



Accountability Report

2018–2019

Immigration


NOVA SCOTIA

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Accountability Report 2018–2019

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Accountability Statement

The Accountability Report of the Nova Scotia Office of Immigration for the year ending March 31, 2019 is prepared pursuant to the Finance Act and government policies and guidelines. These authorities require the reporting of outcomes against the Nova Scotia Office of Immigration Statement of Mandate for the fiscal year just ended. The reporting of the Nova Scotia Office of Immigration outcomes necessarily includes estimates, judgments and opinions by Nova Scotia Office of Immigration management.

We acknowledge that this Accountability Report is the responsibility of Nova Scotia Office of Immigration management. The report is, to the extent possible, a complete and accurate representation of outcomes relative to the goals and priorities set out in the Nova Scotia Office of Immigration 2018-2019 Business Plan.

Nova Scotia Office of Immigration

Original signed by

Lena Metlege Diab, QC
Minister

Original signed by

Kelliann Dean
Chief Executive Officer

Message from the Minister of Immigration and Chief Executive Officer

We are pleased to present the 2018-19 Annual Accountability Report for the Nova Scotia Office of Immigration (NSOI).

2018 was a record year for immigration in Nova Scotia as we welcomed 5,968 immigrants to the province; 3,471 of those landed through the Nova Scotia Nominee Program (NSNP) and another 376 were welcomed under the Atlantic Immigration Pilot Program (AIPP). This year, the Canada-Nova Scotia Agreement on the AIPP was signed, extending the pilot until December 2021.

2018-19 was also an important year for francophone stakeholder engagement, with the launch of the Francophone Immigration Action Plan in March to attract and retain French-speaking immigrants to NS. Using our new *Room* brand that highlights NS as the destination of choice, we promoted the province and our programs at several international recruitment events in the UK, Ireland, Belgium, France, the Netherlands, and Morocco. We also continued engaging with our stakeholders, including employers and post-secondary institutions to attract immigrants to the province. In 2019-20, we will keep working with employers, partners and the federal government to promote our programs locally and internationally, make new connections and help fill labour shortages in Nova Scotia.

In 2018-19, NSOI also invested \$6.4 million in settlement services to improve integration and retention of newcomers in Nova Scotia. For the first time, the Call for Proposal was open for applications covering two years of settlement programming (2018-20) to facilitate long term settlement service planning for organizations. We also introduced an Innovation Grant program that supports the testing of innovative models and programs in service provisions aimed at immigrants and refugees; in the 2018-19 fiscal year, we approved six applications.

We continue to conduct research that builds our understanding and guides our policies, including:

- the impact of immigration on population growth in the province
- the economic impact of immigrants in Nova Scotia
- the reasons behind immigrants staying and leaving Nova Scotia
- understanding public and employer perceptions on immigration

By continuing to support immigration, we are helping to build a better life for all Nova Scotians. Immigrants bring new ideas, perspectives, and businesses to Nova Scotia which can help create more opportunities and a better economy for our province.

Original signed by

Lena Metlege Diab, QC
Minister

Original signed by

Kelliann Dean
Chief Executive Officer

Financial Results

| | 2018-2019 Estimate | 2018-2019 Actuals | 2018-2019 Variance |
|--|-----------------------|----------------------|-----------------------|
| Office of Immigration | <i>(\$thousands)</i> | | |
| Departmental Expenses: | | | |
| Office of Immigration | 9,562 | 9,298 | (264) |
| | | | |
| Total: Departmental Expenses | 9,562 | 9,298 | (264) |
| | | | |
| Additional Information: | | | |
| Ordinary Revenue | 0 | 0 | 0 |
| Fees and Other Charges | 0 | 0 | 0 |
| Ordinary Recoveries | 0 | 33 | 33 |
| Total: Revenue, Fees and Recoveries | 0 | 33 | 33 |
| | | | |
| TCA Purchase Requirements | 0 | 0 | 0 |
| Provincial Funded Staff (FTEs) | 35.0 | 36.1 | 1.1 |
| <p><u>Departmental Expenses Variance Explanation:</u> Variance due to vacancy and operating savings resulting from delayed program delivery</p> <p><u>Revenue, Fees and Recoveries Variance Explanation:</u> Variance due to unanticipated recovery for Economic Impact of Immigration in NS research</p> <p><u>Provincial Funded Staff (FTEs) Variance Explanation:</u> Variance due to Youth Opportunity positions</p> | | | |

