



Short-Term Retention Rates of Economic Immigrants in Atlantic Provinces: Evaluation of the Atlantic Immigration Program

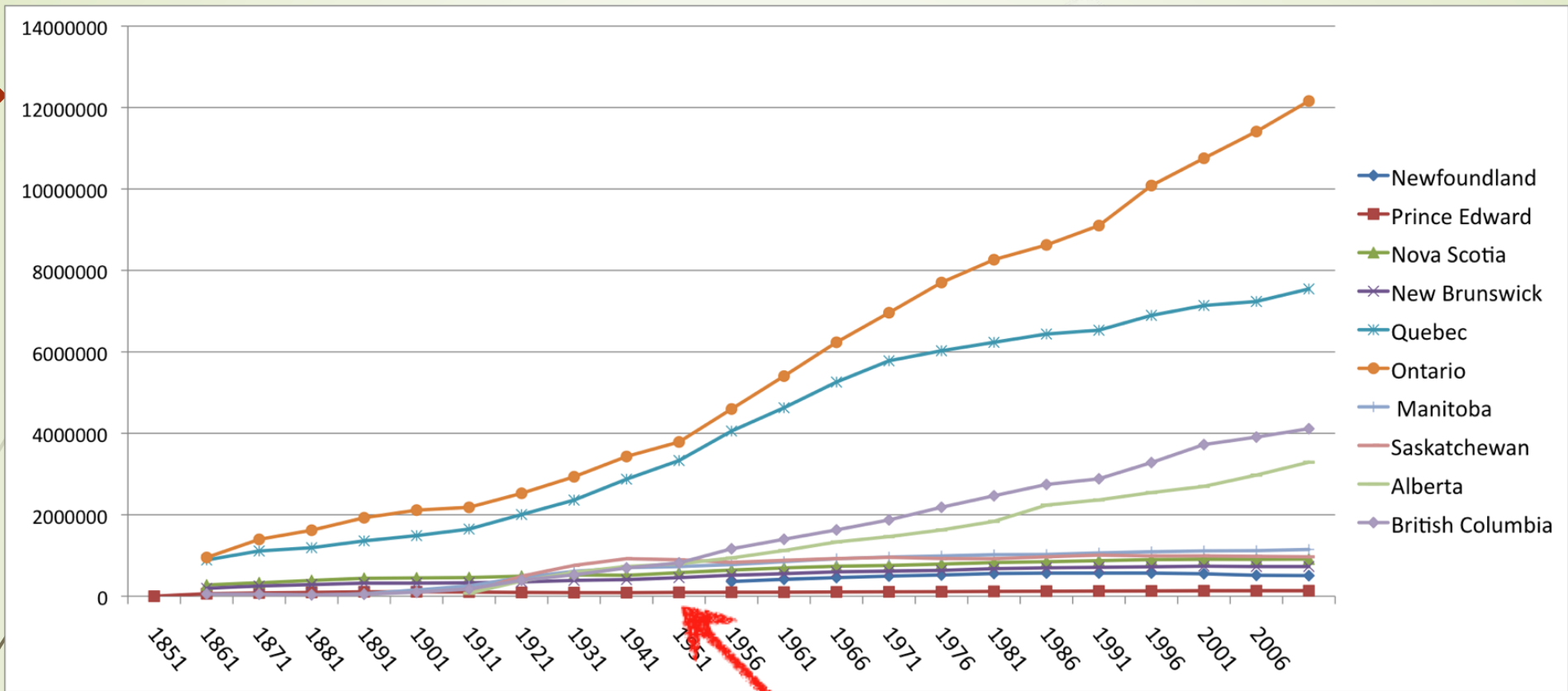
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Outline



- Introduction
- What happened?
- Can immigration policy help with the recruitment and retention of immigrants?
- Is the Atlantic Immigration Program better than the rest for getting newcomers to Atlantic Canada?



