



# IMMIGRANT EXPERIENCES IN LEEDS AND GRENVILLE: EXAMINING SOCIAL, ECONOMIC, AND CULTURAL INCLUSION RESEARCH REPORT **2025**

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**IMMIGRATION  
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# INTRODUCTION

This report presents the findings of the St. Lawrence Rideau 2024-25 community-based research project conducted to better understand immigrant experiences in Leeds and Grenville, to identify gaps and/or barriers to services and programs and to learn what makes Leeds and Grenville attractive and welcoming to newcomers. The results of the research are to guide and improve services provided as well as the living experiences of immigrants in the region.

The St. Lawrence- Rideau Immigration Partnership is a coalition of organizations committed to building local capacity to attract, settle and integrate immigrants. The Immigration Partnership also encourages organizations, individuals and communities to recognize and celebrate cultural diversity.

Led by two staff members and representatives from 25 plus community agencies, the Immigration Partnership works through the 10 municipalities and three partner communities that make up the United Counties of Leeds and Grenville. Established in 2010, the Immigration Partnership is funded by Immigration, Refugees and Citizenship Canada and is one of nearly 80 Immigration Partnership across Canada that the support the development of community-based partnerships to address the needs of immigrants in local communities (St. Lawrence Rideau Immigration Partnership, 2023).

The research project involved an immigrant survey as well as a survey of local employers. The immigrant survey questions were adopted from a 2023 project with 12 Local Immigration Partnerships (LIPs) across Canada who partnered with the Research Shop, part of the Community Engaged Scholarship Institute (CESI) at the University of Guelph, to conduct Immigrant Survey in their communities (Johnston and Schnarr, 2024). The survey questions were modified for distribution in Leeds and Grenville and approved by the Algonquin College Research Ethics Board (REB). Survey responses were supplemented by a series of four 90-minute focus groups to provide participants an opportunity for in-depth discussion of their experiences of moving to and settling in Leeds and Grenville.

The results of this research project are presented in this report.

# Research Methods

## Immigrant Survey

The survey was open to all immigrants in Leeds and Grenville aged 18 years or older, born outside Canada now living, working, or studying in Leeds and Grenville (permanent residents, Canadian citizens, refugees, temporary residents, refugee claimants, and international students). Survey promotion and distribution were done in partnership with LIP council members' social media and local traditional media.

The survey, available in English and French, gathered responses from 43 respondents (40 English and 3 French) between November 2024 and January 2025. Ethics approval was obtained in advance from Algonquin College Research Ethics Board. Questions included demographics as well as questions related to behaviours and experiences. All questions, apart from one asking respondents about their immigration status, were optional. Not all participants answered all questions. Response rates were rounded to the nearest whole number, so percentages may not always add up to 100.

The primary form of data collection was online through Survey Monkey. A common challenge faced by all Local Immigration Partnerships was the number of “bot” responses. This issue is prevalent among online surveys, particularly for those advertised online with a publicly available access link.

The researchers reviewed the data daily to ensure responses were valid and to exclude responses from bots. Over 350 completed surveys were eliminated for the following reasons:

- Unusually quick response times (e.g., less than 3 minutes to respond to 36 questions);
- Numerous surveys with identical responses with matching start and completion times;
- Numerous surveys were linked to IP addresses suspected to be bots.

Participants were also offered an option of paper-based copies. While the project tried to reach out to immigrants through multiple channels, it is important to note that the survey sample size is not large enough to be a statistically significant representation of all immigrants in Leeds and Grenville. Additionally, the survey sample is not random, as participation was voluntary.

## Immigrant Focus Groups

The researcher also offered a series of four Focus Groups between November 2024 and January 2025 in partnership with municipal partners, local employment service providers, and ESL classes. The small group sessions provided an opportunity for in-depth discussion of participants experience of moving to and settling in Leeds and Grenville.

## Employer Survey

The employer survey was open to all employers in Leeds and Grenville. Survey promotion and distribution was done through LIP Council Members, the local Chamber of Commerce and traditional local media. Available in English and French through Survey Monkey, the survey link was open from November 2024 to January 2025. A total of 20 English respondents answered the English version. Five employers in a variety of sectors provided contact information for a key informant interview. Due to the limited number of responses, the survey results may not be representative of Leeds and Grenville's employers.

## Background: Immigration and Immigration Policy in Canada

Immigration has played a vital role in building Canada's economy, labour force and communities. Immigration policies have been introduced to address the country's ageing population, decreasing birthrates and workforce shortages.

According to the 2021 Census Data, just over 1.3 million new immigrants settled permanently in Canada from 2016 to 2021, the highest number of recent immigrants recorded in a Canadian census.

Over half of recent immigrants living in Canada were admitted under the economic category. Of these 748,120 economic immigrants, just over one-third (34.5%) were selected through skilled worker programs and another one-third (33.6%) through the Provincial Nominee Program. Asia, which includes the Middle East, remained the continent of birth for most recent immigrants (62.0%).

Almost one in five recent immigrants (18.6%) were born in India, making it the leading country of birth for recent immigration to Canada.

Post COVID had seen a surge in temporary immigration to Canada, which more than tripled in the years since the start of the pandemic. In 2019, the last full year before the COVID-19 pandemic, Canada issued more than half a million new study permits and work visas, welcoming a total of 522,110 temporary residents. By the end of 2023 the number of temporary residents was more than 1.6 million.

In October 2024, Minister of Immigration, Refugees and Citizenship Canada Marc Miller announced a major shift in Canadian Immigration policy in the 2025-2027 Immigration Levels Plan, with reduced targets not only for permanent residents, but also temporary residents (international students and foreign workers).

The permanent resident target was changed as follows:

- 2025 – reducing from 500,000 permanent residents to 395,000
- 2026 – reducing from 500,000 permanent residents to 380,000 in
- 2027 – target of 365,000

These reductions are the result of a series of changes including a cap on international students and tightened eligibility requirements for temporary foreign workers. Specifically, compared to each previous year, Canada’s temporary population will decline by:

- 445,901 in 2025, and
- 445,662 in 2026, and then
- modest increase of 17,439 in 2027

The policy reduced the number of international students coming to Canada by about 40%. On January 24, 2025, Immigration Refugees and Citizenship Canada (IRCC) announced the provincial and territorial allocations for 2025. For 2025, IRCC plans to issue a total of 437,000 study permits, which represents a 10% decrease from the 2024 levels (Immigration, Refugees and Citizenship Canada, 2024).

Almost 70% of immigrants to Canada settle in Toronto, Vancouver and Montreal with smaller urban centres facing challenges to attracting and retaining migrants.

## Immigration Policy Supports in Leeds and Grenville

Leeds and Grenville has sought to encourage immigration in the region to address the issues of an aging population, stagnant population growth and ongoing labour force shortages applying for federal funding to establish an Immigration Partnership Council. The Partnership has been granted further funding to create the Leeds and Grenville Immigration Portal, A Welcoming Tool Kit and a Tool Kit to Attract and Retain Immigrant Entrepreneurs.

## Ontario’s Regional Economic Development (REDI) Program

Most recently the United Counties of Leeds and Grenville was selected as a region to pilot the Ontario’s Regional Economic Development through Immigration (REDI) program, aimed at addressing local skilled labour shortages.

The REDI pilot, launched in January 2025, will run for a year and allocate up to 200 nominations for skilled foreign workers seeking permanent residence targeting sectors like healthcare, with roles such as family doctors, nurse practitioners, registered nurses, and personal support workers.



# Leeds and Grenville: Socio-Economic and Demographic Profile

Drawing on Statistics Canada census data from the years 2016 and 2021 and the Community Data Portal (CDP) Immigration Data Portal, this section provides an overview of demographic and socio-economic indicators in Leeds and Grenville, comparing various data points against figures for the province of Ontario. Overall, while trends are uneven at the community level, the data show that with a relatively low rate of population growth, an ageing population, and a relatively low rate of labour force participation, Leeds and Grenville is well positioned to benefit economically and culturally from increased immigration.

## Where is Leeds and Grenville?

Located in eastern Ontario and covering a land area of 3,355 km<sup>2</sup>, Leeds and Grenville is made up of 10 municipalities and three partner communities. East to west, Leeds and Grenville runs approximately from Gananoque to Cardinal, and, north to south, from the Rideau to the St. Lawrence rivers. The amalgamated City of Ottawa is located directly to the north of Leeds Grenville’s northern border (United Counties of Leeds and Grenville, n.d.).

## Population Growth

In the period 2016–2021, Leeds and Grenville’s population rose from 100,527 to 104,070, an increase of 3.5%. By comparison, the province of Ontario’s population increased by 5.8% over the same period.

Table 1: Total Population Growth, Leeds and Grenville and Ontario, 2016–2021

	Leeds and Grenville		Ontario	
	2016	2021	2016	2021
Total Population	100,527	104,070	13,448,494	14,223,942
2016 to 2021 Population Change	3.5%		5.8%	

Source: 2021 Census Data

Table 2: Population Change (%) by Community, 2016-2021

Community	Population change, 2016-2021 (%)
North Grenville	9.2
Westport	7.5
Edwardsburgh/Cardinal	6.1
Rideau Lakes	5.4
Gananoque	4.3
Leeds and 1000 Islands	3.6
Brockville	2.5
Merrickville-Wolford	2.2
Athens	0.8
Augusta	0.4
Front of Yonge	-0.3
Elizabethtown-Kitley	-0.9
Prescott	-3.4

While Leeds and Grenville saw its population increase, examining population change patterns at the county level obscures varying patterns of population change among the county's 13 communities. The table below shows that in the period 2016-2021, population change ranged from as high as 9.2% in North Grenville to as low as -3.4% in Prescott. Overall, ten communities saw their populations grow, while three saw their populations decline.

Source: Authors' calculations and 2021 Census Data

## Immigrant Population

In the years 2016-2021, Leeds and Grenville's immigrant population rose from 7,115 to 7,505, an increase of 5.5%. The immigrant population grew at a higher rate than the total population. Overall, however, Leeds and Grenville's immigrant population growth was lower than the province's (9.2%), and in 2021 immigrants made up a much smaller share of the county's population (7.2%) than the province's population (29.6%).



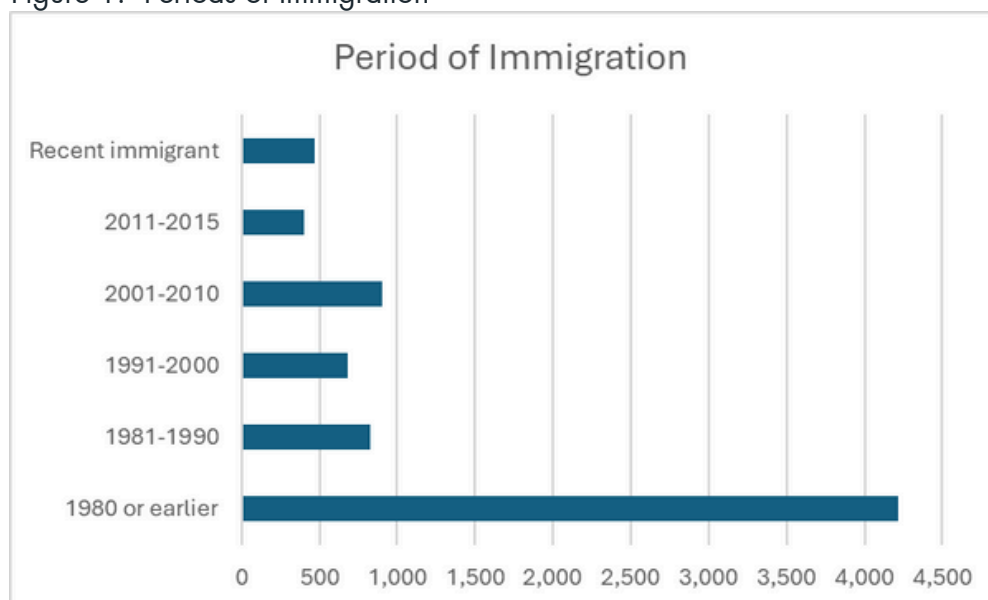
Table 3: Immigrant Population in Leeds Grenville and Ontario, 2016-2021

	Leeds and Grenville		Ontario	
	2016	2021	2016	2021
Total Immigration Population	7,115	7,505	3,852,145	4,206,585
2016 to 2021 immigrant population change (%)	5.5%		9.2%	
Immigrant population as % of total population	7.1%	7.2%	28.6%	29.6%

Source: Authors' Calculations and 2016 and 2021 Census Data

Of the 7,505 immigrants at the 2021 census, 470 were “recent,” having migrated to Canada between 2016–2021. Most immigrants have been in Canada far longer. Indeed, the majority (4,220 or 56%) arrived in Canada prior to 1980. The graph below shows the population of immigrants by their period of immigration.

Figure 1: Periods of Immigration



Source: Community Data Portal, Immigration Profile Dashboard, 2021

Like total population changes, examining immigrant population changes at the county level obscures significant variation at the community level. The table below shows that in the period 2016–2021, seven communities saw their immigrant populations grow, while six saw theirs decline. Population change ranged from as high as 16.1% in North Grenville to as low as -20.0% in Athens. Four communities (North Grenville, Brockville, Elizabethtown-Kitley, and Gananoque) saw their immigrant population grow higher than the provincial growth rate of 9.2% for the period.

Table 4: Immigrant Population Change (%), by Community, 2016-2021

Community	Population change, 2016-2021 (%)
North Grenville	16.1
Brockville	16.0
Elizabethtown-Kitley	15.5
Gananoque	12.9
Westport	8.3
Leeds and 1000 Islands	1.5
Edwardsburg Cardinal	1.3
Rideau Lakes	-3.4
Front of Yonge	-10.7
Prescott	-11.3
Augusta	-17
Merrickville-Wolford	-17.9
Athens	-20.0

Examining the immigrant population by admission category, economic immigrants accounted for the greatest share in both 2016 and 2021. However, the refugee population more than doubled in size over this period, growing from 190 in 2016 to 430 in 2021.

Taking a longer view and comparing recent immigrants to those who had arrived in Canada earlier (between 1980-2021), recent immigrants were more likely to have been part of the admission categories “sponsored by family” (46.8%) and “refugees” (18.1%) than “economic immigrants” (35.1%). For earlier cohorts, economic immigrant (45.3%) was the most important admission category.

Source: Authors’ Calculations and 2016 and 2021 Census Data

Table 5: Immigrant Population by Admission Category

	2016	2021
Economic immigrants	1,215	1,475
2016 to 2021 population change (%)	21.4%	
Immigrants sponsored by family	1,155	1,425
2016 to 2021 population change (%)	23.4%	
Refugees	190	430
2016 to 2021 population change (%)	126.3%	

Source: Authors’ calculation sand 2016 and 2021 Census Data. Note: Sample includes only immigrant population in private households who landed between 1980 and census year.

