

The Faces of our
Future:
Planning for a Diverse
Community



Prepared for the Partnership Council on Immigrant Integration

By the research partnership of

The Peterborough Social Planning Council and the Trent Centre for Community-Based Education

Photos courtesy of the New Canadian Centre

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Executive Summary

Background

In 2009, individuals and organizations in the Peterborough community came together to form a Partnership Council on Immigrant Integration. The purpose of this Council is to help enhance the existing working relationships between the public, private, social service, and third sector partners in our area in order to foster an integration of immigrants into the community. With the help of community partners this community has begun the preliminary process of developing a strategy on immigrant integration.

Community Consultation

Undertaking a community consultation is the first step to developing a community plan for change and providing strategic direction to the Partnership Council on Immigrant Integration. This process commenced in December, 2009 and was completed in February, 2010. The results of each of these focus groups have been documented in detail and provided to the chair of the Integration Strategy Committee of the Partnership Council on Immigrant Integration with this report. The intent of this consultation was to identify issues facing newcomers to our community as they strive to integrate. This report is one part of a research process. The development of a plan with recommendations will be undertaken in the next phase of research.

Demographic Profile

A demographic profile was prepared to highlight the major population and immigration trends in Peterborough city and county.

- 1) The majority of immigrants living in Peterborough are not visible minorities. Peterborough (City and County) is home to 12, 450 immigrants of this only 3, 210 or 25.1% are visible minorities.
- 2) Peterborough has fewer first generation immigrants proportionately than the Provincial average. In Peterborough 11.5% of the population are first generation immigrants compared to the Provincial average of 34%.
- 3) The majority of immigrants living in Peterborough were aged 25 to 44 years (38.7%) at the time of immigration.
- 4) Peterborough may be experiencing a “migratory” or “urban” shift. In the last decade increased numbers have moved to Peterborough from urban centres. The greatest numbers of new citizens over the past five years have migrated from Toronto and Durham. This migration could be indicative of “secondary migration” of new immigrants.

- 5) Immigrants and visible minorities in Peterborough experience a lower incidence of unemployment than the average population (6.3%, 7.1%, and 8.1% respectively). New immigrants (those who immigrated 2001 – 2004) however, experience higher incidence of unemployment (18.2%) than their established counterparts.
- 6) In Peterborough immigrants make comparable incomes to the general population; experiencing higher before tax median incomes (\$25, 031 vs. \$24, 212) but lower before tax average incomes than the average populous (\$33, 168 vs. \$35, 038). New immigrants (those who immigrated 2001 – 2004) however, experience a considerably lower median and average income (before taxes) than their more established counterparts (\$15, 507 and \$25, 443 respectively).

Theme Matrix

The major themes were developed from the focus group consultation.

- Broad System Change is needed
- Empathy for Immigrant Integration and a desire to support meaningful change in our community
- Value the role of immigrants today and in the past: develop a profile of who we will be in the future and celebrate our history of immigration from our past
- Supports needed to assist with integration

Synopsis of Issues from Community Consultation

What are the prevailing attitudes about immigrants within your sector in Peterborough?

Voices:

"I felt welcomed and supported."

"It's a peaceful community...a good one for raising children."

From the employment perspective:

- There is a growing positive attitude towards immigrants.
- Training is required to ensure newcomers have appropriate skills for local employment
- Attitudes over the past 5 years have changed due to the recognition that we require a changing pool of skills that and the fact that these skills will need to be drawn from our immigrant population.
- Many new Canadians come from a hierarchical society and find it difficult to relate to the unfamiliar structures used in Canadian employment models.

From a housing and transportation perspective;

- There continues to be significant waiting lists for affordable housing
- There are many complications for immigrants accessing housing; for example lack of local references, language issues resulting in misunderstandings.
- Public transportation is key to successful integration.

Voices:

"I felt at home from day one..."

"A community centre here is for all nations."

"The main difficulty as they expressed it, they felt isolated and homesick, and it was taking too long to integrate in Peterborough. To really make a circle of friends you have to be involved in the community for a long time."

From the newcomers' perspective:

- Peterborough has a great appreciation for the multicultural aspects of the community.
- Continued public education is needed to promote the positive impact of different cultures and what they bring to Peterborough.
- Professionals (for example, teachers, police, and social service workers) require training on how to deal with people from different cultures.
- Weak language skills continues to be a barrier to successful integration
- A public education campaign is needed to promote what is happening globally, who is coming to Canada and what skills and competencies they bring to our country. This will help alleviate the 'us and them' feeling that exists.
- One of the best ways to help newcomers integrate is to help them get involved in the community and be part of the society/community.

What barriers/ challenges do you face in your encounters with immigrants? What is needed for your sector to have successful and productive encounters with immigrants?

Voices:

"It was important that we were able to find out about the location of food banks, and where to find clothes."

"It is important that you start with something. I tell my friends that you have to start with any type of job to at least get experience. It may not be what they want to do forever, but it's a start..."

From the employment perspective:

- Immigrants may be highly skilled but require mentoring to help them integrate into the employment culture.
- Language and communication skill is a significant barrier to successful employment.
- Immigrants who have experienced oppression can find it challenging to deal with systems, structures and authority. Further, many new Canadians come from a hierarchical society and find it difficult to relate to the unfamiliar structures used in Canadian employment models.
- We have a work culture that depends on writing/reading. Not all adults learn in the same way and may find it difficult to be trained/ re-educated using traditional pedagogy methods.
- Foreign credentials are not recognized in a variety of regulated professions. It is a lengthy process to go through the evaluation process to have credentials approved. The "Joint Education Qualification Skills Committee" is used to review foreign credentials.
- New immigrants need to acquire local experience to assist them to be job ready. Volunteering is a way of getting some of this experience.
- The economy has had an impact on hiring opportunities.

Voices:

"You have to leave your own building to understand a little more about the rest of the world and how it works..."

"One of our Hospitalists is a new immigrant. He told me he would not have anticipated liking Peterborough so much and found our hospital more receptive than big city hospitals. He has had good interactions with staff and that PRHC employees are considerate of his cultural heritage..."

- There is the fear that an immigrant may take a job here for a short period of time in order to get experience/ their professional ticket, and then move to Toronto to be closer to their to a broader ethno cultural and extended community.
- Professionals (such as engineers) take jobs here but live in Toronto in order to accommodate their family's needs/ spouse's employment/ service needs. Some immigrants may choose not to move here because they want access to services that are only available in the GTA.
- Transportation is key to accessing jobs and employment.
- A continuum of support is required regarding all aspects of support/ mentoring to make employment successful.
- Employees from different cultures may need additional time off to deal with bereavement/ death (for example, extra time to travel back home).

From the housing and transportation perspective:

- The single most difficult barrier is language – for people to access services effectively and appropriately, they must understand what is being asked about criteria, restrictions etc.

From the newcomers' perspective:

- Immigration services do not give enough information about life in Canada regarding weather, employment realities, etc. People immigrate to Canada and do not understand enough about the impact of weather on your health. They may come with unrealistic expectations for employment.
- The access to universal health care is very important to newcomers.
- Employment counselling is required in order to help people develop skills for the Canadian employment culture.
- There is a need to develop a continuum of support to help people get housing, prepare for employment, be successful in integration. The current service system is 'piecemeal' and does not provide a continuous system of support. It is difficult to navigate the system of health and social services.

From the health and social service perspective:

- We need to test our community to see if we are ready to accept/ support more newcomers. How do we collectively build a quality of life that will support people from different backgrounds/ with different needs?

What best practices has your organization developed in relation to welcoming/ working with/ integrating immigrants into your sector? (How do you accommodate religious or cultural sensitivities of immigrants re: attire, designated prayer space)?

Values to drive our community:

- Caring
- Acceptance
- Non-judgment

Values to drive our community:

- Willingness to look at things in a new way
- Acceptance
- Self awareness
- Justice

From the employment perspective:

- Employers are looking at creative ways to support immigrants e.g. diversity days, diversifying staff and program material, including diversity as a core value, providing multi-faith rooms

From a housing and transportation perspective:

- The transit system will introduce **destination cards** to assist people to get to their appropriate stop.
- Some organizations meet with people on a face-to-face basis thus encouraging people to walk in rather than to attempt to communicate by telephone.
- We need to develop a vision/ civic strategy about how the community will need to change to address the expectations of immigrants moving here. Reports developed by the Peterborough Social Planning Council can help prepare our community for change regarding different expectations for housing, transportation.

From the health and social service perspective:

- Organizations are making efforts to hire staff with different backgrounds/ experiences.
- Some agencies have human resources policies that are 'immigrant friendly' e.g. flexible holidays to accommodate religious holidays.

What do you think are the barriers for immigrants to fit into your sector (successfully succeed in acquiring employment, housing etc.)

Values to drive our community:

- Respect
- Curiosity that helps us prepare and plan for a new community
- Understanding

From the employment perspective:

- Employers lose employees to the GTA business community due to higher wages/ benefits.
- The recession has resulted in employers wanting to hire locally and being reticent to hire people of different races.
- There is an 'us and them' attitude that will need to be addressed before we as a community can achieve true integration.
- New immigrants lack local/ Canadian reference for employment, housing
- Immigrants have high expectations for the wages that they will receive and are often disappointed due to issues such as not having their credentials recognized or lack of Canadian experience.
- There is a need for a continuum of support/ mentoring that assists new Canadians and immigrants to develop employment readiness.
- A public education campaign is needed to promote the positive impact immigrants make in Peterborough.

Values to drive our community:

- Education
- Responsibility in a global sense
- Balance
- Embrace sustainability (cultural, economic, social and environmental)
- Valuing diversity (new cultures, experiences, etc.)