Population of Canadian Provinces, 1851-2006



Fertility rates

Fertility Rates in 1951 (National rank)

- Prince Edward Island: 5.1 (1)
- Nova Scotia: 4.8 (4)
- Newfoundland/Labrador: 4.9 (3)
- New Brunswick: 5.0 (2)

Fertility Rates in 2021 (National rank)

- Prince Edward Island: 1.43 (7)
- Nova Scotia: 1.11 (10)
- Newfoundland/Labrador: 1.36 (9)
- New Brunswick: 1.44 (8)

Source: Statistics Canada. [Table 13-10-0418-01 Crude birth rate, age-specific fertility rates and total fertility rate \(live births\)](#)



Can immigration policy help with the recruitment and retention of immigrants?

- ▶ Yes!
 - ▶ But which policies work best?
- ▶ Atlantic Canada has experienced profound demographic change, with significant losses of (mostly young) people over the past 50 years.
- ▶ Immigration (either primary or secondary) appears to be the only partial solution to Atlantic Canada's "demographic constrictor"

Can immigration policy help with the recruitment and retention of immigrants?

Province/Territory	Date of First Signed PNP Agreement	Start of PN Program in P/T
Newfoundland and Labrador	September 1, 1999	1999
New Brunswick	February 22, 1999	1999
Manitoba	October 22, 1996	1999
Prince Edward Island	March 29, 2001	2001
Saskatchewan	March 16, 1998	2001
British Columbia	April 19, 1998	2001
Alberta	March, 2002	2002
Yukon	April, 2001	2002
Nova Scotia	August 27, 2002	2003
Ontario	November 21, 2005	2007
Northwest Territories	August, 2009	2009

Source: IRCC, 2019. <https://www.canada.ca/en/immigration-refugees-citizenship/corporate/reports-statistics/evaluations/provincial-nominee-program/section-3.html>

Determinants of Residing Out of a Major City, Canada Overall (Haan, 2019)

Demographic Characteristics		
Age	1.000	***
Married	1.045	***
Male	1.031	***
Education		
Trades	1.058	***
Bachelor or More	0.883	***
Source Region		
Europe	Ref.	
North America	2.216	***
United Kingdom	1.973	***
Africa	0.755	***
The Phillipines	0.464	***
Latin America	0.618	***
Asia	0.401	***
Admission Categories		
Provincial Nominee Program	4.317	***
Refugee	1.477	***
Family	1.527	***
Other	Ref.	
Source: The Permanent Resident Data System (PRDS)		

➤ Source: Permanent Resident Data System, All immigrants.



Isn't the PNP 'good enough'?

- ▶ No, because it doesn't take into account the unique regional characteristics.
 - ▶ Atlantic Canada share many of the same issues, and should therefore its their own program.
- ▶ Launched in 2017, the **Atlantic Immigration Pilot Program (AIPP)** was a 3-year pilot program designed to **attract and retain skilled immigrants and international graduates in Atlantic Canada.**
- ▶ It became a permanent program in 2021.
- ▶ There is a target of 8,500 arrivals in 2023.



The Atlantic Immigration Program

- ▶ Is the Atlantic Immigration Program working (IRCC, 2020)?
 1. Immigrant flows to Atlantic Canada increased under the AIP.
 2. The AIP is helping employers in Atlantic Canada fill labour market needs in key occupational categories, particularly in technical occupations and skilled trades (NOC B) and intermediate level occupations (NOC C).
 3. A large majority of AIP principal applicants were working and reported income comparable to the regional average in Atlantic Canada.
 4. A majority of AIP newcomers are still living in Atlantic Canada after their first year in Canada.
- ▶ Is the Atlantic Immigration Program *better* than other regional economic class programs for getting newcomers to stay in Atlantic Canada?