Measuring Our Performance

Attraction and Recruitment

| Outcome | Measure | Base Year | Annual Target: 2018 | Results |
|---|---|----------------|---------------------|---|
| Immigration activities address Nova Scotia's economic and labour market gaps. | Number of new immigrant landings per calendar year. | 2003: 1,474 | 4,200 | 5,968 NSOI surpassed its 2018 target of 4,200 landings. Landings measure the all immigrants who arrive in Nova Scotia, including provincial and federal candidates, and their families. |

*See table on the next page for more detailed breakdown of landing numbers

| Breakdown of Landings – Nominee Program (NP) Principal Applicants, Dependents vs Federal Pathways* | | | | | | | | | | | | |
|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Category/year | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 |
| NP Principal Applicant | 286 | 317 | 291 | 287 | 348 | 438 | 657 | 654 | 555 | 1,130 | 1,244 | 1,527 |
| NP Spouse or Dependents | 614 | 549 | 506 | 342 | 430 | 517 | 545 | 746 | 839 | 1,460 | 1,491 | 1,944 |
| NP Total | 900 | 866 | 797 | 629 | 778 | 955 | 1,202 | 1,400 | 1,394 | 2,590 | 2,735 | 3,471 |
| NP% of Landings | 36% | 33% | 33% | 26% | 36% | 41% | 48% | 52% | 41% | 47% | 61% | 58% |
| All Federal | 1,623 | 1,785 | 1,591 | 1,766 | 1,363 | 1,383 | 1,325 | 1,268 | 2,009 | 2,893 | 1,779 | 2,497 |
| Federal % of Landings | 64% | 67% | 67% | 74% | 64% | 59% | 52% | 48% | 59% | 53% | 39% | 42% |
| GRAND TOTAL | 2,523 | 2,651 | 2,388 | 2,395 | 2,141 | 2,338 | 2,527 | 2,668 | 3,403 | 5,483 | 4,514 | 5,968 |

Source: IRCC Permanent Residents Q12019 data

*Landings under the Atlantic Immigration Pilot Program are included under the federal landings category; in 2018, 376 AIP landings occurred (15 AIP landings in 2017).

Integration and Retention

| Outcome | Measure | Base Year | Annual Target: 2018 | Results |
|---|---|----------------|---------------------------------------|---|
| Nova Scotia’s immigration policies and settlement activities support immigrants and their families to successfully settle and integrate in their new community. | Percentage of all tax-filing immigrants arriving in Nova Scotia in a six-year period remaining in the sixth year. | 2008 IMBD: 69% | 70% or better retention rate (2016)*. | 71% NSOI has re-committed to maintaining a 70% or higher retention rate in 2019. |

*NSOI uses tax filer data from the Longitudinal Immigration Database (IMDB) to calculate retention rates. There is a two-year lag in the availability of data from IMBD; the latest available data is for the 2016 tax year.

Policy Development and Advocacy

| Outcome | Measure | Base Year | Annual Target: 2018 | Results |
|--|--|-----------|------------------------|--|
| Increase the number of annual provincial nominations | Number of NS Nominee Program certificates issued annually per calendar year. | 2003: 23 | 1,350 NSNP Nominations | 1,400 NS exceeded its annual target of 1,350 NSNO nominations in 2018. A target of 1,550 NSNP nominations was set for 2019. |

| Outcome | Measure | Base Year | Annual Target: 2018 | Results |
|---------|---------|-----------|---------------------|---------|
|---------|---------|-----------|---------------------|---------|

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| | | | |
|--|---|-------------|---|
| Increase the number of allocations through the Atlantic Immigration Pilot. | Number of Designations through the Atlantic Immigration Pilot Program per calendar year*. | 2017: 277** | 737 |
| | Number of Endorsements through the Atlantic Immigration Pilot Program per calendar year. | 2017: 201** | 792 AIP Endorsements 872 Nova Scotia exceeded its target AIP endorsements of 792. |

*The number of designations through the AIP is a new measure introduced in the NSOI 2018-2019 Business Plan. This measure describes the number of designated employers in NS, that is, the number of employers taking part in the AIP.

** 2017 measures are partial year measures and include data from March to December; this is because the AIP was launched in March 2017.

Supplemental Information and Appendices

In 2018-19, the NSOI strategic outcomes were identified as Attraction; Integration and Retention; and Policy Development and Advocacy. Our work is guided by our strategic outcomes and some highlights from 2018-19 are outlined below.

Attraction and Recruitment

Engagement with immigration stakeholders, partners and the community is an important aspect of NSOI's work as it opens up doors for knowledge sharing and incorporates all our strategic outcomes. As part of NSOI's recruitment strategy, the department introduced the *Room Brand* for international markets to promote the province as the go-to destination for immigrants. The marketing strategy focuses on highlighting Nova Scotia's natural beauty, low living costs, career opportunities and welcoming communities. In 2018, NSOI took part in 150 community and employer events and 10 international recruitment events.

