



Organization of  
American States

## Statistics on Trade in Services between Canada and CARICOM States

Noel Watson

September 23, 2010



## Table of Contents

<b>Topic</b>	<b>Page</b>
<b>Table of Contents</b>	1
<b>List of Tables</b>	7
<b>1.0 Executive Summary, Main Findings, and Recommendations</b>	11
1.1 Executive Summary	11
1.2 Main Findings	12
1.3 Recommendations	16
<b>2.0 Introduction, Background and Research Methodology</b>	18
2.1 Background	18
2.2 Research Methodology	18
<b>3.0 Trade in Services</b>	20
3.1 Chapter Overview	20
3.2 Canada's international trade in services	20
3.2.1 Canada-World trade in services 2003-2007	21
3.2.1 Canada-CARICOM trade in services 2003-2007	22
3.3 Canada's international trade in services ranking 2007	23
3.4 Canada-CARICOM Trade in Services from 2000-2007	24
3.4.1 Canadian Services Receipts/Exports to CARICOM for 2002-2007	25
3.4.2 Main services exported by Canada (imported by CARICOM)	25
3.4.3 Canadian Services Payments to/Imports from CARICOM for 2002-2007	27
3.4.4 Main services imported by Canada (exported by CARICOM)	28
3.4.5 Canada-CARICOM Net Services Trade from 2002-2007	30
3.4.6 Services sub-Sectors in which Canada Operated Deficits	31
3.4.7 Services sub-Sectors in which Canada Operated Surpluses	31
3.4.8 Service sub-sectors in which there was no trade	32
3.5 The Case of Insurance (Canada and Barbados)	32
3.6 Case Study – Stantec Inc	34
3.7 Main Findings	34
<b>4.0 Comparison of CARICOM's export of goods and the movement of natural persons to each Canadian Province and Territories</b>	36
4.1 Chapter Overview	36
4.2 Antigua & Barbuda	37
4.2.1 Comparing Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province	37
4.2.2 Summary of "Connection" between Antigua & Barbuda and Canadian Provinces and the possibilities for Trade in Services	39
4.3 The Bahamas	40
4.3.1 Comparing Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province	40
4.3.2 Summary of "Connection" between The Bahamas and Canadian Provinces and the possibilities for Trade in Services	42
4.4 Barbados	43
4.4.1 Comparing Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province	43
4.4.2 Summary of "Connection" between Barbados and Canadian Provinces and the	45

possibilities for Trade in Services	
4.5 Belize	46
4.5.1 Comparing Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province	46
4.5.2 Summary of "Connection" between Belize and Canadian Provinces and the possibilities for Trade in Services	48
4.6 Dominica	49
4.6.1 Comparing Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province	49
4.6.2 Summary of "Connection" between Dominica and Canadian Provinces and the possibilities for Trade in Services	51
4.7 Dominican Republic	52
4.7.1 Comparing Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province	52
4.7.2 Summary of "Connection" between Dominican Republic and Canadian Provinces and the possibilities for Trade in Services	54
4.8 Grenada	55
4.8.1 Comparing Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province	55
4.8.2 Summary of "Connection" between Grenada and Canadian Provinces and the possibilities for Trade in Services	57
4.9 Guyana	58
4.9.1 Comparing Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province	58
4.9.2 Summary of "Connection" between Guyana and Canadian Provinces and the possibilities for Trade in Services	60
4.10 Haiti	61
4.10.1 Comparing Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province	61
4.10.2 Summary of "Connection" between Guyana and Canadian Provinces and the possibilities for Trade in Services	63
4.11 Jamaica	64
4.11.1 Comparing Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province	64
4.11.2 Summary of "Connection" between Jamaica and Canadian Provinces and the possibilities for Trade in Services	66
4.12 Montserrat	67
4.12.1 Comparing Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province	67
4.12.2 Summary of "Connection" between Montserrat and Canadian Provinces and the possibilities for Trade in Services	69
4.13 St. Kitts & Nevis	70
4.13.1 Comparing Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province	70
4.13.2 Summary of "Connection" between St. Kitts & Nevis and Canadian Provinces and the possibilities for Trade in Services	72
4.14 St. Lucia	73
4.14.1 Comparing Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province	73
4.14.2 Summary of "Connection" between St. Lucia and Canadian Provinces and the possibilities for Trade in Services	75

4.15 St. Vincent & the Grenadines	76
4.15.1 Comparing Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province	76
4.15.2 Summary of "Connection" between St. Vincent & Grenadines and Canadian Provinces and the possibilities for Trade in Services	78
4.16 Suriname	79
4.16.1 Comparing Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province	79
4.16.2 Summary of "Connection" between Suriname and Canadian Provinces and the possibilities for Trade in Services	81
4.17 Trinidad & Tobago	82
4.17.1 Comparing Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province	82
4.17.2 Summary of "Connection" between Trinidad & Tobago and Canadian Provinces and the possibilities for Trade in Services	84
4.18 Main Findings	85
<b>5.0 Foreign Direct Investment</b>	86
5.1 Chapter Overview	86
5.2 Canadian Direct Investment (Stocks) in CARICOM	86
5.3 CARICOM Direct Investment (Stocks) in Canada	87
5.4 The investment relationship between Canada and Barbados	88
5.4.1 The Barbados advantage for Canadian exporters	88
5.5 Canadian Companies in CARICOM	90
5.6 Main Findings	91
<b>6.0 Movement of Natural Persons</b>	92
6.1 Chapter Overview	92
6.1.1 Definitions	92
6.2 Family Class Immigrants from CARICOM to Canada	93
6.3 Economic Immigrants	94
6.4 Refugees	94
6.5 Other Immigrants	95
6.6 Total Entries of CARICOM Foreign Workers by Province	96
6.7 Movement of workers between CARICOM countries and Canadian provinces for period 2003* – 2009	97
6.8 Newfoundland and Labrador	100
6.8.1 Entries of Foreign Workers to Newfoundland and Labrador from selected source countries (CARICOM), 2003– 2009*:	100
6.8.2 Occupational Skill level of workers to Newfoundland and Labrador from CARICOM for period 2003-2009*	101
6.8.3 Entries of Foreign workers, by National Occupational Classification (NOC 3), to Newfoundland and Labrador from CARICOM, 2003 – 2009*	101
6.9 Prince Edward Island	103
6.9.1 Entries of Foreign Workers to Prince Edward Island from CARICOM countries, 2003– 2009*	103
6.9.2 Occupational Skill level of workers to Prince Edward Island from CARICOM for period 2003-2009*	103
6.9.3 Entries of Foreign workers, by National Occupational Classification (NOC 3), to Prince Edward Island from CARICOM, 2003 – 2009*	104

6.10 Nova Scotia	105
6.10.1 Entries of Foreign Workers to Nova Scotia from selected source countries (CARICOM), 2003– 2009*	105
6.10.2 Occupational Skill level of workers to Nova Scotia from CARICOM for period 2003-2009*	106
6.10.3 Entries of Foreign Workers, by National Occupational Classification (NOC 3), to Nova Scotia from CARICOM, 2003 – 2009*	106
6.11 New Brunswick	108
6.11.1 Entries of Foreign Workers to New Brunswick from selected source countries (CARICOM), 2003– 2009*	108
6.11.2 Occupational Skill level of workers to New Brunswick from CARICOM for period 2003-2009*	109
6.11.3 Foreign Workers by National Occupational Classification (NOC 3), to New Brunswick from CARICOM, 2003 – 2009*	109
6.12 Quebec	111
6.12.1 Entries of Foreign Workers to Quebec from selected source countries (CARICOM), 2003– 2009*	111
6.12.2 Occupational Skill level of workers to Quebec from CARICOM, period 2003-2009*	112
6.12.3 Foreign Workers, by National Occupational Classification (NOC 3), to Quebec from CARICOM, 2003 – 2009*	112
6.13 Ontario	115
6.13.1 Entries of Foreign Workers to Ontario from selected source countries (CARICOM), 2003– 2009*	115
6.13.2 Occupational Skill level of workers to Ontario from CARICOM for period, 2003-2009	116
6.13.3 Foreign Workers by National Occupational Classification (NOC 3), to Ontario from CARICOM, 2003 – 2009*	116
6.14 Manitoba	121
6.14.1 Foreign Workers to Manitoba from selected source countries (CARICOM), 2003– 2009*	121
6.14.2 Occupational Skill level of workers to Manitoba from CARICOM for period, 2003-2009*	121
6.14.3 Entries of Foreign Workers, by National Occupational Classification (NOC 3), to Manitoba from CARICOM, 2003 – 2009*	122
6.15 Saskatchewan	125
6.15.1 Foreign Workers to Saskatchewan from selected source countries (CARICOM), 2003– 2009*	125
6.15.2 Occupational Skill level of workers to Saskatchewan from CARICOM for period 2003-2009*	125
6.15.3 Foreign workers, by National Occupational Classification (NOC 3), to Saskatchewan from CARICOM, 2003 – 2009*	126
6.16 Alberta	127
6.16.1 Foreign Workers to Alberta from selected source countries (CARICOM), 2003– 2009*	127
6.16.2 Occupational Skill level of workers to Alberta from CARICOM for period 2003-2009*	127
6.16.3 Foreign Workers by National Occupational Classification (NOC 3), to Alberta from CARICOM, 2003 – 2009*	128
6.17 British Columbia	132
6.17.1 Entries of Foreign Workers to British Columbia from selected source	132

countries (CARICOM), 2003– 2009*	
6.17.2 Occupational Skill level of workers to British Columbia from CARICOM for period 2003-2009*	132
6.17.3 Foreign workers by National Occupational Classification (NOC 3), to British Columbia from CARICOM, 2003 – 2009*	133
6.18 Yukon	136
6.18.1 Entries of Foreign Workers to Yukon from selected source countries (CARICOM), 2003– 2009*	136
6.18.2 Occupational Skill level of workers to Yukon from CARICOM for period 2003-2009	136
6.18.3 Foreign Workers by National Occupational Classification (NOC 3), to Yukon from CARICOM, 2003 – 2009*	137
6.19 Northwest Territories	138
6.19.1 Entries of Foreign Workers to North West Territories from selected source countries (CARICOM), 2003– 2009*	138
6.19.2 Occupational Skill level of workers to North West Territories from CARICOM for period 2003-2009*	138
6.19.3 Foreign workers by National Occupational Classification (NOC 3), to North West Territories from CARICOM, 2003 – 2009*	139
6.20 Nunavut	140
6.20.1 Entries of Foreign Workers to Nunavut from selected source countries (CARICOM), 2003– 2009*	140
6.20.2 Occupational Skill level of workers to Nunavut from CARICOM for period 2003-2009*	140
6.20.3 Foreign Workers, by National Occupational Classification (NOC 3), to Nunavut from CARICOM, 2003 – 2009*	140
6.21 Main Findings	141
<b>7.0 Skills Shortages in Canada</b>	142
7.1 Chapter Overview	142
7.2 Summary of Skills Shortage across Canadian Provinces using the NOC Matrix: Business, Finance and Administration Occupations	142
7.3 Summary of Skills Shortage across Canadian Provinces using the NOC Matrix: Natural and Applied Sciences and Related Occupations	145
7.4 Summary of Skills Shortage across Canadian Provinces using the NOC Matrix: Health Occupations	147
7.5 Summary of Skills Shortage across Canadian Provinces using the NOC Matrix: Occupations in Social Science, Education, Government Service and Religion	149
7.6 Summary of Skills Shortage across Canadian Provinces using the NOC Matrix: Occupations in Art, Culture, Recreation and Sport	151
7.7 Summary of Skills Shortage across Canadian Provinces using the NOC Matrix: Sales and Service Occupations	153
7.8 Summary of Skills Shortage across Canadian Provinces using the NOC Matrix: Trade, Transport and Equipment Operators and Related Occupations	156
7.9 Summary of Skills Shortage across Canadian Provinces using the NOC Matrix: Occupations Unique to Primary Industry	159
7.10 Summary of Skills Shortage across Canadian Provinces using the NOC Matrix: Occupations Unique to Processing, Manufacturing and Utilities	161
7.11 Summary Table: All areas in which skills shortages exist provincially.	163
7.12 Summary Table: The Hot List – Areas in which there is a high demand for workers in Canada	188