## Population Ageing

Compared to the province, Leeds and Grenville has an ageing population. In 2021, more than one quarter (26.5%) of the county's residents were seniors, compared to a figure of 18.5% for the province overall. In addition, the median age in Leeds Grenville was 50.8 years, more than nine (9) years older than the provincial median age. In the years 2016–2021, Leeds and Grenville's median age grew 1.5 years, while the province's grew only 0.3 years.

Table 6: Population ageing, Leeds and Grenville and Ontario, 2016–2021

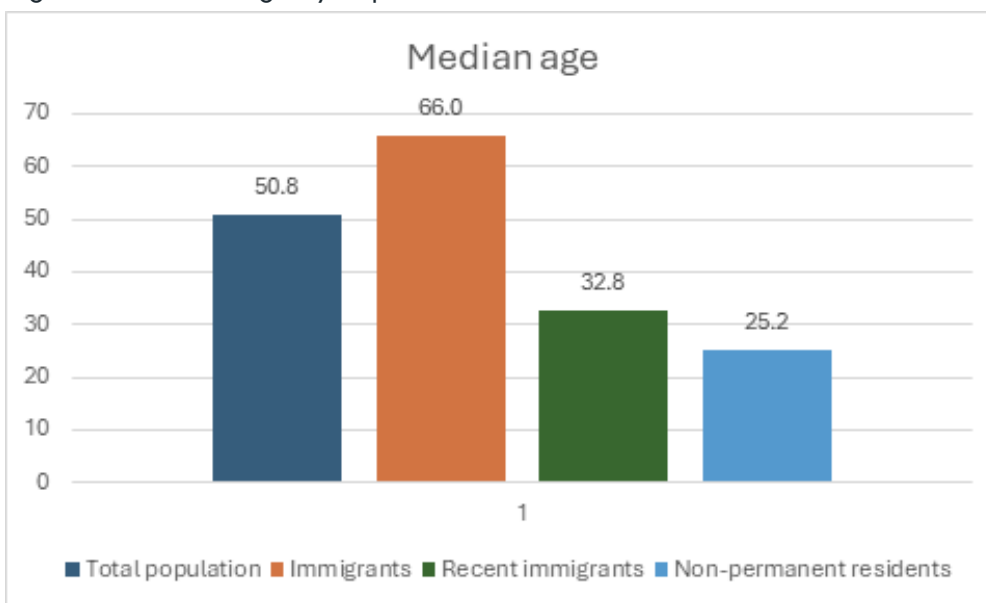
	Leeds and Grenville		Ontario	
	2016	2021	2016	2021
Age 65+ (%)	23.5	26.5	16.7	18.5
Median age of the population	49.3	50.8	41.3	41.6

Source: 2016 and 2021 Census Data

Notably, Leeds and Grenville's immigrant population is also ageing. In 2021, the median age among immigrants in Leeds Grenville was 66.0 years. More than half (52%) of this population was senior, that is, aged 65 years and older.

However, the trends among recent immigrants (that is, immigrants who migrated to Canada between 2016–2021) are starkly different. Among this subset of the population, the median age was 32.8 years, well below the median age of the total population. The chart below compares age groups among different populations at the 2021 census.

Figure 2: Median Age by Population

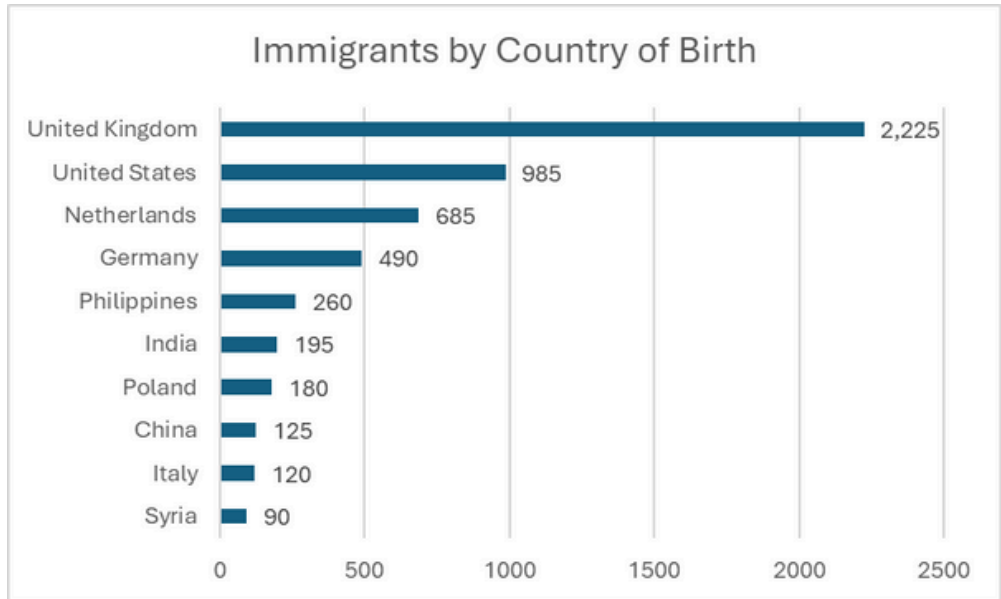


Source: Community Data Portal, Immigration Profile Dashboard, 2021

# Countries of Birth

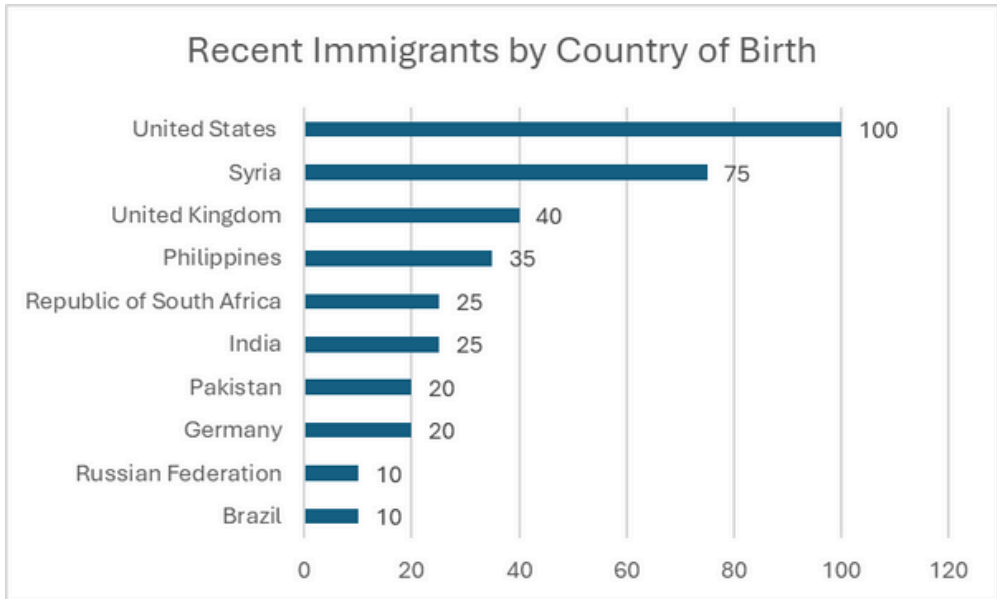
Overall, the greatest number of immigrants to Leeds and Grenville were born in the United Kingdom (29.6%), followed by the United States (13.1%). Among recent immigrants, the greatest number were born in the United States (21.3%), followed by Syria (16.0%). The charts below show the top 10 countries of birth among immigrants and recent immigrants.

Figure 3: Immigrants by Country of Birth



Source: Community Data Portal, Immigration Profile Dashboard, 2021

Figure 4: Recent Immigrants by Country of Birth



Source: Community Data Portal, Immigration Profile Dashboard, 2021

## Knowledge of Official Languages

English is by the far most important language in Leeds Grenville. Among the county's total population at the 2021 census, close to 96% spoke English. Similarly, English was the mother tongue of more than 91% of the total population. By comparison, French was the mother tongue of approximately 3% of the population, while non-official languages were the mother tongue of approximately 4%.

Among immigrants, English remains the most important language. The majority of immigrants (87.9%) had knowledge of English only. A small minority (10.9%) had knowledge of both official languages, but only 0.2% of the immigrant population knew only French.

Narrowing the focus to recent immigrants, the share of immigrants with knowledge of English only was larger, growing to 93.6%, while the share of those with knowledge of both official languages shrank to 4.3%. No recent immigrant had knowledge of French only.

## Languages Spoken at Home

A notable majority of immigrants (83.9%) spoke English most often at home. The second most common language spoken at home was English and non-official language(s) (3.6%). Arabic (1.6%) was the third most common.

Among recent immigrants, there was greater diversity, but English remained the most important (54.3%), followed by Arabic (16.0%) then English and non-official language(s) (6.4%).

## Education

On average, Leeds Grenville's immigrant population had a higher level of education than the total population. Among all immigrants, almost two-thirds (64.6%) had at least a postsecondary certificate, diploma or degree compared to 54.3% among the total population. Recent immigrants (70.9%) were again more likely to have completed some form of postsecondary education.

## Employment and Incomes

In 2021, labour force participation rates in Leeds and Grenville were lower than they were in the province overall. Among those aged 25–64, the participation rate was almost 3% lower in Leeds and Grenville than it was in Ontario. Looking at the population aged 15 years and over, the difference increases to 5.4%.

Table 7: Labour Force Participation, Leeds and Grenville and Ontario, 2021

	<b>Leeds and Grenville</b>	<b>Ontario</b>
Labour force participation rate, ages 25-64 (%)	76.7	79.6
Labour force participation rate, population aged 15 years and over (%)	57.4	62.8

Source: 2021 Census Data

Labour force participation among Leeds Grenville's immigrant population was lower than the total population. Less than half (41.2%) of the immigrant population was employed or actively seeking employment.

However, among recent immigrants (79.7%) the labour force participation rate was considerably higher than both the total population (57.4%) and the total immigrant population (41.2%). It is worth bearing in mind that, on average, recent immigrants and non-permanent residents were considerably younger than the total and total immigrant population.

During the COVID-19 pandemic, Canada's unemployment was high in the years 2020 and 2021. This is reflected in the Community Data Program's data set, which shows Leeds Grenville had an unemployment rate of 10.3% in 2021. It is worth noting that the unemployment rate for the total immigrant population (10.8%) and the recent immigrant population (11.1%) was higher than the total population.

In 2020, average employment income in Leeds and Grenville (\$44,240) was considerably lower than the provincial average (\$52,600), a difference of \$8,360 or 17.3%.

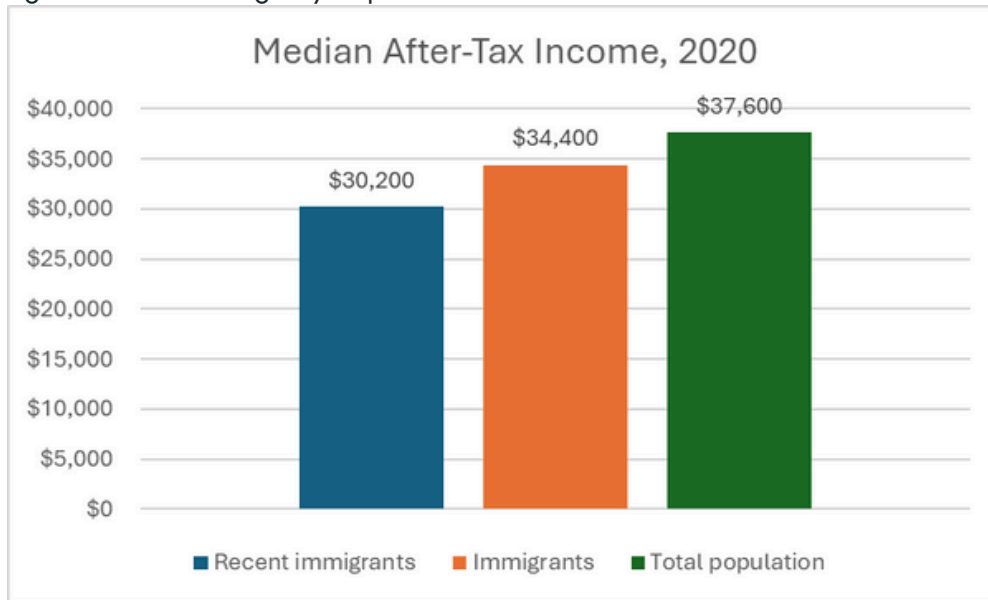
Table 8: Average Employment Income, Leeds and Grenville and Ontario, 2020

	<b>Leeds and Grenville</b>	<b>Ontario</b>
Average employment income in 2020 among recipients (\$)	\$44,240	\$52,600

Source: 2021 Census Data

Notably, immigrants in Leeds Grenville were likely to have lower incomes than the total population. The median after-tax income in 2020 for the total population was \$37,600 compared to \$34,400 for immigrants. The median after-tax income among recent immigrants (\$30,200) was lower again.

Figure 5: Median Age by Population



Source: Community Data Portal, Immigration Profile Dashboard, 2021

The immigrant population had a higher prevalence living on a of low-income than the total population. The Community Data Program tracks the prevalence of low-income populations using two measures, low-income cut-off before tax (LICO-BT) and low-income measure after tax (LIM-AT). Briefly, LICO-BT represents an income threshold below which "families or persons were expected to spend 20 percentage points or more of their [before-tax] income than average on food, shelter and clothing," (Statistics Canada, 2021a). Under a LIM, people are considered to be in low income when the "adjusted income" of all persons in a household "falls below half of the median adjusted income," (Statistics Canada, 2021b).

By both measures, the immigrant population was more likely than the total population to be in low income. Using the LICO-BT measure, recent immigrants (12.8%) were considerably more likely to be in low income than the total population (3.9%) and the total immigrant population (4.2%).

In 2021, more than half of Leeds and Grenville's employed labour force worked in one of five industry sectors: health care and social assistance; retail trade; construction; manufacturing; and public administration.



Table 9: Employment by Industry Sector, Leeds and Grenville, 2021

Industry Sector	Total Employment
Health care and social assistance	6,475
Retail trade	5,695
Construction	4,770
Manufacturing	4,200
Public administration	4,120

Source: 2021 Census Data

Among immigrants, the top five industry sectors by employment were health care and social assistance; retail trade; manufacturing; educational services; and accommodation and food services.

Table 10: Immigrant Employment by Industry Sector, Leeds and Grenville, 2021

Industry Sector	Total Employment
Health care and social assistance	480
Retail trade	380
Construction	325
Manufacturing	215
Public administration	205

Source: Community Data Portal, Immigration Profile Dashboard, 2021

Among recent immigrants, the top five industry sectors by employment were professional, scientific and technical services; accommodation and food services; health care and social assistance; manufacturing; and retail trade.

Table 11: Recent Immigrant Employment by Industry Sector, Leeds and Grenville, 2021

Industry Sector	Total Employment
Professional, scientific and technical services	45
Accommodation and food services	40
Health care and social assistance	35
Manufacturing	35
Retail Trade	30

Source: Community Data Portal, Immigration Profile Dashboard, 2021

# Discussion

The above review of socio-economic and demographic indicators revealed several trends. While Leeds and Grenville's total population is growing, this growth rate is much lower than the province overall. Furthermore, county-level data mask considerable variation in population change at the community level, which in the years 2016–2021 ranged from as high as 9.2% in North Grenville to as low as -3.4% in Prescott. In other words, Leeds and Grenville's constituent communities are experiencing noticeably different patterns of population change.