From the housing and transportation perspective:

- Access to housing is often an issue for new comers.
- Public transportation does not provide a schedule to accommodate shift work. Further transportation networks to connect Peterborough and regional services in Toronto will be critical for our new community.
- People need experience to get a job. We need to be encouraging people to volunteer, as it provides a form of experience.
- Traditional public consultation methods may not access/ engage newcomers and thus their needs/ issues/ ideas are not included when plans are developed.
- Transportation services in the County are limited.

From the Newcomers' perspective:

- Transportation to medical services in Toronto is required.
- Access to universal health care is very important to newcomers.
- Employment counselling is required in order to help people develop skills for the Canadian employment culture.
- There is a need to develop a continuum of support to help people get housing, prepare for employment, be successful in integration.

Values to drive our community:

- Enrichment
- Partnerships
- Sense of community and belonging
- Tolerance and respect of differences
- Celebration of culture
- Willingness to take risks for change

From the health and social service sector:

- The New Canadian Centre plays a pivotal role in supporting newcomers/immigrants as well as employers.
- Navigation of the service system is difficult. There are obstacles for people to obtain services in this country if they do not have adequate/ appropriate documents.
- Translation services are greatly needed.

Theme Matrix

Theme	Synopsis of Findings/Issues	Strategic Questions to Guide Future Planning
Broad system change is needed	<p>Globally:</p> <ul style="list-style-type: none"> • People wanting to immigrate to Canada need more information and better preparation to be provided in their home country. <p>Nationally:</p> <ul style="list-style-type: none"> • Qualifications may not be consistent/ adequate to meet the local standards. <p>Locally:</p> <ul style="list-style-type: none"> • Employers are attempting to learn more about the needs of newcomers. • Large companies have a greater capacity to provide assistance and accommodation to newcomers as opposed to medium and small companies. • Public transportation systems must be developed to support changing community needs/ expectations. • Navigation of the service system is difficult. There are obstacles for people to obtain services in this country if they do not have adequate/ appropriate documents. 	<p>Question:</p> <p>What role can the Partnership Council play in facilitating a more supportive network of services to assist newcomers to integrate into the community?</p> <p>What role are/ can employers play in assisting immigrants access/ clarify community services?</p> <p>How will the portal project increase information sharing for the Peterborough community – both for immigrants and for the broader community? Will the information provided through the portal be available to people prior to them immigrating here?</p> <p>What resources/ supports are required for the New Canadian Centre to develop into a “comprehensive service hub” to enhance the service needs of immigrants and assist with system navigation?</p>

Theme	Synopsis of Findings/Issues	Strategic Questions to Guide Future Planning
	<ul style="list-style-type: none"> Education needed for change must be broad and must be multi-partnered to be effective and comprehensive. 	<p>How can local issues as identified in this project, be shared/ directed to national and international agencies and to decision makers to ensure that changes occur in the many systems impacting immigration?</p> <p>How can additional funding be acquired to support basic requirements for education and upgrading of the immigrant learner (for example, translation, funding for assessments, ESL training)?</p> <p>As we plan for our new community's needs, how can the municipal, provincial and federal governments develop a comprehensive transportation system to meet the changing expectations of all our residents (re: enhanced walkable community, inter-municipal systems, a comprehensive network of transportation options)?</p> <p>Is there a way of promoting the proposed concept of a 'destination card' for public transportation? How can this be evaluated?</p>

Theme	Synopsis of Findings/Issues	Strategic Questions to Guide Future Planning
		<p>What is needed to develop a comprehensive and effective ESL strategy? How can we develop a 'made-in-Peterborough' approach to immigrant education needs?</p>
<p>Empathy for Immigrant Integration and a desire to support meaningful change in our community</p>	<p>Globally:</p> <ul style="list-style-type: none"> A public education campaign is needed to promote what is happening globally, who is coming to Canada and what skills and competencies they bring to our country. This will help alleviate the 'us and them' feeling that exists. <p>Locally:</p> <ul style="list-style-type: none"> The Peterborough area has made progress in the past 5 years in terms of welcoming newcomers. 	<p>Questions:</p> <p>What does the Partnership Council require to take a lead role in a public education campaign on immigrant issues re: its members, agencies and the broader community?</p> <p>What do broader community members need to know about the experiences and expectations of new immigrants as we help them integrate and thus better understand their needs?</p> <p>Can the Partnership Council assume an advocacy role in system change at the provincial, federal and international level? How can the information from this consultation be shared with decision makers at other levels?</p>
<p>Celebrate the value of immigration in Peterborough's history and the role it will play in its future</p>	<p>Locally:</p> <ul style="list-style-type: none"> To plan for a changing community we must first have an understanding of who are our newcomers and what we will look like in the future. 	<p>Questions:</p> <p>Can the Peterborough Social Planning Council develop a comprehensive profile of our newcomer community?</p>

Theme	Synopsis of Findings/Issues	Strategic Questions to Guide Future Planning
	<ul style="list-style-type: none"> We must include a celebration of the history of Peterborough as a community built on immigrants. 	<p>How can the Trent Centre for Community Based Education facilitate research and develop community tools to network with Trent faculty and students?</p> <p>What information is available to supplement census data? How can local data be collected?</p>
Continuum of supports and resources needed to achieve integration	<p>Globally:</p> <ul style="list-style-type: none"> Immigration services in other countries do not give enough information about life in Canada re: weather, employment realities. Some immigrate to Canada and do not understand the broad realities of culture, employment, lifestyle, climate, and the impact that these will have on successful integration. <p>Locally:</p> <ul style="list-style-type: none"> Language is a major barrier in the workplace. Few small/ medium sized companies have the time or resources to provide ESL training. 	<p>Questions:</p> <p>What role can the portal project through COIN assume to support people to be better prepared? Can the portal have information about the local community as well as the regional, provincial and national context?</p> <p>Is the language issue compounded by the newcomers' lack of understanding for community/ societal practices? Are we assuming that the greatest issue is a language deficit when it could be societal uncertainty? How can this be evaluated/ assessed?</p>

Theme	Synopsis of Findings/Issues	Strategic Questions to Guide Future Planning
	<ul style="list-style-type: none"> • It is extremely difficult for a newcomer to obtain services and meet basic goals if communication is difficult. Currently, there is a need to increase access/ resources for ESL training in the Peterborough area. • Professionals require training on how to deal with people from different cultures (for example: teachers, police, social service workers). • Traditional public consultation methods may not access/ engage newcomers and thus their needs/ issues are not captured. • Immigrants who have experienced oppression can find it challenging to deal with systems, structures and authority. Further, many new Canadians come from a hierarchical society and find it difficult to relate to the flat structures used in Canadian employment models. 	<p>What role can the New Canadian Centre play in developing a service hub that brings together different social and health services?</p> <p>What role can the municipality play in developing service hubs that support the broad health, social service and cultural needs of immigrants?</p> <p>How do we prepare/ educate professionals/ employers/ employees to support people who may have had traumatic experiences with government administration/ authority?</p> <p>What additional role can the volunteer sector play in supporting newcomers to settle in Peterborough (volunteers, friendly families, host program, mentorship programs)?</p> <p>What resources do volunteers need to develop a successful support system?</p> <p>How can community consultation processes engage newcomers to help us plan for a new community? What is needed to ensure that newcomers are engaged and involved in developing a vision for our community's future?</p>

Theme	Synopsis of Findings/Issues	Strategic Questions to Guide Future Planning
	<ul style="list-style-type: none"> • There is a need to develop a continuum of support to help people get housing, prepare for employment and be successful in integration. The service system is 'piecemeal' and does not provide a continuous system of support. • It is difficult to navigate the system of health and social services. <p><u>We Need...</u></p> <ul style="list-style-type: none"> • Mentoring/ partnering program – help with initial introduction • Language barriers/training needed to be “marketable” to employers; workplace language upgrading • Awareness of ESL programs (to know content and to make referrals) • Methods to help people negotiate in a cross cultural setting (i.e. Family roles, responsibilities, spousal responsibilities) • Statistics that document where people are coming from, language, 	<p>What working groups should be developed to address issues identified from this consultation? How will issues be prioritized by the Partnership Council?</p> <p>Can the Partnership Council develop:</p> <ul style="list-style-type: none"> • An inventory/map of services presently serving immigrants? • A list of best practices that have worked in other communities? <p>How can we customize best practice models to meet our community's needs?</p> <p>What do agencies need to develop programs that have a focus on immigrant needs?</p> <p>What should be included in a civic strategy for immigrant integration? Who should take the lead in developing a civic strategy?</p>

Theme	Synopsis of Findings/Issues	Strategic Questions to Guide Future Planning
	<p>customs, demographic profile, current information beyond what is available from Statistics Canada</p> <ul style="list-style-type: none"> • Documentation of “cultural” neighbourhoods? • Documentation of immigration over the last 20years and prior • A review of what other similar sized communities are doing (i.e. Best practices) • To become more welcoming by being welcoming and having more experience • Outreach and looking outside our organization (building and framework) • Events to promote learning and understanding of immigrant needs and services available, public speakers • Regular tour of Peterborough services for immigrants • Partnerships to use existing resources to better support new comers – we need to make changes in service supports even if there are no new resources 	

Background

In 2009, the Peterborough community came together to form a Partnership Council on Immigrant Integration. The purpose of this Council is to help enhance the existing working relationships between the public, private, social service, and third sector partners in our area in order to foster an integration of immigrants into the community. With the help of community partners this community has begun the preliminary process of developing a strategy on immigrant integration.

As Peterborough changes, the Partnership Council will take this opportunity to respond to the growing needs of potential and new community members. As we integrate newcomers into the economic, educational, recreational, and social aspects of Peterborough we must bring them into the social fold of our civil and political communities.

The intent of the Peterborough Partnership Council on Immigrant Integration is to enrich the City and County of Peterborough by equipping our community to attract, retain, and integrate new Canadians into an inclusive environment. Increasingly, the growth, vitality and quality of life offered by second and third tier Ontario communities—like those located in the Peterborough and the Kawartha region—will depend on their capacity to attract, take full advantage of, and integrate ethnic, racial and religious diversity. As one of the 15 areas in Ontario to be designated a census metropolitan area (CMA) by Statistics Canada it is recognized that Peterborough is an urban core for the area.