7.13 Match Up of CARICOM Area of Interest with Skills Shortages across Canada	190
7.14 Main Findings	191
<b>8.0 Appendices</b>	193
Appendix 1: Questionnaire to Canadian Associations	193
Appendix 2: Canadian Companies/Associations Questionnaire was sent to and their responses	195
Appendix 3: List of persons contacted from Statistics Canada (Statscan)	205
Appendix 4: List of CARICOM Companies Interviewed via Phone Re: Canadian Investment Data	209
Appendix 5: Lessons from the Pan-Canadian Framework for the Assessment and Recognition of Foreign Qualifications	213
Appendix 6: Data of Trade in Goods between CARICOM member states and Canadian Provinces and Territories	215
Appendix 7: Canadian Importers (Companies) originating from CARICOM	226
Appendix 8: Canadian Service Enterprise with interest in Trinidad & Tobago	228
Appendix 9: Jamaican Companies Exporting Under Caribbean Agreement	231
Appendix 10: Canadian Companies Active in Guyana	232
Appendix 11: Meeting Held in Canada August 12-September 4, 2010	236

## List of Tables

Table Title	Page
<b>3.0 Trade in Services</b>	
Table 3.1: Inter-provincial and International Services Trade Flows	21
Table 3.2: Canada's Trade in Services with the World (2003-2007)	22
Table 3.3: Canada's Trade in Services with CARICOM (2003-2007)	23
Table 3.4: Canadian Services Receipts/Exports to CARICOM for 2002-2007 (Can\$ millions)	25
Table 3.5: Canadian Services Payments to/Imports from CARICOM for 2002-2007 (Can\$ millions)	27
Table 3.6: Canada-CARICOM Net Services Trade from 2002-2007 (Can \$millions)	30
<b>4.0 Movement of Natural Persons</b>	
Table 4.1 Antigua & Barbuda's Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province	37
Table 4.2: Summary of "Connection" between Antigua & Barbuda and Canadian Provinces	39
Table 4.3: The Bahamas' Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province	40
Table 4.4: Summary of "Connection" between The Bahamas and Canadian Provinces and the possibilities for Trade in Services	42
Table 4.5: Barbados' Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province	43
Table 4.6 Summary of "Connection" between Barbados and Canadian Provinces and the possibilities for Trade in Services	45
Table 4.7: Belize's Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province	46
Table 4.8: Summary of "Connection" between Belize and Canadian Provinces and the possibilities for Trade in Services	48
Table 4.9 Dominica's Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province	49
Table 4.10 Summary of "Connection" between Dominica and Canadian Provinces and the possibilities for Trade in Services	51
Table 4.11: Dominican Republic's Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province <sup>1</sup>	52
Table 4.12: Summary of "Connection" between Dominican Republic and Canadian Provinces and the possibilities for Trade in Services	54
Table 4.13: Grenada's Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province	55
Table 4.14: Summary of "Connection" between Grenada and Canadian Provinces and the possibilities for Trade in Services	57
Table 4.15: Guyana's Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province	58
Table 4.16: Summary of "Connection" between Guyana and Canadian Provinces and the possibilities for Trade in Services	59
Table 4.17: Haiti's Movement of Goods (Exports) and the Movement of Natural	61

<sup>1</sup> Dominican Republic is not a CARICOM Member State but the Consultants thought the analysis could be of interest since it is a regional neighbour and a Member State of CARIFORUM.



Persons to each Canadian Province	
Table 18: Summary of “Connection” between Haiti and Canadian Provinces and the possibilities for Trade in Services	63
Table 4.19: Jamaica’s Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province	64
Table 4.20: Summary of “Connection” between Jamaica and Canadian Provinces and the possibilities for Trade in Services	66
Table 4.21: Montserrat’s Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province	67
Table 4.22: Summary of “Connection” between Montserrat and Canadian Provinces and the possibilities for Trade in Services	69
Table 4.23: St. Kitts & Nevis’ Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province	70
Table 4.24: Summary of “Connection” between St. Kitts & Nevis and Canadian Provinces and the possibilities for Trade in Services	72
Table 4.25: St. Lucia’s Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province	73
Table 4.26: Summary of “Connection” between St. Lucia and Canadian Provinces and the possibilities for Trade in Services	75
Table 4.27: St. Vincent & the Grenadines’ Movement of Goods (Exports) and Movement of Natural Persons to each Canadian Province	76
Table 4.28: Summary of “Connection” between St. Vincent & the Grenadines and Canadian Provinces and the possibilities for Trade in Services	78
Table 4.29: Suriname’s Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province	79
Table 4.30: Summary of “Connection” between Suriname and Canadian Provinces and the possibilities for Trade in Services	81
Table 4.31: Trinidad & Tobago’s Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province	82
Table 4.32: Summary of “Connection” between Trinidad & Tobago and Canadian Provinces and the possibilities for Trade in Services	84
Table 4.33: Areas with Seemingly Greatest Potential for Trade in Services	85
<b>5.0 Foreign Direct Investment</b>	
Table 5.1: Canadian Direct Investment Abroad (Stocks)	86
Table 5.2: CARICOM Direct Investment Abroad (Stocks)	87
Table 5.3: Canco Breakdown	89
Table 5.4: Canadian companies in CARICOM	90
<b>6.0 Movement of Natural Persons</b>	
Table 6.1: Total Family Class Immigrants from CARICOM to Canada for period 2003-2009 <sup>2</sup>	93
Table 6.2: Economic Immigrants from CARICOM to Canada for period 2003-2009	94
Table 6.3: Refugees from CARICOM to Canada for period 2003-2009	95
Table 6.4: Other Immigrants from CARICOM to Canada for period 2003-2009	95
Table 6.5: Canada - Total Entries of Foreign Workers, by province (from CARICOM), 2003 – 2009*	97
Table 6.6: Matrix showing movement of workers between CARICOM countries and Canadian provinces for period 2003* – 2009.	99

<sup>2</sup> Dominican Republic which is not a CARICOM Member State is included

Table 6.7: Total entries of foreign workers to Newfoundland and Labrador from selected source countries (CARICOM), 2003– 2009*	100
Table 6.8: Summary of Occupational Skill level of workers to Newfoundland and Labrador from CARICOM for period 2003-2009*	101
Table 6.9: Total Entries of Foreign workers, by National Occupational Classification (NOC 3), to Newfoundland and Labrador from CARICOM, 2003 – 2009*	102
Table 6.10: Total entries of foreign workers to Prince Edward Island from selected source countries (CARICOM), 2003– 2009*	103
Table 6.11: Summary of Occupational Skill level of workers to Prince Edward Island from CARICOM for period 2003-2009*	104
Table 6.12: Total Entries of Foreign Workers, by National Occupational Classification (NOC 3), to Prince Edward Island from CARICOM, 2003 – 2009*	104
Table 6.13: Total entries of Foreign Workers to Nova Scotia from selected source countries (CARICOM), 2003– 2009*	105
Table 6.14: Summary of Occupational Skill level of workers to Nova Scotia from CARICOM for period 2003-2009*	106
Table 6.15: Total Entries of Foreign Workers, by National Occupational Classification (NOC 3), to Nova Scotia from CARICOM, 2003 – 2009*	107
Table 6.16: Total entries of Foreign Workers to New Brunswick from selected source countries (CARICOM), 2003– 2009*	108
Table 6.17: Summary of Occupational Skill level of workers to New Brunswick from CARICOM for period 2003-2009*	109
Table 6.18: Total Entries of Foreign Workers, by National Occupational Classification (NOC 3), to New Brunswick from CARICOM, 2003 – 2009*	109
Table 6.19: Total entries of Foreign Workers to Quebec from selected source countries (CARICOM), 2003– 2009*	111
Table 6.20: Summary of Occupational Skill level of workers to Quebec from CARICOM, period 2003-2009*	112
Table 6.21: Total Entries of Foreign Workers, by National Occupational Classification (NOC 3), to Quebec from CARICOM, 2003 – 2009*	113
Table 6.22: Total entries of Foreign Workers to Ontario from selected source countries (CARICOM), 2003– 2009*	115
Table 6.23: Summary of Occupational Skill level of workers to Ontario from CARICOM for period, 2003-2009	116
Table 6.24: Total Entries of Foreign Workers, by National Occupational Classification (NOC 3), to Ontario from CARICOM, 2003 – 2009*	117
Table 6.25: Total entries of Foreign Workers to Manitoba from selected source countries (CARICOM), 2003– 2009*	121
Table 6.26: Summary of Occupational Skill level of workers to Manitoba from CARICOM for period, 2003-2009*	122
Table 6.27: Total Entries of Foreign workers, by National Occupational Classification (NOC 3), to Manitoba from CARICOM, 2003 – 2009*	123
Table 6.28: Total entries of Foreign Workers to Saskatchewan from selected source countries (CARICOM), 2003– 2009*	125
Table 6.29: Summary of Occupational Skill level of workers to Saskatchewan from CARICOM for period 2003-2009*	125
Table 6.30: Total Entries of Foreign Workers, by National Occupational Classification (NOC 3), to Saskatchewan from CARICOM, 2003 – 2009*	126
Table 6.31: Total entries of Foreign Workers to Alberta from selected source	127

countries (CARICOM), 2003– 2009*	
Table 6.32: Summary of Occupational Skill level of workers to Alberta from CARICOM for period 2003-2009*	127
Table 6.33: Total Entries of Foreign Workers, by National Occupational Classification (NOC 3), to Alberta from CARICOM, 2003 – 2009*	128
Table 6.34: Total entries of Foreign Workers to British Columbia from selected source countries (CARICOM), 2003– 2009*	132
Table 6.35: Summary of Occupational Skill level of workers to British Columbia from CARICOM for period 2003-2009*	133
Table 6.36: Total Entries of Foreign Workers, by National Occupational Classification (NOC 3), to British Columbia from CARICOM, 2003 – 2009*	134
Table 6.37: Total entries of Foreign Workers to Yukon from selected source countries (CARICOM), 2003– 2009*	136
Table 6.38: Summary of Occupational Skill level of workers to Yukon from CARICOM for period 2003-2009	136
Table 6.39: Total Entries of Foreign Workers, by National Occupational Classification (NOC 3), to Yukon from CARICOM, 2003 – 2009*	137
Table 6.40: Total entries of Foreign Workers to North West Territories from selected source countries (CARICOM), 2003– 2009*	138
Table 6.41: Summary of Occupational Skill level of workers to North West Territories from CARICOM for period 2003-2009*	138
Table 6.42: Total Entries of Foreign Workers, by National Occupational Classification (NOC 3), to North West Territories from CARICOM, 2003 – 2009*	139
Table 6.43: Total entries of Foreign Workers to Nunavut from selected source countries (CARICOM), 2003– 2009*	140
Table 6.44: Summary of Occupational Skill level of workers to Nunavut from CARICOM for period 2003-2009*	140
Table 6.45: Total Entries of Foreign Workers, by National Occupational Classification (NOC 3), to Nunavut from CARICOM, 2003 – 2009*	140
<b>7.0 Skills Shortages in Canada</b>	
Table 7.1: Business, Finance and Administration Occupations	142
Table 7.2: Natural and Applied Sciences and Related Occupations	145
Table 7.3: Health Occupations	147
Table 7.4: Occupations in Social Science, Education, Government Service and Religion	149
Table 7.5: Occupations in Art, Culture, Recreation and Sport	151
Table 7.6: Sales and Service Occupations	153
Table 7.7: Trade, Transport and Equipment Operators and Related Occupations	156
Table 7.8: Occupations Unique to Primary Industry	159
Table 7.9: Occupations Unique to Processing, Manufacturing and Utilities	161

# 1.0 Executive Summary, Main Findings and Recommendations

## 1.1 Executive Summary

The main purpose of this study is to provide data and information that will assist the Office of Trade Negotiations (OTN) and other officials during the negotiation of an International Trade Agreement with Canada. At present, there is no available single repository of data on bilateral services trade and foreign direct investment (FDI) between Canada and CARICOM member states. This study attempts to fill this information deficit by providing services trade and investment information between Canada and the fifteen (15) CARICOM member states.<sup>3</sup> The Consultant (from A-Z Information Jamaica Limited) has been collecting and processing these data since April 2010. Four (4) types of data have been compiled in this study, namely,

- Data on bilateral services trade between CARICOM and Canada
- Data on bilateral goods trade between CARICOM and Canada
- Data on FDI flows and
- Data on the movement of natural persons from CARICOM member states to the 10 Canadian Provinces and 3 territories

Bilateral services trade data for 2003 and 2007 were obtained/purchased from Statistics Canada (Canada's National Statistics Agency) in BPM5 format, which is an internationally used format for presenting balance of payments data for services. The data were not available broken down by Province and Territory because Statistics Canada (commonly referred to as StatsCan) does not compile trade in services statistics at such a level of disaggregation. Requests for trade in services data from Statistical Units in the various Canadian Provinces provided no additional data to what was provided by StatsCan. Furthermore, no CARICOM member state or Regional Agency is able to provide the Consultant with any services trade data.