When it comes to population ageing, the review revealed three noticeable findings. First, Leeds and Grenville's population was older and ageing faster than the province overall. As of 2021, seniors accounted for more than a quarter of Leeds and Grenville's population. Second, Leeds and Grenville's immigrant population was older than the general population. More than half of the immigrant population was a senior at the 2021 census. Third, however, recent immigrants to Leeds and Grenville were noticeably younger. Among recent immigrants, the median age in 2021 was 32.8 years, well below the median age for both the county and the province's total population.

This distinction between more longstanding and recent immigrants appears to be reflected in labour market data. While, overall, labour market participation rates in Leeds and Grenville lagged behind the province, among recent immigrants, participation rates (79.7%) were higher than those for both the county (57.4%) and the province (62.8%). This compares to a participation rate of just over 40% for the total immigrant population in Leeds and Grenville.

Immigrants in Leeds and Grenville were more likely than the general population to be living on a low-income. Despite their higher levels of educational achievement and their greater participation in the labour force, recent immigrants were more likely than the general population and the total immigrant population to be experiencing this form of financial hardship. Using the LICO-BT measure, recent immigrants (12.8%) were more than three times more likely to be in low income than the total population (3.9%). Similarly, using 2020 figures, the median after-tax income of recent immigrants (\$30,200) was considerably lower than the median after-tax income among the total population (\$37,600).

In some ways, Leeds and Grenville's immigrant population is becoming more diverse. The notable differences in age, labour force participation rates and other socio-economic indicators between more longstanding and recent immigrants make it difficult to speak of a single immigrant population, with similar circumstances and needs.

In addition, while economic immigrants remained the single largest type of immigrant by admission category, between 2016–2021, family category immigrants and refugees grew at faster rates than economic immigrants. The refugee population more than doubled over this time. From a linguistic perspective, while most immigrants (83.9%) spoke English at home, this was noticeably less common among recent immigrants (54.3%).

# Immigrant Survey Results

## Demographics

### Immigration Status

Survey respondents were asked to identify their immigration status. This was the only question that was not voluntary, to ensure respondents were eligible to complete the survey. The greatest number of respondents immigrated to Canada as family category immigrants (42%), while the second greatest were economic category immigrants (23%), followed by immigrants on a temporary work visa (12%). A full list of responses is provided in the table below.

Table 12: Responses to Q1, "Which of the following best describes you?" with regard to immigration status.

Options	Reponses
I immigrated to Canada as a family-category immigrant	42%
I immigrated to Canada as an economic-category immigrant	23%
I immigrated to Canada on a temporary work visa	12%
I am currently in Canada as an international student	7%
I am currently in Canada as a Canada Ukraine Authorized for Emergency Travel (CUAET) visa holder/Ukrainian temporary resident	5%
I immigrated to Canada as a government assisted refugee	5%
I immigrated to Canada as a refugee claimant and am now a Canadian citizen	5%
Other	5%
I am current in Canada as a refugee claimant	2%
Prefer not to answer	0%
I immigrated to Canada as a privately sponsored refugee	0%

Total respondents: 43

### Place of Residence

A majority of survey respondents lived in the City of Brockville (55%). The Municipality of North Grenville (12%) was the second most common response, while the Township of August and the Township of Athens were the third most common responses (7%).

Table 13: Responses to Q2, "Where do you live in Leeds and Grenville?"

Options	Reponses
City of Brockville	55%
Municipality of North Grenville	12%
Township of Augusta	7%
Township of Athens	7%
Township of Elizabethtown-Kitley	5%
Town of Gananoque	5%
Township of Front of Yonge	2%
Township of Leeds and Thousand Islands	2%
Town of Prescott	2%
Prefer not to answer	2%
Township of Edwardsburgh/Cardinal	0%
Township of Merrickville-Wolford	0%
Township of Rideau Lakes	0%

Total respondents: 42

## Length of Time in Canada

Table 14: Responses to Q3, "How long have you been in Canada?"

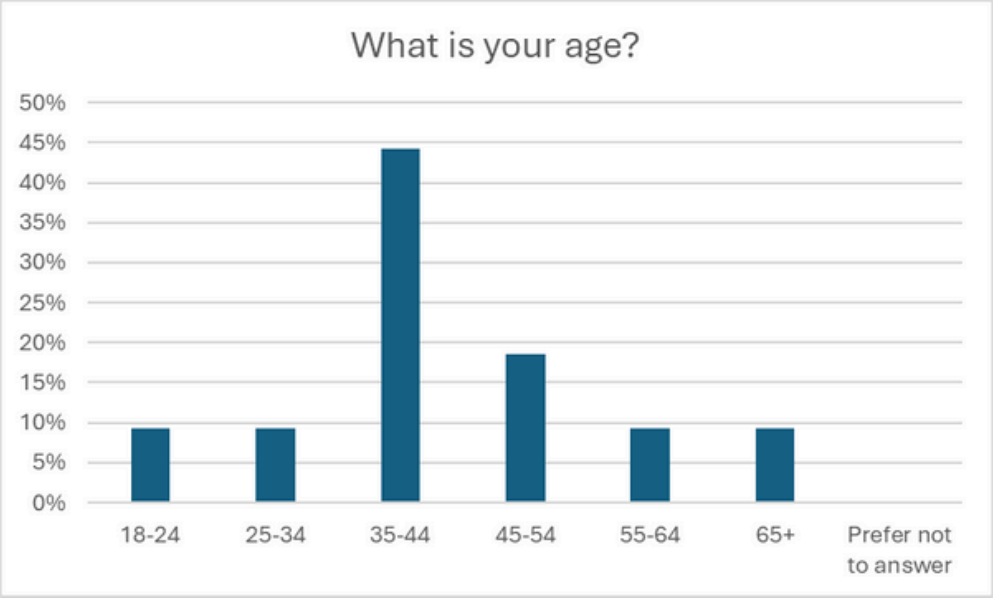
Options	Responses
1 to 5 years	35%
6 to 10 years	30%
10+ years	30%
Less than a year	7%

Total respondents: 43

## Age

Survey respondents tended to be younger than the total immigrant population as reported in Statistics Canada census data. More than 44% of respondents were aged 35–44 years, while almost 63% were aged 18–44. The graph below shows a full list of responses.

Figure 6: Response to Q4, “What is your age?”



## Ethnicity

More than half of survey respondents were among one of three ethnicities: White (42%), Black (21%) and Arab (9%). 5% of survey respondents preferred not to answer.

Table 15: Responses to Q5, “How do you describe yourself?”

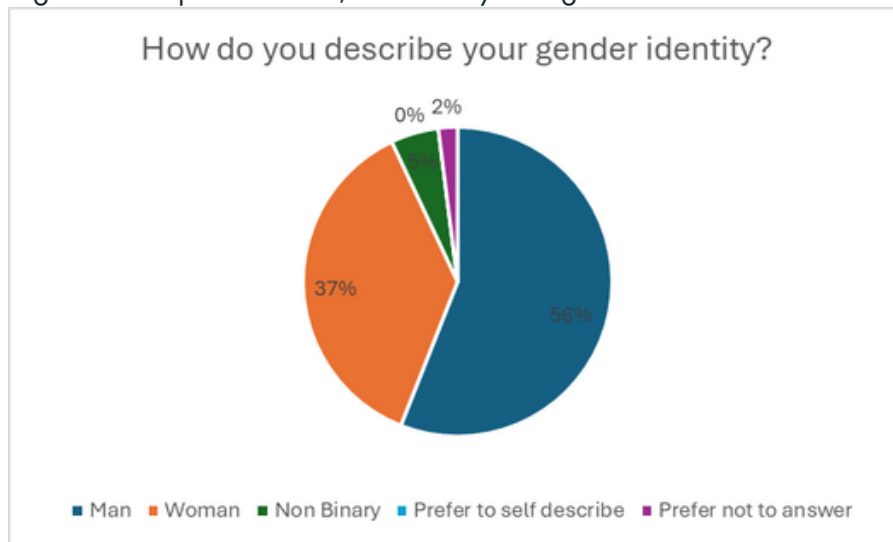
Options	Reponses	Options	Reponses
White	42%	West Asian (e.g., Irania, Afghan)	5%
Black (e.g., Black-Caribbean, Black-African, Black-North American)	21%	Japanese	2%
Arab	9%	Other	2%
South Asian (e.g., East Indian, Pakistani, Sri Lankan)	7%	Korean	0%
Chinese	5%	Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai)	0%
Filipino	5%	Prefer not to answer	5%
Latino/Hispanic	5%		

Total respondents: 43

## Gender

The majority of survey respondents described their gender as man (56%). The remainder described their gender as woman (37%) and non-binary (5%), while 2% preferred not to answer.

Figure 7: Response to Q4, "What is your age?"



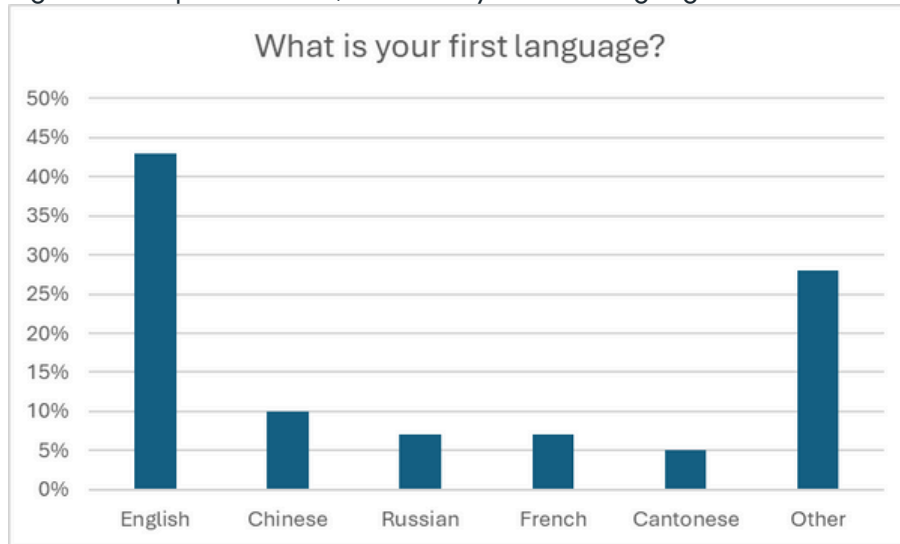
## LGBTQ+ Identity

About one-third (33%) of respondents answered that they identified as a member of the LGBTQ+ community, while the remainder answered they did not (63%) or preferred not to answer (5%).

## First Language

The five most commonly spoke first languages among survey respondents were English (43%), Chinese, (10%), French (7%), Russian (7%) and Cantonese (5%). There were no other languages with more than 1 first language speaker.

Figure 8: Response to Q6, "What is your first language?"



## Official Language Proficiency

Almost 80% of respondents answered that they could speak and understand English "well" or "very well." Only 5% of respondents answered "poorly" or "not at all."

Table 16: Responses to Q7, "How well can you speak and understand English?"

Options	Reponses
Very Well	58%
Well	21%
Fairly Well	16%
Poorly	5%
Not At All	0%

Total Respondents: 43



Far fewer respondents could speak or understand French. About 20% of respondents answered that they could speak and understand French “well” or “very well,” while more than half answered (58%) “poorly” or “not at all.”

Table 17: Responses to Q8, “How well can you speak and understand French?”

Options	Reponses
Very Well	30%
Well	28%
Fairly Well	21%
Poorly	16%
Not At All	5%

Total Respondents: 43

## Faith Community

Over half of survey respondents answered that they were Christian (51%). 12% of survey respondents preferred not to answer.

Table 18: Responses to Q10, “If you are a member of a faith community, please share which one.”

Options	Reponses
Christian	51%
Other	17%
Hindu	7%
Muslim	7%
Buddhist	2%
Jewish	2%
Sikh	0%
Prefer Not to Answer	12%

Total Respondents: 43

## Reason for Moving to Leeds and Grenville

The most common reason respondents moved to Leeds and Grenville was for family and/or friends (28%), followed by its greater affordability compared to larger centres (26%) and a job in the region (19%). 7% of respondents did not choose to live in Leeds and Grenville but had it chosen for them. 5% of respondents preferred not to answer. The full list of responses is in the table below.

Table 19: Answers to Q23, "Why did you move to Leeds and Grenville?"

Options	Reponses
Family and/or friend	28%
More affordable than larger centres	26%
For a job in the region	19%
Other	12%
I did not choose. It was chosen for me	7%
Prefer not to answer	5%
Community Supports	2%
Post-secondary education	2%
Cultural or language groups in the region	0%

Total Respondents: 43

## Housing, Education, Income and Employment

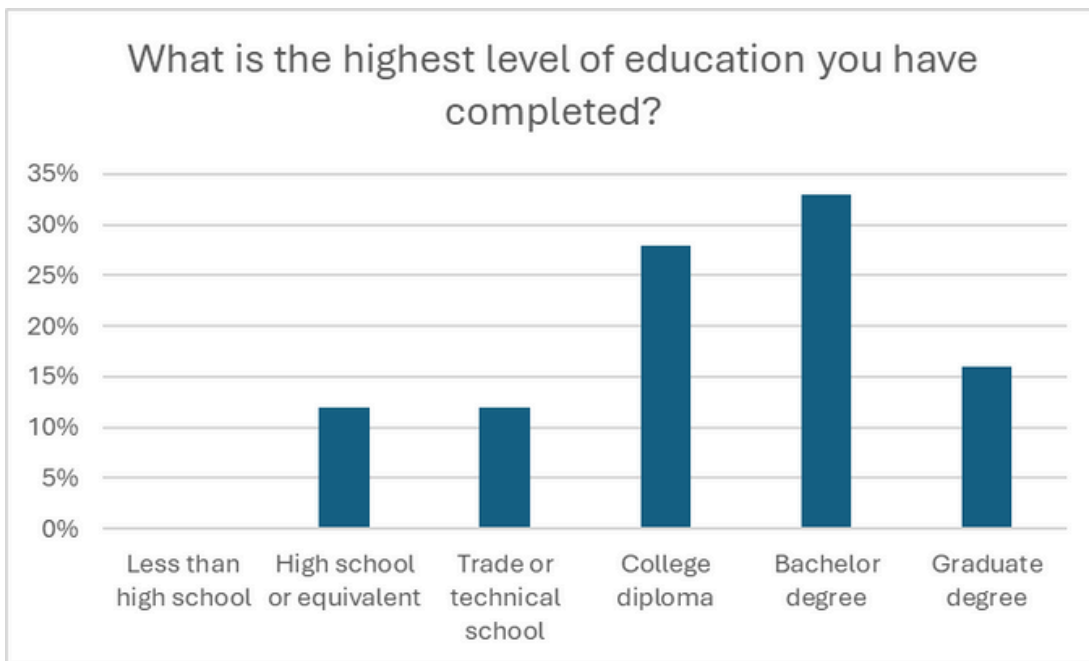
### Housing: Affordability, Adequacy and Suitability

Most respondents perceive their current housing situation to be affordable, adequate and suitable. More than 80% of respondents answered that their housing was affordable, 86% answered that their housing had enough space for the people living in it and over 90% answered that their housing was in a good state of repair.