This Partnership Council is comprised of a group of community stakeholders who come together to develop a coordinated, comprehensive and strategic approach to immigration and integration to fit the needs of the Peterborough community.

The Partnership Council and settlement strategy involves:

- Developing a collaborative approach to immigration through a partnership of stakeholders representing a cross section of organizations and which fits the needs of the Peterborough and Kawartha communities.
- Improving access to and coordination of immigrant integration services (e.g. settlement, language training, labour market integration).
- Improving labour market access and outcomes for both existing and newly arriving immigrants (e.g. engagement of local employers, mentorship initiatives, coordination of local employment services and non-paid internships).
- Strengthening local awareness and capacity to successfully integrate and retain immigrants.
- Improving access to and coordination of effective services that facilitate newcomer settlement and integration at the local level.
- Establishing and enhancing partnerships and participation of diverse stakeholders in planning, delivery and coordination of services.

Community Consultation

The first step to develop a community plan for change and provide strategic direction to the Partnership Council on Immigrant Integration was to undertake a community consultation. This process commenced in December, 2009.

The intent of these focus groups was to:

- Ascertain the prevailing attitudes about immigrants within each sector (health and social service, employment, education and issues facing new comers) in Peterborough.
- Identify barriers/ challenges encountered by immigrants.
- Document what is needed for each sector to have successful and productive encounters with immigrants.
- Identify best practices that organizations developed in relation to welcoming/ working with/ integrating immigrants into these sectors.
- Document the barriers that immigrants must overcome to fit into each sector.
- Identify what is needed in these sectors to be more welcoming to immigrants.

Focus groups were held with community members to uncover the barriers that immigrants face in engaging in the five priority areas of:

- Health and Social Services
- Employment
- Education
- Housing and Transportation
- Newcomers

To supplement the information gathered through this community consultation a demographic overview of Peterborough was compiled from a variety of sources and developed for this report.

Demographic Profile

Demographic Overview of Immigration Trends

The following is a brief profile of demographic trends from Statistics Canada regarding our trends in immigration in the Peterborough community:

“Recent immigrants are suffering from high rates of underemployment and poverty. This has significant implications for municipal governments, as they struggle to provide adequate affordable housing, emergency shelters, social assistance and public health services to newcomers. Canada’s biggest cities and traditional immigrant-receiving centres are experiencing a measurable erosion in their share of immigration. While the cities of Toronto, Montreal and Vancouver continue to receive the majority of immigrants, both recent immigrants and established immigrants appear to be shifting to suburban areas and smaller communities. As a result of these demographic shifts, suburbanization and secondary migration require that municipal service delivery and planning become more dynamic and flexible.”

(Source: Statistics Canada: <http://www.fcm.ca/CMFiles/QofL%20Report%205%20En1JPA-3192009-2422.pdf>)

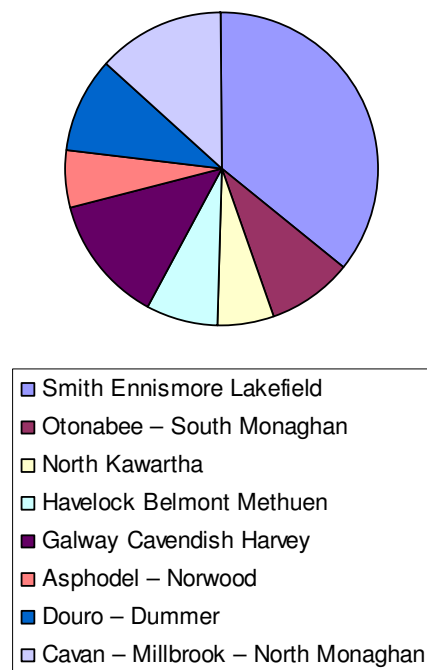
The following table provides a geographic breakdown of the immigrant population in Peterborough County and its townships as well as the City of Peterborough:

Foreign Born Residents (Immigrant population, 2006)

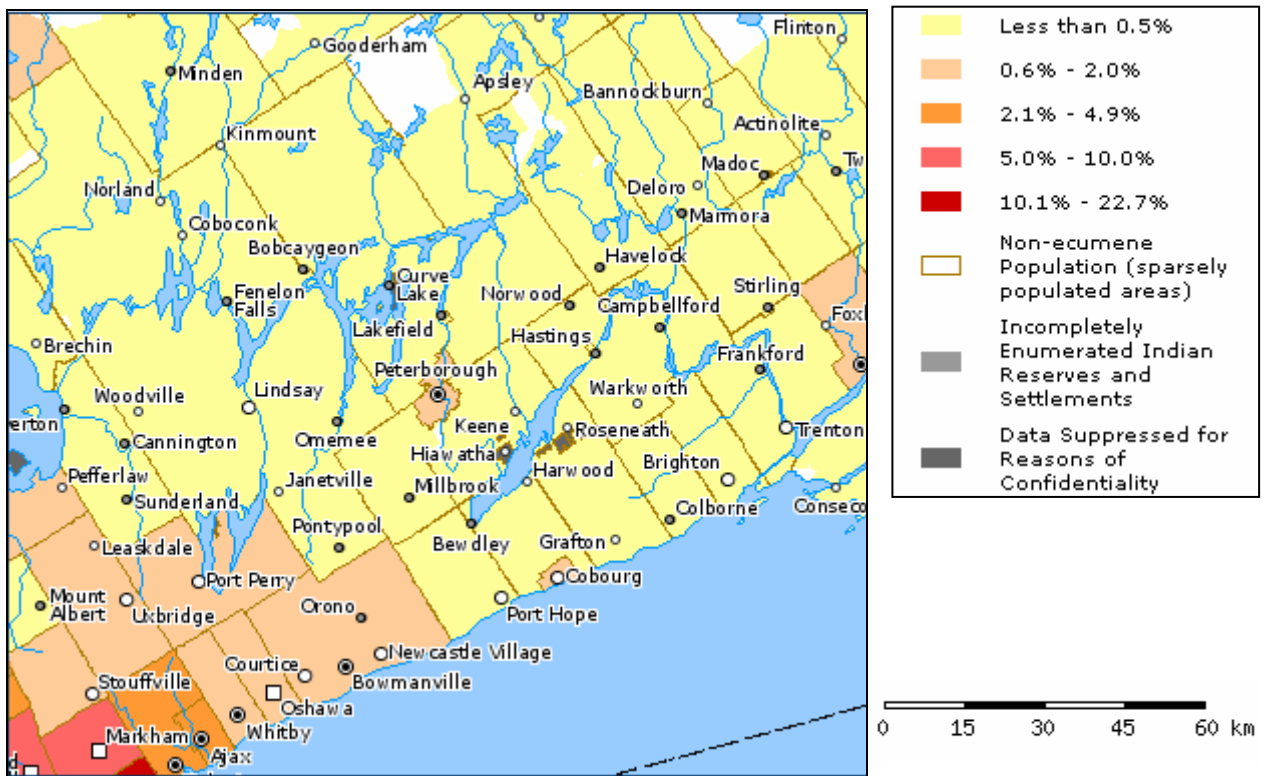
Geographic Region	Number of Foreign Born Residents
CITY/COUNTY	12, 450
CITY	7, 340
COUNTY	5, 045
Smith Ennismore Lakefield	1, 800
Otonabee – South Monaghan	435
Curve Lake First Nation	Data Suppressed
Hiawatha First Nation	Data Suppressed
North Kawartha	305
Havelock Belmont Methuen	370
Galway Cavendish Harvey	665
Asphodel – Norwood	310
Douro – Dummer	495
Cavan – Millbrook – North Monaghan	665

Source: Statistics Canada, 2006 Census

Immigrant Population by Township, 2006



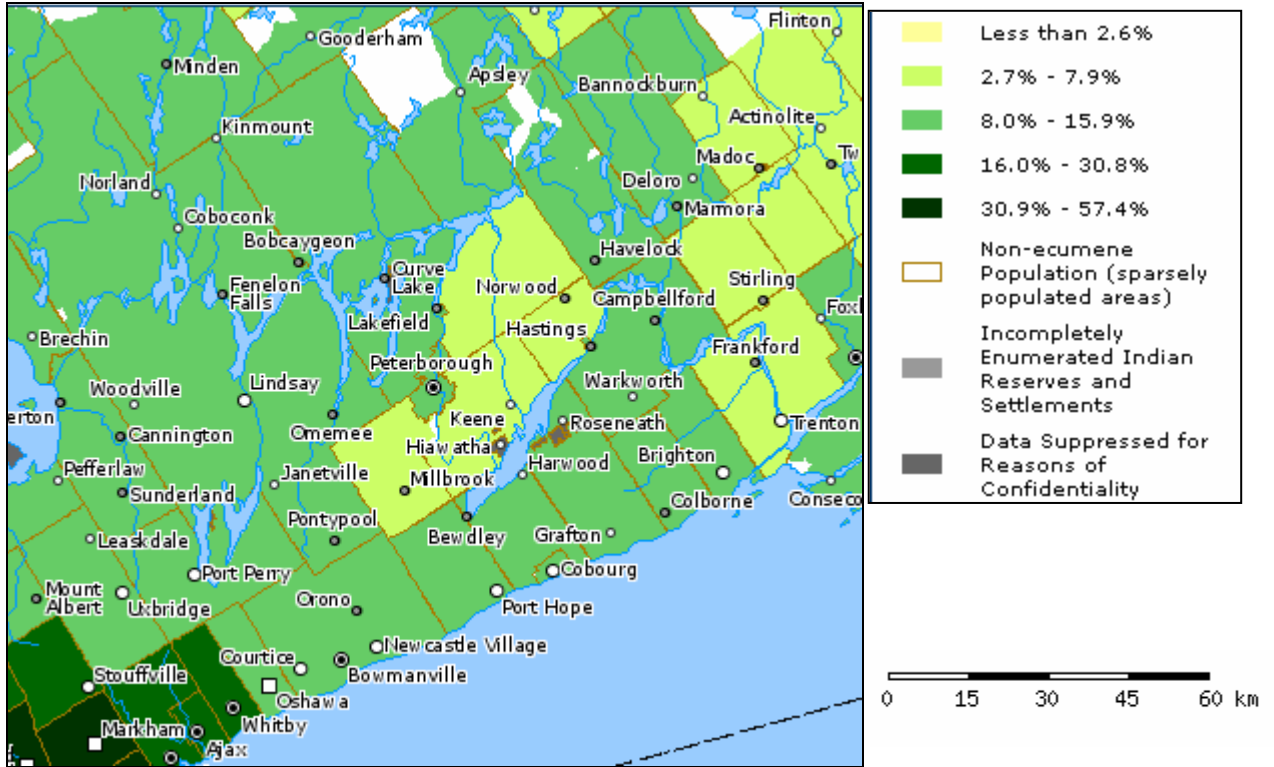
Foreign Born Population, 2006
Population Immigrated Between 2001 - 2006
(By Census Sub Division)