Interestingly, data on trade in goods between CARICOM member states and Canadian Provinces and Territories were readily available and extracted from Statistics Canada. This reflects the long history of collecting trade in goods data (because only this was viewed as international trade) as well as the fact that the collection of trade in services data has only recently become a serious activity in some countries and is still not carried out in most developing countries.

---

<sup>3</sup> The Dominican Republic is not a CARICOM Member State but throughout most of this report it has been included in the analysis since it is a member of CARIFORUM and a neighbouring country. Throughout the report several reminders are given to the reader that the Dominican Republic is not a CARICOM Member State.

With respect to FDI flows, the data were not available from CARICOM sources and had to be obtained from Statistics Canada, which refused to reveal the majority of data for individual countries data due to nondisclosure protocols/privacy concerns. This study therefore presents the overall FDI flows between Canada and CARICOM as well as what was disclosed for a few CARICOM member states from 2000 to 2009.

The movement of natural persons data were purchased from Canada's Official Immigration Authority, Citizenship and Immigration Canada (CIC) for the period 2003 to 2009. Despite a two month wait for the data, when they were finally received they were disaggregated for each CARICOM member state and each Canadian province and territory. This is therefore an extremely rich and detailed set of data on permanent and temporary movement of CARICOM nationals to Canada. Additional data on CARICOM Nationals living in Canada were obtained from Census data produced by StatsCan.

In this study, wherever possible, the Consultant provided other supporting information on trade in services as it relates to cross border movement of services, investment and the movement of natural persons.

## **1.2 Main Findings**

The data collected have been analyzed in a variety of forms and presented later in this study. The detailed bilateral trade in services data and data on the movement of natural persons are presented in tables throughout the study. Some of the main findings of the study include the following:

- i. Over the period 2003-2007, there was active trading in services between Canada and CARICOM
- ii. Canada had an overall trade in services deficit with CARICOM over the period 2003-2007. This was driven to a large extent by significant trade in insurance services between Barbados and Canada.
- iii. Services being traded between Canada and CARICOM include travel services, commercial services, transportation and government services
- iv. Of the services being traded between Canada and CARICOM, commercial services is the most dominant and generates the highest income for both parties
- v. As mentioned above, trade in commercial services between Canada and CARICOM is dominated by trade in insurance services which takes place mainly between Barbados and Canada (mainly Ontario). Other commercial services showing some significance include architectural and engineering services, computer and information services, management services and research and development services.
- vi. The CARICOM countries mainly involved in trade in services with Canada were Barbados, Bahamas, Jamaica, and Trinidad & Tobago,

- however StatsCan data reveal that Guyana, Haiti, Grenada, Belize, Antigua & Barbuda, St. Lucia and Suriname were also engaged in trade in services over the period 2003-2007. No evidence of trade in services with Canada was provided for Dominica, Montserrat, St. Kitts & Nevis, and St. Vincent & The Grenadines.
- vii. With respect to FDI, Canada is a major source of FDI for CARICOM member states, the bulk of which is invested in CARICOM's financial sector.
  - viii. StatsCan data reveal that the bulk of Canadian investment in CARICOM is (in financial services) in Barbados which is Canada's third largest destination for FDI behind the United States (US) and the United Kingdom (UK). Similarly, the bulk of CARICOM's investment in Canada is from Barbados.
  - ix. Trade in goods between Canada and CARICOM takes place mainly between CARICOM member states and the Canadian Provinces of Ontario, Quebec, Alberta and British Columbia.
  - x. Some correlation was found between the movement of workers and/or immigrants from CARICOM member states and the movement of goods to the Canadian Provinces and territories. Generally, Canadian Provinces or Territories which recorded the greatest value of imported goods from an individual CARICOM member state also recorded higher numbers of workers and/or immigrants from that same state.
  - xi. Based on assumptions made by the consultant and criteria established (*these assumptions and criteria are detailed in the section of the study that deals with the comparison of CARICOM's export of goods and the movement of natural persons to each Canadian Province and Territories*), the greatest potential for trade in services between CARICOM and Canada exists between CARICOM member states and the Canadian Provinces of Ontario, Quebec, Alberta and British Columbia
  - xii. The greatest number of permanent residents from CARICOM in Canada are recorded from Jamaica, followed by Guyana and Haiti
  - xiii. The greatest number of economic residents from CARICOM in Canada are recorded from Haiti, Jamaica, Trinidad & Tobago and Guyana
  - xiv. The greatest numbers of refugees from CARICOM in Canada are recorded from Haiti followed by St. Vincent & Grenadines and then Guyana.
  - xv. For the period 2003 to 2009, there was a movement of workers from all CARICOM member states to Canada.
  - xvi. Provinces receiving the highest number of workers from CARICOM are Ontario, Alberta, Quebec, British Columbia and Manitoba. Prince Edward Island, Yukon, North West territories and Nunavut recorded a small number of workers
  - xvii. Categories of workers moving from CARICOM states to Canada Provinces and Territories include: senior management occupations; management occupations in business, finance, natural and applied sciences, health, social science, education, government services and

- religion, art, recreation and sports, sales and service occupations; paraprofessional occupations in law, social services, education and religion; skilled and technical occupations in business administration and finance, natural and applied sciences and related professions, sales and service, and primary industry; processing, manufacturing and utilities supervisors and skilled operators; assisting occupations in support of health services; clerical occupations in business and finance; elemental sales and service occupations; intermediate occupations in transport, equipment operation, installation and maintenance; trades helpers, construction labourers and related occupations; labourers in processing manufacturing and utilities.
- xviii. Skills shortages in Canada exist across all Provinces and Territories in a number of areas.
  - xix. For business, finance and administrative occupations, the most common occupations in which skills shortages exist across Canada include: Financial Managers, Banking, Credit and Other Investment Managers; Financial Auditors and Accountants, Human Resources Specialists, Financial and Investment Analysts, and Professional Occupations in Business Services to Management; Bookkeepers and Insurance Adjusters and Claims Examiners; and, General Office Clerks, Accounting and Related Clerks, Customer Service Representatives for Financial Services, Customer Service, Information and Related Clerks and Survey Interviews and Statistical Clerks.
  - xx. For Natural and Applied Sciences and Related Occupations, the most common occupations in which skills shortages exist across Canada include: Civil, Mechanical, Computer, Electronic and Electrical Engineers, Software Engineers and Designers, Information Systems Analysts and Consultants, Computer Programmers and Interactive Media Developers and Biologists and Related Scientists; and Electrical and Electronics Engineering Technologists and Technicians, Computer Network and User Support Technicians, Drafting Technologists and Technicians, and Mechanical Engineering Technologists and Technicians
  - xxi. For Health Occupations, the most common occupations in which skills shortages exist across Canada include: Specialists, General Practitioners and Family Physicians, Dentists, Pharmacists, Physiotherapists, Occupational Therapists and Registered Nurses; License Practical Nurses, Medical Radiation Technologists, Medical Laboratory Technologists and Pathologists' Assistants; and Nurse Aides, Orderlies and Patient Service Associates and Other Assisting Occupations in Support of Health Services.
  - xxii. For Occupations in Social Science, Education, Government Service and Religion, the most common occupations in which skills shortages exist across Canada include: Social Workers, College and Other Vocational Instructors, Lawyers, Quebec Notaries and Elementary School and Kindergarten Teachers; and Community and Social Service Workers,

- Early Childhood Educators and Assistants and Paralegal and Related Occupations.
- xxiii. For Occupations in Art, Culture, Recreation and Sport, the most common occupations in which skills shortages exist across Canada include: Authors and Writers and Professional Occupations in Public Relations and Communications; and Graphic Designers and Illustrators, and Programme Leaders and Instructors in Recreation, Sport and Fitness.
- xxiv. For Sales and Service Occupations, the most common occupations in which skills shortages exist across Canada include: Retail Trade Managers, Restaurant and Food Service Managers, Accommodation Service Managers and Sales, Marketing and Advertising Managers; Police Officers (Except Commissioned), Hairstylists and Barbers, Cooks, Chefs, Insurance Agents and Brokers, Food Service Supervisors and Retail Trade Supervisors; Sale Representatives – Wholesale Trade (Non-Technical), Retail Sale Persons and Sales Clerks, Hotel Front Desk Clerks, Food and Beverage Servers, Visiting Homemakers, Housekeepers and Related Occupations, and Aestheticians, Electrologists and Related Occupations; and Cashiers, Food Counter Attendants, Kitchen Helpers and Related Occupations, Security Guards and Related Occupations, Light Duty Cleaners, and Other Elemental Sales Occupations.
- xxv. For Trade, Transport and Equipment Operators and Related Occupations, the most common occupations in which skills shortages exist across Canada include: Construction Managers, Residential Home-Builders and Renovators, Transportation Managers and Facility Operation and Maintenance Managers; Electricians, Plumbers, Steamfitters, Pipefitters and Sprinkle System Installers, Welders and Related Machine Operators, Carpenters, Concrete Finishers, Plasters, Drywall Installers and Finisher and Lathers, Heavy Duty Equipment Mechanics, and Automotive Service Technicians, Truck and Bus Mechanics and Mechanical Repairers; and Truck Drivers, Delivery and Courier Service Drivers, Heavy Duty Equipment Operators (Except Crane) and Metal Handlers.
- xxvi. For Occupations Unique to Primary Industry, the most common occupations in which skills shortages exist across Canada include: Underground Production and Development Managers, and Farmers and Farm Managers; General farm Workers and Nursery and Greenhouse Workers; and Harvesting Labourers and Landscaping and Ground Maintenance Labourers.
- xxvii. For Occupations Unique to Processing, Manufacturing and Utilities, the most common occupations in which skills shortages exist across Canada include: Industrial Butchers and Meat Cutters, Poultry Preparers and Related Workers, Fish Plant Workers, and Aircraft Assemblers and Aircraft Assemblers Inspectors.



