Erie.

Family class immigrants include those who are joining a partner, parent, child or other close relative who is already a permanent resident in Canada. In Grand Erie, 45.7% (1,490) of all immigrants accepted from 2000 to 2010 were under the family class.

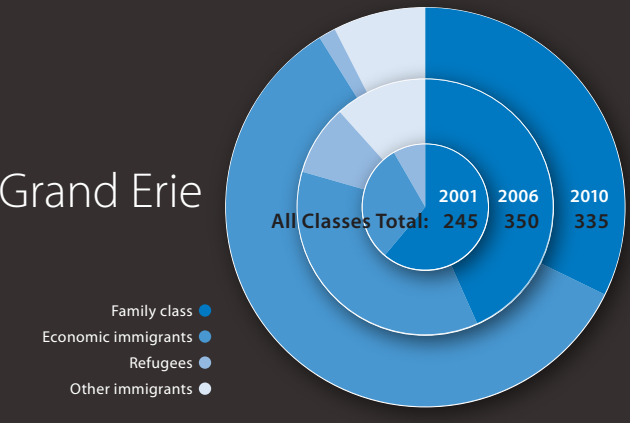
Refugees are immigrants who are fleeing persecution in their home country and are either sponsored by the government or a group in Canada. Grand Erie has received very few (6.4%) refugees over the past decade.

Under special circumstances, an immigrant may be accepted under the “other” category. This includes retirees, humanitarian and compassionate cases.

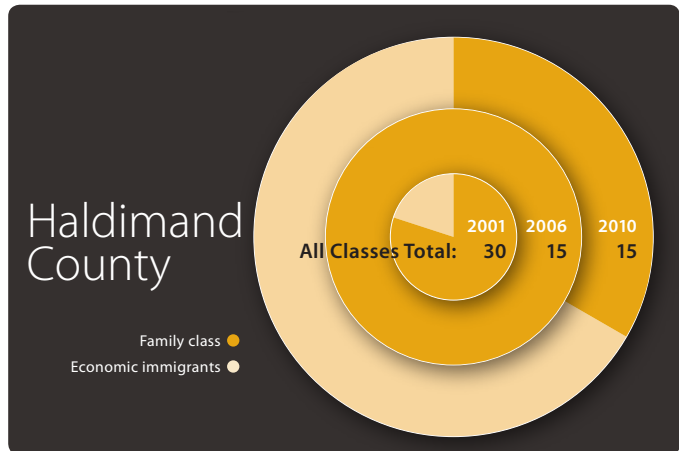
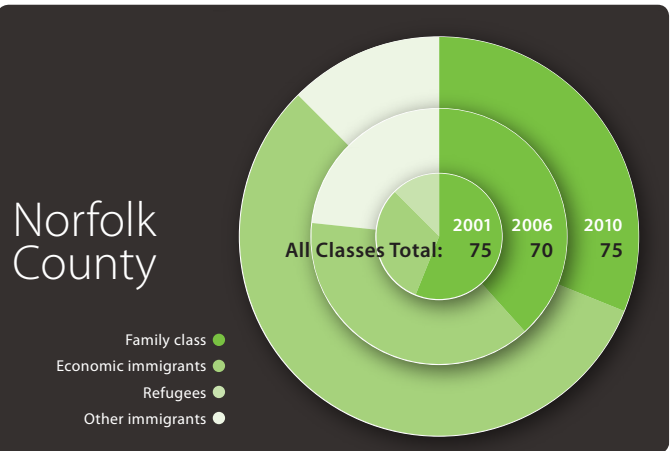
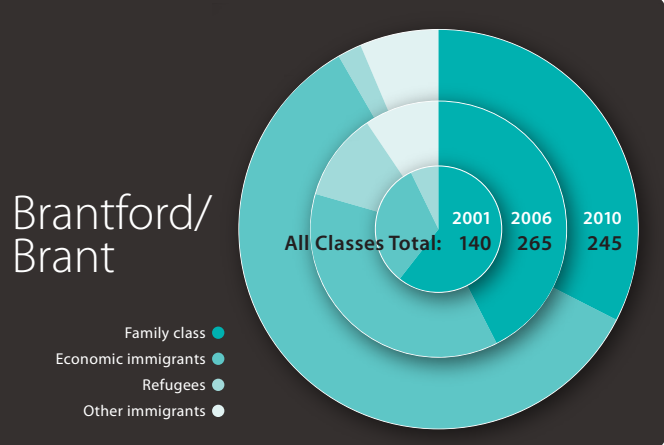


Source: Citizenship and Immigration Canada, RDM Facts and Figures 2010

Permanent Residents by Category: Recent Immigrants 2001, 2006, 2010



Each year, we receive approximately 300 new permanent residents from countries around the world. Overall, immigrants represent about 12% of our population, which has remained consistent over the past fifteen to twenty years.



Source: Citizenship and Immigration Canada, RDM Facts and Figures 2010

The percentage of economic class immigrants has increased each year for the last decade.

Historically, family class is the largest category of immigrants moving to Grand Erie. By looking at data from 2001, 2006 and 2010 it is clear that this is changing. Each year, the percentage of economic class immigrants has increased, indicating that more of the immigrants moving into Grand Erie are skilled workers eager to contribute to the workforce.