The above is a snapshot of a larger map available at:

<http://atlas.nrcan.gc.ca/site/english/maps/peopleandsociety/immigration/FB>

Foreign-born Population, 2006 (By Census Sub Division)



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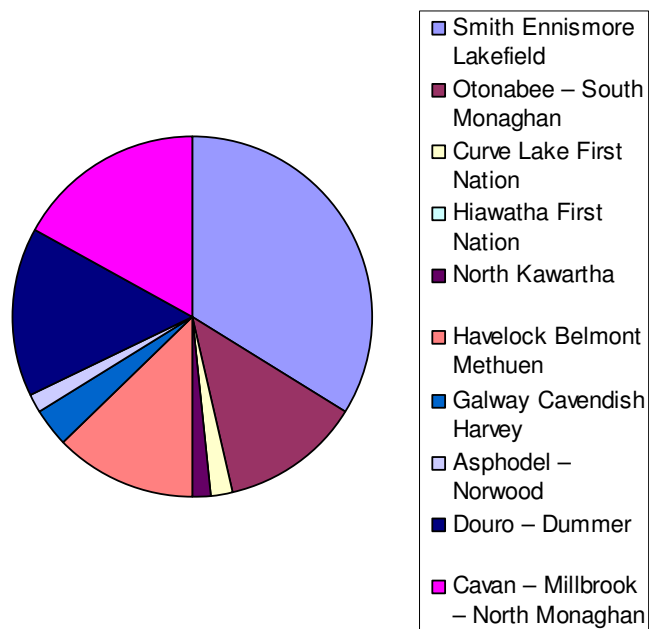
Visible Minorities

Ontario continues to be an increasingly diverse province. In 2006, 22.8% of the province's residents self-identified themselves as being of visible minority; Peterborough County does not reflect the same trends. Only 2.24% of the population of the County self-identified themselves as being from a visible minority (Peterborough Profile 2008).

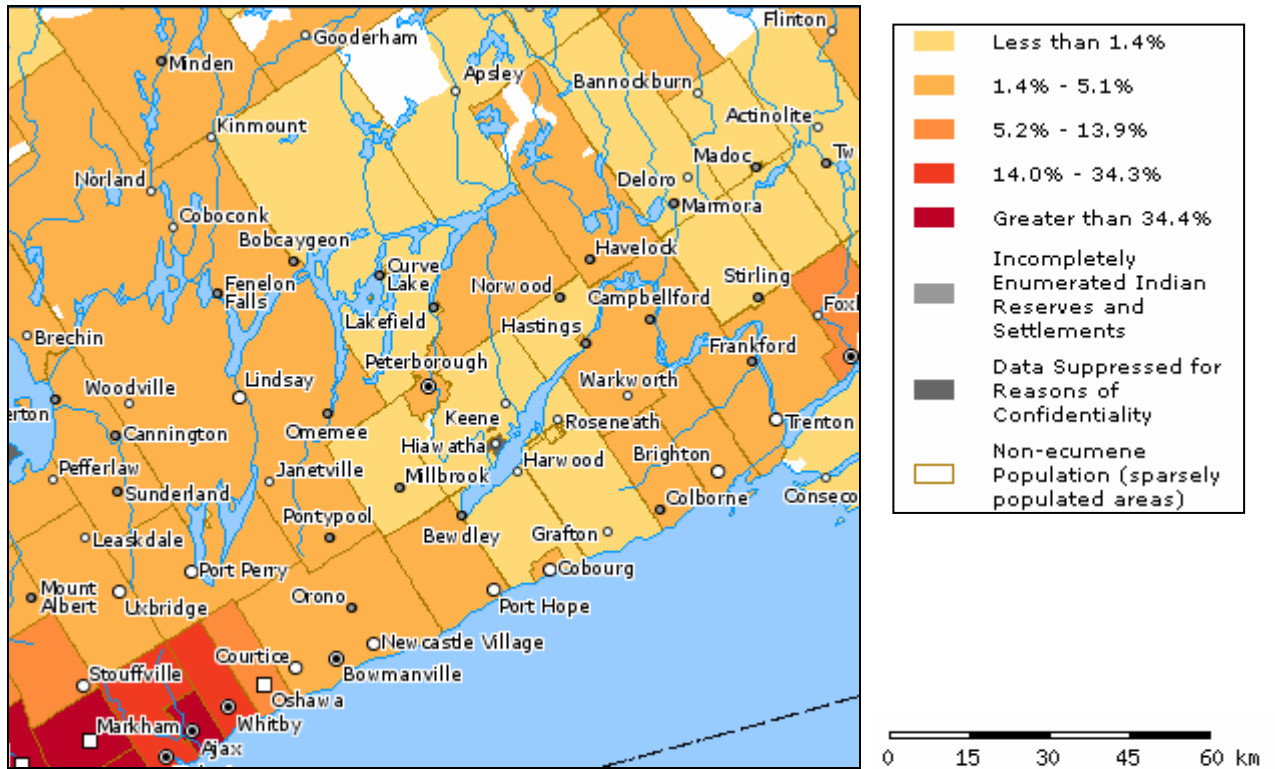
Geographic Region	Visible Minorities
CITY/COUNTY	3,210 (2.4%)
CITY	2,625 (3.5%)
COUNTY	675 (1.2%)
Smith Ennismore Lakefield	200 (1.2%)
Otonabee – South Monaghan	75 (1.1%)
Curve Lake First Nation	10 (.94%)
Hiawatha First Nation	Data suppressed
North Kawartha	10 (.43%)
Havelock Belmont Methuen	75 (1.6%)
Galway Cavendish Harvey	20 (.38%)
Asphodel – Norwood	10 (.24%)
Douro – Dummer	90 (1.3%)
Cavan – Millbrook – North Monaghan	100(1.2%)

Source: Statistics Canada, 2006 Census

Visible Minorities by Township, 2006



Visible Minorities, 2006
(By Census Sub Division)



The above is a snapshot of a larger GIS map available at:

http://atlas.nrcan.gc.ca/site/english/maps/peopleandsociety/population/visible_minority/visible_minority_2006

Education

Many young immigrants attend public school upon arrival. Below is a table illustrating certain characteristics of the student population of select area elementary schools compared to the Provincial average.

Student Population	Prince of Wales Public School	Queen Mary Public School	Keith Wightman Public School	Westmount Public School	Province Of Ontario
Percentage of students whose first language is not English	6.1%	1.4%	2.3%	2.7%	21.2%
Percentage of students who are new to Canada from non-English speaking country	1.3%	0.5%	1.1%	0.2%	3.0%
Percentage of students whose first language is not French	99.8%	99.5%	100%	99.8%	96.4%
Percentage of students who are new to Canada from non-French speaking country	1.3%	0.5%	1.1%	1.2%	3.1%

Source: www.edu.gov.on.ca/eng/sift/elementary.asp

Downloaded: January 14, 2010

Data on this website is based on 2008-2009 school year reports from Ontario school boards as well as 2006 Statistics Canada Census data.

The following tables document the labour force activity and the educational attainment of all immigrants in the Peterborough CMA:

Labour Force Activity & Educational Attainment

All Immigrants

Peterborough, CMA 2006

Location of study	Total - Labour force activity	In the labour force	Employed	Unemployed	Not in the labour force	Participation rate	Employment rate	Unemployment rate
Total - Location of study	10485	4855	4545	305	5630	46.3	43.3	6.3
No postsecondary certificate, diploma or degree	4385	1555	1455	100	2830	35.5	33.2	6.4
Postsecondary certificate, diploma or degree	6100	3300	3090	205	2800	54.1	50.7	6.2
Inside Canada	3190	1985	1865	125	1200	62.2	58.5	6.3
Outside Canada	2910	1310	1225	85	1605	45	42.1	6.5
United States of America	315	175	170	0	145	55.6	54	0
United Kingdom	1050	325	310	20	720	31	29.5	6.2
India	145	120	115	0	25	82.8	79.3	0
Philippines	40	30	30	0	15	75	75	0
China, People's Republic of	105	60	55	10	45	57.1	52.4	16.7
Germany	295	85	75	0	215	28.8	25.4	0
France	15	0	0	0	0	0	0	0
Poland	175	155	135	20	25	88.6	77.1	12.9
Pakistan	25	15	20	0	0	60	80	0
Korea, South	35	35	35	0	0	100	100	0
Other	700	305	270	35	395	43.6	38.6	11.5