The findings from the study suggest that on the surface there are numerous opportunities for CARICOM countries to export more services to the Canada in areas such as:

- Insurance services and other financial services – which Barbados has exploited through its tax laws, its Double Taxation Treaties, and stable economic and political environment.
- Business and professional services such as architectural and engineering services, computer and information services, management services and research and development services especially in those service areas and Provinces where there are shortages of labour.
- Tourism related services such as tour operators and tour guides services - during the Consultant's visit to the various Provinces of Canada, a significant opportunity was recognized for CARICOM tour operators and tour guides. Canada is a vast and very beautiful country with oceans to the east and to the west and with impressive mountains, rivers and lakes. Canada is now populated with a variety of people from all over the world including a large CARICOM Diaspora population so there are many cultures to be experienced. Tour operators and guides could offer their services to
  - Canadians who wish to visit CARICOM, thereby competing with Canadian companies that currently provide most of these services. This could help to reduce the leakages of (potential) tourism earnings from the Region.
  - The CARICOM Diaspora living in certain areas of Canada some of whom would be favourably disposed to doing business with entities from their Region of origin – these services would include tours to CARICOM, within Canada, and to other parts of the world
  - CARICOM Nationals wishing to enjoy holidays in Canada (such as ski vacations given that Canada has some of the best ski slopes and facilities in the world) – this would prevent CARICOM Nationals from having to obtain these services from non-CARICOM entities.

On the whole, CARICOM countries should more aggressively seek opportunities to promote and position themselves as viable destinations with which Canada can seek to increase its trade in services and increase its FDI (as in the case of financial and other services in Barbados). At the same time the negotiators and governments can seek to minimize barriers to trade such as the ubiquitous "Canadian experience" requirement and the lack of mutual recognition of skills/qualifications.

### **1.3 Recommendations**

1. CARICOM countries should be encouraged to start collecting their own Trade in Services data following the methodology outlined in "Manual on Statistics of International Trade in Services 2010" (MSITS 2010).

These data would include import and export of services and FDI. A wide area network should then be developed with an application to capture, aggregate and analyse these data so that policymakers and negotiators can be more informed and responsive with respect to trade in services. In the initial phases the focus could be on trade in services within CARIFORUM, with the EU, and with North America. This should be coordinated with the Regional Central Banks and Central Statistics Offices.

2. Work permit and movement of labour data should also be captured by each CARICOM member state. This might have to be coordinated through the Ministries of Labour, Immigration Departments, and Ministries of National Security. A wide area network with an application to capture, aggregate and analyse data should then be set up by the CARICOM Secretariat to provide Region wide information. If Trade Agreements are being negotiated on a Regional basis then it is important to have Regional data and information as a basis for decision-making and tracking of effectiveness.
3. Given the shortage of labour in many (services) occupations in Canada, the OTN/CARICOM Secretariat must negotiate aggressively to minimize barriers to trade such as the "Canadian experience" requirement and the lack of mutual recognition of qualifications. The Pan Canadian Framework for the Assessment and Recognition of Foreign Qualifications should be observed closely and CARICOM should try to have the recommendations in that Framework adopted where feasible.
4. Those CARICOM countries that have no Double Taxation Treaties with Canada should be encouraged to try to negotiate them and along with those that have such Agreements should try to set up incentives (such as Offshore Business Centres) to attract more investment and trade in services within the Region. Those Member States that are stable economically and politically should be able to benefit from such policies and strategies.

## 2.0 Introduction

### 2.1 Background to the Study

There is very limited data in the CARICOM Region on trade in services in general and on bilateral trade in services between individual CARICOM countries and Canada (particularly with Canadian provinces). This is largely due to the fact that the infrastructure is not in place to collect detailed services trade statistics at the national level in CARICOM states. However, Statistics Canada collects data on trade in services with CARICOM member states; however they do not generate the data on a Provincial level.<sup>4</sup> On the other hand, Citizenship and Immigration Canada generates extremely detailed information on the movement of persons to each Canadian Province from each CARICOM member state.

It is anticipated that services will be a major element in negotiations between the Caribbean and Canada. In order to develop their negotiating positions CARICOM states need to analyze statistics on trade in services with the Canada. At the moment this is not feasible because of the lack of data in the Caribbean. This study aims to address this deficiency by compiling and analysing the information collected from Canadian sources.

### 2.2 Research Methodology

The Consultant liaised closely with the Office of Trade Negotiations (OTN) in the CARICOM Secretariat in designing a methodology. The data were compiled in MS Excel software where possible and the narrative report prepared in MS Word.

The methodology in executing this assignment involved three main components:

1. **Data collection** - the data collection component was the most challenging in terms of obtaining such detailed data. The data collection for this assignment was extremely intensive as there are 15 CARICOM countries (including Montserrat) and 10 Canadian provinces plus other territories.

In collecting the data, the Consultant made internet, telephone and face to face contacts (through a field visit to Canada) with Canadian

---

<sup>4</sup> In discussions with a representative of the Ministry of Foreign Affairs in Canada (who are responsible for the trade negotiations), it was identified that the lack detailed data was also a concern from the perspective of Canadian negotiators given that StatsCan was their only source. The same sentiments were expressed in a meeting with the Canadian Services Coalition.

officials and organisations and CARICOM officials and organisations. Due to the lack of Provincial level data, the Consultant at times sought and used other data to provide provincial level insights.

The three week field visit to Canada

- Facilitated the collection of data from and discussions with StatsCan in Toronto and Ottawa as well as representatives of StatsCan in the various provinces and territories
- Facilitated discussions with members of the banking, education, academic, and other communities
- Enabled the Consultant to meet persons from the CARICOM Diaspora – High Commissioners and leaders of Diaspora organisations
- Gave the Consultant the opportunity to observe and mix with people from different cultures
- Provided a first-hand opportunity for the Consultant to assess Canada from a business and tourism perspective.

2. **Data analysis** - Data analysis was carried out using Microsoft Excel Spreadsheets for the 2003-2007 period (and more recent years where data were available). The spreadsheets were designed so that data were entered and analyzed in an easy to follow standardized format. This facilitated comparisons between CARICOM countries as well as between Canadian provinces (where provincial breakdown was available).
3. **Presentation of findings** - the presentation of findings component, though very time consuming was perhaps the most tractable because the Consultant had greater control of the expected outputs. The presentation of findings is carried out in this report in which information is presented in various forms.

## **3.0 Trade in Services**

### **3.1 Chapter Overview**

This chapter of the study presents an analysis of Canada's trade in services with CARICOM based on data obtained from Statistics Canada, Canada's National Statistics Agency. It should be noted that the Terms of Reference for this assignment required the collection of trade in services data between each CARICOM Member State and each Canadian Province; however this was not possible because of the following reasons:

- Statistics Canada does not prepare data disaggregated at the Provincial level
- The Canadian Provinces do not collect data for trade in services with each CARICOM Member State, and
- CARICOM Member States do not collect disaggregated trade in services data.

The following analysis is therefore based on Statistics Canada on overall Canadian trade in services with CARICOM as a whole and with the few CARICOM Member States with which trade was actually recorded.

With these limitations in mind, the remainder of this chapter is broken down into the following four (4) sections:

- 3 Section A which describes Canada's trade in services with CARICOM and the world for period 2003-2007
- 4 Section B, which shows the ranking of individual CARICOM member states international trade in services with Canada for 2007
- 5 Section C, which gives a breakdown of Canada's trade in services with individual CARICOM member states
- 6 Section D presents a case study of a CARICOM firm recently acquired by Canadian company Stantec Inc. which at present is actively engaged in trade in services with Canada and Section E, the chapters main findings

### **3.2 Canada's International Trade in Services**

The services sector is a critical and strategic dimension of the Canadian economy. Services represent 72% of Canada's economy and account for 75% of Canadian jobs. The services sector represents the fastest growing segment of international trade and investment with annual growth rates close to 8%. In Canada, the services sector is growing at a rate of 0.5% higher than overall economic growth. In 2007, Canada exported more than Can\$67 billion in services internationally. Careers in the services sector are among the highest paying in Canada, with the most lucrative being in the financial services with an average annual income of Can\$55,849.

Every Canadian province is involved with the trade in services both inter-provincially and internationally. Ontario is responsible for the majority of Canadian services exports both inter-provincially and internationally (*See inter-provincial and international services trade flows in the table below*).

Source: Canadian Coalition of Services, November 2008

**Table 3.1: Inter-provincial and International Services Trade Flows**

Province	Total Inter-provincial Import	Total Inter-provincial Exports	Total International Imports	Total International Exports
Alberta	\$18 billion	\$13.5 billion	\$5.7 billion	\$11.6 billion
British Columbia	\$15.4 billion	\$12.2 billion	\$6.5 billion	\$13.9 billion
Manitoba	\$5.9 billion	\$5.9 billion	\$1.6 billion	\$2.5 billion
New Brunswick	\$4.5 billion	\$2.2 billion	\$7.9 million	\$2 billion
Newfoundland & Labrador	\$3.3 billion	\$8.8 million	\$4.3 million	\$906 million
Nova Scotia	\$4.6 billion	\$2.5 billion	\$1 billion	\$1.7 billion
Nunavut	\$394 million	\$108 million	\$26 million	\$25 million
North West Territories	\$923 million	\$410 million	\$86.4 million	\$89 million
Ontario	\$26 billion	\$49 billion	\$34 billion	\$40 billion
Prince Edward Island	\$961 million	\$366 million	\$101 million	\$212 million
Quebec	\$23 billion	\$20 billion	\$12 billion	\$17 billion
Saskatchewan	\$7.3 billion	\$2.8 billion	\$1.1 billion	\$3.1 billion
Yukon	\$354 million	\$111 million	\$50 million	\$104 billion

Source: This table is based on the most recent data available from Statistics Canada and includes the exports of service done by Canadian affiliates overseas (2004), published by the Canadian Coalition of Services.

Overall, the highest income levels for those employed in the Canadian services sector occur in the Northwest Territories in the Health and Social Services sector with average income level of Can\$67,257 annually. The second highest income levels in the services sector occur in Ontario with those employed in the professional services receiving an average annual income of Can\$54,399.

Source: Canada Coalition of Services, November 2008

### **3.2.1 Canada-WORLD Trade in services 2003-2007**

For the period 2003 – 2007, Canada exported a total of Can\$33,067 million worth of services to the world. Among the services exported were travel services (24.47%), commercial services (56.07%), transportation services (16.96%) and government services (2.50%).

For this same period 2003 – 2007, Canada imported a total of Can\$400,591 million worth of services distributed as follows - Travel services (27.64%),

Commercial Services (49.53%), Transportation Services (21.55%) and Government Services (1.28%).

Overall, Canada recorded a services trade deficit with the world in all areas except Government Services in which it recorded a surplus of Can\$3,168 million.

Canada's greatest deficit is seen in the trade in transportation services and in travel/tourism services, where Canada recorded a balance of Can\$-29,814 and Can\$-29,234 million, respectively.

**Table 3.2: Canada's Trade in Services with the World (2003-2007)**

AREA	SERVICES	2003	2004	2005	2006	2007	TOTAL	%
World	Total Services Receipts (Exports)	61,781	65,381	67,599	68,669	69,637	<b>333,067</b>	100%
World	Travel	14,776	16,980	16,674	16,610	16,468	<b>81,508</b>	24.47%
World	Commercial services	35,513	35,765	37,439	38,395	39,627	<b>186,739</b>	56.07%
World	Transportation services	9,942	11,040	11,777	11,862	11,881	<b>56,502</b>	16.96%
World	Government services	1,551	1,596	1,709	1,802	1,660	<b>8,318</b>	2.50%
World	Transportation and government services	11,493	12,636	13,486	13,664	13,541	<b>64,820</b>	19.46%
World	Total Services Payments (Imports)	73,302	76,417	79,654	82,607	88,611	<b>400,591</b>	100%
World	Travel	18,727	20,237	21,865	23,402	26,511	<b>110,742</b>	27.64%
World	Commercial services	39,109	39,284	39,231	39,653	41,120	<b>198,397</b>	49.53%
World	Transportation services	14,509	15,919	17,537	18,509	19,842	<b>86,316</b>	21.55%
World	Government services	956	977	1,020	1,042	1,137	<b>5,132</b>	1.28%
World	Transportation and government services	15,465	16,896	18,557	19,551	20,979	<b>91,448</b>	22.83%
World	Total Exports – Total Imports	-11,521	-11,036	-12,055	-13,938	-18,974	<b>-67,524</b>	100%
World	Travel	-3,951	-3,257	-5,191	-6,792	-10,043	<b>-29,234</b>	43.29%
World	Commercial services	-3,596	-3,519	-1,792	-1,258	-1,493	<b>-11,658</b>	17.26%
World	Transportation services	-4,567	-4,879	-5,760	-6,647	-7,961	<b>-29,814</b>	44.15%
World	Government services	595	619	689	760	523	<b>3,186</b>	-4.72%
World	Transportation and government services	-3,972	-4,260	-5,071	-5,887	-7,438	<b>-26,628</b>	39.43%

Source: Statistics Canada

### 3.2.2 Canada-CARICOM Trade in Services

For the period 2003 – 2007, Canada exported a total of Can\$7,433 million worth of services to CARICOM (a mere 2.23% of Canadian services exported to the world). Of these services exports, travel services accounted for 7.26%,

commercial services accounted for 84.91% and transportation and government Services 7.83%.