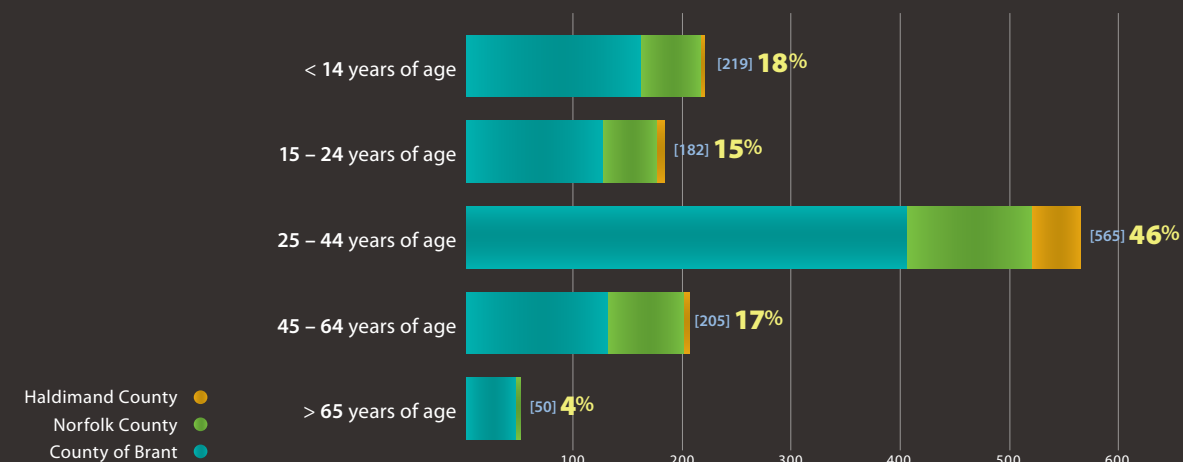
Age/Gender

In 2006, 85% of the total population for Grand Erie was under the age of 65; 67% were working age (15-64) and 18% were under 15 years old. In contrast, the immigrant population was older with 33% over the age of 55. Today this group of 14,860 people is at least 60 years old. In contrast, recent immigrants (2001 to 2006) to Grand Erie are younger – 69% were working age (15- 64) and 25% were under 15 years old. From 2007 to 2010 this trend continued with 78% of new permanent residents between the ages of 15 and 64 and 18% under 15 years old.

There are some points of differentiation between the communities that make up Grand Erie:

- In Haldimand County, 54% of all recent immigrants in 2006 were under 25. From 2007 to 2010, 53% of immigrants were between the ages of 25 and 44.
- In Norfolk, 47% of the total population in 2006 was at least 45 years old (50 today). Since 2007, immigrants moving to this area are younger with 40% between the ages of 25 and 44 and 36% under 25 years old.
- In Brant County, 50% of recent immigrants in 2006 were under 25 years old and 44% were between the ages of 25 and 64.
- In Brantford, 72% of all recent immigrants in 2006 were between the ages of 25 to 64.
- Since 2007, immigrants to Brantford/Brant continue to be young with 32% under 25 years old (62% are between the ages of 25 and 64).

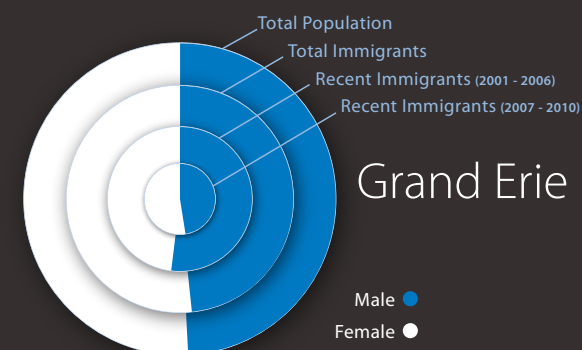
Permanent Residents by Age Group: Recent Immigrants 2007-2010



Source: Citizenship and Immigration Canada, RDM Facts and Figures 2010

In Grand Erie there is an equal balance of males and females in the community. This is true for both immigrants and the general population. There are slightly more female immigrants since 2006.

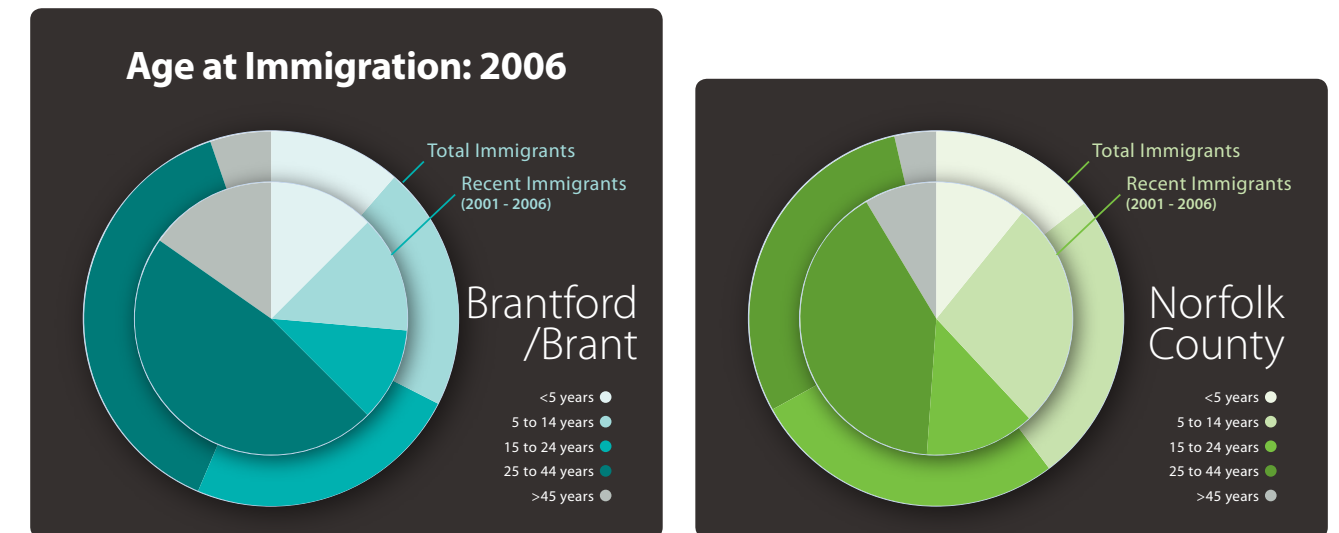
Gender Distribution: 2006



Sources: Statistics Canada, 2006 Census; Citizenship and Immigration Canada, RDM Facts and Figures 2010

Age at Immigration

For Brantford/Brant and Norfolk County the majority of immigrants enter Canada when they are between the ages of 25 and 44. This is prime working age. We can also see by the age at immigration that many immigrants bring young families with them. This is supported by the fact that the largest majority of permanent residents in the area enter under the family class. Data for Haldimand County is not available.