Current Study

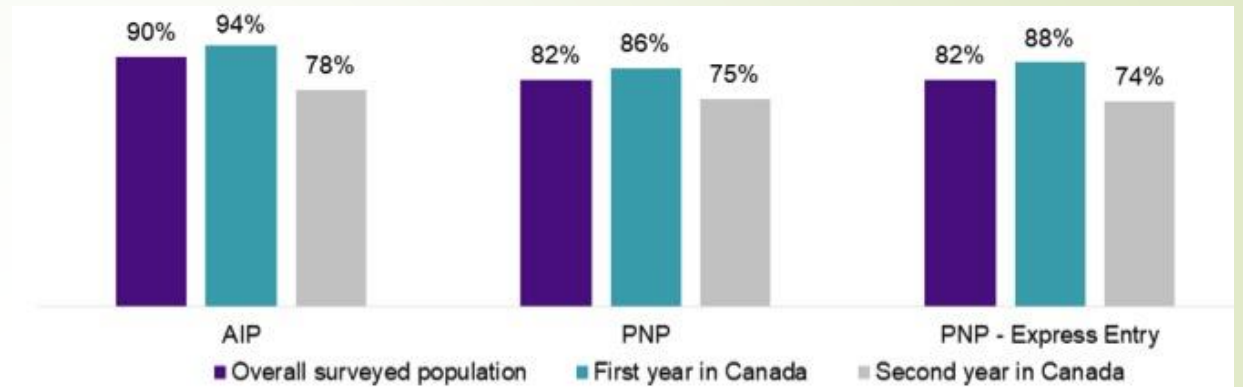
According to IRCC evaluation report, the overall **retention rates** at the provincial level among **AIP principal applicants (90%)** were **higher** than **PNP (82%)** and **Express Entry (82%)** principal applicants (IRCC, 2020).

However, the evaluation was only based on **immigrants who responded to the survey**

No empirical studies systematically analyzed whether immigrants under the **AIP** have **higher retention rates** than **other sub-national economic programs** in Atlantic Canada.



Surveyed economic principal applicants living in Atlantic Canada



Note: Due to low numbers, 2017 AIP cohort data was not individually reported, but is included in the overall population.
Sources: IRCC, Survey of AIP Principal Applicants 2020, Q3; IRCC, Survey of Express Entry Applicants, 2018, Q3.

The **objective of this study** is to examine if the **AIP** **improved the first-year retention rates** of immigrants who arrived in Atlantic Provinces between 2017 and 2019

Hypotheses



- **AIP** principal applicants have **higher 1-year retention rate** than **PNP and Express Entry** principal applicants in Atlantic Canada
- **International students and temporary foreign workers** who became permanent residents through **AIP** have **higher 1-year retention rate** than students through **PNP and Express Entry** in Atlantic Canada
- For those who intend to work in **sales and services occupation**, **AIP** immigrants have **higher 1-year retention** rate than **PNP and Express Entry** immigrants in Atlantic Canada

Data & Method



Data: Longitudinal Immigration Database (IMDB) 2020

IMDB contains administrative immigration data of immigrants at landing and their tax record after landing

Sample

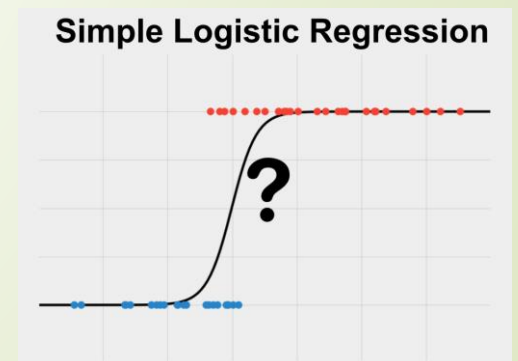
Principal applicant immigrants who came to Canada between 2017 and 2019 under the AIP, PNP or Express Entry, age 18 to 54 at the time of landing, destination provinces are in Atlantic provinces. ~9,000 observations.

Method: Logistic regression

Dependent variable:

Whether or not immigrants live in Atlantic provinces after one year of admission (using their tax record to determine their provinces of residence; **tax year = landing year + 1**)

Independent variable: Next slide



Hypothesis 1: **AIP** principal applicants have **higher 1-year retention rate** than **PNP and Express Entry** principal applicants in Atlantic Canada

One-year retention= Admission category + Pre-landing experience + Intended occupation industry + **Source region** + **Age at landing** + **Highest level of education** + **Gender** + **Knowledge of official language** + **Destination provinces** + **Marital status** + **Have children under 18** + **landing year**

Admission Category	Model
	Overall Rate
Atlantic Immigration Program	66.99
Provincial Nominee Program	65.85
Express Entry	59.38***

*Note: **Predicted probabilities, based on a population.** The results are based on immigrants came to Atlantic Canada between 2017 and 2018 **under a regional program.** We did not include 2019 landing immigrants because 2020 tax data are not available yet*

Hypothesis 2: International students and temporary foreign workers who became permanent residents through **AIP** have **higher 1-year retention rate** than **PNPs and Express Entries** in Atlantic Canada