For this same period 2003 – 2007, Canada imported a total of Can\$9,448 million worth of services from CARICOM (a mere 2.3% of all Canadian services imported from the world). Of these imported services, travel services accounted for 13.9%, commercial services accounted for 76.88% and government and transport services 9.20%.

Overall, the data shows that for the period 2003-2007, Canada imported more services than it exported to CARICOM, which means that Canada had a services trade deficit with CARICOM (or CARICOM has a services trade surplus with Canada).

Canada's greatest deficit with CARICOM is seen in the trade of commercial services, where Canada recorded a balance of Can\$-953 million.

**Table 3.3: Canada's Trade in Services with CARICOM (2003-2007)**

AREA	SERVICES	2003	2004	2005	2006	2007	TOTAL	%
CARICOM	Total Services Receipts (Exports)	1,832	1,477	1,140	1,433	1,551	<b>7,433</b>	100%
CARICOM	Travel	86	102	106	118	128	<b>540</b>	7.26%
CARICOM	Commercial services	1,671	1,259	913	1,178	1,290	<b>6,311</b>	84.91%
CARICOM	Transportation and government services	75	116	121	137	133	<b>582</b>	7.83%
CARICOM	Total Services Payments (Imports)	2,188	2,260	1,641	1,641	1,718	<b>9,448</b>	100%
CARICOM	Travel	230	316	270	258	240	<b>1,314</b>	13.91%
CARICOM	Commercial services	1,839	1,809	1,179	1,192	1,245	<b>7,264</b>	76.88%
CARICOM	Transportation and government services	119	135	192	191	232	<b>869</b>	9.20%
CARICOM	Total Exports - Total Imports	-356	-783	-501	-208	-167	<b>-2,015</b>	100%
CARICOM	Travel	-144	-214	-164	-140	-112	<b>-774</b>	38.41%
CARICOM	Commercial services	-168	-550	-266	-14	45	<b>-953</b>	47.30%
CARICOM	Transportation and government services	-44	-19	-71	-54	-99	<b>-287</b>	14.24%

Source: Statistics Canada

### 3.3 Canada International Trade in Services Ranking 2007

In October 2009, Statistics Canada published a table wherein it ranked the position of each country with which Canada traded services. Of the 58



countries appearing on the list, the following CARICOM Countries were included:

Exports Rankings:

1. Barbados ranked 8<sup>th</sup>
2. Trinidad & Tobago ranked 36<sup>th</sup>
3. Bahamas ranked 38<sup>th</sup>
4. Jamaica ranked 42<sup>nd</sup>

Import Rankings:

1. Barbados ranked 11<sup>th</sup>
2. Jamaica ranked 36<sup>th</sup>
3. Bahamas ranked 38<sup>th</sup>
4. Trinidad & Tobago ranked 43<sup>rd</sup>

Source: Statistics Canada

### **3.4 Canada-CARICOM Trade in Services from 2000-2007**

The following analysis examines trade in services between CARICOM and Canada over the six year period 2002-2007. The data were purchased from Statistics Canada and are the most current data available.

As mentioned earlier, the Consultant pursued the collection of data broken down by Canadian Provinces and broken down by CARICOM Member States but no Provincial figures were available for reasons including the following:

- Statistics Canada aggregates Provincial data and does not carry out Provincial level analysis of these data
- Statistics Canada has a policy of strict non-disclosure policy where it makes efforts to present data in a way that specific data on individual entities cannot be easily or accurately inferred by anyone else.

However, the Consultant was able to obtain some level of breakdown of exports and imports of services by CARICOM member states even though there were disclosure restrictions in several cases.

The Consultant held telephone and face-to-face discussions with representatives of Statistics Canada during a visit to Canada during the period July 12 to August 8, 2010 however, no data or realistic estimates at the Canadian Provincial level were available. The Consultant also held discussions with representatives of Statistics Canada in the various Provinces but they were unable to provide any more details than their Head Office counterparts.

The Consultant is therefore only able to make relevant comments at the Provincial level based on discussions with individuals and representatives from entities in Canada and CARICOM.

### 3.4.1 Canadian Services Receipts/Exports to CARICOM for 2002-2007

From the Statistics Canada data presented in the table below, total services exports from Canada to CARICOM for the 2002-2007 period totalled Can\$8.97 billion and averaged Can\$1.5 billion per year.

**Table 3.4: Canadian Services Receipts/Exports to CARICOM for 2002-2007 (Can\$ millions)**

Receipts from/Exports to CARICOM	2002	2003	2004	2005	2006	2007	Total	%	Average
Communications services	6	6	6	6	5	4	33	0.4%	6
Construction services									
Insurance services	573	897	563	402	346	451	3232	36.0%	539
Other financial services	0	0	23	20	41	38	122	1.4%	20
Computer and information services	6	15	28	14	9	15	87	1.0%	15
Royalties and license fees	18	21	16	20	0	0	75	0.8%	13
Non-financial commissions	3	6	2	3	3	4	21	0.2%	3.5
Equipment rentals	0	0	0	0	0	23	23	0.26%	3.8
Management services	99	128	63	85	137	81	593	6.6%	99
Advertising and related services									
Research and development	437	448	474	247	265	264	2135	23.8%	356
Architectural, engineering, and other technical services	83	103	50	45	55	28	364	4.1%	61
Miscellaneous services to business	72	26	23	34	0	26	181	2.0%	30
Audio-visual services									
Personal, cultural and recreational services									
<b>Commercial services - Total Receipts:</b>	<b>1344</b>	<b>1671</b>	<b>1259</b>	<b>913</b>	<b>1178</b>	<b>1290</b>	<b>7655</b>	<b>85.3%</b>	<b>1276</b>
Travel services	106	86	102	106	118	128	646	7.2%	108
Government and transportation services:	90	75	116	121	137	133	672	7.5%	112
<b>Total Receipts/Exports of Services</b>	<b>1,540</b>	<b>1,832</b>	<b>1,477</b>	<b>1,140</b>	<b>1,433</b>	<b>1,551</b>	<b>8,973</b>	<b>100%</b>	<b>1496</b>

Source: Statistics Canada

### 3.4.2 Main services exported by Canada (imported by CARICOM)

Services categories in which there were Canadian exports were (ranked from largest to smallest):

1. Insurance services – which totaled Can\$ 3.232 billion over the 2002-2007 period with an annual average of Can\$ 539 million and

accounted for 36% of total Canadian services exports to CARICOM over the period.

It is extremely interesting to observe that insurance services were dominated by exports to Barbados, and accounted for 97% of total CARICOM insurance exports or Can\$3.125 with an average of Can \$ 538 per annum over the period 2002-2007. This trading activity is related to the fact that Barbados has a Double Taxation Treaty with Canada and the International Business Services facility in Barbados which offers favourable tax rates to those operating therein.

2. Research and development services – which totaled Can\$ 2.135 billion over the period and averaged Can\$ 356 million and accounted for 23.8% of total services exports to CARICOM over the period.

As with Insurance services, research and development was completely dominated by exports to Barbados which accounted for 100% of R&D services exports to CARICOM over the period 2002-2007. The Double Taxation Treaty and International Business Services tax advantages are once again the driving force behind this level of export activity.

3. Government and transport services – which totaled Can\$ 672 million over the period and averaged Can\$112 million and accounted for 7.5% of total services exports to CARICOM over the period.
4. Travel services (tourism) – which totaled Can\$646 million over the period and averaged Can\$108 million and accounted for 7.2% of total services exports to CARICOM over the period.
5. Management services – which totaled Can\$593 million over the period and averaged Can\$99 million and accounted for 6.6% of total services exports to CARICOM over the period.
6. Architectural, engineering and other technical services – which totaled Can\$364 million over the period and averaged Can\$61 million and accounted for 4.1% of total services exports to CARICOM over the period.
7. Miscellaneous services to business – which totaled Can\$181 million over the period and averaged Can\$30 million and accounted for 2.0% of total services exports to CARICOM over the period.
8. Other financial services – which totaled Can\$122 million over the period and averaged Can\$20 million and accounted for 1.4% of total services exports to CARICOM over the period.

9. Computer and information services – which totaled Can\$87 million over the period and averaged Can\$15 million and accounted for 1.0% of total services exports to CARICOM over the period.
10. Royalties and licence fees – which totaled Can\$75 million over the period and averaged Can\$13 million and accounted for 0.8% of total services exports to CARICOM over the period.
11. Communications services – which totaled Can\$33 million over the period and averaged Can\$6.0 million and accounted for 0.4% of total services exports to CARICOM over the period.
12. Equipment rentals – which totaled Can\$23 million over the period and averaged Can\$3.8 million and accounted for 0.26% of total services exports to CARICOM over the period. It should be noted that there was no trade registered in this service prior to 2006, so the total, average and percentage are based on exports in only 2007.
13. Non-financial commissions – which totaled Can\$21 million over the period and averaged Can\$3.5 million and accounted for 0.2% of total services exports to CARICOM over the period.
14. No exports were registered in construction; audio-visual; and personal, cultural and recreational services.

### **3.4.3 Canadian Services Payments to/Imports from CARICOM for 2002-2007**

From the Statistics Canada data presented in the table below, total services imports by Canada from CARICOM for the 2002-2007 period totalled Can \$11.34 billion and averaged Can\$ 1.89 billion per year.

**Table 3.5: Canadian Services Payments to/Imports from CARICOM for 2002-2007 (Can\$ millions)**

<b>Payments to/Imports from CARICOM</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>Total</b>	<b>%</b>	<b>Average</b>
Communications services									
Construction services									
Insurance services	1405	1658	1645	1022	1020	1079	7829	69%	<b>1305</b>
Other financial services	0	0	8	17	15	15	55	0.5%	<b>9.2</b>
Computer and information services									
Royalties and license fees									
Non-financial commissions	1	5	2	2	3	4	17	0.15%	<b>2.8</b>
Equipment rentals									
Management services	4	8	0	2	36	16	66	0.6%	<b>11</b>

<b>Payments to/Imports from CARICOM</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>Total</b>	<b>%</b>	<b>Average</b>
Advertising and related services									
Research and development									
Architectural, engineering, and other technical services	3	3	7	7	4	6	30	0.3%	5.0
Miscellaneous services to business <i>(include revenues earned by individual service providers)</i>	128	132	93	98	97	95	643	5.7%	107
Audio-visual services	2	2	2	2	2	2	12	0.1%	2.0
Personal, cultural and recreational services									
<b>Commercial services - Total Payments</b>	<b>1588</b>	<b>1839</b>	<b>1809</b>	<b>1179</b>	<b>1192</b>	<b>1245</b>	<b>8852</b>	<b>78.1%</b>	<b>1475</b>
Travel services	195	230	316	270	258	240	1509	13.3%	252
Government and transportation services	109	119	135	192	191	232	978	8.6%	163
<b>Total Payments/Imports of Services</b>	<b>1,892</b>	<b>2,188</b>	<b>2,260</b>	<b>1,641</b>	<b>1,641</b>	<b>1,717</b>	<b>11,339</b>	<b>100%</b>	<b>1890</b>

Source: Statistics Canada

### 3.4.4 Main services imported by Canada (exported by CARICOM)

Services categories in which there were Canadian imports were (ranked from largest to smallest):

1. Insurance services – which totaled Can\$ 7.829 billion over the 2002-2007 period with an annual average of Can\$ 1.305 billion and accounted for 69% of total Canadian services imports from CARICOM over the period.