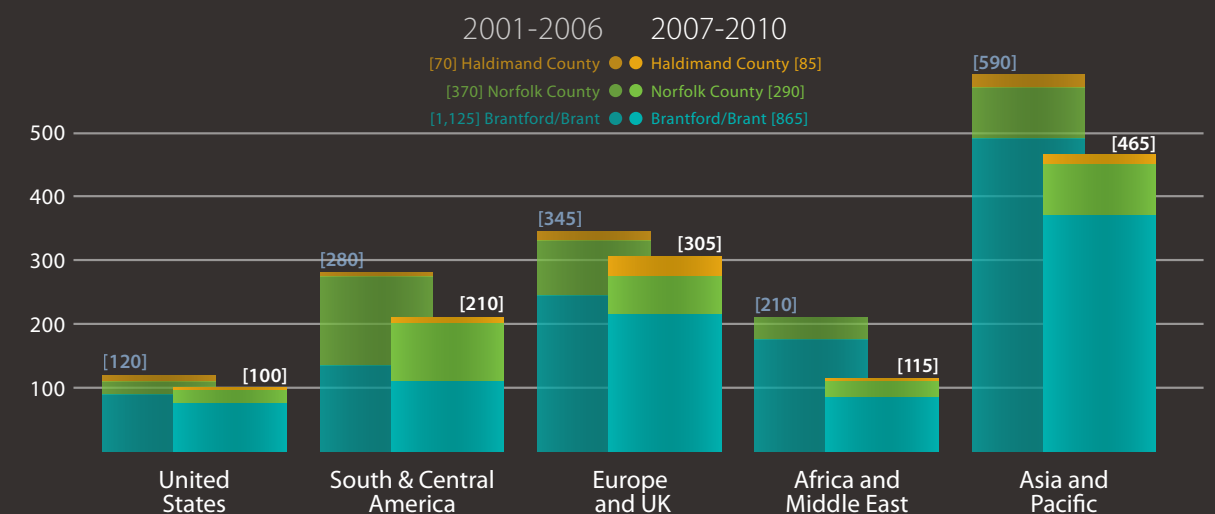


Source: Statistics Canada, 2006 Census

Source Areas

People from all over the world are living in Grand Erie. Historically, the majority of immigrants are from European countries. Since 2001 there has been a shift in this trend with more people choosing to move here from Asia and the Pacific.