Admission Category	Student	Worker
	Overall Rate	Overall Rate
Atlantic Immigration Program	67.89	67.69
Provincial Nominee Program	63.28	66.93***
Express Entry	63.40	68.72***

Note: Predicted probabilities, based on a population. The results are based on immigrants came to Atlantic Canada between 2017 and 2018 under a regional program. We did not include 2019 landing immigrants because 2020 tax data are not available yet

Hypothesis 3: For those who intend to work in **sales and services occupation**, **AIP** immigrants have **higher (but not statistically significant) 1-year retention** rate than **PNP and Express Entry** immigrants in Atlantic Canada

Admission Category	Sales/Service	Other/not stated
	Overall Rate	Overall Rate
Atlantic Immigration Program	65.29	67.37
Provincial Nominee Program	64.04	66.35
Express Entry	56.79	60.03

Note: None of these results is statistically significant. Predicted probabilities, based on a population. The results are based on immigrants came to Atlantic Canada between 2017 and 2018 under a regional program. We did not include 2019 landing immigrants because 2020 tax data are not available yet

Discussion & Policy Implication

As a federal immigration program, **AIP** is **more effective** than **Express Entry** to **recruit retainable immigrants** for Atlantic Canada. It does not appear to be more effective than the **PNP**

The **AIP** does select a different group of newcomers, suggesting that it suits a different purpose than the **PNP**.

So, the **AIP** is different, not better.

The differences are not always statistically significant, but they may still be significant

Nearly **50% of AIP** principal applicant's intend to work in **sales and services** occupation. Employers in tourism, transportation, food & accommodation, wholesale & retail industries have difficulties to find workers in Atlantic provinces. **AIP** can recruit immigrants help address labour shortages in these industries as well.

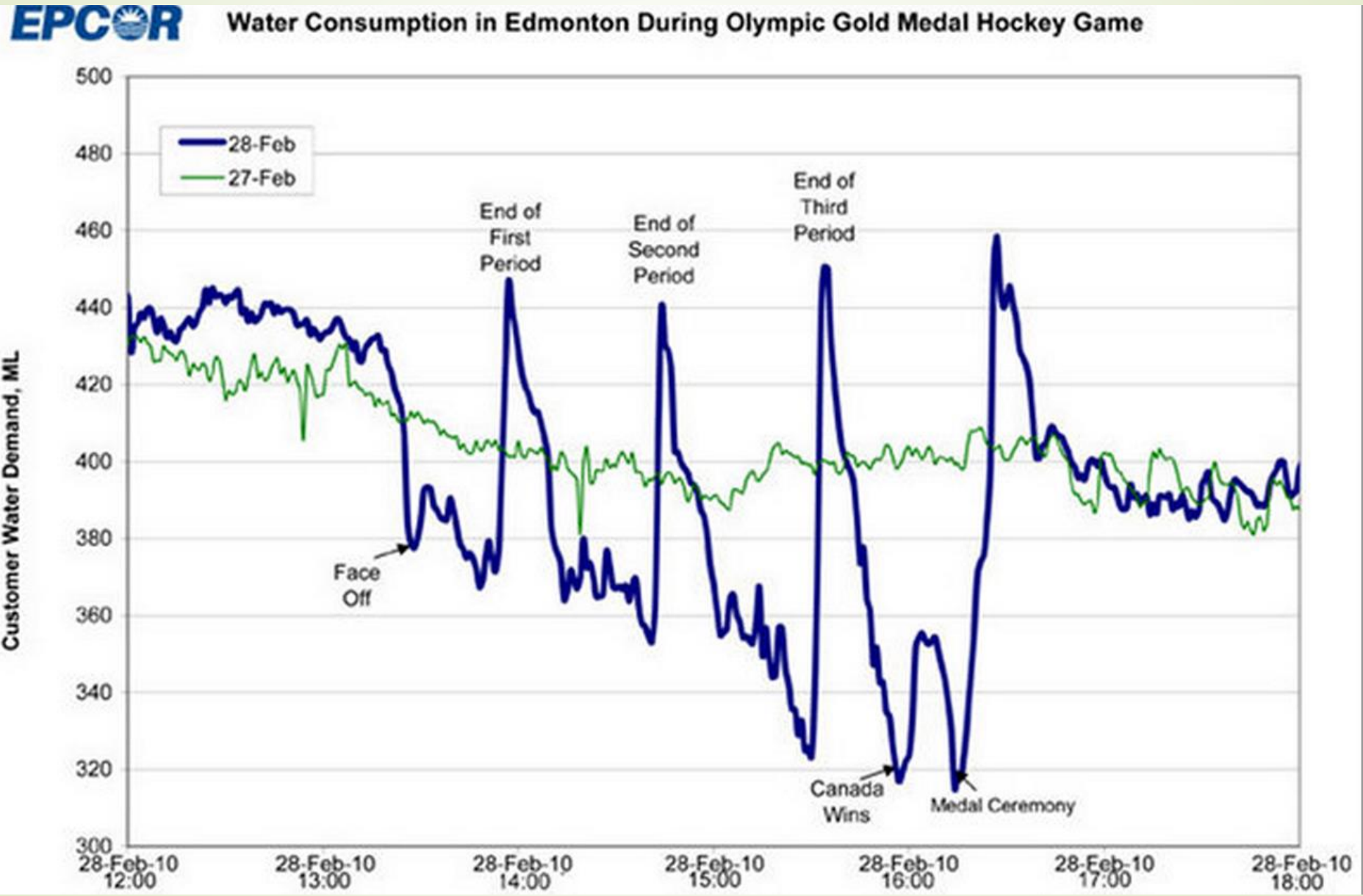
Pre-landing experience helps retain **workers**, but not **students**.

