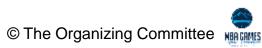




Retaining Talent on Vancouver Island

Philemon Ivan Derwin Seth Li Shannon Bridson Zhaojing (Angie) Sang







Agenda

- 1. Environmental analysis
- 2. Improvement strategy
- 3. Strategic plan







Threats:

- 1. Negative perception
- 2. Lack of integration
- 3. Lower wages
- 4. Fear of housing price bubble







Opportunities:

- 1. Develop & promote community vision
- 2. Community integration
- 3. Build social capital







Issues (New Graduates):

- Non-Local
 - Lack of community & integration
- Employability

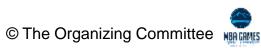






Issues (Education):

- Limited resources
- Decreasing growth on international student enrollment

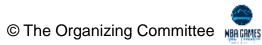






Issues (Government):

- Lack of information on international student retainment
- Business immigration incentive not well advertised

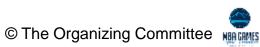






Issues (Business):

- Supply of workers
- Location of businesses

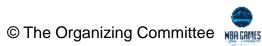






Issues (Industry, decreasing):

- Agriculture
- Management
- Real estate, Rental & Leasing
- Wholesale







Issues (Industry, increasing):

- Construction
- Accommodation & Food Services
- Professional, Scientific, & Technical Services







Economic Trends

- Nominations under skilled immigration:
 - From 2010 to 2015: 73% received nominations for PR

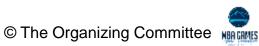






Economic Trends

- Nominations under Entrepreneurial immigration
 - From 2010 to 2015: 19% received work permits, and 8% received nominations

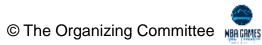






Entrepreneur immigration-PNP

- Business bankruptcies
 - -2012-2014: VI/BC=17.5%
 - Overall BC: 194
 - -2015:VI/BC = 18.2%
 - Overall BC: 154







Improvement Strategy







Steps (Employers):

- Communicate early
- Partner with post-secondary career services

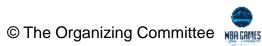






Human Resources Trends

- Targeted on-campus presentations
- Apps / discussion forum (whatsapp or wechat)







Strategic Plan

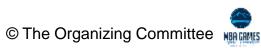






January – June 2017

- Exit survey (high school vs. university graduates)
- Local business engagement







July – December 2017

- Resource allocation
- Secure mix of public private funding







January 2018

Launch marketing strategy

- International investors PNP (\$200,000 vs. \$400,000)
- International students







September 2018

Impact measurement

- Alumni outreach
- Application count







September 2018 - onwards

- Annual impact measurement
 - Alumni outreach
 - Application count







Thank you

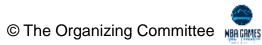






Entrepreneur immigration-PNP

- Consumer bankruptcies
 - -2012-2014: VI/BC=22.5%
 - Overall BC: 7012
 - -2015:VI/BC=25.4%
 - Overall BC: 5683







Entrepreneur immigration-PNP

- Labour force participation
 - 15-24 goes down
 - 25-49 keeps stable
 - Overall by age goes down