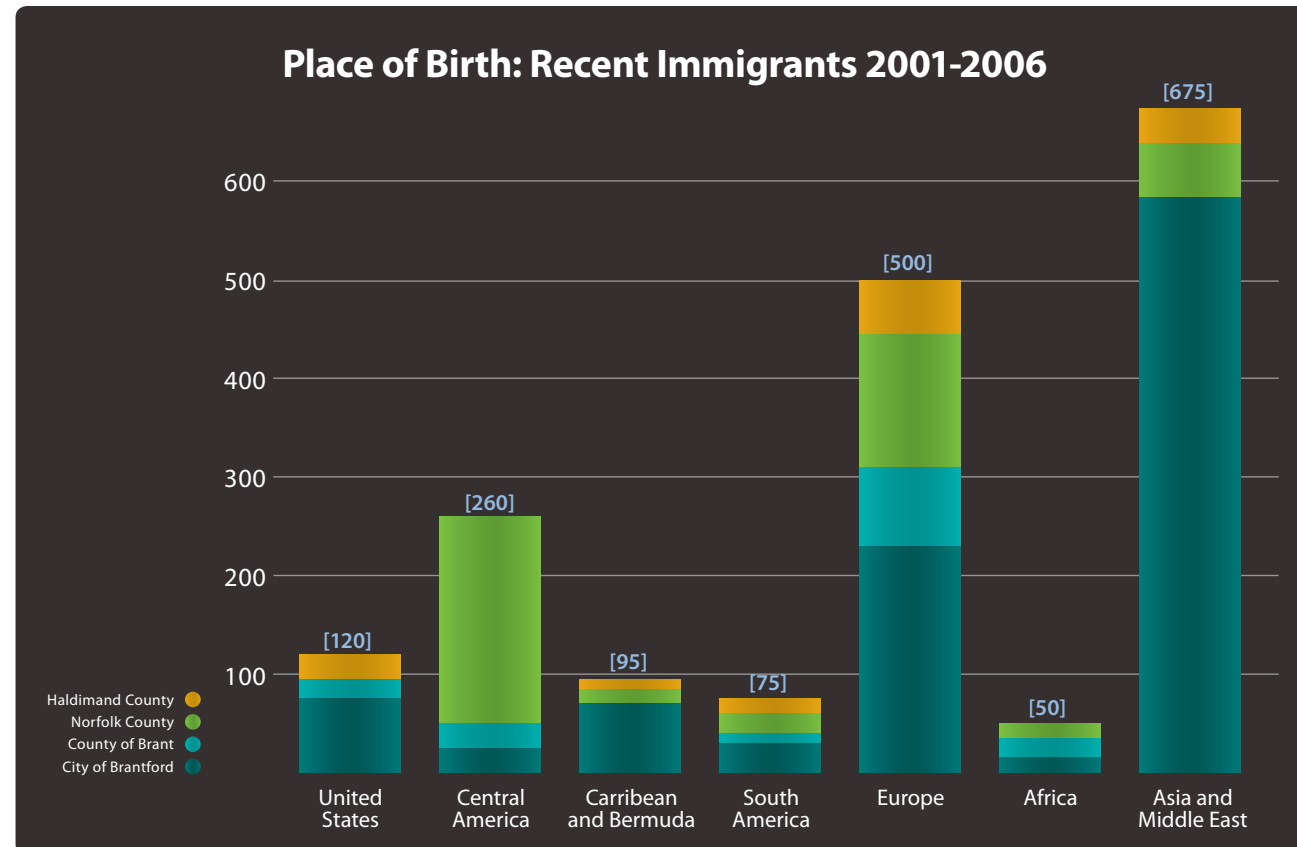
Last Permanent Residence



Source: Citizenship and Immigration Canada, RDM Facts and Figures 2010

Place of Birth

The country you come from and your place of birth may not be one and the same. Place of birth helps to identify the ethnicity of the population. In Grand Erie, the top places of birth for recent immigrants were in Asian and Middle Eastern countries. Residents born in Europe continue to join the community and in Norfolk County, recent immigrants born in Central America are on the rise.