- Students appear to support the 'stepping stone' hypothesis.



What will the future bring?

Contextualizing Projections

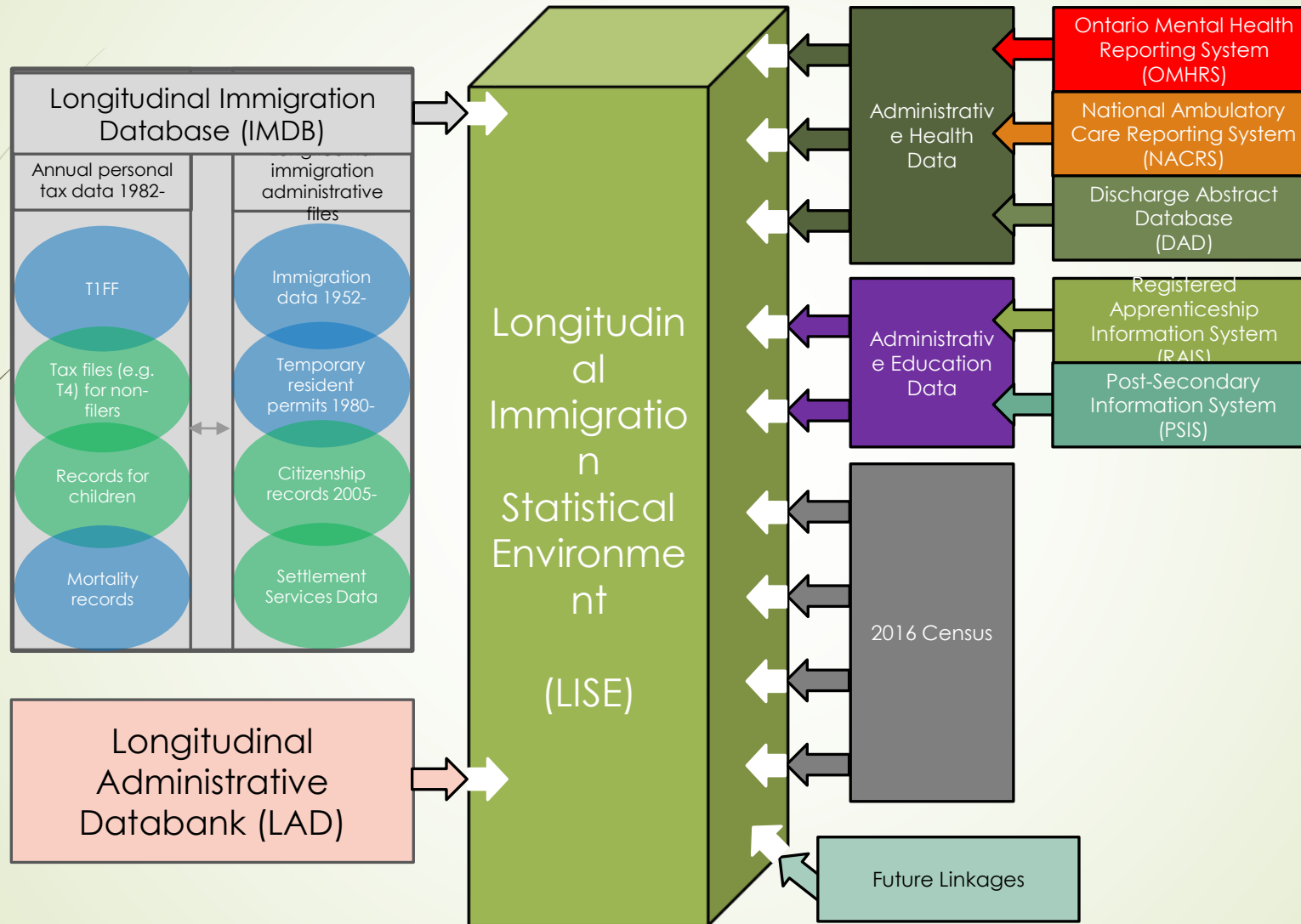


Emerging Opportunities in a Stable Labour Market – NB Only

NOC Major Groups	2006	2016	2026
	Counts	Exit Rate	Exit Rate
Senior management occupations	2,930	28.3%	65.2%
Middle and other management occupations	24,245	15.4%	46.1%
Professional occupations in business and finance	5,905	18.5%	44.8%
Skilled administrative and business occupations	20,210	17.3%	49.7%
Clerical occupations	39,130	11.3%	35.2%
Professional occupations in natural and applied sciences	7,650	8.2%	28.5%
Technical occupations related to natural and applied sciences	10,985	9.5%	31.5%
Professional occupations in health	11,050	14.3%	42.9%
Technical and skilled occupations in health	5,500	9.3%	34.7%
Assisting occupations in support of health services	6,130	14.4%	40.5%
Professional occupations in social science, education, government services and religion	20,625	16.1%	42.3%
Paraprofessional occupations in law, social services, education and religion	6,210	8.9%	28.7%
Professional occupations in art and culture	2,795	20.6%	43.5%
Technical and skilled occupations in art, culture, recreation and sport	4,815	9.4%	26.3%
Skilled sales and service occupations	18,385	11.7%	34.6%
Intermediate sales and service occupations	38,960	12.5%	32.1%
Elemental sales and service occupations	41,670	12.8%	32.3%
Trades, transport and equipment operators and related occupations	31,110	17.8%	48.7%
