

# Accountability Report

2016–2017

Office of Immigration  
July 2017

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## Accountability Statement

The Accountability Report of the Nova Scotia Office of Immigration for the year ending March 31, 2017 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 2016-2017 Statement of Mandate

Nova Scotia Office of Immigration

*Original signed by*

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Lena Metlege Diab  
Minister

*Original signed by*

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Tracey Taweel  
Chief Executive Officer

## Message from the Minister of Immigration and Chief Executive Officer

We are pleased to present the 2016-17 Annual Accountability Report for the Nova Scotia Office of Immigration (NSOI).

Immigration remains a top priority for Nova Scotia because it must be. Newcomers bring new insight and unique skills to our province. They also bring international experiences and connections from around the world, and speak languages many Nova Scotians dream of learning. As employers across our province express challenges with filling jobs and growing their companies, newcomers, with the necessary skills and entrepreneurial traits, will help to fill labour market gaps and build vibrant communities.

In 2016, we welcomed a record 5,485 newcomers to our province. More than ever, immigrants are choosing to stay and our population has never been higher. Companies are filling positions that have been left empty and communities are embracing new residents. This is key to growing our province and our economy.

We are proud of our shared accomplishments, for instance:

- Our response to the Syrian refugee crisis has given us the chance to do what we do best: extend a helping hand. In just one year, Nova Scotia welcomed over 1,500 refugees. We are incredibly proud of how Nova Scotians across our province responded to this crisis – either by privately sponsoring refugee families or welcoming government assisted families to their communities.
- We are helping international students start new businesses through our International Graduate Entrepreneur Stream program. This program will help retain and encourage international students graduating from a Nova Scotia university or community college to stay and start up their businesses here in the province—we are proud to be the first province in Canada to take advantage of this unique opportunity.
- In March, we launched the Atlantic Immigration Pilot, to bring 2000 new workers, and their families, to the Atlantic Region. This is a big opportunity for Nova Scotia. This pilot will help employers fill persistent labour gaps with skilled newcomers, and grow our economy and our province.

We are gaining momentum, but this is just the beginning. We know our ability to attract and retain newcomers will contribute to happier, healthier lives for all Nova Scotians. Immigrants have a lot to offer and we want to make sure they are welcomed as part of our family, businesses, and community life. They help build our province and make Nova Scotia a vibrant, dynamic society.

A more welcoming Nova Scotia is a stronger Nova Scotia.

*Original signed by*

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**Lena Metlege Diab**  
Minister

*Original signed by*

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**Tracey Taweel**  
Chief Executive Officer

## Financial Results

Office of Immigration		
	Estimate	Actuals
	2016-17	2016-17
	(\$ thousands)	(\$ thousands)
Total Gross Office Expenses:	10,032.0	9,423.1
Less: Chargeable to Other Departments	(1,600.0)	(1,600.0)
Net Expenses:	8,432.0	7,823.1
Provincial Funded Staff (FTEs)	33.0	32.23

## Measuring Our Performance

### Attraction and Recruitment

Outcome	Measure	Base Year	Annual Target: 2016	Results
Immigration activities address Nova Scotia's economic and labour market gaps.	Number of new immigrant landings per calendar year.	2003: 1474	3,000	5,483  NSOI surpassed its 2016 target of 3,000 landings. NSOI's 2017 target is 4000.  Landings measure the actual immigrants who arrive in Nova Scotia. Landings are delayed from year-to-year because of federal processing times, or changes in personal circumstances. For instance, someone nominated in 2015 may not actually "land" in Nova Scotia until 2016 or 2017.

\* See table next page for more detailed breakdown of landing numbers.

## Breakdown of Landings –Nominee Program (NP) Principal Applicants, Dependents vs Exclusively Federal Pathways

Category/Year	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
NP Principal Applicant	250	286	317	291	287	348	438	657	654	555	1130
NP Spouse or Dependents	613	614	549	506	342	430	517	545	746	839	1460
NP Total	863	900	866	797	629	778	955	1202	1400	1394	2590
NP % of Landings	33%	36%	33%	33%	26%	36%	41%	48%	52%	41%	47%
All Federal	1723	1623	1785	1591	1767	1359	1384	1325	1269	2009	2893
Federal % of Landings	67%	64%	67%	67%	74%	64%	59%	52%	48%	59%	53%
<b>GRAND TOTAL</b>	<b>2586</b>	<b>2523</b>	<b>2651</b>	<b>2388</b>	<b>2397</b>	<b>2136</b>	<b>2339</b>	<b>2527</b>	<b>2668</b>	<b>3403</b>	<b>5483</b>

Source: IRCC Permanent Residents Q1 2017 data

## Integration and Retention

Outcome	Measure	Base Year	Annual Target: 2016	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 immigrants arriving in Nova Scotia in a five-year period remaining in the sixth year.	2008 IMDB: 69%	70% or better retention rate (2014)*.	73%* retention rate, surpassing the target established in the 2016-17 Statement of Mandate. NSOI has re-committed to maintaining a 70% or higher retention rate in 2017.  This measure represents the percentage of all tax-filing immigrants arriving in Nova Scotia in a six year period remaining in the sixth year.