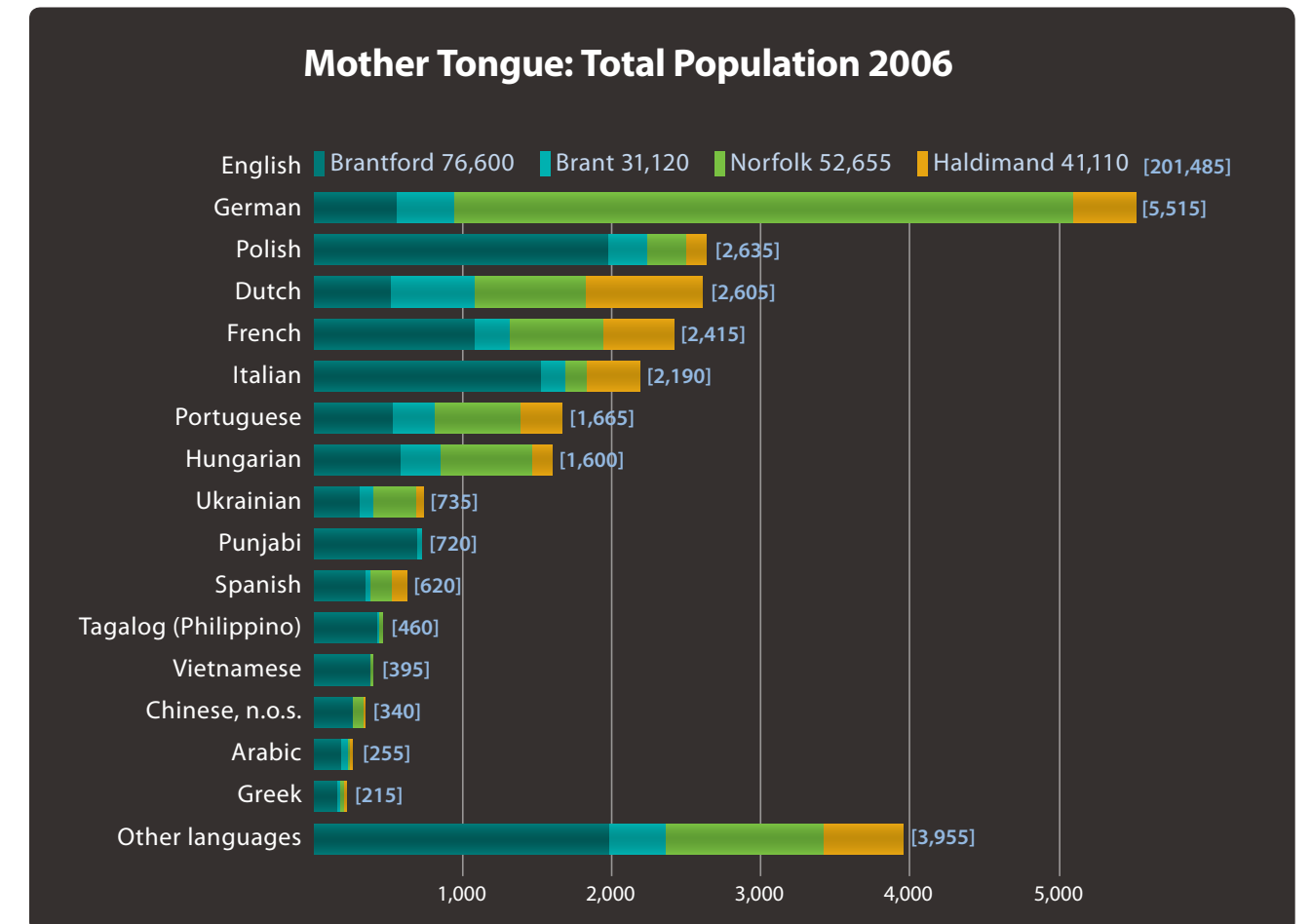


Source: Statistics Canada, 2006 Census

Language Ability

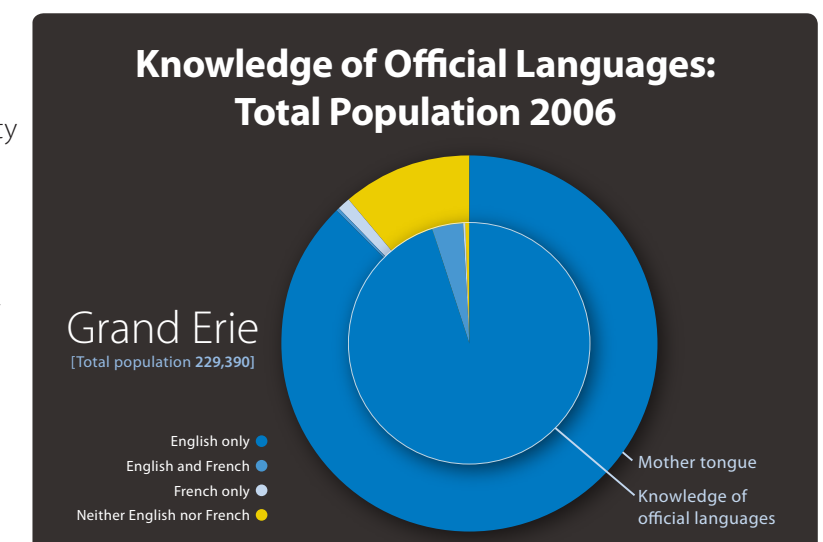
Mother tongue refers to the first language learned at home in childhood and still understood by the individual at the time of the Census. In Grand Erie, 11% of the population speak a different language than English or French. In 2006 the top 5 languages included German, Polish, Dutch, French and Italian. This concentration on European languages is not surprising as most well established immigrants came from Europe many years ago.

Today however, immigrants come from around the world. Mother tongue statistics from 2001 to 2006 show double and triple digit growth in languages such as Chinese, Tagalog, Spanish, Vietnamese, Arabic and Punjabi.



Source (both): Statistics Canada, 2006 Census

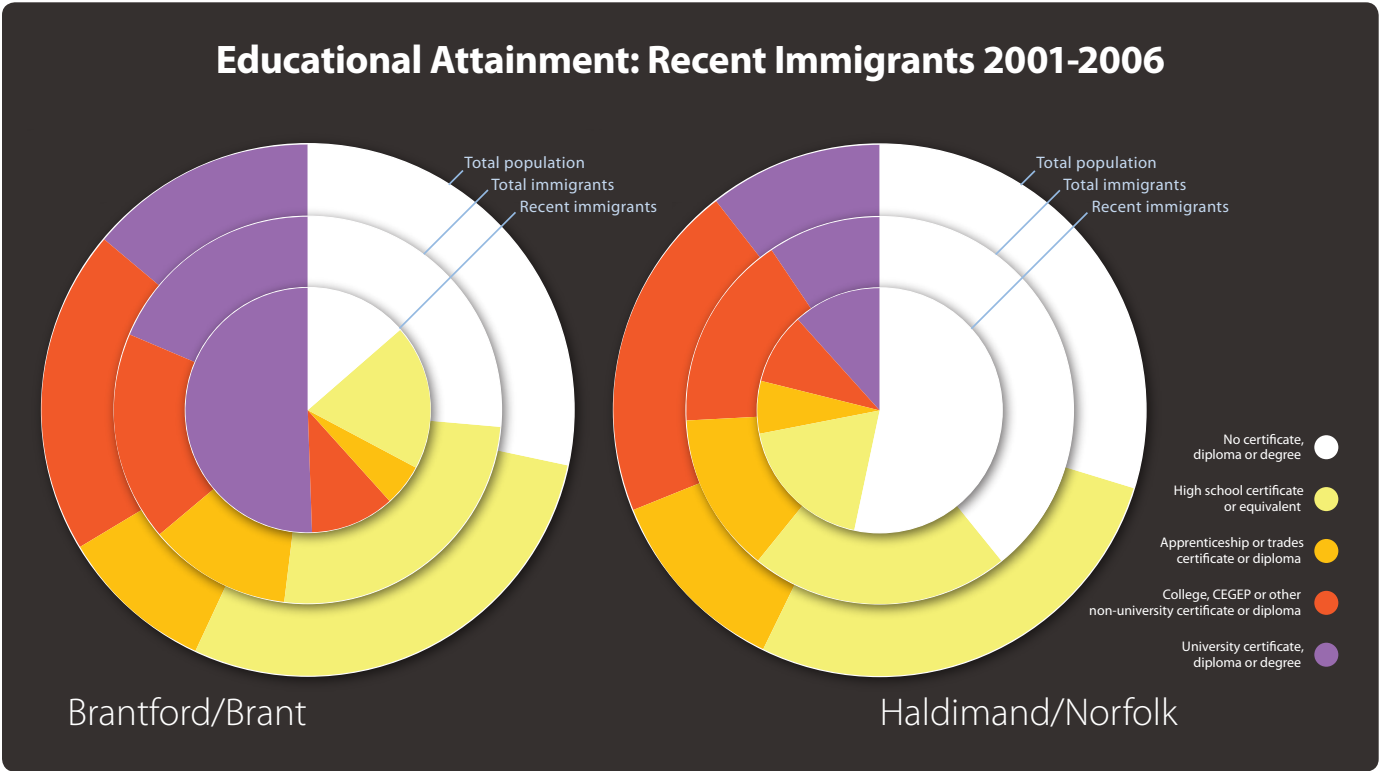
Knowledge of official languages refers to the ability to conduct a conversation in English only, in French only, in both English and French or neither language. In Grand Erie, almost 95% of the population reports they converse in English only.



Educational Attainment

Educational attainment data for Grand Erie is available for Brantford/Brant and Haldimand/Norfolk and includes only the population that is 15 years old and over. There is a significantly different picture for each area. In Brantford/Brant immigrants generally have higher levels of education than the population as a whole. Recent immigrants in particular are coming into the area with University level degrees including Master’s degrees.