Source: Cat No. 97-560-XCB2006025

Release date: March 4, 2008

**Labour Force Activity & Educational Attainment
Recent Immigrants (2001 – 2006)
Peterborough, CMA 2006**

Location of study	Total - Labour force activity	In the labour force	Employed	Unemployed	Not in the labour force	Participation rate	Employment rate	Unemployment rate
Total - Location of study	705	440	360	80	260	62.4	51.1	18.2
No postsecondary certificate, diploma or degree	285	150	135	20	135	52.6	47.4	13.3
Postsecondary certificate, diploma or degree	410	290	230	60	125	70.7	56.1	20.7
Inside Canada	65	40	30	15	25	61.5	46.2	37.5
Outside Canada	345	250	200	45	100	72.5	58	18
United States of America	20	15	20	0	0	75	100	0
United Kingdom	50	20	20	0	30	40	40	0
India	35	40	40	0	0	100	100	0
Philippines	0	0	0	0	0	0	0	0
China, People's Republic of	55	20	15	10	35	36.4	27.3	50
Germany	20	20	10	0	0	100	50	0
France	0	0	0	0	0	0	0	0
Poland	15	15	15	0	0	0	0	0
Pakistan	0	10	0	0	0	0	0	0
Korea, South	15	15	15	0	0	0	0	0
Other	125	100	65	35	25	80	52	35

Source: Cat No. 97-560-XCB2006025
Release date: March 4, 2008

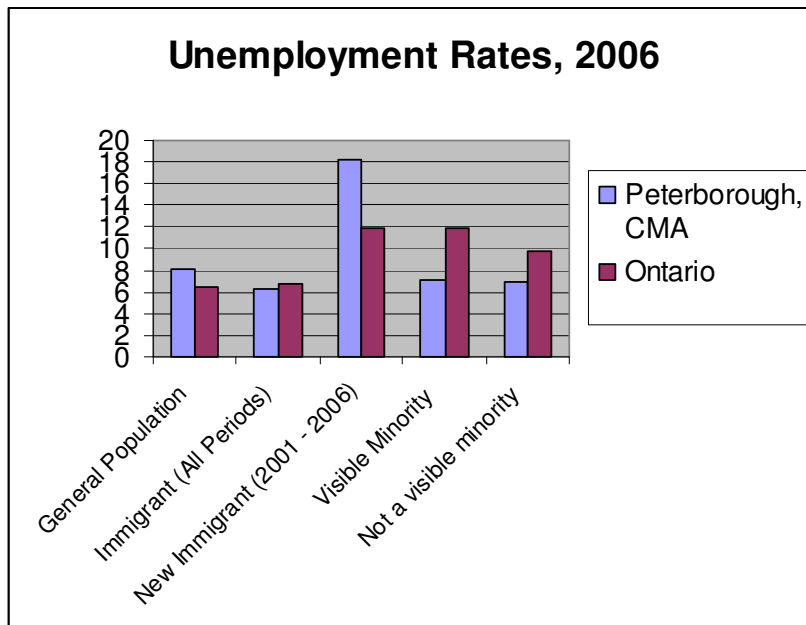
Unemployment

Unemployment among some groups of the Canadian population is significantly higher than the Canadian average which of 6.3%. For example, the rate was 12.3% for recent immigrants and 14.8% for Aboriginal people (http://www4.hrsdc.gc.ca/3ndic.1t.4r@-eng.jsp?iid=16#M_4). These trends are visible to some degree at the local level where the rate of unemployment among new immigrants (18.2%) is over double Peterborough's average unemployment rate (8.1%).

Unemployment Rates, 2006		
	Peterborough, CMA	Ontario
General Population	8.1	6.4
Immigrant (All Periods)	6.3	6.8
New Immigrant (2001 - 2006)	18.2	11.9
Visible Minority	7.1	11.9
Not a visible minority	7	9.8

Source: Statistics Canada 2006 Community Profiles

Statistics Canada Cat No. 97-562- XCB2006017



Peterborough CMA

Immigrant Labour Force Activity, 2006

All Immigrants

	Total - Labour force activity	In the labour force	Employed	Unemployed	Not in the Labour Force	Participation Rate	Employment Rate	Unemployment Rate
Total Population by visible minority groups	10, 480	4, 855	4, 545	305	5, 625	46.3	43.4	6.3
Total visible minority population	1, 635	1, 175	1, 055	125	460	71.9	64.5	10.6
Chinese	370	225	190	35	140	60.8	51.4	15.6
South Asian	435	285	270	10	150	65.5	62.1	3.5
Black	145	110	105	0	35	75.9	72.4	0
Filipino	75	55	55	0	20	73.3	73.3	0
Latin American	185	160	130	30	25	86.5	70.3	18.8
Southeast Asian	125	100	95	0	25	80	76	0
Arab	65	50	35	10	15	76.9	53.8	20
West Asian	75	55	45	15	20	73.3	60	27.3
Korean	115	100	95	0	20	87	82.6	0
Japanese	20	20	20	0	0	0	0	0
Visible minority, n.i.e.	10	0	0	0	10	0	0	0
Multiple visible minority	15	15	15	0	0	100	100	0
Not a visible	8, 845	3, 675	3, 490	185	5, 165	41.5	39.5	5

Source: Statistics Canada 2006 Community Profiles

Peterborough CMA

Immigrant Labour Force Activity, 2006

New Immigrants (2001 - 2006)

	Total - Labour force activity	In the labour force	Employed	Unemployed	Not in the Labour Force	Participation Rate	Employe nt Rate	Unemployment Rate
Total Population by visible minority groups	700	440	360	80	260	62.9	51.4	18.2
Total visible minority population	370	220	175	45	150	59.5	47.3	20.5
Chinese	95	30	20	0	65	31.6	21.1	0
South Asian	85	55	55	0	30	64.7	64.7	0
Black	50	35	35	0	15	70	70	0
Filipino	0	0	0	0	0	0	0	0
Latin American	65	55	30	25	15	84.6	46.2	45.5
Southeast Asian	0	0	0	0	0	0	0	0
Arab	10	0	0	0	10	0	0	0
West Asian	45	30	15	10	15	66.7	33.3	33.3
Korean	15	15	15	0	0	0	0	0
Japanese	0	0	0	0	0	0	0	0
Visible minority, n.i.e.	0	0	0	0	0	0	0	0
Multiple visible minority	0	0	0	0	0	0	0	0
Not a visible	335	225	185	35	105	67.2	55.2	15.6

Source: Statistics Canada 2006 Community Profiles

Income

The following table compares the median and average income for all Peterborough residents over the age of 15 to the median and average income of Peterborough's total immigrant population and new immigrant population (those who immigrated in the period of 2001 – 2004).

	Peterborough , CMA	Ontario
Median Income before tax (all people 15+)	24, 212	27, 258
Median Immigrant income (all immigrants)	25, 031	27, 258
Median New Immigrant income (immigrated 2001 - 2004)	15, 507	15, 824
Average Income (all citizens 15+)	35, 038	38, 796
Average Immigrant income	33, 168	38, 099
Average New Immigrant income (Immigrated 2001 - 2004)	25, 443	22, 290

Source: Canada Revenue Agency, 2008, Source: Statistics Canada 2006 Census

Language

The following tables document the language breakdowns of our community:

Language used most often at work, 2006	Peterborough, City			Peterborough (CD)		
	Total	Male	Female	Total	Male	Female
Total population 15 years and over who worked since 2005	40900	20470	20430	73975	37915	36065
English	40585	20325	20260	73520	37740	35785
French	130	50	75	210	65	140
Non-official language	115	55	60	135	65	70
English and French	50	30	20	65	35	30
English and non-official language	20	0	20	40	0	35
French and non-official language	0	0	0	10	0	10
English, French and non-official language	0	0	0	0	0	0

Source: Statistics Canada 2006

Peterborough CMA, 2006 Total Population by mother tongue (20% sample data) Single Responses		
English	160, 515	
French	1295	
Non-official languages	6830	
	Ojibway	145
	Oji-Cree	10
	Italian	475
	Portuguese	80
	Romanian	40
	Spanish	355
	Danish	80
	Dutch	870
	Flemish	20
	Frisian	10
	German	1, 180
	Swedish	35
	Yiddish	30
	Bosnian	10
	Bulgarian	10
	Croatian	45
	Czech	100
	Macedonian	20
	Polish	635
	Russian	100
	Serbo-Croatian	10
	Slovak	10
	Slovenian	50
	Ukrainian	125
	Latvian	15
	Lithuanian	10
	Estonian	40
	Finnish	130
	Hungarian	150
	Greek	125
	Armenian	10
	Turkish	10
	Amharic	10
	Arabic	60
	Hebrew	10
	Maltese	30

	Somali	10
	Bengali	30
	Gujarati	130
	Hindi	40
	Panjabi (Punjabi)	50
	Pashto	10
	Persian (Farsi)	60
	Sindhi	15
	Urdu	70
	Tamil	35
	Telugu	10
	Japanese	25
	Korean	245
	Cantonese	110
	Chinese (n.o.s.)	240
	Mandarin	200
	Khmer (Cambodian)	25
	Vietnamese	125
	Bisayan languages	10
	Malay	25
	Tagalog (Pilipino, Filipino)	60
	Swahili	10
	Other	245

Source: <http://www12.statcan.gc.ca/census-recensement/2006/dp-pd/prof/rel/Rp-eng.cfm?TABID=1&LANG=E&APATH=3&DETAIL=0&DIM=0&FL=A&FREE=0&GC=0&GK=0&GRP=1&PID=94536&PRID=0&PTYPE=89103&S=0&SHOWALL=0&SUB=0&Temporal=2006&THEME=81&VID=0&VNAMEE=&VNAMEF=>

5 Most popular non-official languages spoken most often at home (Peterborough City & County)	
Language	Count
Polish	335
Korean	200
Spanish	215
Italian	175
Mandarin	145