As in the case of exports of insurance services discussed earlier, insurance imports from Canada were dominated by imports from Barbados which accounted for Can\$7.77 billion or 99.2% of insurance services imports over the period. As mentioned earlier, this trading activity is related to the fact that Barbados has a Double Taxation Treaty with Canada and the International Business Services facility in Barbados which offers favourable tax rates to those operating therein.

2. Travel services – which totaled Can\$ 1.509 billion over the period 2002-2007 with an annual average of Can\$ 252 million and accounted for 13.3% of total Canadian services imports from CARICOM over the period.
3. Government and transportation services – which totaled Can\$ 978 million over the 2002-2007 period with an annual average of Can\$ 163 million and accounted for 8.6% of total Canadian services imports from CARICOM over the period.

4. Miscellaneous services to business – which totaled Can\$ 643 million over the 2002-2007 period with an annual average of Can\$ 107 million and accounted for 5.7% of total Canadian services imports from CARICOM over the period. These miscellaneous services include payments made to individual service providers.
5. Management services – which totaled Can\$ 66 million over the 2002-2007 period with an annual average of Can\$ 11 million and accounted for 0.6% of total Canadian services imports from CARICOM over the period.
6. Other financial services – which totaled Can\$ 55 million over the 2002-2007 period with an annual average of Can\$ 9.2 million and accounted for 0.5% of total Canadian services imports from CARICOM over the period
7. Architecture, engineering, and other technical services – which totaled Can\$ 30 million over the 2002-2007 period with an annual average of Can\$ 5.0 million and accounted for 0.3% of total Canadian services imports from CARICOM over the period.
8. Non-financial commissions – which totaled Can\$ 17 million over the 2002-2007 period with an annual average of Can\$ 2.8 million and accounted for 0.15% of total Canadian services imports from CARICOM over the period.
9. Audio-visual services – which totaled Can\$ 12 million over the 2000-2007 period with an annual average of Can\$ 2.0 million and accounted for 0.1% of total Canadian services imports from CARICOM over the period.
10. No imports were registered in communication services; construction services; computer and information services; royalties and licence fees; equipment rentals; advertising and related services; research & development; and personal, cultural and recreational services.

The lack of any (registered) imports of personal, cultural and recreational services is somewhat surprising given that there is a large CARICOM Diaspora in Canada and there are Caribbean festivals (such as Caribana), and personal services such as barbering and hairdressing (even Mode 2). It is quite likely that for certain services such as these that the methodology used to collect the data does not capture trading activity.

It is also interesting to note that there were no R&D services imports by Canada from CARICOM despite substantial exports to CARICOM.

### 3.4.5 Canada-CARICOM Net Services Trade from 2002-2007

The table below results from subtracting Canada's services imports from services exports over the period 2002-2007. It can be seen that overall Canada operated a trade in services deficit in each year over the period. The overall deficit totalled Can\$ 2.366 billion and averaged Can\$ 394 million per year.

**Table 3.6: Canada-CARICOM Net Services Trade from 2002-2007 (Can \$millions)**

NET SERVICES TRADE - CARICOM	2002	2003	2004	2005	2006	2007	Total	Average
Communications services	6	6	6	6	5	4	33	6
Construction services	0	0	0	0	0	0	0	0
Insurance services	-832	-761	-1082	-620	-674	-628	-4597	-766
Other financial services	0	0	15	3	26	23	67	11
Computer and information services	6	15	28	14	9	15	87	15
Royalties and license fees	18	21	16	20	0	0	75	13
Non-financial commissions	2	1	0	1	0	0	4	0.7
Equipment rentals	0	0	0	0	0	23	23	4
Management services	95	120	63	83	101	65	527	88
Advertising and related services	0	0	0	0	0	0	0	0
Research and development	437	448	474	247	265	264	2135	356
Architectural, engineering, and other technical services	80	100	43	38	51	22	334	56
Miscellaneous services to business <i>(include revenues earned by individual service providers)</i>	-56	-106	-70	-64	-97	-69	-462	-77
Audio-visual services	-2	-2	-2	-2	-2	-2	-12	-2
Personal, cultural and recreational services	0	0	0	0	0	0	0	0
<b>Commercial services - Total Payments</b>	<b>-244</b>	<b>-168</b>	<b>-550</b>	<b>-266</b>	<b>-14</b>	<b>45</b>	<b>-1197</b>	<b>-200</b>
Travel services	-89	-144	-214	-164	-140	-112	-863	-144
Government and transportation services	-19	-44	-19	-71	-54	-99	-306	-51
<b>Total Payments/Imports of Services</b>	<b>-352</b>	<b>-356</b>	<b>-783</b>	<b>-501</b>	<b>-208</b>	<b>-166</b>	<b>-2366</b>	<b>-394</b>

Source: Statistics Canada

#### Net Services Trade Balance by sub-sector

Canada ran a significant overall services trade deficit with CARICOM over the period which, as expected, was dominated by trade in insurance services mainly with Barbados. However, it is interesting to note that of 17 services sub-sectors in the above table, Canada ran trade surpluses in nine (9), deficits in five (5), and no trade took place in the other three (3).

### **3.4.6 Services sub-Sectors in which Canada Operated Deficits**

The services sub-sectors in which Canada operated deficits were (ranked by size of deficit):

1. Insurance services - over the period Canada ran a deficit totalling Can\$4.597, with an annual average of Can\$ 766 million.
2. Travel services – the deficits over the period totalled Can\$863 million with an annual average of Can\$144 million which reflects that more payments are made to CARICOM services providers for travel services/tourism compared to receipts. This is not entirely surprising given that tourism represents one of the top exports for most CARICOM countries. There is probably more scope for CARICOM tourism services providers to increase their exports of tourism services e.g. CARICOM tour operators and tour guides offering more tours to Canadian tourists.
3. Miscellaneous services to business (including revenue earned by individual service providers) – the deficits over the period 2002-2007 totalled Can\$462 with an annual average of Can\$77 million.
4. Government and transportation services – the deficits over the period totalled Can\$306 with an annual average of Can\$51 million

### **3.4.7 Services sub-Sectors in which Canada Operated Surpluses**

The services sub-sectors in which Canada operated surpluses were (ranked by size of surplus):

1. Research and development services – the surpluses totalled Can\$2.135 billion with an annual average of Can\$356 million.
2. Management services – the surpluses totalled Can\$527 million with an annual average of Can\$88 million
3. Architectural, engineering and other technical services – the surpluses totalled Can\$334 million with an annual average of Can\$56 million.
4. Computer and information services – total surplus of Can\$87 million with annual average of Can\$15 million.
5. Royalties and licence fees – total surplus of Can\$75 million with an annual average of Can\$13 million.
6. Other financial services – total surplus of Can\$67 million with an annual average of Can\$11 million.
7. Communication services – total surplus of Can\$33 million with an annual average of Can\$6 million.
8. Equipment rentals – total surplus of \$23 million which all accrued in 2007 (which can be averaged at Can\$4 million).
9. Non-Financial commissions – total surplus of Can\$4 million with an annual average of Can\$0.7 million.



Where there is a developed industry within CARICOM, such as architecture and engineering, CARICOM services providers need to be given incentives and information so they can increase exports of services.<sup>5</sup>

#### **3.4.8 Service sub-sectors in which there was no trade**

The services sub-sectors in which there was no trade were:

1. Construction services
2. Advertising and related services
3. Personal, cultural and recreational services

### **3.5 The Case of Insurance (Canada and Barbados)**

Further investigations conducted (discussions held through phone calls to Invest Barbados, and other entities in CARICOM and Canada) revealed the following:

1. Canadian companies' search for cheaper insurance premiums are leading a steadily growing number of manufacturers, extractive companies and professionals to land on the shores of Barbados, home to most of Canada's offshore "captive" insurers. Barbados' so-called captive insurance companies, which are spin offs of firms that insure themselves with tailor-made policies that are either unavailable or unaffordable in the broader insurance market, are a steady growth market which allows self-managed or outsourced captive insurance companies.
2. *Business Insurance News*, an industry association newsletter, estimated that there were 4,899 captive insurance companies worldwide and Barbados has an impressive share of this niche market with 256 companies, or 5.2 per cent of the global industry.
3. The bulk of the trade in insurance services between CARICOM and Canada takes place between Barbados and Canadian Province – Ontario (in particular, Toronto).
4. The trade in this type of services between Canada and Barbados is attributed to The Barbados Exempt Insurance Act of 1983 which was designed to encourage the "Captive" insurance market in Barbados. This legislation allows an exemption of the 1% to 4% Federal Excise Tax (FET) normally applied to re-insurance or insurance paid to a non-U.S. corporation, so long as the non-U.S. corporation was domiciled in Barbados.
5. The Barbados Exempt Insurance Act especially benefits the Canadian market, because of the Canada-Barbados tax treaty of 1980. This treaty allows a Canadian Company with an established domicile in

---

<sup>5</sup> See Appendix 5 on Pan-Canadian Framework for the Assessment and Recognition of Foreign Qualification

- Barbados to take a tax deduction for its insurance premium and still accrue tax free income from the insurance business.
6. As of December 31st 2008, there were 164 active Exempt Insurance Companies (EICs) and 66 active Qualified Insurance Companies (QICs) in Barbados. Of the total number of active companies, approximately 51% originated from Canada and almost 40% were US-owned.

Sources: Invest Barbados, Canada Industry Association Magazine

### **3.6 Case Study, Stantec Inc.**

(Services: Engineering Consulting, Design, Waste Management and Insurance) Bridgetown, St. Michael

In 2001, Stantec Inc., a 54-year old engineering consulting firm with more than 9,000 employees in 125 offices worldwide acquired a small engineering firm in Barbados, partly in a bid to expand its business internationally and in particular, in the Caribbean.

Today, Stantec holds a permanent office between Bridgetown and Holetown St. Michael staffed with 19 employees. Outside of engineering consulting, Stantec has also expanded its services in Barbados to include hospital design work, waste-management facilities and air terminals and highway projects.

In one of its newest ventures, Stantec is providing engineering and project management services for the Sustainable Barbados Recycling Centre, a one-stop facility that will incorporate recycling, composting, waste diversion, sustainability, environmental accountability and responsible waste management.

For many of its projects, Stantec often draws on the expertise of staff in both Barbados and Canada (Edmonton, Alberta) and thus plays an active role in increasing trade in services between Barbados and Canada.

Stantec's office in Barbados has given the company a real competitive edge in the Caribbean and has helped Stantec over the years to branch out in other CARICOM states including St. Lucia, Grenada, Dominica and Antigua & Barbuda.

Through establishing as an International Business Corporation (IBC) in Barbados, Stantec has realized huge advantages because of Barbados' tax treaty with Canada. As a result of this treaty, Stantec's non-Canadian profits can be channeled through the Barbados office and are subject only to the country's corporate tax rate of 1.5 to 2.5 per cent. The revenues can then be repatriated to head office without additional tax. Stantec has also benefited massively from Barbados' *Exempt Insurance Act* as the company also has a captive insurance company domiciled in Barbados.

Source: Canada's industry association magazine (CME) 20/20

### **3.7 Summary of Main Findings**

- There is an active trade of services taking place between Canada and CARICOM.