In Haldimand/Norfolk recent immigrants have slightly lower levels of education than the population as a whole. Over half of the recent immigrants to the area do not have a completed high school certificate.



Source: Statistics Canada, 2006 Census, Special Tabulations

There is a significantly different picture for each area. In Brantford/Brant immigrants generally have higher levels of education than the population as a whole.



Field of Study

Immigrants who live in Grand Erie with post-secondary education, the top field of study is architecture, engineering and related technologies. This is followed by business, management and public relations and health, parks, recreation and fitness. These fields of study are the most popular among all residents. In Brantford/Brant there has been an increasing number of recent immigrants with degrees in the field of physical and life sciences and technologies and in Norfolk County, a greater number of recent immigrants with degrees in agriculture, natural resources and conservation. Data for Haldimand County is not available in this category.

Field of Study (%): 2006

	Brantford/Brant			Norfolk County		
	Total Population	Total Immigrants	2001 to 2006*	Total Population	Total Immigrants	2001 to 2006*
>15 years with postsecondary qualifications by area of study						
Education	7.4	6.7	5.9	8.0	4.7	0.0
Visual & performing arts/communications technologies	4.0	2.3	2.5	2.6	2.1	0.0
Humanities	4.9	5.9	9.2	4.1	3.4	0.0
Social & behavioural sciences/law	9.4	8.2	5.0	7.6	7.0	11.8
Business/management/public administration	18.6	14.2	19.3	18.6	16.7	23.5
Physical & life sciences/technologies	2.2	3.2	12.6	1.9	2.8	0.0
Mathematics/computer & information sciences	2.7	3.2	5.0	2.4	1.9	0.0
Architecture/engineering & related technologies	22.9	32.0	29.4	25.9	31.8	23.5
Agriculture/natural resources/conservation	2.6	2.4	0.0	3.6	4.2	17.6
Health/parks/recreation & fitness	17.1	15.5	8.4	17.0	16.3	23.5
Personal/protective/transportation services	8.0	6.3	2.5	8.1	9.1	0.0

* Total Recent Immigrants. Source: Statistics Canada, 2006 Census

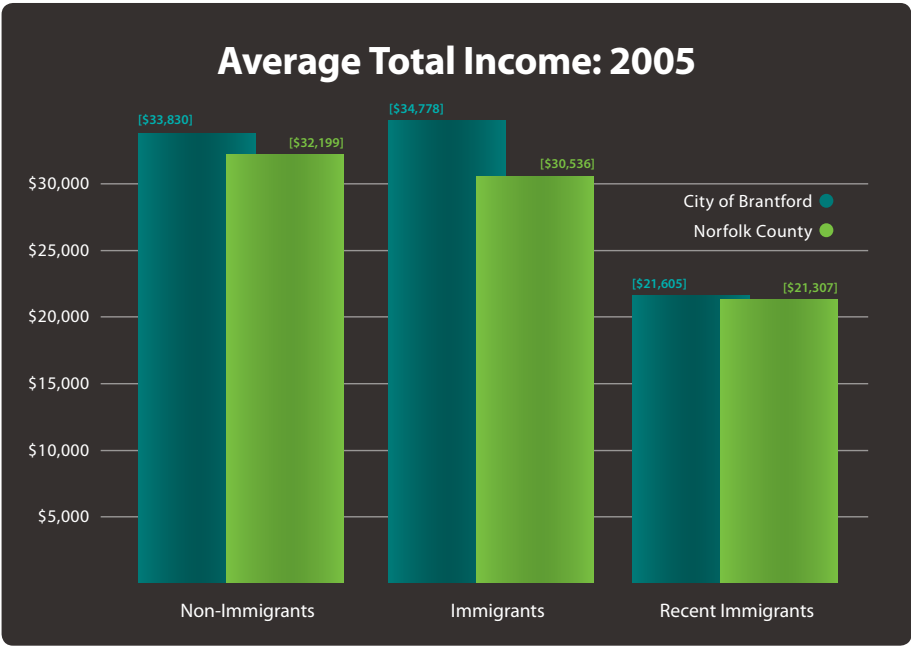


Income

At the time of the 2006 Census income data was collected from the 2005 tax year. Total income includes all income received from salaries and wages, government benefits, investment income and/or any other money income received during the 2005 calendar year by persons 15 years of age and over. For both Brantford/Brant and Norfolk County the average income in 2005 for Canadian-born residents and immigrants was almost equal with just \$1,000-\$2,000 more or less per year. For recent immigrants this was not the case. Recent immigrants earned an average of 35% less than their Canadian-born or established immigrant peers. This is especially concerning in Brantford/Brant, where most recent immigrants reported a higher level of education than the general population.

Data for Haldimand County is not available in this category.

Source: Statistics Canada, 2006 Census



Labour Force Activity

In 2006, Grand Erie had similar unemployment (6.0%) and participation rates (67.1%) to the province. The total immigrant population experienced a lower unemployment rate than the region and province at just 4.9%. Recent immigrants have a different story. The unemployment rate for recent immigrants was 9.5% during the same time period – 58% higher than the total population. This is reflected in both Brantford/Brant and Haldimand/Norfolk.