Source: Statistics Canada 2006

Immigrant Status and Period of Immigration

Immigrant Status and Period of Immigration						
	Peterborough (CD)			Ontario		
	Total	Male	Female	Total	Male	Female
Total population	131, 525	63, 430	68, 095	12, 028, 895	5, 877, 875	6, 151, 020
Non-immigrants	118, 530	57, 145	61, 385	8, 512, 020	4, 197, 560	4, 314, 460
Immigrants	12, 450	6, 000	6, 450	3, 398, 725	1, 620, 320	1, 778, 400
Before 1991	10, 325	4, 910	5, 420	1, 884, 440	901, 375	983, 065
1991 to 2000	1, 170	575	595	933, 545	443, 665	489, 880
2001 to 2006	950	520	430	580, 740	275, 280	305, 460
Non permanent residents	545	280	260	118, 150	59, 995	58, 155

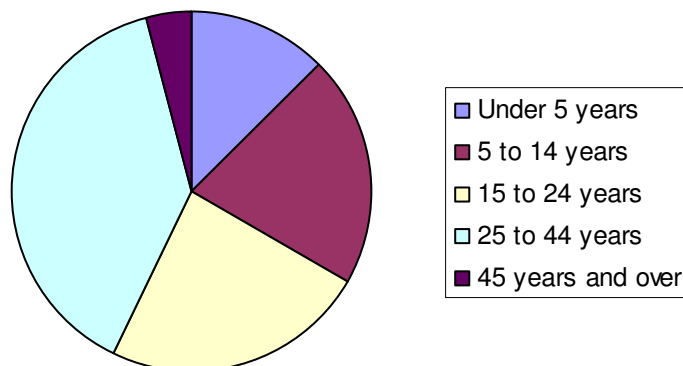
Source: Statistics Canada 2006 Census

Age at Immigration

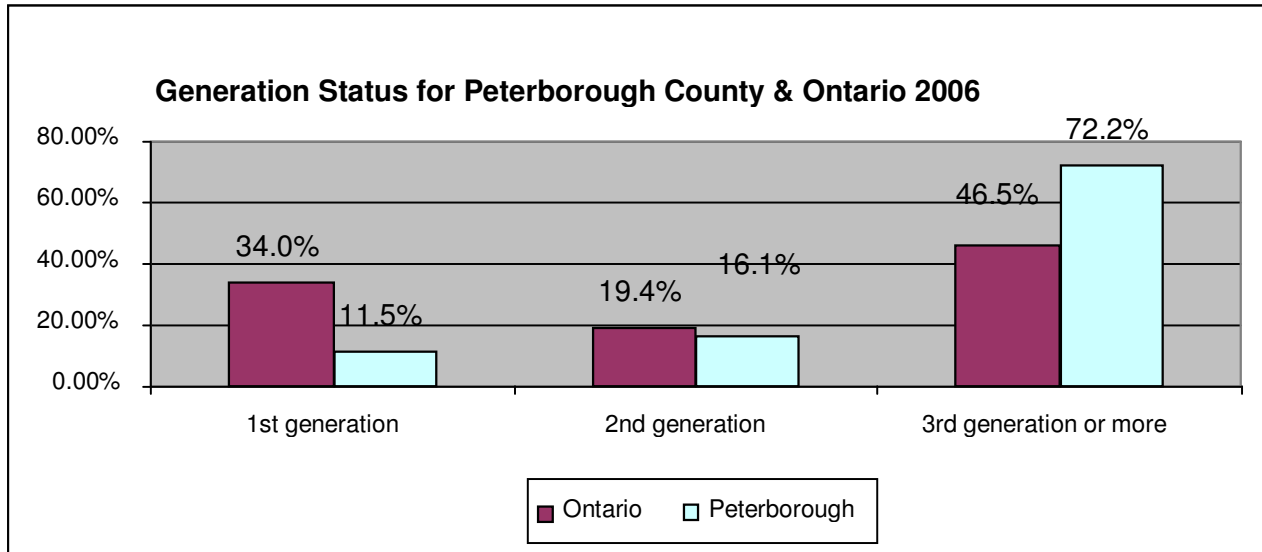
Total Immigrant Population by Age at Immigration - 20% Sample Data Peterborough City & County	
Under 5 years	1, 350
5 to 14 years	2, 245
15 to 24 years	2, 580
25 to 44 years	4, 175
45 years and over	440
Total	10, 795

Source: Statistics Canada cumulative profile and release components, 2006 Census.

Total Immigrant Population by Age at Immigration (City & County)



Generation Status

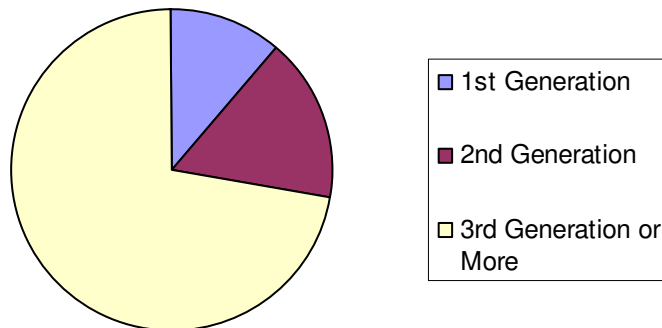


Less than half of the population of Ontario has lived here for three generations or more, in fact, 34% of the population is first generation. In Peterborough County however 72.29% of the population of Peterborough is third generation and only 11.5% is first generation.

Generation Status Statistics Canada Census, 2006						
	Peterborough (CD)			Ontario		
Total Population 15 years and over	111,000	53,030	57,970	9,819,420	4,744,710	5,074,710
1st Generation	12,780	6,135	6,640	3,340,210	1,590,525	1,749,680
2nd Generation	17,975	8,395	9,580	1,912,460	933,690	978,765
3rd Generation or More	80,245	38,500	41,750	4,566,750	2,220,495	2,346,260

Source: Statistics Canada, 2006 Census

Generation Status Total Population 15 yrs + Peterborough CD, 2006

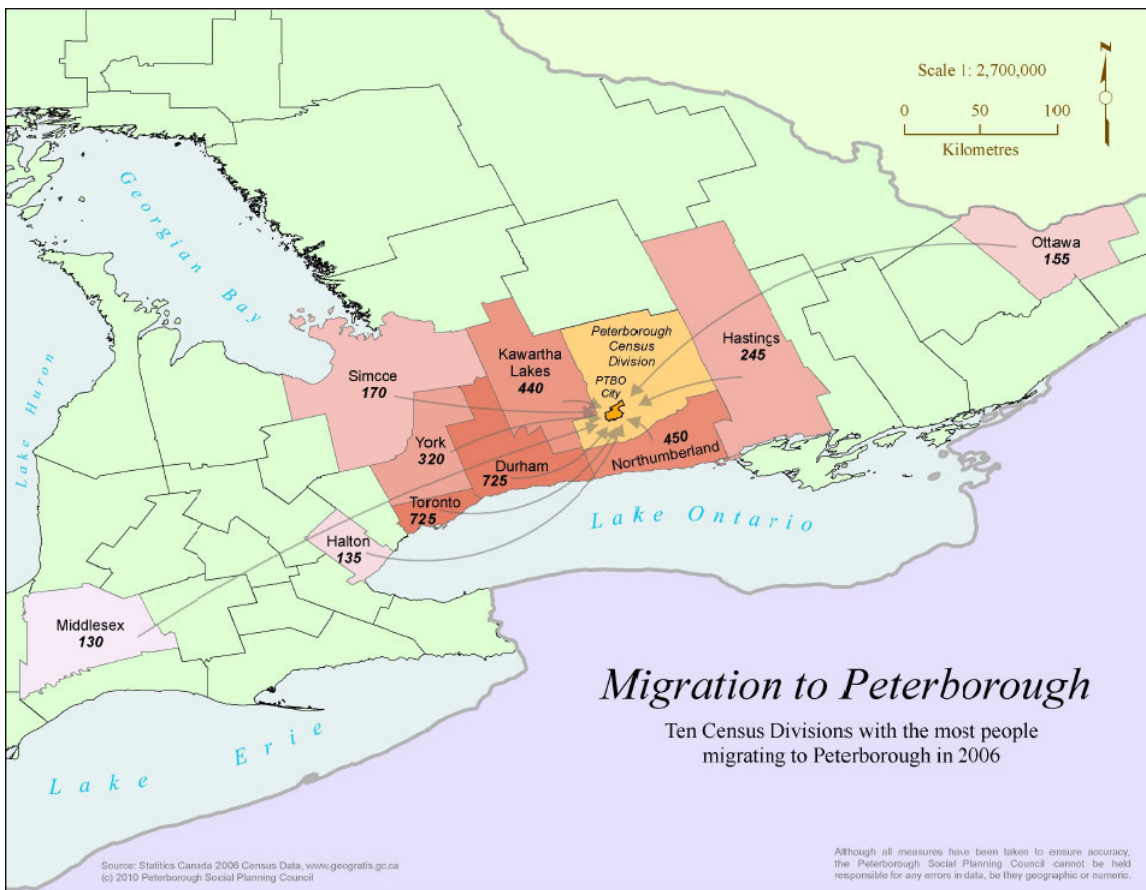


Net Migration 2001 and 2006

2001	Total Population 1 year and over	Lived in a different province/ territory or country 1 year ago	% of Total	Total Population 5 years and over	Lived in a different province / territory or country 5 years ago	% of Total
Canada	29,314,755	579,255	2.0	27,932,585	1,881,630	6.7
Ontario	11,156,120	224,760	2.0	10,609,755	757,830	7.1
Peterborough (City & County)	122,585	1,040	0.8	117,645	3,000	2.6
2006						
Canada	30,897,210	587,275	1.9	29,544,485	2,012,620	6.8
Ontario	11,893,180	188,465	1.6	11,354,360	752,495	6.6
Peterborough (City & County)	130,375	430	0.3	125,775	1,480	1.18