### Education:

The survey asked respondents about the highest level of education they have completed. Most survey respondents have completed some form of post-secondary education. 12% of respondents completed trade or technical school, 28% had a college diploma, 33% had a bachelor's degree and 16% had a graduate degree. All survey respondents have at least completed high school.

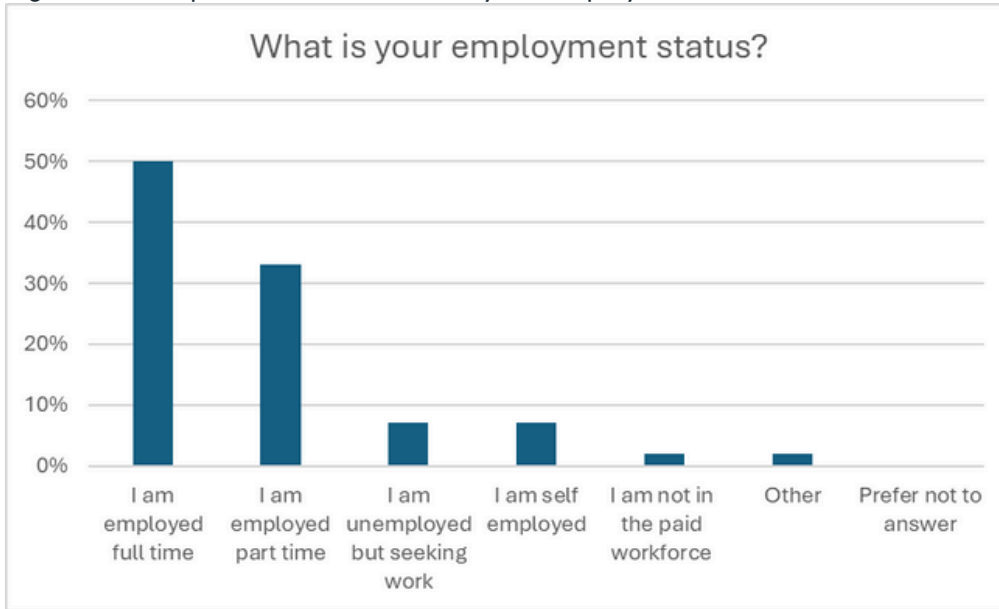
Figure 9: Response to 11, "What is the highest level of education you have completed?"



### Employment Status

About 90% of survey respondents are employed. Half of respondents (50%) are employed and working full time, a third (33%) are employed and working part time, while 7% are self-employed. 7% of respondents are unemployed but seeking work, while 2% were not in the paid workforce.

Figure 10: Response to 14, "What is your employment status?"



## Suitability of job to level of skill and experience

More than two-thirds of survey respondents (67%) responded that they were in job that is at the same level as their skills and experience.

Table 20: Responses to Q16, "Are you in a job that is at the same level as your skills and experience?"

Options	Reponses
Yes	67%
No	23%
I am not currently employed	9%
Prefer not to answer	0%

Total Respondents: 43

## Access to Services

The survey asked respondents to rate their experience with a variety of public and community services in Leeds and Grenville. The five most commonly used services were health (95%), recreational services (90%), education (77%), housing (76%) and local government/by law (74%).

- 53% of respondents rated health services as at least good, while 24% rated them poor or very poor
- 66% of respondents rated recreational services as at least good, while 5% rated them poor or very poor
- 54% of respondents rated education services as at least good, while 8% rated them poor or very poor
- 53% of respondents rated housing services as at least good, while 8% rated them poor or very poor
- 47% of respondents rated local government/by law services as at least good, while 6% rated them poor or very poor

The top five best rated services (good, very good, excellent) were recreational services (66%), police (58%), immigration/settlement services (54%), education (54%), health (53%) and housing (53%).

Among poorly rated services, health (24%) and public transportation (20%) were the only services with at least 10% of respondents rating them poorly.

Table 21: Responses to Q17, "Please rate your experience with the following services in Leeds and Grenville."

	<b>Excellent</b>	<b>Very Good</b>	<b>Good</b>	<b>Neither Good nor Poor</b>	<b>Poor</b>	<b>Very Poor</b>	<b>Did not use</b>
Health	7%	22%	24%	17%	17%	7%	5%
Recreational services	8%	18%	40%	20%	5%	0%	10%
Educataion	5%	28%	21%	15%	5%	3%	23%
Housing	3%	18%	32%	16%	3%	5%	24%
Local government/By law	8%	18%	21%	21%	3%	3%	26%
Employment/ Skills training	5%	10%	35%	8%	0%	3%	28%
Immigration/ Settlement services	8%	13%	33%	13%	3%	3%	28%
Police	11%	13%	34%	11%	0%	0%	32%
Public Transportation	5%	13%	21%	8%	15%	5%	33%
English language training	3%	15%	31%	13%	0%	3%	36%
Mental Health	5%	5%	42%	3%	0%	3%	42%
Legal/Courts	3%	10%	23%	13%	0%	3%	48%
French language training	5%	0%	23%	18%	3%	0%	51%
Childcare	5%	3%	18%	15%	3%	3%	54%

Total Respondents: 43

## Access to Language Interpretation

The majority of survey respondents (54%) who went to a hospital, health clinic or talked to a health professional in the past year did not need language interpretation. About 19% of respondents used some form of language interpretation, whether it was provided for them (12%) or they brought a family member or a friend (7%). 7% of respondents wanted language interpretation but did not receive it, while 2% preferred not to answer.

Table 22: Answers to Q18, "If you went to a hospital, health clinic or talked to a health professional in the past year, how did the clinic provide in person or phone or video interpretation?"

Options	Reponses
I did not need language interpretation	54%
I did not go to a hospital, clinic or health care professional	15%
Language interpretation was provided for me	12%
I wanted language interpretation but did not receive it	7%
I brought a family member or friend because I prefer them to a professional interpreter	5%
I brought a family member or friend because language interpretation was not available	2%
Other	2%
Prefer not to answer	2%

Total Respondents: 43

## Thriving and Prosperous Community

Survey respondents were asked to identify ways in which they contributed to creating a thriving and prosperous community for everyone. A majority of respondents contributed in several ways: helping neighbours (93%), speaking up for fairness and treating people with kindness (93%), improving the natural environment (88%), building their skills and strengthening the ways they can contribute to the community (84%), participating in community events (84%), helping newcomers make their home in the community (79%), contributing with their skills and experience to the local economy through their job (74%), volunteering (72%) and donating to charities (70%). A minority voted in elections (33%), were on a board or committee (29%) or owned a business (26%).



Table 23: Answers to Q28, “What are you some of the ways you contribute to creating a thriving and prosperous community for everyone?”

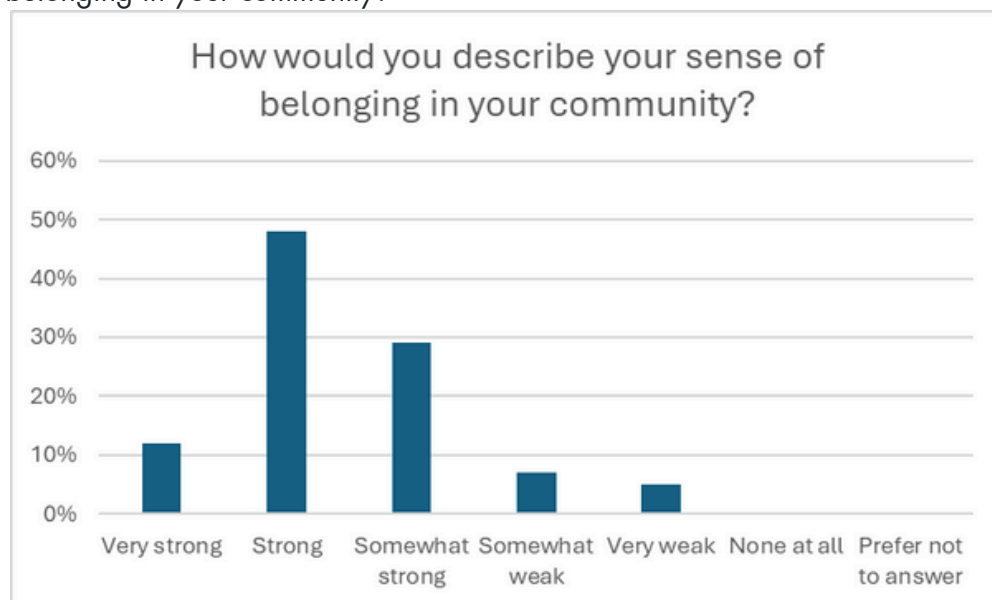
Options	Reponses
I help my neighbours when they need it	93%
I speak up for fairness and treat people with kindness in my community	93%
I contribute to improving the natural environment	88%
I continue to build my skills and strengthen the ways I can contribute to this community	84%
I participate in community events	84%
I help newcomers to Canada make their home in our community	79%
I contribute with my skills and experience to the local economy through my job	74
I volunteer with community organizations, groups or faith communities	72%
I donate to charities	70%
I vote in municipal, provincial and federal elections	33%
I am on a Board of Directors or committee	29%
Other	27%
I am a business owner and contribute to the local economy	26%

Total Respondents: 43

## Community Belonging and Safety

Most respondents (88%) reported an at least somewhat strong sense of belonging in their community. 12% of respondents had a somewhat weak or very weak sense of belonging.

Figure 11 : Response to 29, "How would you describe your sense of belonging in your community?"



Most respondents (96%) feel at least moderately safe in the town they live in. 2% of respondents do not feel safe all, while 2% preferred not to answer.

Table 24: Responses to Q31, "How safe do you feel in the town you live in?"

Options	Reponses
Very	58%
Moderately	26%
Extremely	12%
Not at all	2%
Prefer not to answer	2%

Total Respondents: 43

Most respondents (93%) would recommend Leeds and Grenville as a place to live for immigrants.

Table 25: Responses to Q32, "Would you recommend Leeds and Grenville as a place to live for immigrants?"

Options	Reponses
Yes	93%
No	7%

Total Respondents: 43

Most respondents are at least likely (72%) to say in Leeds and Grenville, while 93% are at least somewhat likely. 2% of respondents answered they were unlikely to stay.

Table 26: Responses to Q34, "How likely are you to stay in Leeds and Grenville?"

Options	Reponses
Likely	37%
Very Likely	35%
Somewhat Likely	21%
Somewhat Unlikely	5%
Unlikely	2%
Very Unlikely	0%

Total Respondents: 43

## Challenges

More than half of respondents reported experiencing problems in four ways: finding affordable housing (66%), cost of living (56%), finding employment (56%) and finding health care (55%). The least common responses were finding programming in the community (24%), learning French (24%), finding childcare (22%) and learning English (22%). A full list of responses is in the table below.

Table 27: Responses to Q24, "Have you experienced any challenges settling in Leeds and Grenville? Select all that apply."

Options	Reponses
Finding affordable housing	66%
Cost of Lliving	56%
Finding employment	56%
Finding healthcare	55%
Transportation	49%
Making friends	45%
Receiving social or government services	43%
Finding mental health care	29%
Making sure children are happy and safe at school and in community	29%
Starting a new business	27%
Getting information in a language I understand	26%
Finding programming in local community	24%
Learning French	24%
Finding childcare	22%
Learning English	22%
Prefer not to say	16%

Total Respondents: 43

## Discrimination

More than one third (37%) of respondents reported having experienced discrimination or unfair treatment in the town they live in in the last 12 months. 5% of respondents preferred not to answer.

Table 28: Responses to Q25, "In the last 12 months, have you experienced discrimination or been treated unfairly by others in the town you live in? (Discrimination is when others treat you unfairly because of your race, skin colour, religion, ethnicity or other reasons.)"

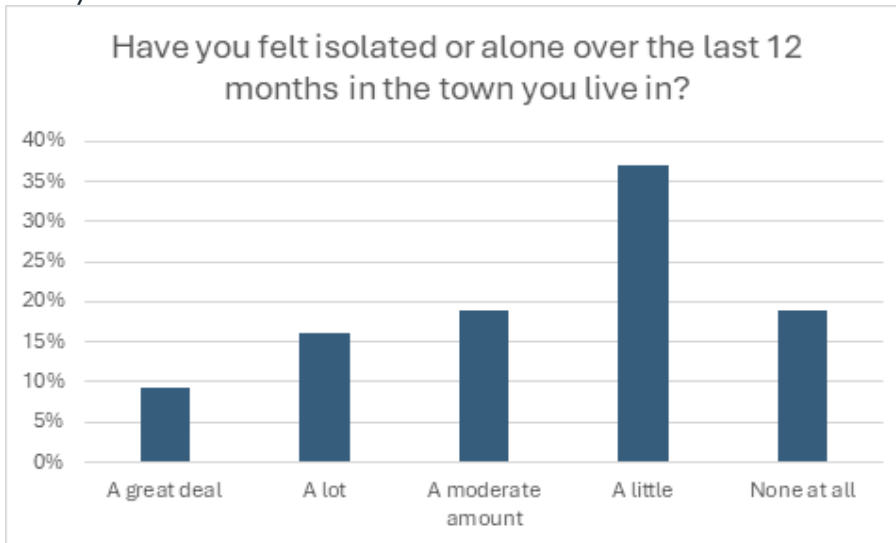
Options	Reponses
Yes	37%
No	58%
Prefer not to answer	5%

Total Respondents: 43

## Isolation

Respondents were asked if they felt isolated or alone over the past 12 months in their community. The most common answer was a little (37%). 25% responded a great deal or a lot, while 19% responded none at all.

Figure 12: Responses to Q30, “Have you felt isolated or alone over the 12 months in the town you live in?”



## Discussion

From a demographic perspective, survey respondents differed from the wider Leeds and Grenville immigrant population in two noticeable ways. First, survey respondents tended to be younger than the average immigrant as reported by Statistics Canada. While the median age among immigrants in Leeds and Grenville was 66.0, most survey respondents were aged between 25 and 44. Second, survey respondents tended to have lived in Canada for less time than the average immigrant in Leeds and Grenville. While 42% of respondents lived in Canada for 5 years or less, most immigrants in Leeds and Grenville have been in Canada since at least 1980. Survey respondents appeared to have more in common with recent immigrants to Leeds and Grenville than they did with immigrants who had resided in Canada for longer.