Labour Force Activity: 2006

	Ontario	Grand Erie			Brantford/Brant			Haldimand/Norfolk		
Population >15 years	Total Population	Total Population	Total Immigrants	2001 to 2006*	Total Population	Total Immigrants	2001 to 2006*	Total Population	Total Immigrants	2001 to 2006*
Total activity	9,819,420	187,150	26,990	1,340	99,860	15,445	905	87,285	11,550	435
In the labour force	6,587,580	125,530	14,820	1,000	67,710	8,810	685	57,820	6,010	310
Employed	6,164,245	118,005	14,090	905	63,625	8,375	620	54,380	5,715	280
Unemployed	423,335	7,525	730	95	4,085	435	65	3,440	295	30
Not in the labour force	3,231,840	61,615	12,175	340	32,145	6,635	220	29,465	5,535	120
Participation rate %	67.1	67.1	54.9	74.6	67.8	57.0	75.7	66.2	52.0	71.3
Employment rate %	62.8	63.1	52.2	67.5	63.7	54.2	68.5	62.3	49.5	64.4
Unemployment rate %	6.4	6.0	4.9	9.5	6.0	4.9	9.5	5.9	4.9	9.7

* Total Recent Immigrants. Source: Statistics Canada, 2006 Census

Temporary Residents

Temporary residents are those who are in Canada and hold a valid temporary permit allowing them to work or study for a specific period of time. Foreign workers represent the largest group, followed by other, foreign students and humanitarian aides.

Based on statistics we have from Service Canada, foreign workers do not include seasonal agricultural workers who have entered under the Seasonal Agricultural Workers Program (SAWP).



Source: Citizenship and Immigration Canada, RDM Facts and Figures 2010

When applying for a temporary work visa, applicants are asked to declare an occupation or skill level. In Grand Erie, the majority of foreign workers do not state their occupation or skill level; however, those that do are primarily working in Intermediate and clerical or skilled and technical positions.

Occupational Skill Level: Temporary Residents 2007-2010

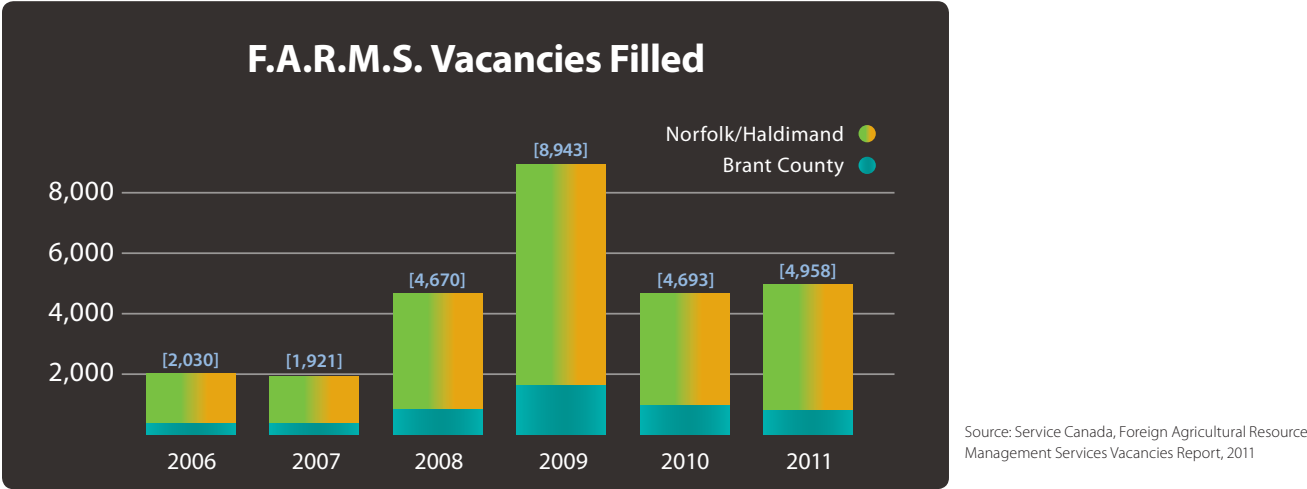
	Brantford/Brant		Norfolk County		Haldimand County	
	2007-10	%	2007-10	%	2007-10	%
0 - Managerial	45	4%	15	2%	10	4%
A - Professionals	85	7%	25	3%	65	26%
B - Skilled and Technical	165	14%	40	6%	70	28%
C - Intermediate & Clerical	140	12%	230	32%	15	6%
D - Elemental & Labourers	105	9%	10	1%	0	0%
CIC synthetic codes	0	0%	0	0%	0	0%
Skill level not stated	615	53%	385	53%	65	26%
Total	1,160		720		250	

Source: Citizenship and Immigration Canada, RDM Facts and Figures 2010

Migrant Farm Workers

Every year, employers in Grand Erie hire thousands of foreign workers to help address skill and labour shortages. The majority of these migrant farm workers are issued work permits under the Seasonal Agricultural Workers Program (SAWP).

The Foreign Agricultural Resource Management Services is a non-profit organization that facilitates and coordinates the processing of requests for SAWP workers. According to their database, 4,158 vacancies in Haldimand & Norfolk and 800 vacancies in Brant were filled through this agricultural stream in 2011. The top source countries were Jamaica and Mexico. Trinidad/Tobago, East Caribbean and Barbados represent a small, but growing population as there were no workers reported from these areas prior to 2008.



SAWP allows employers (farms) to hire agricultural workers to work in specific agricultural commodity sectors from Mexico, Anguilla, Antigua and Barbuda, Barbados, Dominica, Grenada, Jamaica, Montserrat, St. Kitts-Nevis, St. Lucia, St. Vincent, and Trinidad and Tobago. Employers must offer a minimum of 240 hours of work within a period of six weeks or less, for a maximum duration of eight (8) months between January 1 and December 15. Workers have access to OHIP services while they are here and they contribute to CPP, EI and pay Income Tax. Before employers can apply for workers through this program they are required to demonstrate that they have made efforts to hire Canadian workers by posting on job banks and other employment programs. Migrant workers must be paid the same wages as Canadians doing the same work in their region. They must also pay for part of the worker's transportation costs, provide free inspected housing and ensure the worker is covered under private or provincial health insurance while in Canada.