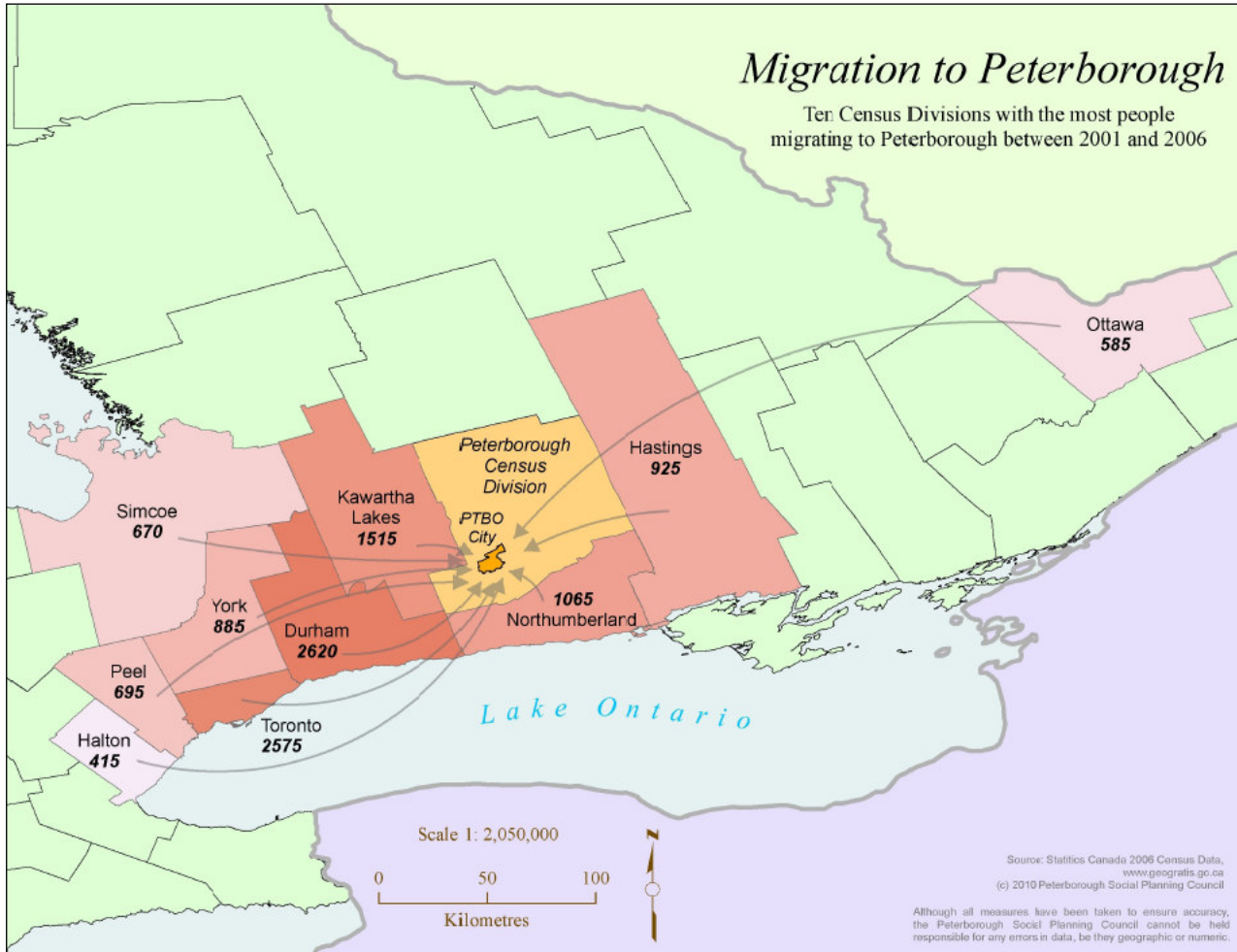
Source: Statistics Canada, 2001 Community Profiles and Statistics Canada, 2006 Community Profiles

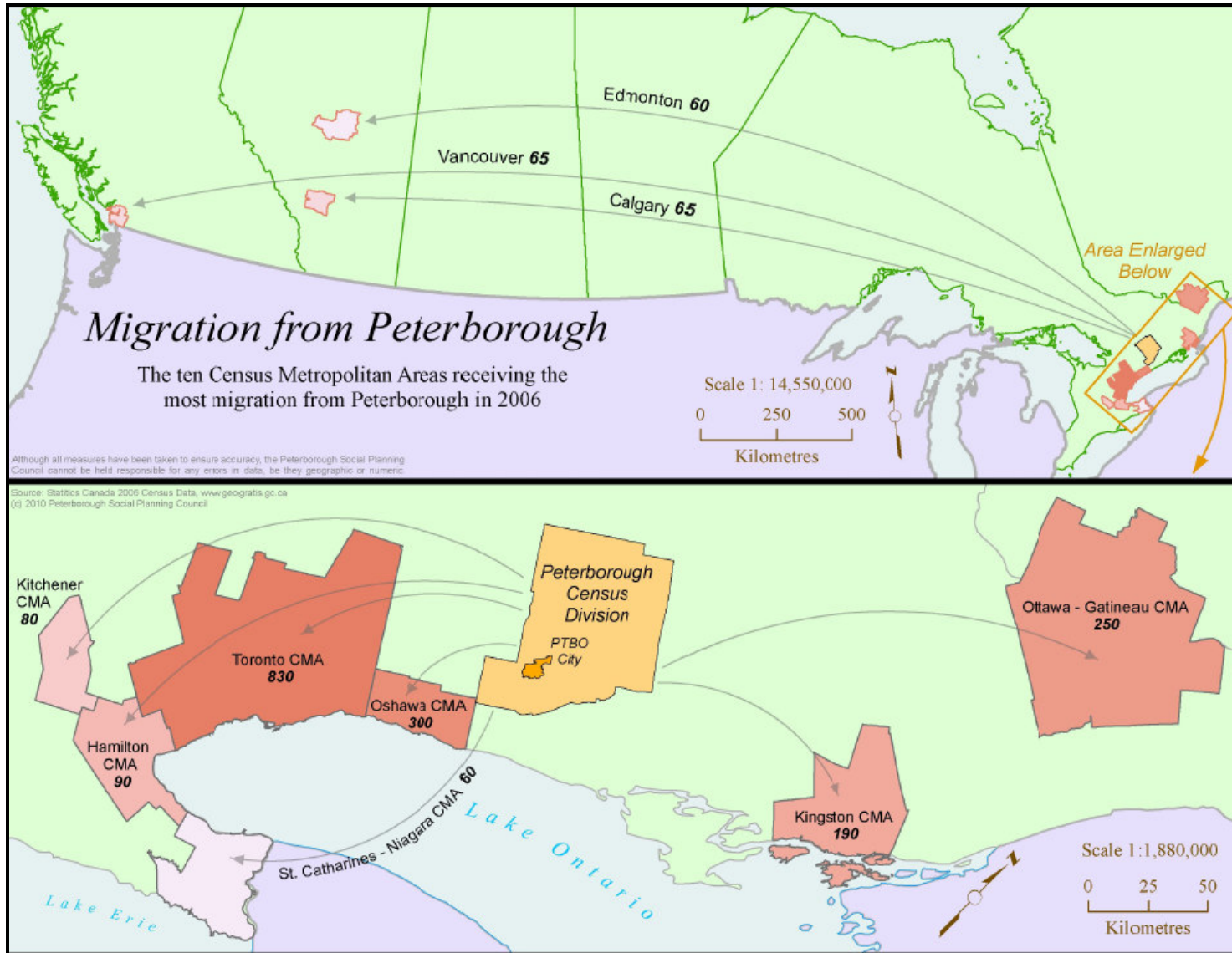
The map below illustrates (one year) net migration to Peterborough in the period of 2006 from the ten census divisions with the greatest number of people migrating to Peterborough.



Migration to Peterborough

Ten Census Divisions with the most people migrating to Peterborough between 2001 and 2006





Commuting Flow Data

Commuting flow data are available at the **CSD (Census Subdivision)** level for 2006 – the data capture the movement of the employed labour force between their place of residence and usual place of work.

The flow data were compiled from the question on “at what address did this person usually work most of the time?”

The respondent was asked to indicate

- Worked at home (including farms)
- Worked outside Canada
- No fixed workplace address
- **Worked at the address specified**
- Street address
 - City, town, village, township, municipality or Indian reserve
 - Province/territory
 - Postal code

The flow data have two parts: Place of residence= CSD (origin)

Place of work = CSD (destination)

Source: The commuting flow data referred to in the following tables and maps can be found at:

Statistics Canada. 2008. Commuting Flow Census Subdivisions: Sex (3) for the Employed Labour Force 15 Years and Over Having a Usual Place of Work of Census Subdivisions, Flows Greater than or Equal to 20, 2006 Census - 20% Sample Data (table). Topic-based tabulation. 2006 Census of Population.

Statistics Canada catalogue no. 97-561-XCB2006011. Ottawa. Released April 02, 2008.

