

**Calgary's Future:  
Attraction & Retention  
of  
Immigrants**

Policy Implications  
for the City of  
Calgary

# Immigration to Calgary: Attraction and Retention

- immigration and net labour force growth
- diversification of population
- impact on:
  - social service systems
  - race relations
- benefits
  - increased labour pool
  - increased cultural and social advantages
  - increased cultural and language assets

# Policy Options

## **Address Systemic Issues**

- facilitate inter-sectoral partnerships
- develop municipal anti-racism/anti-oppression and immigration policies
- provide of culturally appropriate leisure opportunities
- develop culturally sensitive urban planning and development processes
- track in and out migration
- track community receptiveness

# Policy Options

## **Increase Participation Rates**

- Recognize international experience and credentials
- Facilitate access to employment services and training opportunities
- Provide job-related second language training
- Develop diversity training, policy
- Work with professional bodies

# Challenges

- Lack of mandate
  - HR policies
  - City Council & Administration
- Not at the table
- Support for Research
- Community Pressure

# Current Opportunities

- *Fair Calgary*
  - Social Inclusion Policy
  - ImagineCalgary
- Internship Pilot for Immigrant Professional
  - Career Bridge
- Council Rep to address Standing Committee

# Needs Identification

- Costs & benefits of immigration at local level
  - social services & systems
  - social cohesion/inclusion
- Track local in/out migration & its characteristics
- Develop business case & pressure to put on local radar screens
- Models for federal/municipal partnerships
- Longitudinal analysis

# Needs Identification

- Access to CIC data
- National assessment service
  - experience & credentials
- Pressure on universities and professional bodies to develop mastery exams and fast-track upgrading
- Add foreign professionals to EE legislation
- Funding directly to local governments

# Needs Identification

- Social marketing federal, provincial, local levels
- Racialization and feminization of poverty
- Housing and development issues
  - Adequacy
  - Appropriateness
  - Accommodation
  - Location
  - Affordability
  - Accessibility (rate of transit use)

# contact

Dr. Valerie Pruegger  
(403) 268-5126  
vpruegger@calgary.ca