Low-German Speaking Mennonites

There are about 1.6 million Mennonites worldwide. According to the 2001 Census, there are over 190,000 Mennonites in Canada and we can confirm that approximately 10,000 of them live in Haldimand and Norfolk Counties (primarily west of Simcoe).

The journey of the Low-German speaking Mennonites is one of migration. In the 1870s, colonies moved from Russia to Canada and then in the 1920s from Canada to Mexico or South America. The extreme drought of the early 1950s, as well as land pressure, caused Mennonite families to return to Canada for agricultural work in the summer months, returning to Mexico for the winter. By 1969, 18% of each new generation was returning to Canada. This migrant lifestyle continues to this day, however, more and more families are choosing to stay in Canada. For these families, citizenship and immigration laws and the ability to integrate into Canadian society proves challenging. Some Mennonites have been able to retain their Canadian citizenship through their parents and grandparents; however, they may never have lived in Canada prior to their arrival. Their way of life is unique – the way they dress, their approach to education/technology, their colony lifestyle, their religious practices – each impacting on their ability to adjust to a new life in Canada.¹

IMPORTANT DEFINITIONS

Census Division (CD)

A Census Division is defined as a group of neighbouring municipalities joined together for the purposes of regional planning and managing common services (such as police or ambulance services). For Grand Erie, there are two (2) Census Divisions: Haldimand/Norfolk and Brant (includes Brantford, Brant, New Credit and Six Nations).

Census Metropolitan Area (CMA)/Census Agglomeration (CA)

A CMA/CA is defined as an area consisting of one or more neighbouring municipalities situated around a major urban core. A Census metropolitan area must have a total population of at least 100,000 of which 50,000 or more live in the urban core. A Census agglomeration must have an urban core population of at least 10,000. For Grand Erie, there is one (1) CMA – Brantford (includes Brant) and one CA – Norfolk County.

Census Subdivision (CSD)

A CSD is defined as an area that is a municipality or an area that is deemed to be equivalent to a municipality for statistical reporting purposes (e.g., as an Indian reserve or an unorganized territory). For Grand Erie, there are four (4) CSDs: The City of Brantford, County of Brant, Haldimand County and Norfolk County.

Health Region

Health regions are legislated administrative areas defined by provincial ministries of health. These administrative areas represent geographic areas of responsibility for hospital boards or regional health authorities. For Grand Erie, there are two (2) health regions: Brantford/Brant and Haldimand/Norfolk.

Visible Minority

Persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour.

Immigrant

An immigrant is a person who was not born in Canada and has been granted the right to live in Canada permanently by immigration authorities.

Recent immigrant

A recent immigrant is a person who was not born in Canada and has been granted the right to live in Canada permanently by immigration authorities between 2001 and 2006 or between 2007 and 2010.

Permanent Resident

A person who is legally in Canada on a permanent basis as an immigrant or refugee, but is not yet a Canadian citizen.

Temporary Resident

People from another country who are lawfully in Canada on a temporary basis and hold a valid permit such as a work permit, study permit, temporary resident permit or visitor record.

THE DATA

This report has been prepared using the following sources of data:

Statistics Canada – Census

The latest Census data available is from 2006. This data provides a statistical portrait of our country and communities and is the primary source of detailed data for our target group. The Census includes every man, woman and child living in Canada on Census day, as well as Canadians who are abroad. Persons in Canada including those holding a temporary resident permit, study permit or work permit, and their dependents, are also part of the Census. Census Canada has various levels of geography including national and provincial data, as well as different kinds of community data. Data for the topics discussed in this report may or may not be available at the community level. In order to present as much detail as possible the smallest geographic level available was used to report data. In some cases, Haldimand and Norfolk and Brantford and Brant are presented together. Some communities may not be presented where information is not available.

Citizenship and Immigration Canada (CIC) – Fast Facts

Citizenship and Immigration Canada's Fast Facts 2010 provide information about new permanent residents and temporary residents who have designated one of the communities within Grand Erie as their destination. CIC data is available for Haldimand County, Norfolk County and Brantford/Brant.

Local Data

Other sources of local data have been used to highlight specific populations in Grand Erie.

Note:

Due to privacy considerations, data has been subjected to random rounding. Under this method, all figures are randomly rounded either up or down to multiples of *5*. All values between 0 and 5 are unreported. As a result of random rounding and data suppression, data may not sum up to the totals indicated.

Footnote 1 (page 18):

Lobe / Mennonite World Conference, A. C. (Ed.). (2011, October). Connector. Retrieved from http://www.mwc-cmm.org/images/files/Connector_E/2011_oct_connector.pdf
DRIEDGER, L., & EPP, F. H. (n.d.). Mennonites. Retrieved December 22, 2011, from <http://www.thecanadianencyclopedia.com/index.cfm?PgNm=TCE&Params=A1ARTA0005232>
Altkolonier Mennonitengemeinde, Mexico. (2011, April 18). Retrieved December 22, 2011, from http://www.anabaptistwiki.org/mediawiki/index.php/Altkolonier_Mennonitengemeinde_Mexico



Workforce
Planning Board
of Grand Erie



Grand Erie Immigration Partnership

For more information please contact us at 519-756-1116
or visit www.workforceplanningboard.org/immigration.

The Workforce Planning Board of Grand Erie, YMCA Immigrant Settlement Services, the City of Brantford, County of Brant, Haldimand County and Norfolk County are working together with businesses, community organizations and individuals, to support partnerships and planning around the needs of newcomers. We are one of 35 Immigration Partnerships in Ontario funded by Citizenship and Immigration Canada.

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