In other respects, however, respondents mirrored the patterns in the Statistics Canada census data. A significant portion of survey respondents identified as White (42%), spoke English as a first language (43%) and were members of the Christian faith community (51%). Although the comparison is not perfect, this appears to reflect the significant number of immigrants in Leeds and Grenville born in the United States and the United Kingdom. Yet, despite the predominance of White, English-speaking respondents, the survey is proof of a growing ethnic and linguistic diversity in Leeds and Grenville, where, as of the 2021 census, “visible minorities” and non-native English speakers accounted for about 3% and 5% of the total population respectively.

It is worth noting that while, overall, there are more economic category immigrants in Leeds and Grenville than family category immigrants, the reverse is true for recent immigrants. This trend appears to be reflected in the survey responses, as there were more respondents who identified as family category immigrants (42%) than economic category immigrants (23%).

Like immigrants to Leeds and Grenville more generally, survey respondents tended to have completed higher levels of education than the general population. While about 17% of the Leeds and Grenville population aged 15 years and over had completed a bachelor's degree or higher as of the 2021 census, among survey respondents the rate was 49%.

Survey respondents tended to express favourable attitudes towards Leeds and Grenville in many respects. Most respondents expressed feeling a sense of belonging in the communities they lived in, with 88% reporting this sense was at least somewhat strong. Similarly, the great majority of respondents reported feeling safe in their communities, with 96% reporting feeling at least moderately safe. A majority, 56%, felt very safe. Most respondents, 72%, reported that they were likely to stay in Leeds and Grenville, compared to only 7% who were somewhat unlikely or unlikely to stay. Finally, the majority of respondents, 93%, would recommend Leeds and Grenville as a place to live for other immigrants.

Similarly, the majority of survey respondents actively contributed to making their communities thriving and prosperous, with considerable majorities reporting helping their neighbours, helping newcomers integrate into the community, volunteering, and attending community events, among others.

Most survey respondents were employed, 50% of them working full time, while the majority (67%), felt their current job was suitable for their skills and experience. While a third (33%) of respondents reported working part time, it is not clear what proportion of these were working part time involuntarily, that is, working part time but looking for full-time employment. In future surveys, it may be worthwhile asking if part-time workers are seeking full-time employment, as involuntary part-time employment is a form of underemployment that may result in financial hardship (Statistics Canada, 2023).

Despite the many positives discussed above, the survey revealed that respondents face challenges. The vast majority of respondents (82%) reported feeling at least a little isolated over the last 12 months. More than a third (37%) reported experiencing discrimination over the same time.

Some findings appear to be in tension with one another. For instance, while respondents expressed favourable attitudes towards the affordability, suitability and adequacy of their current housing situation, the majority (66%) nevertheless reported that finding affordable housing was a challenge. In fact, finding affordable housing was the single most common challenge that respondents reported facing. Similarly, while only 7% of respondents reported being unemployed, the majority (56%) reported facing challenges finding employment.

The most common challenges respondents identified – finding affordable housing, the cost of living, finding employment and finding health care – mirror broader trends impacting on Ontario's politics and economy. Mass media reports on Ontario's "housing crisis," "healthcare crisis," and "doctor shortage" are easy to find. Meanwhile, the Consumer Price Index has recently experienced some of its highest growth rates in decades, with the 6.8% increase in the cost of living in 2022 the greatest increase in 40 years (Statistics Canada, 2024). In this respect, survey respondents are experiencing many of the same challenges as the wider Ontario population.

When it comes to public and community services, it is worth noting that most respondents' experience has been positive. Recreational services (66%), police services (58%), immigration/settlement services (54%), education services (54%), health services (53%) and housing services (53%) received most favourable ratings, according to the number of respondents who rated their experience as at least "good." Recreational services, which received the highest favourability rating, were also the second most commonly used, with about 90% of respondents having used them. Police services were the only service to not receive a poor or very poor rating.

The two services that received the least favourable ratings were health services (24%) and public transportation (20%). Notably, health services were also the most commonly used, with 95% of respondents reporting having used them. The comparatively low favourability rating for health services appears to be in line with the challenges respondents have experienced finding health care in the area. Clearly, addressing problems in health services is will be an important measure to help improve the immigrant experience in Leeds and Grenville.

## Focus Groups

The researcher offered a series of four Focus Groups between November 2024 and January 2025 in partnership with municipal partners, local employment service providers, and ESL classes. The small group sessions provided an opportunity for in-depth discussion of participants' experiences of moving to and settling in Leeds and Grenville, to supplement findings from the survey and to identify areas where support and policy improvements are needed. The eligibility criteria for each focus group were that participants must have been born outside of Canada, and, for reasons related to consent, that they must be over 18 years of age. In addition to the focus group discussions, participants were provided a web link for the Immigrant Survey.

Questions for the 90-minute sessions are included in the appendix.



## Key Findings

### **1. Non-Recognition of Employment Experience and Credentials**

Participants indicated experiencing challenges in the labour market due to the non-recognition of their professional qualifications and/or prior work experience. They indicated this results in underemployment, as they are unable to secure positions aligned with their skills and expertise.

### **2. Challenges with Specialized Driver's License Recognition**

Participants reported difficulties converting their specialized driver's licenses (e.g., commercial or professional licenses) to Canadian equivalents. This issue restricts access to employment opportunities in transportation, manufacturing, and other employment sectors.

### **3. Difficulty Securing Rental Housing**

Participants indicated lacking a Canadian financial history or credit record can present a major barrier to securing rental housing. Without this documentation, individuals face additional hurdles in settling into the community and achieving housing stability.

### **4. Limited Transportation Options in Smaller Communities**

All participants without access to a car indicated that limited public transportation (or in some cases no public transportation) isolates them from employment and educational opportunities as well as social interaction.

### **5. Lack of a Doctor**

Participants related the struggle to find a family doctor. This results in reliance on emergency rooms for non-urgent health concerns.

### **6. Experiences of Discrimination**

Racialized immigrants reported experiencing both overt and subtle forms of discrimination in employment, housing, and daily interactions. This discrimination undermines their overall well-being, creating feelings of exclusion from their new community.

## Advantages to Living in Leeds and Grenville

Participants indicated advantages of living in Leeds and Grenville were the quiet, safe communities with close proximity to water and nature. A calm and more relaxed way of life were advantages expressed by all participants.

Privately-sponsored refugees stated that the sponsor groups were instrumental in helping with the process of settling in communities.

It is important to note that two of the major challenges faced by immigrants – access to primary health care and lack of public transportation – are challenges faced by many residents in rural communities in Ontario.

# Employer Survey

One of the key characteristics of a welcoming community is employment and entrepreneurship opportunities and is a major factor in attracting and retaining immigrants to a particular destination. Employment is the primary source to meet basic needs, as well as facilitate integration (Esses, Hamilton, Aslam & Ribeiro Prado Barros, 2023).

The Eastern Ontario Innovation Board Local Labour Market Report (LLMP 2024/25) indicates that despite improvement in the number of available workers, in Leeds and Grenville, there continues to be significant labour shortages in specific sectors such as health care, construction, hospitality, and tourism (Eastern Workforce Innovation Board, 2025).

In 2025, the United Counties of Leeds and Grenville was selected by the Ministry of Labour, Immigration, Training and Skills Development to participate in the Ontario Immigrant Nominee Program's (OINP) Regional Economic Development through Immigration (REDI) pilot.

Communities selected for REDI have demonstrated that they have skilled labour needs that cannot be met locally. The pilot aims to help attract and retain foreign workers that have the skills and experience needed to fill these labour shortages and support economic growth by providing them with a pathway to Permanent Residence in Ontario.

With an ageing population and low birth rate in Leeds and Grenville, immigration is essential to growing and maintaining the labour force in the region.

As part of the project researcher developed a survey for local employers with the following objectives

- Assess employers' attitudes towards hiring immigrants;
- Explore employers' experiences in hiring immigrant;
- Explore the concerns employers have when hiring immigrants.

The survey was distributed through LIP Council members, local Chamber of Commerce, Employment Service Providers, and media partners. Available in English and French through Survey Monkey, the survey link was open from November 2024 to January 2025. A total of 20 English respondents answered the English version. Five employers in a variety of sectors provided contact information for a key information interview. It is important to note the survey results are statistically unreliable due to the limited number of respondents and may not accurately reflect the situation in Leeds and Grenville

## Key Findings

·79% of employers responded that they are currently facing labour shortages in a variety of sector including health care, manufacturing, construction, engineering, tourism related industries.

·86% indicated that they have hired permanent residents, while 18% have hired refugees/refugee claimants.

·50% of respondents have hired Temporary Foreign Workers and 42% have hired international students.

·53% of respondents indicated that immigrants leave employment to move to another community and 47% indicated immigrants leave due to commuting challenges.

## Key Informant Interviews

Five employers from the construction, manufacturing and tourism sectors agreed to take part in a key informant interview. All utilize the Temporary Foreign Workers program with workers coming from a wide range of countries, including Philippines, Singapore, Bangladesh and Mexico. Some organizations have agencies that recruit workers in the countries of origin.

Employers indicated being pleased with the calibre of the workers, indicating that they were hardworking, and reliable. According to the employers interviewed, best practices for ensuring integration into the work culture include:

- Formalized mentorship programs with experienced employees assisting new hires;
- Providing transportation to and from work;
- Employer signing the lease on rental properties until the worker has established a Canadian credit history and can renew a lease on his/her own

A full list of the survey questions and responses is attached in the Appendices section.

## Conclusion

Drawing on data from Statistics Canada's Censuses, the Community Data Program's Immigration Profiles, and surveys and focus groups of local immigrants and businesses, this report has shed light on the social, economic, and cultural inclusion experiences of Leeds and Grenville's immigrant population. The report can be used to guide further research and inform policy and service provision and other planning efforts within the St. Lawrence-Rideau Local Immigration Partnership catchment area.

Information gathered from the immigrant survey and focus groups speak to the diversity of the experiences of Leeds and Grenville's immigrant population. Many of the findings were positive. The majority of respondents felt a sense of belonging and safe in their communities, would recommend Leeds and Grenville as a place to live for immigrants and felt they were likely to stay in Leeds and Grenville into the future. Yet, the survey also shed light on difficulties immigrants face. The majority of respondents noted they had experienced challenges finding affordable housing, dealing with the cost of living, finding employment and accessing health care. Further, the majority had also experienced isolation over the previous year, while more than a third reported having experienced discrimination over the same time.

Respondents tended to report mostly positive experiences when it came to accessing and using local services. Recreational, police, immigration/settlement, education, health, and housing services received the highest number of positive ratings. Notably, health, which was also the most commonly used service, received the highest number of negative ratings, even as it was among the most positively rated services. In addition to health, public transportation received the second most negative ratings. The relatively poor rating for public transportation is perhaps unsurprising given Leeds and Grenville's "scant" and "fragmented" public transportation services (Torrance and Gray, 2021).

Given Leeds and Grenville's ageing population and its slow population growth rate, the county will benefit from continued and coordinated efforts to attract and retain immigrants. Immigrants can play an important role in promoting and sustaining the region's economic development, as demonstrated by programs and policies like the REDI pilot project. The purpose of the REDI pilot project in Leeds and Grenville is to target 200 skilled workers, who are not available locally, to help fill labour shortages. While the REDI project may be successful in recruiting immigrants, the coordinated efforts of the St. Lawrence-Rideau Local Immigration Partnership will be essential to ensuring the successful retention of new arrivals, providing them the necessary services and supports to assist their integration into the community.

Leeds and Grenville has many attributes that make it a potentially attractive destination for immigrants, compared to large urban centres, including a slower pace of life, peace and quiet, a proximity to nature, a sense of safety and a lower cost of living (See Kelly and Nguyen, 2023). Yet, for immigrants to stay in the region long term, they must feel included, welcomed, and a sense of belonging in their communities.

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# Glossary

The definitions of the terms in this glossary were taken from Immigration and Citizenship Canada. A complete glossary is available at: <https://www.canada.ca/en/services/immigration-citizenship/helpcentre/glossary.html>.

Term	Definition
Business class (Business immigrant)	<p>A category that includes investors, entrepreneurs and self-employed people. A person may become a permanent resident in this category based on his or her ability to economically establish in Canada.</p> <p>The applicant's spouse or common-law partner, and the applicant's dependent children, are also included in this category.</p>
Convention refugee	<p>A person who is outside of their home country or country where they normally live and fears returning to that country because of a well-founded fear of persecution for reasons of race, religion, nationality, membership in a particular social group or political opinion.</p>
Co-op/Internship Work Permit	<p>Foreign students who wish to participate in a co-op or internship program in a Canadian institution must apply for a work permit as well as a study permit. To be eligible for the co-op/internship work permit program, you must meet the following conditions:</p> <ul style="list-style-type: none"> <li>· You must have a valid study permit or apply for the work permit in conjunction with a study permit.</li> <li>· Your intended employment must be an essential and integral part of your program of study in Canada.</li> <li>· Your employment must be certified as part of your academic program, by a letter from a responsible academic official of the institution.</li> <li>· Your co-op or internship employment cannot form more than 50 percent of the total program of study.</li> </ul>

Term	Definition
Economic class (Economic immigrant)	A category of immigrants selected for their skills and ability to contribute to Canada's economy. Economic Class immigrants include skilled workers, provincial and territorial nominees, business immigrants, Quebec skilled workers and Canadian Experience Class members, and their spouses and dependants.
Entrepreneur	An immigrant admitted to Canada who: <ul style="list-style-type: none"> <li>·has business experience, <b>and</b></li> <li>·has legally obtained net worth of at least C\$300,000.</li> </ul> As a condition of maintaining permanent resident status as an entrepreneur, the person also agrees to: <ul style="list-style-type: none"> <li>·control at least one-third of the equity in a qualifying Canadian business,</li> <li>·actively manage the business, <b>and</b></li> </ul> create at least one full-time job for a Canadian citizen or permanent resident.
Family class	An immigration category that includes any family members sponsored to come to Canada by a Canadian citizen or permanent resident.
Federal Skilled Worker	An immigrant selected as a permanent resident based on their education, work experience, knowledge of English and/or French, and other criteria that have been shown to help people succeed in the Canadian labour market. Spouses and children are included on the application.
Foreign student (International student)	A temporary resident who is legally authorized to study in Canada on a temporary basis. With a few exceptions, foreign students must get a study permit if they are taking a course of studies that will last for more than six months.
Foreign Worker	A temporary resident who is legally allowed to work in Canada on a temporary basis.
Government-Assisted Refugee	A person who is outside Canada and has been determined to be a Convention refugee and who receives financial and other support from the Government of Canada or Province of Quebec for up to one year after their arrival in Canada.  GARs are selected from applicants referred by the United Nations High Commissioner for Refugees (UNHCR) and other referral organizations.



