

FALL 2022

# Little Book of LIP:

A guide to the Medicine Hat Local Immigration Partnership

What is the MHLIP?	1
Our Vision	
Statistics	2
Need for Change	3
Priorities & Outcomes	4
Our Approach	5
Current Partners	6
How to Get Involved	



# What is the MHLIP?

---

The Medicine Hat Local Immigration Partnership (MHLIP) is a collaborative community initiative working to increase sense of belonging among newcomers and the community of Medicine Hat (and area). We are focused on supporting welcoming initiatives, creating a culture of inclusion, and integrating newcomers into our economic development.

## Our Vision

---

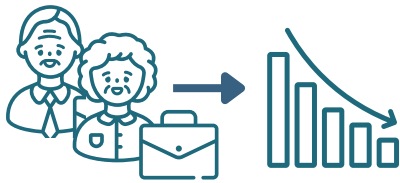
Everyone new to town will be engaged in the community, empowered, and experience a sense of belonging.



*Supported* **Newcomers** **Hope** *Empowered*  
**Engaged** Reach one's potential and dreams  
**Belonging Thrive**  
Happy healthy community



## WHY DOES MEDICINE HAT NEED IMMIGRANTS & MIGRANTS?



**"9,500 workers in Medicine Hat are likely to retire in the next decade"** but we do not have enough young people to replace them

"More than **30% of workers** in the transportation and warehousing and the administrative and support services sectors were **over 55** in 2016"



### This could lead to...



Labour shortages



Smaller tax base



Strain on our medical system and pension funds



"Our working-age population will shrink from **69% to 60%**—fewer hands feeding more mouths."

*Scott Gilmore - Macleans Magazine*

## HOW DO IMMIGRANTS STRENGTHEN MEDICINE HAT?

As of the 2016 Census, nearly **11%** of all workers in Medicine Hat were immigrants



Immigrants who have been in Canada for more than 10 years have **higher rates of business ownership** than individuals born in Canada



**22%** of nursing and residential care employees were born outside of Canada.



**17%** of workers in accommodation and food services were immigrants



By 2035, Canada will need **350,000 immigrants** to meet it's workforce needs

Sources: Statistics Canada, 2016 Census, Economic Profile Series: Medicine Hat, Alberta Spring 2019, Why does immigration matter to Canada's future? By Immigrants Working Centre

# The Need for Change

## Challenges we heard about in Medicine Hat



### INFORMATION & NAVIGATION

#### Difficulty finding information upon arrival

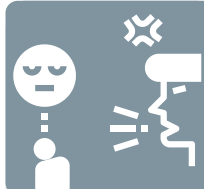
- Immigrants in family & economic class, temporary foreign workers, and interprovincial migrants did not know about ways to connect with the community and local services.

*"I googled, "support groups for newcomers in Medicine Hat," "where to start as a newcomer in Medicine Hat," "how to understand process in Medicine Hat." I had so many questions and I didn't have anyone who could answer them." (resident new to town).*

#### Language barriers

- Lack of translation services; lack of English learning opportunities outside of school; and few opportunities to practice English in a social setting.

**>50%** newcomers interviewed had **difficulty finding information upon arrival and/or finding needed services**



### RACISM AND DISCRIMINATION

#### Many experience racism and/or different forms of discrimination

- Many immigrants experienced racism or discrimination; didn't feel comfortable talking about sensitive issues; had difficulty adjusting to Canadian social norms.

**41%** of the public surveyed **witnessed incidences of prejudice and discrimination** in the last 3 years



### COMMUNITY

#### Feeling disconnected and isolated from the community

- People new to town don't know where to go to meet new people; and people within the community are not always welcoming.
- Many longtime residents and newcomers interviewed didn't feel like they were a part of the community.

*"I felt like a part of the community in the sense that I decided to stay here. But I didn't feel like a part of the community because **my neighbours don't say hello to me.**" (resident new to town)*

- There is interest in neighbourhood activities

**70%** of the general public wanting to interact more with newcomers were interested in **neighbourhood activities.**



### EMPLOYMENT

#### Newcomers are having difficulty with employment

- Don't know where to find employment services; challenges in developing professional networks; difficulty getting credentials recognized; lack of mentors; learning Canadian work environment soft skills







#### Attracting and retaining employees

- Employers having difficulty attracting and/or retaining employees.