Thanks to our targeted engagement efforts, the number of designated employers under the AIP almost tripled with 737 businesses – 40% of which are outside HRM – participating in the pilot by the end of 2018. In addition to 376 immigrants coming to NS under the AIP, an additional 872 were endorsed in 2018. These successes led to a 2-year extension of the pilot through the Canada-Nova Scotia Agreement on the Atlantic Pilot Program. The agreement also gave international students 24 months, instead of 12 months, post-graduation to apply for the AIP; allowed healthcare sector employers to hire internationally trained nurses to work as continuing care and home care support workers; and allowed NS to focus its AIP spaces on in-demand labour market needs.

The NSNP continues to be the program through which most economic immigrants are coming to the province; in 2018, 58% of NS immigrants and 75% of NS economic immigrants arrived via the NSNP. Due to the program's success, streams are continuously being updated and created to best support immigration priorities in the province. The NSNP Physician stream was launched in February 2018, and in just one fiscal year, NSOI was able to nominate 18 physicians to come to NS. In 2019-20, NSOI will continue to work with the NS Health Authority to recruit internationally in order to mitigate the physician shortage in the province.

In an effort to support the vitality of Francophone minorities outside of Quebec, NSOI and the Office of Acadian Affairs and Francophonie (OAAF) launched the Francophone Immigration Action Plan for Nova Scotia in March 2019. In order to advance Francophone immigration to the province, the plan focuses on stakeholder engagement, attraction, marketing, retention, integration, research, and outcome measurement; NSOI continues to regularly host and participate in international Francophone immigration recruitment and attraction events. A draw for French-speaking candidates through the NSNP Labour Market Priorities stream was also made in March.

Integration and Retention

In 2018, NS welcomed 5,968 immigrants, a record number in the province's history. Settlement services play a huge role in helping newcomers adapt to their new life in NS, which is why NSOI provided \$6.4 million of funding to immigrant service providers in the 2018-19 fiscal year. Settlement services include language training, bridging, workplace culture, employer engagement, computer and technical training programs, family crisis, community support, etc.

For the first time, the Call for Proposals was open for applications covering 2 years of programming to facilitate long-term service provisions and planning for settlement organizations. In 2018, NSOI also introduced a \$25,000 Innovation Grant program that aims to support the testing of innovative models and programming in service provisions; six Innovation Grant applications were approved this fiscal year totalling \$150,000.

In order to increase awareness of and access to the settlement services, NSOI also launched a directory and interactive map of service providers throughout Nova Scotia on the provincial government's Open Data Portal.

Policy Development and Advocacy

NSOI is a member of the Nova Scotia Roundtable for Immigration Research. The Roundtable includes immigration researchers from Nova Scotian post-secondary institutions, IRCC and ISANS and meets quarterly to share research related to immigration. This research helps guide NSOI's policy and program development, as well as fact-based immigration advocacy.

In 2018, 84% of Nova Scotians indicated that they are in favour of immigrants coming to the province and 77% of businesses agreed that immigrants help expand the economy and increase jobs in NS. Further investigation of public and employer opinion on immigration is underway. Currently, NSOI is conducting research to understand the effects of immigrants on NS's population growth and economy; the research measures indicators such as growth in GDP, number of immigrant tax filers and immigrant income over time, among others. Also, research exploring the reasons behind immigrants staying and leaving Nova Scotia is being conducted to improve newcomer retention in the province, which is currently at 71% over five years.

Public Interest and Wrongdoing Act

The Public Interest Disclosure of Wrongdoing Act was proclaimed into law on December 20, 2011. The Act provides for government employees to be able to come forward if they reasonably believe that a wrongdoing has been committed or is about to be committed and they are acting in good faith. The Act also protects employees who do disclose from reprisals, by enabling them to lay a complaint of reprisal with the Labour Board.

A Wrongdoing for the purposes of the Act is:

- a) A contravention of provincial or federal laws or regulations
- b) A misuse or gross mismanagement of public funds or assets
- c) An act or omission that creates an imminent risk of a substantial and specific danger to the life, health or safety of persons or the environment, or
- d) Directing or counselling someone to commit a wrongdoing

The following is a summary of disclosures received by the Nova Scotia Office of Immigration:

| Information Required under Section 18 of the Act | Fiscal Year 2018-19 |
|--|---------------------|
| The number of disclosures received | 0 |
| The number of findings of wrongdoing | 0 |
| Details of each wrongdoing | n/a |
| Recommendations and actions taken on each wrongdoing | n/a |