Intermediate occupations in transport, equipment operation, installation and maintenance	21,715	17.1%	47.4%
Trades helpers, construction labourers and related occupations	6,700	13.1%	36.1%
Skilled occupations in primary industry	8,360	20.1%	46.4%
Intermediate occupations in primary industry	6,235	15.6%	39.9%
Labourers in primary industry	4,955	10.1%	27.6%
Processing, manufacturing and utilities supervisors and skilled operators	2,190	18.5%	52.7%
Processing and manufacturing machine operators and assemblers	10,390	13.5%	39.6%
Labourers in processing, manufacturing and utilities	9,440	12.8%	39.4%
Total	368,290	14.1%	39.2%

Source: Projections from 2006-16 Censuses of Canada

Overview of the LISE





Next steps

- ▶ Do settlement services increase retention?
 - ▶ Yes, but is there a causal relationship?
- ▶ Does 'two-step migration' improve retention?
 - ▶ Yes, but is it merely about income?
 - ▶ How do earnings trajectories affect the retention rates?
- ▶ Are there 'threshold effects', where retention improves when a group reaches a critical size in a region?
 - ▶ Should we target certain source countries?
- ▶ If (and this is a big if), the Municipal Nominee Program is launched, what information do municipalities need to use the program?
 - ▶ Better information on retirement, job seekers, school leavers, etc.
 - ▶ Retention by specific characteristics (admission category, source country, skill level, etc.)

Thank You

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SocialScience