- Services being traded between Canada and CARICOM include travel services, commercial services, transportation and government services
- Of the services being traded between Canada and CARICOM, commercial services are the most dominant and generate the highest income for both territories.
- Trade in commercial services between Canada and CARICOM is dominated by insurance services which takes place mainly between Barbados and Canada. Barbados acts as an important market for Canadian companies, in particular Insurance companies due to its Canada-Barbados Income Tax Agreement signed on January 22, 1980 (revised in 2002) and its Exempt Insurance Act of 1983.
- Other commercial services showing some significance include architectural and engineering services, computer and information services, management services and research and development services.

## **4.0 Comparing CARICOM's Exports of Goods and the Movement of Natural Persons to each Canadian Province**

### **4.1 Chapter Overview**

In this section of the study, the Consultant thought it worthwhile to examine the relationship between the movement of natural persons (immigrants, workers) and the trade in goods (exports from CARICOM) between each CARICOM member state and each Canadian Province.<sup>6</sup> This was aimed at providing more information on whether a CARICOM state seemed to be more connected to any set of Canadian Provinces. It may be useful for a negotiator or policy maker to have an understanding of the Provinces with which CARICOM member states have a connection. It may also cast some light on trade in services possibilities given that trade in services data are not disaggregated by Canadian Provinces for the CARICOM states.

The following assumptions are to be considered for section B of this chapter:

- Evidence of movement of goods (exports) to a particular Province of Canada could be considered an indicator of opportunities to export (more) services to that Province because it means that CARICOM businesses would have established a working relationship with their counterparts in the Province.
- Evidence of the movement of persons from CARICOM to a particular Province of Canada could be considered an indicator of opportunities in the export of services because it means that persons from CARICOM are likely to be domiciled in that Province (may need CARICOM services themselves) and would have made links with Canadians and other residents in the Province.
- Where there is significant movement of goods and/or persons from a CARICOM state to a Province of Canada, this would be categorised as a "strong connection" and such Provinces would be identified as those with "seemingly greatest potential" for trade in services.

In the following sections, the analysis will be carried out for each CARICOM country in order to determine the strength of connection with each Canadian Province (criteria are applied to determine strength of connection). Given that there are no trade in services data disaggregated by Canadian Province, this analysis will give some indication of trade in services opportunities for

---

<sup>6</sup> Data on Trade in Goods were obtained from Statistics Canada (see Appendix 6 for more details) and Data on Movement of Natural Persons were obtained from Citizenship & Immigration Canada (these are examined in more detail later)

each CARICOM country (based on their domestic capacities) with each Canadian Province.

## 4.2 Antigua & Barbuda

### 4.2.1 Comparing Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province

The table 4.1 below presents the data for three variables:

1. Antigua & Barbuda's export of goods to each Canadian province for the year 2009
2. The total number of foreign workers from Antigua and Barbuda to each Canadian province for the period 2003-2009
3. The total number of immigrants from Antigua & Barbuda to each Canadian province for the period 1991-2006

**Table 4.1: Antigua & Barbuda's Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province**

	Imports from ANU 2009	Total # Foreign Workers 2003 - 2009	Total Immigrant Status - Period 1991 - 2006	% Imports	% Foreign Workers	% Immigrants
Alberta	329,898	5	200	84.49%	10.64%	8.37%
Ontario	31,629	42	1895	8.10%	89.36%	79.29%
British Columbia	25,859	--	85	6.62%	--	3.56%
Manitoba	1,600	--	35	0.41%	--	1.46%
Quebec	1,458	--	140	0.37%	--	5.86%
Nova Scotia	--	--	25	--	--	1.05%
Saskatchewan	--	0	10	--	0.00%	0.42%
New Brunswick	--	--	0	--	--	0.00%
Newfoundland and Labrador	--	0	0	--	0.00%	0.00%
Yukon Territory	--	0	0	--	0.00%	0.00%
Nunavut	--	--	0	--	--	0.00%
Prince Edward Island	--	0	0	--	0.00%	0.00%
Northwest Territories	--	0	0	--	0.00%	0.00%
<b>TOTAL</b>	390,444	47	2390	100.00%	100.00%	100.00%

Sources: Statistics Canada; Citizenship & Immigration Canada

In examining the above three variables, the following conclusions can be drawn:

- Based on 2009 Canadian import of goods figures and figures for the migration of workers and immigrants over the period, Antigua & Barbuda's main relationships in terms of the movement of goods and the movement of persons are with Alberta and Ontario.
  - The data for 2009 show that 84% of goods exports from Antigua & Barbuda went to Alberta, and 10% of its

workers and 8.37% of immigrants (to Canada) went to that same Province.

- The data also reveal that 8.10% of its goods were exported to Ontario, while 89.36% of workers and 79.29% of immigrants also went to Ontario between 2003 and 2009.
- British Columbia, Quebec and Manitoba also showed some connection with Antigua & Barbuda in terms of movement of goods and movement of persons but to a lesser degree.
- No significant export of goods or movement of persons were recorded between Antigua & Barbuda and the other Provinces.

#### 4.2.2 Summary of “Connection” between Antigua & Barbuda and Canadian Provinces and the possibilities for Trade in Services

For the periods examined, the movement of goods from Antigua & Barbuda did not completely correspond with the movement of natural persons in terms of the destination Province. While 84% of goods were exported to Alberta, 89.36% of workers from Antigua & Barbuda went to Ontario. These percentages therefore indicate that some potential for trade in services exist between Antigua & Barbuda and Ontario as well as Alberta because a strong connection has already been established.

**Table 4.2: Summary of “Connection” between Antigua & Barbuda and Canadian Provinces**

%	Movement of Goods					Movement of Workers					Movement of Immigrants				
	51-100	26-50	5-25	1-4	< 1	51-100	26-50	5-25	1-4	< 1	51-100	26-50	5-25	1-4	< 1
Alberta	*							*					*		
Ontario			*			*					*				
British Columbia			*						*					*	
Manitoba					*			*						*	
Quebec					*				*	*			*		
Nova Scotia					*					*					*
Saskatchewan					*					*					*
New Brunswick					*					*					*
Newfoundland and Labrador					*					*					*
Yukon Territory					*					*					*
Nunavut					*					*					*
Prince Edward Island					*					*					*
Northwest Territories					*					*					*

Very Strong 51-100%; Strong 26-50%; Moderate 5-25%; Weak 1-4%; None/Not Significant <1%



## 4.3 The Bahamas

### 4.3.1 Comparing Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province

The table below presents the data for three variables:

1. The Bahamas' export of goods to each Canadian province for the year 2009
2. The total number of foreign workers from The Bahamas to each Canadian province for the period 2003-2009
3. The total number of immigrants from The Bahamas to each Canadian province for the period 1991-2006

**Table 4.3: The Bahamas' Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province**

	Imports from BAH 2009	Total # Foreign Service workers 2003 - 2009	Total Immigrant Status - Period 1991 - 2006	% Imports	% Foreign Workers	% Immigrants
Ontario	26,825,988	41	755	98.83%	89.13%	66.52%
Quebec	196,393	--	95	0.72%	--	8.37%
British Columbia	73,679	5	105	0.27%	10.87%	9.25%
Alberta	41,066	--	105	0.15%	--	9.25%
Manitoba	5,187	--	10	0.02%	--	0.88%
Saskatchewan	294	0	10	0.00%	0.00%	0.88%
Newfoundland and Labrador	--	--	0	--	--	0.00%
Nova Scotia	--	--	45	--	--	3.96%
New Brunswick	--	0	10	--	0.00%	0.88%
Prince Edward Island	--	--	0	--	--	0.00%
Northwest Territories	--	--	0	--	--	0.00%
Yukon Territory	--	0	0	--	0.00%	0.00%
Nunavut	--	0	0	--	0.00%	0.00%
<b>TOTAL</b>	<b>27,142,607</b>	<b>46</b>	<b>1135</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>

Sources: Statistics Canada; Citizenship & Immigration Canada

In examining the above three variables, the following conclusions can be drawn:

- Based on 2009 Canadian import of goods figures and figures for the migration of workers and immigrants over the period, The Bahamas' main relationship in terms of the movement of goods and the movement of persons are with Ontario.
  - The data for 2009 show that 98.83% of goods exports from The Bahamas went to Ontario as did 89.13% of its workers and 66.52% of immigrants.

- British Columbia, Quebec and Alberta also showed some connection with The Bahamas in terms of movement of goods and movement of persons but to a lesser degree.
- Export of goods or movement of persons recorded between The Bahamas and the other Provinces was minimal.

#### 4.3.2 Summary of “Connection” between The Bahamas and Canadian Provinces and the possibilities for Trade in Services

For the periods examined, the movement of goods from The Bahamas corresponded closely with the movement of natural persons. The data for 2009 revealed that 98.83% of goods were exported to Ontario, while 89.13% of its workers and 66.52% of immigrants went to that same Province. These percentages therefore indicate that the seemingly greatest potential for trade in services exists between The Bahamas and Ontario because a very strong connection has already been established. However, Quebec, Alberta and B.C also show some positive level of connection.

**Table 4.4: Summary of “Connection” between The Bahamas and Canadian Provinces and the possibilities for Trade in Services**

	Movement of Goods					Movement of Workers					Movement of Immigrants				
%	51-100	26-50	5-25	1-4	< 1	51-100	26-50	5-25	1-4	< 1	51-100	26-50	5-25	1-4	< 1
Ontario	*					*					*				
Quebec			*					*					*		
Alberta			*						*					*	
British Columbia			*						*					*	
Nova Scotia					*				*					*	
Manitoba					*				*					*	
New Brunswick					*					*					*
Newfoundland and Labrador					*					*					*
Saskatchewan					*					*					*
Nunavut					*					*					*
Northwest Territories					*					*					*
Yukon Territory					*					*					*
Prince Edward Island					*					*					*

Very Strong 51-100%; Strong 26-50%; Moderate 5-25%; Weak 1-4%; None/Not Significant <1%

## 4.4 Barbados

### 4.4.1 Comparing Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province

The table below presents the data for three variables:

1. Barbados' export of goods to each Canadian province for the year 2009
2. The total number of foreign workers from Barbados to each Canadian province for the period 2003-2009
3. The total number of immigrants from Barbados to each Canadian province for the period 1991-2006

**Table 4.5: Barbados' Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province**

	Imports from BAR 2009	Total # Foreign Workers 2003 - 2009	Total Immigrant Status - Period 1991 - 2006	% Imports	% Foreign Workers	% Immigrants
Ontario	4,986,689	3117	10920	65.83%	95.91%	69.38%
Quebec	1,658,510	6	3015	21.89%	0.18%	19.16%
Alberta	443,798	49	585	5.86%	1.51%	3.72%
British Columbia	433,331	12	650	5.72%	0.37%	4.13%
Nova Scotia	21,048	--	165	0.28%	--	1.05%
Manitoba	20,257	54	230	0.27%	1.66%	1.46%
New Brunswick	7,135	0	35	0.09%	0.00%	0.22%
Newfoundland and Labrador	3,771	--	10	0.05%	--	0.06%
Saskatchewan	782	--	120	0.01%	--	0.76%
Nunavut	--	12	0	--	0.37%	0.00%
Northwest Territories	--	0	10	--	0.00%	0.06%
Yukon Territory	--	0	0	--	0.00%	0.00%
Prince Edward Island	--	--	0	--	--	0.00%
<b>TOTAL</b>	<b>7,575,321</b>	<b>3250</b>	<b>15740</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>

Sources: Statistics Canada; Citizenship & Immigration Canada

In examining the above three variables, the following conclusions can be drawn:

- Based on 2009 Canadian import of goods figures and figures for the migration of workers and immigrants over the period, Barbados' main relationships in terms of the movement of goods and the movement of persons are with Ontario and Quebec.
  - The data for 2009 shows that 65.83% of goods exports from Barbados went to Ontario, 95.91% of its workers and 69.38% of immigrants went to that same Province.