### NOTE:

This measure was originally created using a baseline of 37% from the 2001 national census. The figure rose to 63% by the 2006 Census. However, when the long form census was discontinued in 2011, it was no longer possible to track retention with census data. Currently, NSOI uses tax filer data from the Longitudinal Immigration Database (IMDB) to calculate retention rates.

\*There is a two year time lag in the availability of data from IMBD, the latest available data is for the 2013 tax year.

## Leadership and Policy Development

Outcome	Measure	Base Year	Annual Target: 2016	Results
Increase the number of annual provincial nominations.	Number of certificates issued annually per calendar year.	2003: 23	1,350	1,375  The Province's NSNP allocation for 2016 was 1,350. A total of 1,375 nominations were issued after NS was granted an additional 25 of unused allocation from other provinces. The 1,350 nominations nearly doubled the allocation of 700 in 2014 and was the highest number of nominations ever made under the NSNP. This was a direct result of the NSOI's advancements in recruitment activities and stakeholder engagement. NSOI has set the 2017 target at 1350 certificates for the NSNP. An additional target of 792 applicants has been set for the Atlantic Immigration Pilot.

## Supplemental Information and Appendices

In 2016-17 the strategic outcomes were identified as Attraction and Recruitment; Integration and Retention; and Leadership and Policy Development. Our work is guided by our strategic outcomes and some highlights from 2016-17 are below.

### Atlantic Immigration Pilot

The three-year Atlantic Immigration Pilot was launched in March 2017. The Pilot will bring up to 2000 new workers and their families, to the Atlantic Region in 2017 (792 to Nova Scotia) with numbers potentially rising in future years based on performance. The Pilot is a federal program that is employer-driven to help address labour market needs. It includes three streams one for high-skilled occupations, one for semi-skilled occupations and one for international graduates. Nova Scotia is working with employers throughout the Pilot process.

### Attraction and Recruitment:

In 2016-17, NSOI maximized our Nominee Program allocation, nominating 1,375 immigrants to the province. This was achieved through our targeted attraction and recruitment efforts, where NSOI engaged with a wide-range of stakeholders to promote Nova Scotia as an immigration destination and recruit individuals who meet the province's economic needs, including:

- Active partnership with post-secondary institutions and regular outreach to international students to discuss immigration and the pathways available to immigrate here.
- Increased resources to focus on employer engagement. Working closely with employers is critical to helping them better understand immigration and help them navigate the immigration system. NSOI worked closely with business owners in the province to increase their awareness of the Nova Scotia Nominee Program and federal immigration pathways, actively partnering with employers to help match businesses with skilled talent from around the world.
- Enhanced international attraction. NSOI staff marketed Nova Scotia at national and international career fairs and conferences, working with employers, the office helped employers find the skills they need in international markets.
- Broader community outreach has also been a priority. NSOI has held community conversations across the province with newcomers, stakeholders and the general public.
- Continuing improvements made to the Nova Scotia Immigration website to provide timely and relevant information to potential applicants, international students, employers, and newcomers.
- Immigrant landings in Nova Scotia for 2016 were 5,483, the highest number of immigrants to arrive since World War II.

### Settlement:

More immigrants are coming to Nova Scotia and more are staying. In 2016, Nova Scotia welcomed a record number of immigrants (5,483) and Nova Scotia's retention rate has been improving (73% in 2014). Successful integration is dependent on a number of factors including settlement services and supports as well as economic success. Nova Scotia Office of Immigration supports a strong network of settlement services

providing the integration of newcomers through language, bridging, workplace culture, employer engagement, family crisis, computer and technical training programs.

- Along with our settlement partners, the Nova Scotia Office of immigration led the Government of Nova Scotia's effort to resettle the Syrian refugees. In 2016, these newcomers participated the settlement programming to build the skills and language they need to enter the workforce including programs like employment counselling, language training, customized sector specific training, and bridge to work programs.
- The increase in immigrant landings meant higher demand for settlement services and language training in particular. In response, the Office of Immigration increased settlement funding in 2016-17 to organizations across the province.
- The 2016 – 2017 Community Refugee Support Fund provided grants to local groups to assist with welcoming initiatives, social and cultural events and honorariums for exceptional volunteers (e.g. interpreters, language instructors). This program supported 59 community events and recognized 14 volunteers.

## Public Interest Disclosure of Wrongdoing

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 Labor 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 2016-17
The number of disclosures received	0

The number of findings of wrongdoing	0
Details of each wrongdoing	0
Recommendations and actions taken on each wrongdoing	0