**Finding jobs and/or meaningful jobs was the #1 issue for newcomers** identified in the 2022 MHLIP evaluation.

**WE'RE HIRING**

# MHLIP Priorities & Outcomes

PRIORITY	DESIRED OUTCOMES
<p><b>1</b></p>  <p><b>Supporting people who are new to town</b></p>	<ul style="list-style-type: none"> <li>• Newcomers are able to access information they need to achieve their goals.</li> <li>• Newcomers are connected to neighbours, existing community members (volunteers), and services.</li> <li>• Existing residents, businesses, and all service providers know where to direct newcomers.</li> </ul> 
<p><b>2</b></p>  <p><b>Integrating newcomers into economic development</b></p>	<ul style="list-style-type: none"> <li>• Newcomers are able to gain meaningful employment that utilizes their skills and education.</li> <li>• Businesses are able to utilize skilled newcomer talent that exists in the community and retain them.</li> <li>• The region is able to attract skilled labour that matches the needs of the community resolving existing labour shortages and increasing investment attraction.</li> </ul> 
<p><b>3</b></p>  <p><b>Creating a culture of inclusion</b></p>	<ul style="list-style-type: none"> <li>• People feel safe, welcomed, respected, valued, and connected in their neighbourhoods.</li> <li>• Increased cultural safety, awareness, sensitivity, representation, equity, and opportunity at different levels and in all organizations and spaces.</li> </ul> 

## HOW WILL WE DO THIS?

**Network Building, Capacity Building, Coordination, Collaboration, Communication**



# Our Approach

MHLIP  
Collective  
Impact

- Intentionally bringing together groups and individuals from different sectors to develop a deeper understanding of shared issues, and create new and cross-sector solutions.
- For partners across sectors to agree on a common agenda, then help shape, refine, and execute these shared plans.
- The LIP staff provides the backbone of the work by coordinating the plans to ensure that all of these pieces together add up to more than if everyone was working alone.

What's  
next?

- 1 Inviting more people like you to share in the leadership of this plan.
- 2 Working together to develop detailed action plans and test new approaches that strengthen all our existing programs and services.
- 3 Tracking the progress on how we are strengthening belonging in our community across all of our diverse organizations in the same way so that we are able to continuously improve.



Our Local Immigration Partnership has teamed up with the Tamarack Institute to work on these five interconnected practices that can help our communities address challenges together.

**TAMARACK**  
INSTITUTE

Figure 1: Collective Impact, The Tamarack Institute (Mark Cabaj and Liz Weaver, 2016)  
<https://www.tamarackcommunity.ca/library/collective-impact-3.0-an-evolving-framework-for-community-change>

# MHLIP Partners

---

- City of Medicine Hat
- Saamis Immigration Services Association (SISA)
- Brooks and County Immigration Services (BCIS) - Temporary Foreign Worker Programs
- The Connection Intercultural Association
- Lifelong Education and Resource Network (LEARN)
- Medicine Hat Public School Division
- Medicine Hat Catholic Board of Education
- Alberta Health Services (AHS) Community Health
- Unisphere
- Medicine Hat College
- Medicine Hat and Area Refugee Team (MHART)
- Alberta Labour and Immigration
- Immigrant Refugee and Citizenship Canada (IRCC)
- RCMP

## Find Out More + Get Involved

---

There are several ways for community members and newcomers to contribute to building a strong *sense of belonging* in Medicine Hat:

Join one of our working groups:	We are looking for:
<p><b>a. Supporting those new to town</b> contact <a href="mailto:tiffany@mhlip.ca">tiffany@mhlip.ca</a></p> <p><b>b. Integrating newcomers into economic development</b> contact <a href="mailto:jenn@mhlip.ca">jenn@mhlip.ca</a></p> <p><b>c. Creating a culture of inclusion</b> contact <a href="mailto:tiffany@mhlip.ca">tiffany@mhlip.ca</a> <u>or</u> <a href="mailto:jenn@mhlip.ca">jenn@mhlip.ca</a></p>	<ul style="list-style-type: none"><li>• immigrants</li><li>• anyone new to town</li><li>• community organizations</li><li>• businesses</li><li>• volunteers who believe in this work</li></ul>

**Want to learn more?  
Want to get involved?  
Call or e-mail us!! We'd love to  
connect!**

 [jenn@mhlip.ca](mailto:jenn@mhlip.ca) | [tiffany@mhlip.ca](mailto:tiffany@mhlip.ca)

 403-581-4882 | 403-977-0000

 [www.mhlip.ca](http://www.mhlip.ca)

  @medicinehatlip