Term	Definition
Permanent resident (Landed immigrant [PR])	A person who has legally immigrated to Canada but is not yet a Canadian citizen.
Privately sponsored refugee	A person outside Canada who has been determined to be a Convention refugee or member of the Country of Asylum class and who receives financial and other support from a private sponsor for one year after their arrival in Canada. Private sponsors are Sponsorship Agreement Holders (SAHs), Groups of Five or Community Sponsors.
Refugee claimant	A person who has applied for refugee protection status while in Canada and is waiting for a decision on his/her claim from the Immigration and Refugee Board of Canada.
Temporary Foreign Worker Program	<p>This program allows employers to hire foreign workers to fill short-term labour and skill shortages when no Canadians are available to do the job. A Labour Market Impact Assessment is needed to hire through this program.</p> <p>Foreign workers hired as part of this program are referred to as temporary foreign workers. They may get a work permit only after a Labour Market Impact Assessment has concluded that no Canadians are available to do the job.</p>

# Appendices

Immigrant Survey: English

Employer Survey: English

Consent Form

Press Release

Immigrant Survey Poster: English

Immigrant Survey Poster: French

Employer Survey Poster: English

Employer Survey Poster: French

Immigrant Feedback Session: Brockville

Immigrant Feedback Session: Kemptville

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# Immigrant Survey: English

## Immigrant Survey

### Immigrant Survey

The St. Lawrence - Rideau Immigration Partnership (SLRIP) is currently conducting a research project to learn how the partnership can improve programs and services to ensure immigrants feel included and have a sense of belonging in the community.

Funded by Immigration, Refugees and Citizenship Canada, the Immigration Partnership is a collaboration of twenty-five plus organizations dedicated to enhancing the local community's ability to welcome, support, and integrate immigrants. To find out more about the St. Lawrence - Rideau Immigration Partnership please visit <https://slrip.ca>.

This survey is open to all immigrants (born outside Canada) who live or work in The United Counties of Leeds and Grenville including Permanent Residents, Refugees, Refugee Claimants and Temporary Workers and International Students.

The survey asks demographic, multiple choice and short answer questions about your experiences. Completing the survey is voluntary and you can skip any question you do not want to answer. You do not have to include your name or contact information. When the survey is completed, you can choose to enter your name in a draw for a prize of one of four \$50.00 prepaid credit cards. If you provide your name, it will not be connected to the survey answers. All responses will be anonymous and summarized in a report published by the St. Lawrence - Rideau Immigration Partnership. To protect privacy, only the researchers will have access to the raw data.

1. Which of the following best describes you ?

- ☐ I immigrated to Canada as an economic category immigrant (e.g. Federal Skilled Worker Program, Provincial Nominee Program, Canadian Experience Class, and dependants of economic applicants)
- ☐ I immigrated to Canada as a family-category immigrant (sponsored spouse, sponsored parent or grandparent, or other immigrant sponsored by family)
- ☐ I immigrated to Canada as a government assisted refugee
- ☐ I immigrated to Canada as a privately sponsored refugee
- ☐ I immigrated to Canada as a refugee claimant and am now a Canadian citizen
- ☐ I am currently in Canada as a refugee claimant
- ☐ I am currently in Canada on a Temporary Work Visa
- ☐ I am currently in Canada as an International Student
- ☐ I am currently in Canada on Canada Ukraine Authorized for Emergency Travel CUAET visa holder/Ukrainian temporary resident
- ☐ Other
- ☐ Prefer not to answer

# Immigrant Survey: English

2. Where do you live in Leeds and Grenville ?

- ☐ Township of Augusta
- ☐ Township of Athens
- ☐ City of Brockville
- ☐ Township of Edwardsburgh Cardinal
- ☐ Township of Elizabethtown-Kitley
- ☐ Township of Front of Yonge
- ☐ Town of Gananoque
- ☐ Township of Leeds and Thousand Islands
- ☐ Township of Merrickville- Wolford
- ☐ Municipality of North Grenville
- ☐ Town of Prescott
- ☐ Township of Rideau Lakes
- ☐ Village of Westport

3. How long have you been in Canada ?

- ☐ Less than a year
- ☐ 1 to 5 Years
- ☐ 6 to 10 years

☐ 10+ years

4. What is your age ?

- ☐ 18- 24
- ☐ 25-34
- ☐ 35-44
- ☐ 45-54
- ☐ 55-64
- ☐ 65 +
- ☐ Prefer not to answer

# Immigrant Survey: English

5. How do you describe yourself ?

- ☐ Arab
- ☐ Black (e.g. Black-Caribbean, Black-African, Black-North American)
- ☐ Chinese
- ☐ Filipino
- ☐ Japanese
- ☐ Korean
- ☐ Latino/Hispanic
- ☐ South Asian (e.g. East Indian Pakistani, Sri Lankan)
- ☐ Southeast Asian (e.g. Vietnamese, Cambodian, Laotian, Thai)
- ☐ West Asian (e.g. Iranian, Afghan)
- ☐ White
- ☐ Other
- ☐ Prefer not to answer

# Immigrant Survey: English

6. What is your first language ?

- ☐ Arabic
- ☐ Cantonese
- ☐ Chinese
- ☐ English
- ☐ Filipino
- ☐ French
- ☐ German
- ☐ Gujarati
- ☐ Hindi
- ☐ Japanese
- ☐ Malayalam
- ☐ Mandarin
- ☐ Nepali
- ☐ Portuguese
- ☐ Punjabi
- ☐ Russian
- ☒ Spanish
- ☐ Turkish
- ☐ Ukrainian
- ☐ Other

7. How well can you speak and understand English ?

- ☐ Very well
- ☐ Well
- ☐ Fairly well
- ☐ Poorly
- ☐ Not at all

# Immigrant Survey: English

8. How well can you speak and understand French ?

- ☐ Very well
- ☐ Well
- ☐ Fairly well
- ☐ Poorly
- ☐ Not at all

9. Do you speak any other languages ? Please list .

10. If you are a member of a faith community, please share which one:

- ☐ Buddhist
- ☐ Christian
- ☐ Hindu
- ☐ Jewish
- ☐ Muslim
- ☐ Shik
- ☐ Prefer not to answer
- ☐ Other (please specify)

# Immigrant Survey: English

11. What is the highest level of education you have completed ?

- ☐ Less than high school
- ☐ High school or equivalent
- ☐ Trade or technical school
- ☐ College Diploma
- ☐ Bachelor Degree
- ☐ Graduate Degree

12. How do you describe your gender identity ?

- ☐ Man
- ☐ Woman
- ☐ Non Binary
- ☐ Prefer to self describe
- ☐ Prefer not to answer

13. Do you identify as a member of the LGBTQ+ community ?

- ☐ Yes
- ☐ No
- ☐ Prefer not to answer

14. What is your employment status ?

- ☐ I am employed (working full time)
- ☐ I am employed (working part time)
- ☐ I am unemployed but seeking work
- ☐ I am self employed
- ☐ I am not in the paid workforce (retired,caregiver etc.)
- ☐ Other
- ☐ Prefer not to answer



# Immigrant Survey: English

15. If employed, what sector do you currently work in ?

☐ Agriculture

☐ Education

☐ Government

☐ Health Care

☐ Hospitality

☐ Information Technology

☐ Manufacturing

☐ Natural Resources

☐ Real Estate / Real Estate Development

☐ Retail

☐ Skilled Trades

☐ Social Services

☐ Tourism

☐ Transportation

☐ Prefer not to answer

☐ Other

16. Are you in a job that is at the same level as your skills and experience?

☐ Yes

☐ No

☐ I am not currently employed

☐ Prefer not to answer

# Immigrant Survey: English

17. Please rate your experience with the following services in Leeds and Grenville .

	Excellent	Very good	Good	Neither good nor poor	Poor	Very poor	Did not use
Child care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employment/Skills Training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
English language training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
French Language training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Local Government/ By Law	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Legal /courts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mental Health	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Public Transportation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Police	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recreational Services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Immigration/ Settlement Services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other (please specify)

18. If you went to a hospital, health clinic or talked to a health professional in the past year how did the clinic provide in person or phone or video interpretation ?

- ☐ Language interpretation was provided for me
- ☐ I wanted language interpretation but did not receive it
- ☐ I brought a family member or friend because language interpretation was not available
- ☐ I brought a family member or friend because I prefer them to a professional interpreter
- ☐ I did not need language interpretation
- ☐ I did not go to a hospital, clinic or health care professional
- ☐ Prefer not to answer
- ☐ Other (please specify)

# Immigrant Survey: English

19. Please share any comments about how to improve services in Leeds and Grenville.

20. Is your current housing affordable ?

- ☐ Yes
- ☐ No
- ☐ Prefer not to answer

21. Does your current housing have enough space and bedrooms for the people living in it ?

- ☐ Yes
- ☐ No
- ☐ Prefer not to answer

22. Is your current housing in a good state of repair?

- ☐ Yes
- ☐ No
- ☐ Prefer not to answer

23. Why did you move to Leeds and Grenville?

- ☐ Family and/or friend
- ☐ More affordable than larger centres
- ☐ For a job in the region
- ☐ Cultural or language groups in the region
- ☐ Community supports
- ☐ Post secondary education
- ☐ I did not choose.It was chosen for me.
- ☐ Prefer not to answer

# Immigrant Survey: English

24. Have you experienced any challenges settling in Leeds and Grenville? Select all that apply.

	Yes	No	Prefer not to answer	Not applicable
Finding health care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Finding mental health care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Finding programming in local community (library, community centre, recreational facilities, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Cost of living	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Finding affordable housing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Finding children care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Finding employment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Getting information in a language I understand	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Learning English	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Making sure children are happy and safe at school and in community	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Making friends	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Receiving social or government services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Starting a new business	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Transportation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Learning French	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Prefer not to say	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

25. In the last 12 months have you experienced discrimination or been treated unfairly by others in the town you live in? (Discrimination is when others treat you unfairly because of your race, skin colour, religion, ethnicity or other reasons.)

- ☐ Yes  
☐ No  
☐ Prefer not to answer

# Immigrant Survey: English

26. If you have experienced discrimination or been treated unfairly by others, what were the reasons?

27. Are there benefits to living in Leeds and Grenville?

28. What are some of the ways you contribute to creating a thriving and prosperous community for everyone?

	Yes	No	Prefer not to answer
I volunteer with community organizations, groups or faith communities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I help my neighbours when they need it	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I help newcomers to Canada make their	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I help newcomers to Canada make their home in our community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I speak up for fairness and treat people with kindness in my community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I contribute with my skills and experience to the local economy through my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I continue to build my skills and strengthen the ways I can contribute to this community (learning English, further education, building professional skills, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I participate in community events	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I contribute to improving the natural environment (recycling, picking up garbage, planting trees, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I donate to charities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I vote in municipal, provincial and federal elections	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am on a Board of Directors or committee	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am a business owner and contribute to the local economy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other (please specify)

# Immigrant Survey: English

29. How would you describe your sense of belonging in your community?

- ☐ Very strong
- ☐ Strong
- ☐ Somewhat strong
- ☐ Somewhat weak
- ☒ Very weak
- ☐ None at all
- ☐ Prefer not to answer

30. Have you felt isolated or alone over the last 12 months in the town you live in?

- ☐ A great deal
- ☐ A lot
- ☐ A moderate amount
- ☐ A little
- ☐ None at all

31. How safe do you feel in the town you live in?

- ☐ Extremely
- ☐ Very
- ☐ Moderately
- ☐ Not at all
- ☐ Prefer not to answer

32. Would you recommend Leeds and Grenville as a place to live for immigrants?

- ☐ Yes
- ☐ No

# Immigrant Survey: English

33. What changes would help immigrants to reach their full potential in the town you live in?

34. How likely are you to stay in Leeds and Grenville?

- ☐ Very likely
- ☐ Likely
- ☐ Somewhat likely
- ☐ Somewhat unlikely
- ☐ Unlikely
- ☐ Very unlikely

35. Where do you prefer to get your information about settlement services, local services and events?

- ☐ Email
- ☐ Information Session
- ☐ Settlement Services or other community agency
- ☐ Local newspaper
- ☐ St. Lawrence Rideau Immigration Partnership website and/or newsletter
- ☐ Facebook
- ☐ Local radio

36. If you wish to be entered into draw please leave name and contact. Thank you very much for taking part in this survey .

Name	<input type="text"/>
Email	<input type="text"/>
Phone Number	<input type="text"/>

# Employer Survey: English

## Employer Survey

### Employer Survey

The St. Lawrence - Rideau Immigration Partnership (SLRIP) is currently conducting a research project to learn about employer's experiences and attitudes towards hiring immigrants in Leeds and Grenville. Funded by Immigration, Refugees and Citizenship Canada, the Immigration Partnership is a collaboration of twenty-five plus organizations dedicated to enhancing the local community's ability to welcome, support, and integrate immigrants. To find out more about the St. Lawrence - Rideau Immigration Partnership please visit <https://slrip.ca>.

This survey is open to all employers in The United Counties of Leeds and Grenville. Answers to the survey will be part of a research project published by the St. Lawrence- Rideau Immigration Partnership on "Immigrant Experiences in Leeds and Grenville: Examining social, economic, and cultural inclusion." It will be used to inform local governments, employment service providers, settlement agencies, educational institutions, and organizations mandated with enhancing labour market outcomes of immigrants and supporting local employers in building inclusive productive workplaces.

Additionally, the research team hopes to conduct key informant interviews with a number of employers in Leeds and Grenville. The interviews would be 30 to 40 minutes in length and arranged at your convenience (in person, virtually, telephone). Only employers wishing to be part of the key informant interview are asked to provide name and contact information at the end of the survey. Otherwise completing the name and contact section is optional. All responses will be anonymous and summarized in the report.

Thank you for your support. If you have any questions or concerns about the survey or the research project, please contact Loretta Corbeil, Researcher at (343) 507-4173 or [loretta\\_corbeil@yahoo.ca](mailto:loretta_corbeil@yahoo.ca)

1. Please indicate the size of your business/organization (number of employees).

- ☐ Small (2 - 4)
- ☐ Medium (5 - 49)
- ☐ Large (50- 150)
- ☐ Larger (150- 500)
- ☐ Very large (500+)
- ☐ Prefer not to answer



# Employer Survey: English

2. Please indicate your role in the company/organization.

- ☐ Owner
- ☐ Self Employed
- ☐ Senior Executive
- ☐ Human Resources Manager
- ☐ Hiring Manager
- ☐ Other
- ☐ Prefer not to answer

3. Please indicate your employment sector.

- ☐ Agriculture
- ☐ Education
- ☐ Government (Municipal, Provincial, Federal)
- ☐ Health Care
- ☐ Hospitality
- ☐ Information Technology
- ☐ Manufacturing
- ☐ Natural Resources
- ☐ Real Estate/Real Estate Development
- ☐ Retail
- ☐ Skilled Trades
- ☐ Social Services
- ☐ Tourism
- ☐ Transportation
- ☐ Other
- ☐ Prefer not to answer

# Employer Survey: English

4. Where is your business/organization located in Leeds and Grenville?

- ☐ Township of Augusta
- ☐ Township of Athens
- ☐ City of Brockville
- ☐ Township of Edwardsburg-Cardinal
- ☐ Township of Elizabethtown-Kitley
- ☐ Township of Front of Yonge
- ☐ Town of Gananoque
- ☐ Township of Leeds and the Thousand Islands
- ☐ Township of Merrickville-Wolford
- ☐ Municipality of North Grenville
- ☐ Town of Prescott
- ☐ Township of Rideau Lakes
- ☐ Village of Westport

5. Are you an Immigrant business owner?

- ☐ Yes
- ☐ No
- ☐ Prefer not to answer

6. Are you aware of the Eastern Ontario Immigrant Attraction and Retention Report?

- ☐ Yes
- ☐ No
- ☐ Prefer not to answer

7. Does your organization/industry currently face labour or skills shortages or hard-to-fill vacancies? If so, which occupations ?