<http://www12.statcan.gc.ca/english/census06/data/topics/Print.cfm?ALEVEL=3&APATH=3&CATNO=&DETAIL=0&DIM=&DS=99&FL=0&FREE=0&GAL=0&GC=99&GK=NA&GRP=1&IPS=97-561->

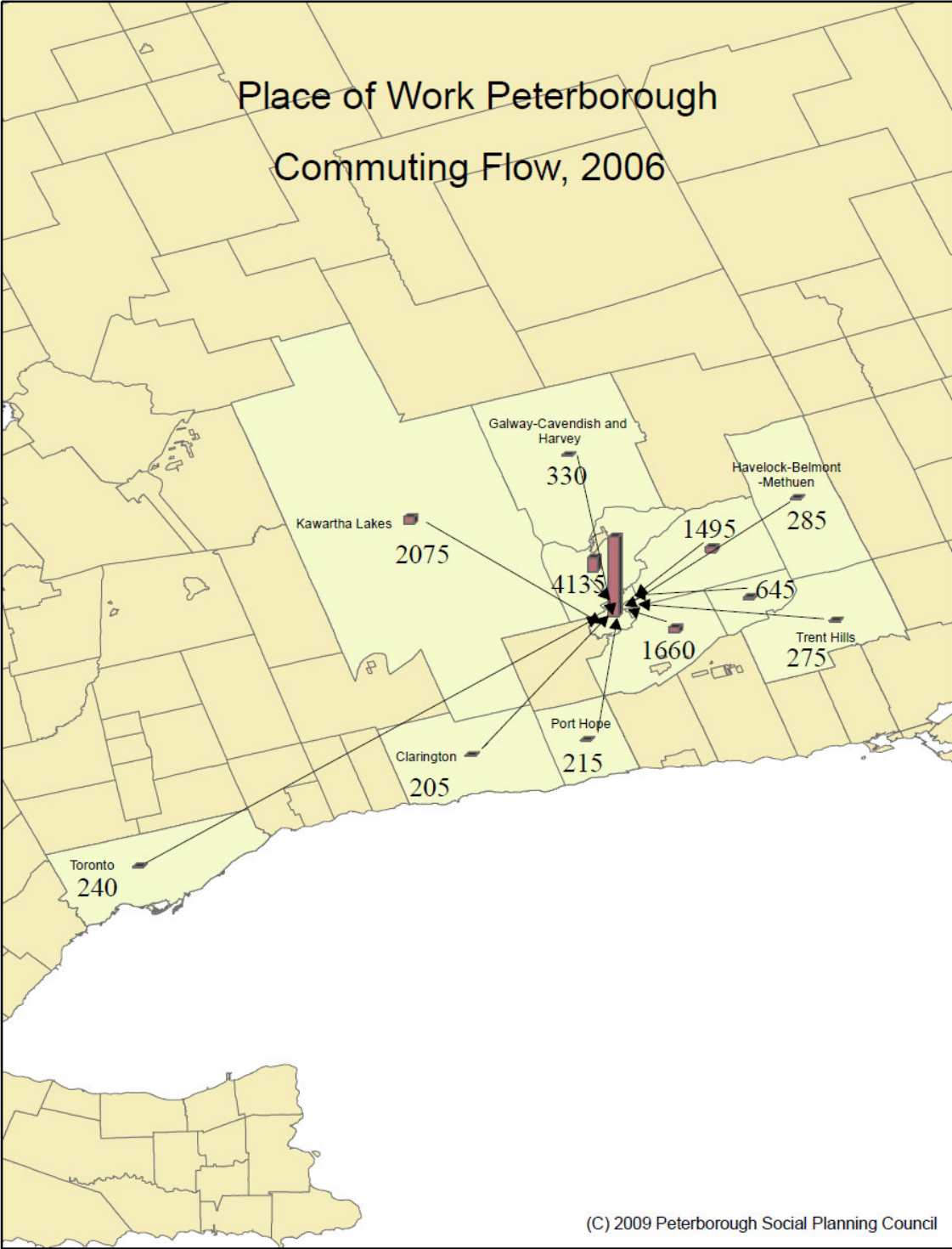
[XCB2006011&METH=0&ORDER=1&PID=90656&PTYPE=88971&RL=0&ShowAll=No&StartRow=1&SUB=0&Temporal=2006&The me=76&VID=0&VNAMEE=&VNAMEF=&S=1&O=D&A=R&PRID=0&GID=3515014](http://www12.statcan.gc.ca/english/census06/data/topics/Print.cfm?ALEVEL=3&APATH=3&CATNO=&DETAIL=0&DIM=&DS=99&FL=0&FREE=0&GAL=0&GC=99&GK=NA&GRP=1&IPS=97-561-XCB2006011&METH=0&ORDER=1&PID=90656&PTYPE=88971&RL=0&ShowAll=No&StartRow=1&SUB=0&Temporal=2006&The me=76&VID=0&VNAMEE=&VNAMEF=&S=1&O=D&A=R&PRID=0&GID=3515014) (accessed September 2, 2009).

**Commuting Flow Census Subdivisions: Sex (3) for the Employed Labour Force
15 Years and Over Having a Usual Place of Work of Census Subdivisions,
Flows Greater than or Equal to 20, 2006 Census - 20% Sample Data**

Place of residence / Place of work	Total	Male	Female
Peterborough (CY) / Peterborough (CY)	23990	10605	13380
Smith-Ennismore-Lakefield (TP) / Peterborough (CY)	4135	1915	2220
Kawartha Lakes (CY) / Peterborough (CY)	2075	820	1255
Otonabee-South Monaghan (TP) / Peterborough (CY)	1815	780	1035
Cavan-Millbrook-North Monaghan (TP) / Peterborough (CY)	1660	665	995
Douro-Dummer (TP) / Peterborough (CY)	1495	610	885
Asphodel-Norwood (TP) / Peterborough (CY)	645	265	380
Galway-Cavendish and Harvey (TP) / Peterborough (CY)	330	135	195
Havelock-Belmont-Methuen (TP) / Peterborough (CY)	285	120	165
Trent Hills (MU) / Peterborough (CY)	275	135	140
Toronto (C) / Peterborough (CY)	240	140	100
Port Hope (MU) / Peterborough (CY)	215	105	110
Clarington (MU) / Peterborough (CY)	205	95	105
Oshawa (CY) / Peterborough (CY)	160	85	75
North Kawartha (TP) / Peterborough (CY)	150	50	100
Hamilton (TP) / Peterborough (CY)	150	35	120
Cobourg (T) / Peterborough (CY)	115	25	85
Marmora and Lake (MU) / Peterborough (CY)	85	50	35
Curve Lake First Nation 35 (IRI) / Peterborough (CY)	75	30	45
Whitby (T) / Peterborough (CY)	65	30	35
Ottawa (C) / Peterborough (CY)	65	45	15
Alnwick/Haldimand (TP) / Peterborough (CY)	55	15	35
Richmond Hill (T) / Peterborough (CY)	50	35	15
Scugog (TP) / Peterborough (CY)	50	20	30
Belleville (CY) / Peterborough (CY)	50	20	20
Ajax (T) / Peterborough (CY)	45	15	30
Quinte West (CY) / Peterborough (CY)	45	25	15
Mississauga (CY) / Peterborough (CY)	40	35	10
Markham (T) / Peterborough (CY)	35	15	20
Vaughan (CY) / Peterborough (CY)	30	30	0
Cramahe (TP) / Peterborough (CY)	30	20	10
Kingston (CY) / Peterborough (CY)	25	15	0
Kitchener (CY) / Peterborough (CY)	20	15	0
Dollard-Des Ormeaux (V) / Peterborough (CY)	20	20	0
Whitewater Region (TP) / Peterborough (CY)	20	0	15
Grey Highlands (MU) / Peterborough (CY)	20	0	20

Source: Statistics Canada - 2006 Census. Catalogue Number 97-561-XCB2006011

Place of Work Peterborough Commuting Flow, 2006



(C) 2009 Peterborough Social Planning Council

**Commuting Flow Census Subdivisions: Sex (3) for the Employed Labour Force
15 Years and Over Having a Usual Place of Work of Census Subdivisions,
Flows Greater than or Equal to 20, 2006 Census - 20% Sample Data**

Place of residence / Place of work	Total	Male	Female
Peterborough (CY) / Peterborough (CY)	23990	10605	13380
Peterborough (CY) / Smith-Ennismore-Lakefield (TP)	825	445	380
Peterborough (CY) / Kawartha Lakes (CY)	765	420	340
Peterborough (CY) / Cavan-Millbrook-North Monaghan (TP)	740	430	305
Peterborough (CY) / Toronto (C)	545	335	210
Peterborough (CY) / Oshawa (CY)	535	460	75
Peterborough (CY) / Otonabee-South Monaghan (TP)	400	270	130
Peterborough (CY) / Clarington (MU)	360	240	120
Peterborough (CY) / Douro-Dummer (TP)	195	90	105
Peterborough (CY) / Whitby (T)	165	135	30
Peterborough (CY) / Cobourg (T)	165	95	65
Peterborough (CY) / Port Hope (MU)	140	115	30
Peterborough (CY) / Pickering (CY)	115	80	35
Peterborough (CY) / Mississauga (CY)	110	100	15
Peterborough (CY) / Asphodel-Norwood (TP)	85	55	30
Peterborough (CY) / Markham (T)	80	55	25
Peterborough (CY) / Ottawa (C)	75	40	30
Peterborough (CY) / Galway-Cavendish and Harvey (TP)	60	35	20
Peterborough (CY) / Havelock-Belmont-Methuen (TP)	50	45	0
Peterborough (CY) / Mississaugas of Scugog Island (IRI)	50	30	20
Peterborough (CY) / Ajax (T)	40	25	10
Peterborough (CY) / Vaughan (CY)	40	35	10
Peterborough (CY) / Belleville (CY)	30	30	0
Peterborough (CY) / Trent Hills (MU)	30	10	15
Peterborough (CY) / Guelph (CY)	25	15	10
Peterborough (CY) / Brampton (CY)	25	25	0
Peterborough (CY) / Scugog (TP)	25	25	0
Peterborough (CY) / Alnwick/Haldimand (TP)	25	0	20
Peterborough (CY) / Kingston (CY)	20	20	10
Peterborough (CY) / Newmarket (T)	20	0	15
Peterborough (CY) / Quinte West (CY)	20	10	10
Peterborough (CY) / Uxbridge (TP)	20	15	0
Peterborough (CY) / Highlands East (MU)	20	25	0

Source: Statistics Canada - 2006 Census. Catalogue Number 97-561-XCB2006011.