# Employer Survey: English

8. Have you hired immigrants (born outside Canada including permanent residents, refugee, refugee claimant, Temporary Foreign Workers, International Students)?

	Yes	No	Prefer not to answer
Permanent Residents	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Refugee/Refugee Claimant	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Temporary Foreign Worker	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
International Students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9. Please choose one statement, from the list below, that best reflects the importance of immigrants to Canada to your business/organization and hiring decisions.

- ☐ Immigrants have already become an increasingly important source of new hires for our business/organization
- ☐ Immigrants are not a particularly significant source of new hires for our business/organization
- ☐ We foresee that, in the near future, immigrants will become an increasingly important source of new hires for our business/organization
- ☐ We expect that we will be relying less on immigrants as a source of new hires for our business/organization
- ☐ We do not know or do not track whether the person we are hiring is an immigrant or not
- ☐ Prefer not to answer

10. What is your experience if any, with International Students?

- ☐ Our organization has employed International Students on a work permit.
- ☐ Our organization might be interested in employing International Students on a work permit.
- ☐ Our organization has recruited International Students and supported their application to become Permanent Residents.
- ☐ Our organization might be interested in recruiting International Students as future permanent residents.
- ☐ Our organization is not interested in employing International Students in any capacity
- ☐ Prefer not to answer

# Employer Survey: English

11. Please assess how your business/organization assesses immigrant candidates in comparison to other candidates for the same position.

	Almost always a concern	Often a concern	Sometimes a concern	Almost never a concern	Prefer not to answer
Everyday English conversational ability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Higher functioning English conversational skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
English reading and writing skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Familiarity with Canadian business culture, practices, and norms	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Technical skills related to the job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Certainty about their educational credentials	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Problem-solving and critical thinking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ability to work within a team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

12. What, if any, challenges have you experienced in hiring immigrants?

- ☐ Limited language proficiency
- ☐ Cultural differences
- ☐ Immigrants lack of familiarity with Canadian workplace norms and practices
- ☐ Evaluation of foreign credentials
- ☐ Lack of awareness/understanding from Canadian born staff about immigrants ?
- ☐ Prefer not to answer
- ☐ Other (please specify)

# Employer Survey: English

13. Please state factors that influenced immigrant employees to voluntarily leave their positions with your organization.

	Yes	No	Prefer not to answer
Finding other employment more suitable to their prior experience or education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The wage level or finding other employment at a higher wage	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Commuting challenges	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The level of personal fulfillment achieved on the job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interpersonal issues with co-workers, supervisors or clients	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Too few hours of work per week	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Too many hours of work per week	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Immigrant employee moved to another community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Immigrant employee preferred to live in larger urban centre	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (please specify)	<input type="text"/>		

14. In your opinion, what could be done to help immigrants get jobs that make use of their skills and experience?

	yes	no
Assessment of credentials	<input type="checkbox"/>	<input type="checkbox"/>
Mentorships	<input type="checkbox"/>	<input type="checkbox"/>
Language training/testing	<input type="checkbox"/>	<input type="checkbox"/>
Cultural Awareness Training	<input type="checkbox"/>	<input type="checkbox"/>
Improved labour market information	<input type="checkbox"/>	<input type="checkbox"/>
Prefer not to answer	<input type="checkbox"/>	<input type="checkbox"/>
Other	<input type="checkbox"/>	<input type="checkbox"/>

# Employer Survey: English

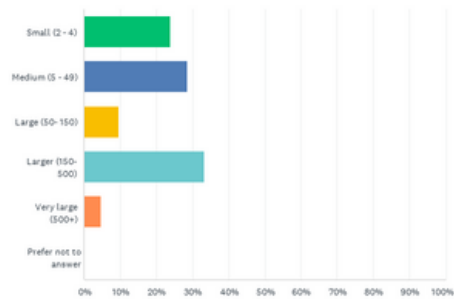
15. Please share any best or promising practices you are aware of to attract, recruit, and retain immigrant talent.

16. Please share any benefits to your business/organization with hiring immigrants.

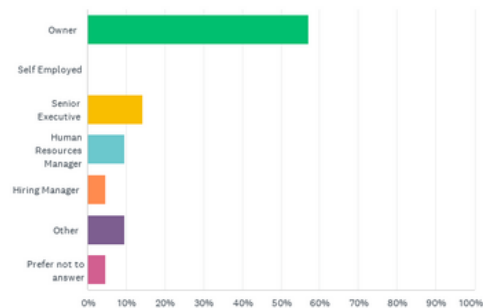
17. If you are interested in taking part in a key informant interview, please leave name and email below.  
Thank you.

# Employer Survey: English: Graphs

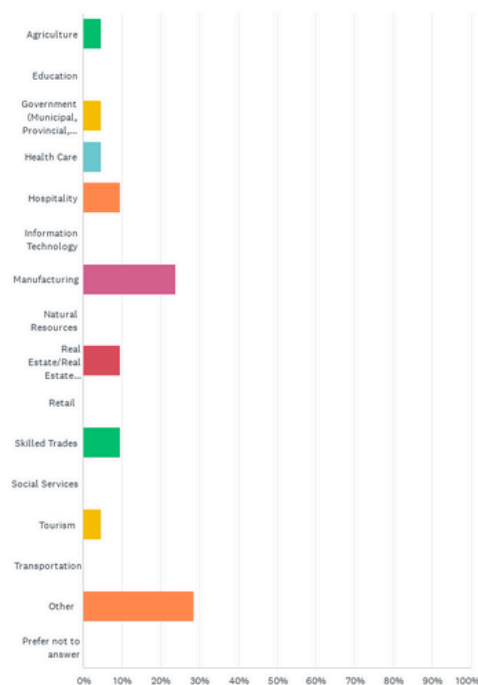
Q1 Please indicate the size of your business/organization (number of employees).



Q2 Please indicate your role in the company/organization.

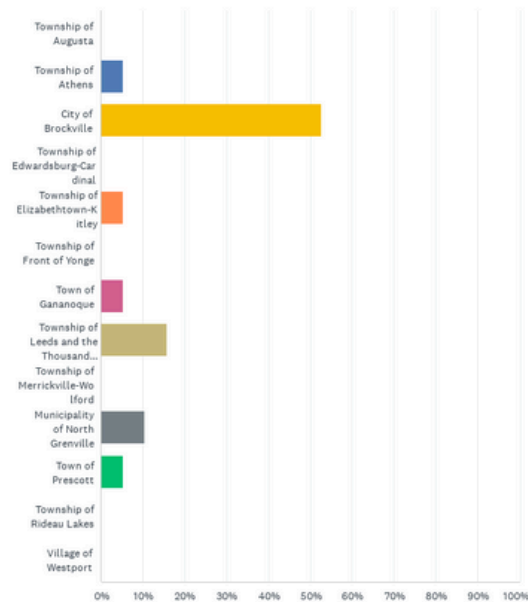


Q3 Please indicate your employment sector.

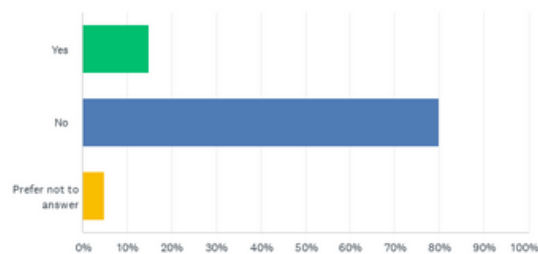


# Employer Survey: English: Graphs

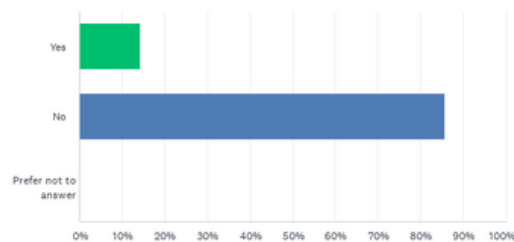
Q4 Where is your business/organization located in Leeds and Grenville?



Q5 Are you an Immigrant business owner?



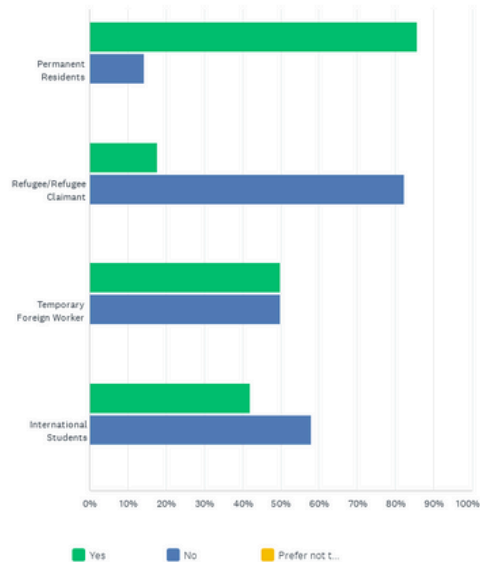
Q6 Are you aware of the Eastern Ontario Immigrant Attraction and Retention Report?



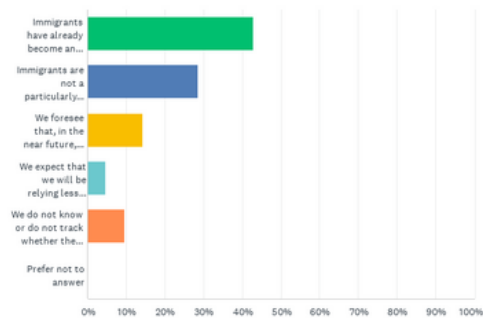


# Employer Survey: English: Graphs

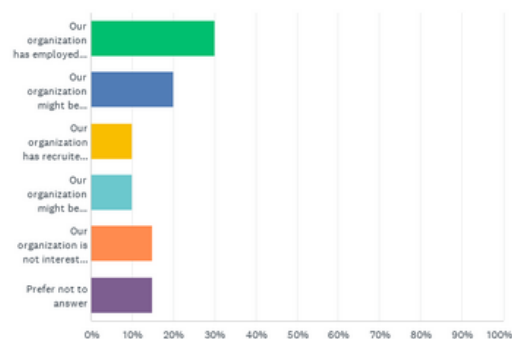
Q8 Have you hired immigrants (born outside Canada including permanent residents, refugee, refugee claimant, Temporary Foreign Workers, International Students)?



Q9 Please choose one statement, from the list below, that best reflects the importance of immigrants to Canada to your business/organization and hiring decisions.

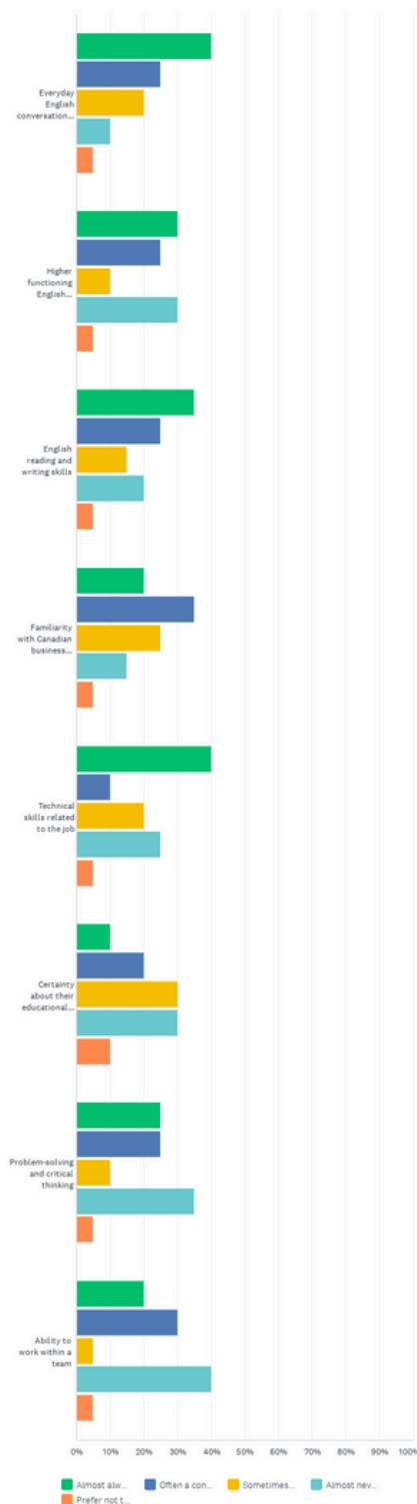


Q10 What is your experience if any, with International Students?



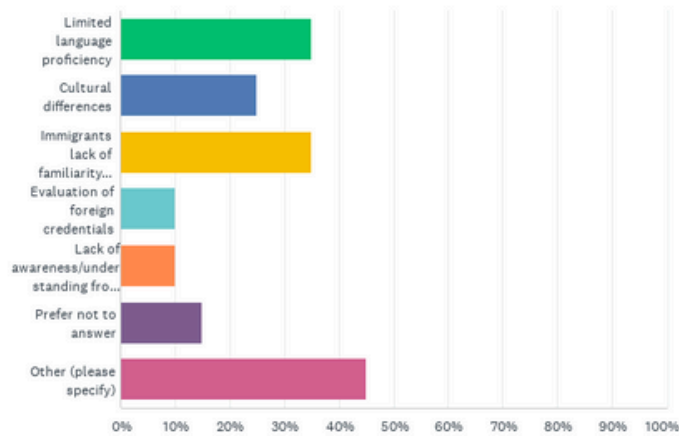
# Employer Survey: English: Graphs

Q11 Please assess how your business/organization assesses immigrant candidates in comparison to other candidates for the same position.



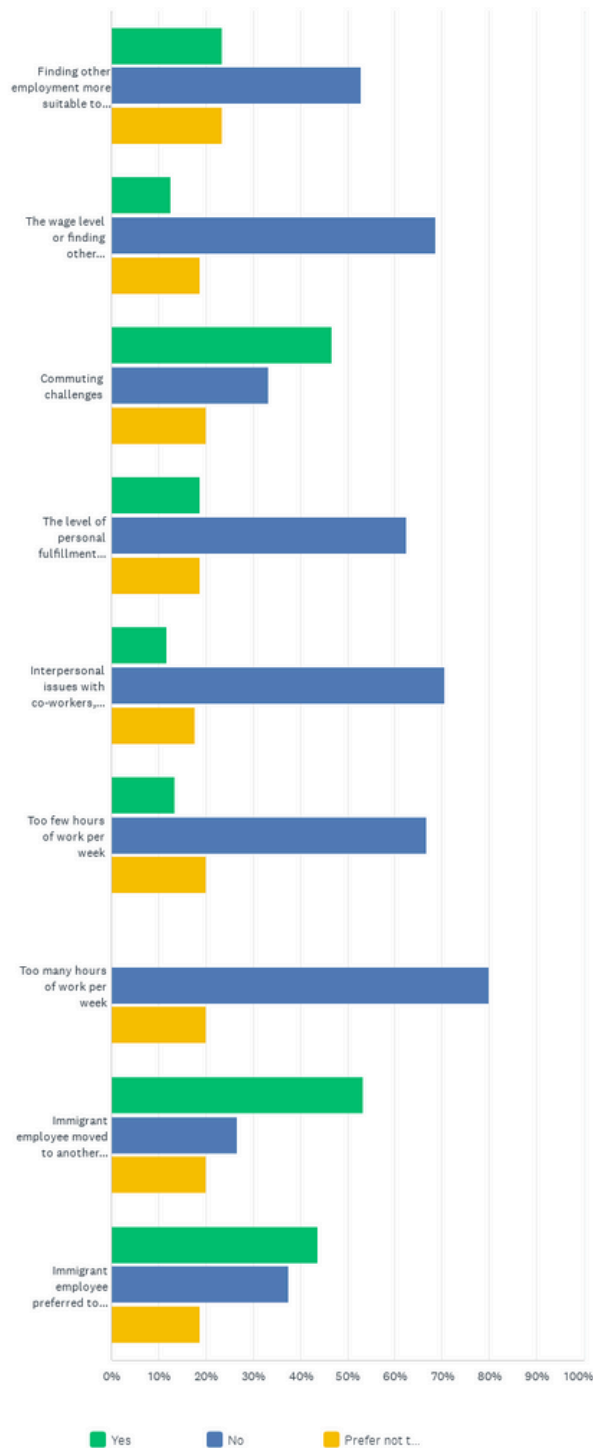
# Employer Survey: English: Graphs

Q12 What, if any, challenges have you experienced in hiring immigrants?



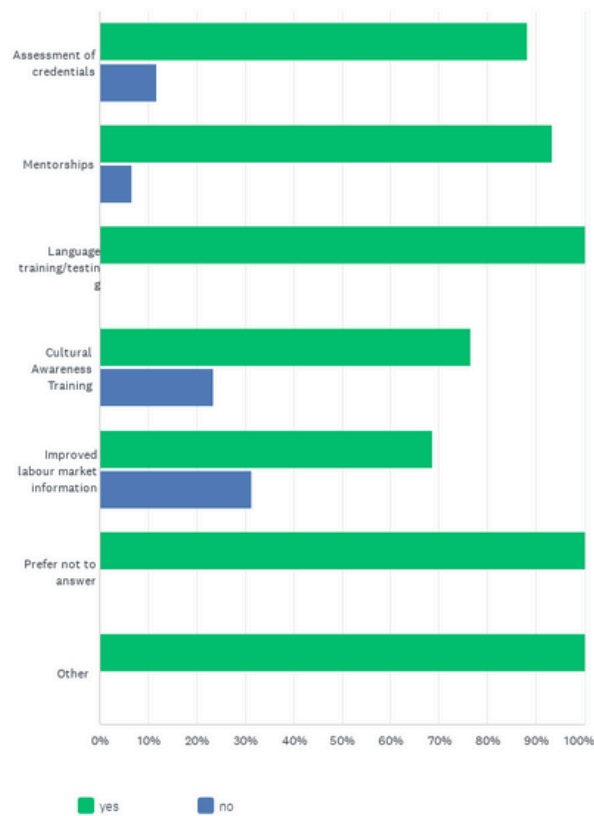
# Employer Survey: English: Graphs

Q13 Please state factors that influenced immigrant employees to voluntarily leave their positions with your organization.



# Employer Survey: English: Graphs

Q14 In your opinion, what could be done to help immigrants get jobs that make use of their skills and experience?



# Consent Form

St. Lawrence–Rideau Immigration Partnership 2024 Research Project  
“Immigrant Experiences in Leeds and Grenville:  
Examining Social, Economic, and Cultural Inclusion.”

## Immigrant Survey Information and Consent

Funded by Immigration, Refugees and Citizenship Canada, the St. Lawrence–Rideau Immigration Partnership (SLRIP) brings together various organizations dedicated to enhancing the local community's ability to welcome, support, and integrate immigrants. Through collaboration with over twenty-five community agencies and led by two staff members, the Partnership extends its reach across the ten municipalities and three partner communities within the United Counties of Leeds and Grenville.

To find out more about the St. Lawrence–Rideau Immigration Partnership, visit <https://slrlip.ca>.

The Partnership is currently conducting a community-based research project to better understand the experiences of immigrants in Leeds and Grenville. Survey questions include demographic as well as questions related to behaviours and experiences. The project goals are to identify gaps and/or barriers to services and programs and to learn what makes Leeds and Grenville attractive to newcomers. The results of the research project will be published in 2025 and will be distributed to community partners and available on the SLRIP website.

This survey is for all immigrants in Leeds and Grenville who are aged 18 years or older. This includes anyone born outside Canada who is now living, working, or studying in this community (permanent residents, Canadian citizens, refugees, temporary residents, refugee claimants, and international students).

## Personal information

You do not have to provide your name to do the survey. The survey begins with a short section of demographic information and will ask both multiple choice questions and short answer questions about your experiences. When you have completed your survey, you can choose to enter your name into a draw for a prize. If you provide your name, it will not be connected to your survey answers and will only be used for the draw. The draw will be for one of four \$50.00 prepaid credit cards.

Completing the survey is voluntary, and you can skip any question you do not want to answer. You can stop or close the browser window any time you like without consequences, but we cannot remove your answers once you submit them, because we will not be able to separate the answers from the rest of the data.

# Consent Form

## Online surveys

It will take about 15 to 20 minutes to complete the survey. Survey responses will be collected through Survey Monkey software and kept on servers within Canada. Because the survey is being completed over the internet, absolute confidentiality cannot be guaranteed. Survey responses will be deleted from Survey Monkey servers two months after the data collection period is complete.

## Paper surveys

If someone is not able to fill out the survey online and would like to respond by phone, email or on paper, they can contact the researcher: Loretta Corbeil [loretta\\_corbeil@yahoo.ca](mailto:loretta_corbeil@yahoo.ca) 343-507-4173 to arrange for alternative method.

**Translated Surveys** The survey is available in English and French.

## Data management

Survey responses will be stored in a password-protected file. Only Loretta Corbeil, B.A. and Matthew Corbeil, PhD (researchers) will have access to the raw survey data. All the responses will be anonymous and will be summarized in a report and be used for presentations. They will be available in 2025 on the St. Lawrence-Rideau Immigration Partnership website at <https://slrlip.ca>.

## Benefits, Risks and Supports

Participating in the survey is an opportunity to influence how services for immigrants are offered in Leeds and Grenville and impact the development of policies at municipal, provincial and federal levels. We do not anticipate there will be any significant risks to participating in this survey. Each person may react differently when reflecting on the questions, and it may raise anxiety for some people. If you need support, you can call the Lanark, Leeds, Grenville Addiction and Mental Health at 1-866- 499 -8445, Crisis Line 1-866-281-2911.

## Contact Information

If you have questions about the survey, technical aspects of the research, or your rights as a survey participant, you may contact:

Loretta Corbeil  
[loretta\\_corbeil@yahoo.ca](mailto:loretta_corbeil@yahoo.ca)  
343-507-4173

Participants may also contact Algonquin College Research Ethics Board (REB) to discuss ethical issues surrounding the project. Please contact:

Algonquin College REB  
Website: [www.algonquincollege.com/research-ethics-board](http://www.algonquincollege.com/research-ethics-board)  
Email: [REBAdmin@algonquincollege.com](mailto:REBAdmin@algonquincollege.com)  
Phone: 613-727-4723 x 5213

# Press Release

St. Lawrence Rideau Immigration Partnership Launches Research Project Immigrant Experiences in Leeds and Grenville: Examining Social, Economic, and Cultural Inclusion

Brockville, ON – The St. Lawrence – Rideau Immigration Partnership has launched a community-based research project to better understand the experiences of immigrants in Leeds and Grenville. The project goals are to identify gaps and/or barriers to services and programs as well determine what makes Leeds and Grenville attractive to newcomers. The results of the research project will be published in Spring 2025 and will be used to inform local governments, employers, employment services providers, settlement agencies, educational institutions, and community organizations.

The study will include an immigrant survey, employer survey, key informant interviews, focus groups and literature review.

Immigrants in Leeds and Grenville who are eighteen and over born outside Canada (now living, working, or studying in this community including permanent residents, Canadian citizens, refugees, temporary residents, refugee claimants, and international students) are invited to participate in the survey.

The Employer Survey is open to all employers in Leeds and Grenville.

“The surveys are a great opportunity for immigrants and employers to share their experiences and for the community to learn more about Leeds and Grenville newcomers” says Melissa Francis, Manager St. Lawrence – Rideau Immigration Partnership. She adds that, “Community agencies, municipalities, and individuals have all indicated a desire to make Leeds and Grenville a welcoming place for immigrants to be and we’re hoping this research enables us all to work collaboratively to ensure immigrants come to our communities and choose to stay.”

The survey is open for responses until January 24 and available in English and French. Immigrants who participate in the survey can be entered in a draw to win one of four \$50 Visa gift cards. Paper copies will be available upon request for those requiring accommodation.

Immigrant Surveys:[English](#) [French](#)

Employer Surveys:[English](#) [French](#)

The St. Lawrence – Rideau Immigration Partnership is funded by Immigration, Refugees, and Citizenship Canada.

-30-

For more information:

Melissa Francis, Program Manager

St. Lawrence – Rideau Immigration Partnership

343.264.1147 / [melissaf@eecentre.com](mailto:melissaf@eecentre.com)



# Immigrant Survey Poster: English and French



**Immigrant Feedback Survey**

LET US KNOW HOW WE CAN MAKE  
YOUR COMMUNITY MORE WELCOMING!

COMPLETE THE SURVEY AND  
BE ENTERED TO WIN 1 OF 4  
PRIZES!

SURVEY TAKES 15 MINUTES TO  
COMPLETE

THE SURVEY CAN BE FOUND  
HERE: [BIT.LY/49WGNBH](https://bit.ly/49WGNBH)



Survey closes January 24

If you have any questions please contact:  
Loretta @ Loretta Corbeil and Associates  
[loretta\\_corbeil@yahoo.ca](mailto:loretta_corbeil@yahoo.ca) or 343-507-4173

 ST. LAWRENCE- RIDEAU  
IMMIGRATION  
PARTNERSHIP

Funded by:  Immigration, Refugees  
and Citizenship Canada

Financé par :  Immigration, Réfugiés  
et Citoyenneté Canada



**Sondage des  
commentaires des  
immigrants**

FAITES-NOUS SAVOIR COMMENT ON PEUT FAIRE  
VOTRE COMMUNAUTÉ PLUS ACCUEILLANTE !

PARTICIPEZ AU SONDAGE ET  
COUREZ LA CHANCE DE  
GAGNER L'UN DES 4 PRIX !

LE SONDAGE PREND 15  
MINUTES À COMPLÉTER

LE SONDAGE:  
[BIT.LY/3OYCZUB](https://bit.ly/3OYCZUB)



Sondage ferme Janvier 24

Si vous avez des questions, veuillez contacter :  
Loretta @ Loretta Corbeil et Associés  
[loretta\\_corbeil@yahoo.ca](mailto:loretta_corbeil@yahoo.ca) ou 343-507-4173

 ST. LAWRENCE- RIDEAU  
IMMIGRATION  
PARTNERSHIP

Funded by:  Immigration, Refugees  
and Citizenship Canada

Financé par :  Immigration, Réfugiés  
et Citoyenneté Canada

# Employer Survey Poster: English and French


## Employer Feedback Survey

LET US KNOW ABOUT YOUR THOUGHTS AND EXPERIENCES OF HIRING IMMIGRANTS


Employer must be located in Leeds and Grenville  
Takes 15 minutes to complete  
You don't need experience hiring/working with immigrants to participate


→ The survey can be found here: [bit.ly/3Vxjrme](https://bit.ly/3Vxjrme)


**Closes January 24**




If you have any questions please contact:  
Loretta @ Loretta Corbeil and Associates  
[loretta\\_corbeil@yahoo.ca](mailto:loretta_corbeil@yahoo.ca) or 343-507-4173

Funded by:  ST LAWRENCE RIDEAU IMMIGRATION PARTNERSHIP

 Immigration, Refugees and Citizenship Canada

Financé par :  ST LAWRENCE RIDEAU IMMIGRATION PARTNERSHIP

 Immigration, Réfugiés et Citoyenneté Canada

## Sondage de satisfaction des employeurs

FAITES-NOUS PART DE VOS RÉFLEXIONS ET DE VOS EXPÉRIENCES EN MATIÈRE D'EMBAUCHE D'IMMIGRANTS

L'employeur doit être situé à Leeds et Grenville  
Le processus prend 15 minutes  
Vous n'avez pas besoin d'expérience en matière d'embauche/travail avec des immigrants

→ Le sondage est ici: [bit.ly/3BFH31](https://bit.ly/3BFH31)

**Ferme sur Janvier 24**



Si vous avez des questions, veuillez contacter :  
Loretta @ Loretta Corbeil et Associés  
[loretta\\_corbeil@yahoo.ca](mailto:loretta_corbeil@yahoo.ca) ou 343-507-4173

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 Immigration, Refugees and Citizenship Canada

Financé par :  ST LAWRENCE RIDEAU IMMIGRATION PARTNERSHIP

 Immigration, Réfugiés et Citoyenneté Canada

# Immigrant Feedback Session: Kemptville and Brockville



## Immigrant Feedback Sessions

JOIN US FOR TEA AND LET US KNOW HOW WE CAN MAKE  
YOUR COMMUNITY MORE WELCOMING!

Monday January 13, 2025  
2:00-3:30pm and 6:30-8:00pm  
North Grenville Municipal Centre, Suite B



If you have questions or would like  
to attend, please contact Lauren:  
lauren@eecentre.com or 613-213-4455

 ST. LAWRENCE REGIONAL  
IMMIGRATION  
PARTNERSHIP

Funded by:  Immigration, Refugees  
and Citizenship Canada

Financé par :  Immigration, Réfugiés  
et Citoyenneté Canada



## Immigrant Feedback Sessions

JOIN US FOR TEA AND LET US KNOW HOW WE CAN MAKE  
YOUR COMMUNITY MORE WELCOMING!

Wednesday January 15, 2025  
2:00-3:30pm and 6:30-8:00pm  
Employment + Education Centre  
105 Strowger Blvd. Brockville



If you have questions or would like  
to attend, please contact Lauren:  
lauren@eecentre.com or 613-213-4455

 ST. LAWRENCE REGIONAL  
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et Citoyenneté Canada