- The data also reveal that 21.89% of its goods were exported to Quebec and 19.16% of immigrants went to Quebec between 2003 and 2009, though less than 1% of its workers went to that same province
- Alberta, British Columbia and Manitoba also showed some connection with Barbados in terms of movement of goods and movement of persons but to a lesser degree.
- Export of goods or movement of persons recorded between Barbados and the other Provinces was minimal.

#### 4.4.2 Summary of "Connection" between Barbados and Canadian Provinces and the possibilities for Trade in Services

For the periods examined, the movement of goods from Barbados corresponded with the movement of natural persons. The data for 2009 showed that 65.83% of goods exports from Barbados went to Ontario, 95.91% of its workers and 69.38% of immigrants went to that same Province. These percentages therefore indicate that the seemingly greatest potential for trade in services exist between Barbados and Ontario because a very strong connection has already been established. These findings are consistent with the earlier findings that revealed that most of Barbados' trade in services is with Insurance Companies Head Quartered in Ontario.

**Table 4.6 Summary of "Connection" between Barbados and Canadian Provinces and the possibilities for Trade in Services**

	Movement of Goods					Movement of Workers					Movement of Immigrants				
	51-100	26-50	5-25	1-4	< 1	51-100	26-50	5-25	1-4	< 1	51-100	26-50	5-25	1-4	< 1
Ontario	*					*					*				
Quebec			*							*			*		
Alberta			*						*					*	
British Columbia			*							*				*	
Nova Scotia					*					*				*	
Manitoba					*				*					*	
New Brunswick					*					*					*
Newfoundland and Labrador					*					*					*
Saskatchewan					*					*					*
Nunavut					*					*					*
Northwest Territories					*					*					*
Yukon Territory					*					*					*
Prince Edward Island					*					*					*

Very Strong 51-100%; Strong 26-50%; Moderate 5-25%; Weak 1-4%; None/Not Significant <1%

## 4.5 Belize

### 4.5.1 Comparing Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province

The table below presents the data for three variables:

1. Belize's export of goods to each Canadian province for the year 2009
2. The total number of foreign workers from Belize to each Canadian province for the period 2003-2009
3. The total number of immigrants from Belize to each Canadian province for the period 1991-2006

**Table 4.7: Belize's Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province**

	Imports from BEL 2009	Total # Foreign Workers 2003 - 2009	Total Immigrant Status - Period 1991 - 2006	% Imports	% Foreign Workers	% Immigrants
Ontario	4,175,782	9	650	65.77%	27.27%	30.52%
Quebec	848,645	0	90	13.37%	0.00%	4.23%
Alberta	732,415	24	435	11.54%	72.73%	20.42%
British Columbia	395,012	--	230	6.22%	--	10.80%
Manitoba	105,391	--	515	1.66%	--	24.18%
Saskatchewan	63,288	0	0	1.00%	0.00%	0.00%
Nova Scotia	28,420	--	210	0.45%	--	9.86%
New Brunswick	373	0	0	0.01%	0.00%	0.00%
Newfoundland and Labrador	--	0	0	--	0.00%	0.00%
Prince Edward Island	--	0	0	--	0.00%	0.00%
Northwest Territories	--	0	0	--	0.00%	0.00%
Yukon Territory	--	0	0	--	0.00%	0.00%
Nunavut	--	0	0	--	0.00%	0.00%
<b>TOTAL</b>	<b>6,349,326</b>	<b>33</b>	<b>2130</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>

Sources: Statistics Canada; Citizenship & Immigration Canada

In examining the above three variables, the following conclusions can be drawn:

- Based on 2009 Canadian import of goods figures and figures for the migration of workers and immigrants over the period, Belize's main relationships in terms of the movement of goods and the movement of persons are with Ontario and Alberta.
  - The data for 2009 shows that 65.77% of goods exports from Belize went to Ontario, 27.27% of its workers and 30.52% of immigrants went to that same Province.

- The data also reveal that 11.54% of its goods were exported to Alberta, 72% of its workers and 20.42% of its immigrants also went to Alberta between 2003 and 2009.
- British Columbia, Quebec and Manitoba also showed some connection with Belize in terms of movement of goods and movement of persons but to a lesser degree.
- Export of goods or movement of persons recorded between Belize and the other Provinces was minimal.



#### 4.5.2 Summary of “Connection” between Belize and Canadian Provinces and the possibilities for Trade in Services

For the periods examined, the movement of goods from Belize did not necessarily correspond with the movement of natural persons. The data for 2009 showed that 65.77% of goods exports from Belize went to Ontario, 27.27% of its workers and 30.52% of immigrants also went to Ontario. The data also revealed that 11.54% of its goods were exported to Alberta, 72% of its workers and 20.42% of its immigrants also went to Alberta between 2003 and 2009. These percentages therefore indicate that some potential for trade in services exist between Belize and Ontario and Belize and Alberta because a strong connection has already been established.

**Table 4.8: Summary of “Connection” between Belize and Canadian Provinces and the possibilities for Trade in Services**

%	Movement of Goods					Movement of Workers					Movement of Immigrants				
	51-100	26-50	5-25	1-4	< 1	51-100	26-50	5-25	1-4	< 1	51-100	26-50	5-25	1-4	< 1
Ontario	*						*					*			
Quebec			*							*				*	
Alberta			*			*							*		
British Columbia			*							*			*		
Manitoba				*						*			*		
Saskatchewan				*						*					*
Nova Scotia					*					*			*		
New Brunswick					*					*					*
Newfoundland and Labrador					*					*					*
Prince Edward Island					*					*					*
Northwest Territories					*					*					*
Yukon Territory					*					*					*
Nunavut					*					*					*

Very Strong 51-100%; Strong 26-50%; Moderate 5-25%; Weak 1-4%; None/Not Significant <1%

## 4.6 Dominica

### 4.6.1 Comparing Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province

The table below presents the data for three variables:

1. Dominica's export of goods to each Canadian province for the year 2009
2. The total number of foreign workers from Dominica to each Canadian province for the period 2003-2009
3. The total number of immigrants from Dominica to each Canadian province for the period 1991-2006

**Table 4.9 Dominica's Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province**

	Import from DOM 2009	Total # Foreign Workers 2003 - 2009	Total Immigrant Status - Period 1991 - 2006	% Imports	% Foreign Workers	% Immigrants
Ontario	309,428	801	2520	90.53%	100.00%	84.71%
Quebec	16,792	--	180	4.91%	--	6.05%
British Columbia	10,267	--	75	3.00%	--	2.52%
Alberta	4,379	0	50	1.28%	0.00%	1.68%
Manitoba	707	0	125	0.21%	0.00%	4.20%
New Brunswick	238	0	0	0.07%	0.00%	0.00%
Saskatchewan	--	--	15	--	--	0.50%
Newfoundland and Labrador	--	--	0	--	--	0.00%
Northwest Territories	--	0	0	--	0.00%	0.00%
Yukon Territory	--	0	0	--	0.00%	0.00%
Nova Scotia	--	--	10	--	--	0.34%
Prince Edward Island	--	0	0	--	0.00%	0.00%
Nunavut	--	0	0	--	0.00%	0.00%
<b>TOTAL</b>	<b>341,811</b>	<b>801</b>	<b>2975</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>

Sources: Statistics Canada; Citizenship & Immigration Canada

In examining the above three variables, the following conclusions can be drawn:

- Based on 2009 Canadian import of goods figures and figures for the migration of workers and immigrants over the period, Dominica's main relationship in terms of the movement of goods and the movement of persons is with Ontario.
  - The data for 2009 shows that 90.53% of goods exports from Dominica went to Ontario, 100% of its workers and 84.71% of immigrants went to that same Province.
  - Alberta, British Columbia, Quebec and Manitoba also showed some connection with Dominica in terms of

movement of goods and movement of persons but to a lesser degree.

- No significant export of goods or movement of persons was recorded between Dominica and the other Provinces.

#### 4.6.2 Summary of "Connection" between Dominica and Canadian Provinces and the possibilities for Trade in Services

For the periods examined, the movement of goods from Dominica followed the movement of natural persons. The data for 2009 showed that 90.53% of goods exports from Dominica went to Ontario, 100% of its workers and 84.71% of immigrants also went to Ontario. These percentages therefore indicate that the seemingly greatest potential for trade in services exist between Dominica and Ontario because a very strong connection has already been established.

**Table 4.10 Summary of "Connection" between Dominica and Canadian Provinces and the possibilities for Trade in Services**

	Movement of Goods					Movement of Workers					Movement of Immigrants				
%	51-100	26-50	5-25	1-4	< 1	51-100	26-50	5-25	1-4	< 1	51-100	26-50	5-25	1-4	< 1
Ontario	*					*					*				
Quebec				*						*			*		
British Columbia				*						*				*	
Alberta				*						*					*
Manitoba					*					*				*	
New Brunswick					*					*					*
Saskatchewan					*					*					*
Newfoundland and Labrador					*					*					*
Northwest Territories					*					*					*
Yukon Territory					*					*					*
Nova Scotia					*					*					*
Prince Edward Island					*					*					*
Nunavut					*					*					*

Very Strong 51-100%; Strong 26-50%; Moderate 5-25%; Weak 1-4%; None/Not Significant <1%

## 4.7 Dominican Republic

### 4.7.1 Comparing Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province<sup>7</sup>

The table below presents the data for three variables:

1. Dominican Republic's export of goods to each Canadian province for the year 2009
2. The total number of foreign workers from Dominican Republic to each Canadian province for the period 2003-2009
3. The total number of immigrants from Dominican Republic to each Canadian province for the period 1991-2006

**Table 4.11: Dominican Republic's Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province<sup>8</sup>**

	Imports from DR 2009	Total # Foreign Workers 2003 - 2009	Total Immigrant Status - Period 1991 - 2006	% Imports	% Foreign Workers	% Immigrants
Ontario	103,814,808	201	2485	80.20%	45.07%	36.54%
Quebec	17,895,503	119	3870	13.82%	26.68%	56.91%
British Columbia	3,255,736	76	165	2.52%	17.04%	2.43%
Manitoba	2,451,596	--	0	1.89%	--	0.00%
Alberta	1,651,690	50	165	1.28%	11.21%	2.43%
New Brunswick	272,179	--	10	0.21%	--	0.15%
Saskatchewan	92,886	--	25	0.07%	--	0.37%
Nova Scotia	10,705	--	50	0.01%	--	0.74%
Newfoundland and Labrador	--	0	0	--	0.00%	0.00%
Prince Edward Island	--	0	30	--	0.00%	0.44%
Nunavut	--	--	0	--	--	0.00%
Northwest Territories	--	0	0	--	0.00%	0.00%
Yukon Territory	--	0	0	--	0.00%	0.00%
<b>TOTAL</b>	<b>129,445,103</b>	<b>446</b>	<b>6800</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>

Sources: Statistics Canada; Citizenship & Immigration Canada

In examining the above three variables, the following conclusions can be drawn:

- Based on 2009 Canadian import of goods figures and figures for the migration of workers and immigrants over the period, Dominican Republic's main relationships in terms of the movement of goods and the movement of persons are with Ontario and Quebec.
  - The data for 2009 shows that 80.2% of goods exports from Dominican Republic went to Ontario, 45.07% of its

<sup>7</sup> Dominican Republic is not a CARICOM Member State but the Consultants thought the analysis could be of interest since it is a regional neighbour and a Member State of CARIFORUM.

<sup>8</sup> Dominican Republic is not a CARICOM Member State but the Consultants thought the analysis could be of interest since it is a regional neighbour and a Member State of CARIFORUM.

workers and 36.54% of immigrants went to that same Province.

- The data also reveal that 13.82% of its goods were exported to Quebec, 26.68% of workers and 56.91% of immigrants also went to Quebec between 2003 and 2009.
- British Columbia, Alberta, New Brunswick and Saskatchewan also showed some connection with Dominican Republic in terms of movement of goods and movement of persons but to a lesser degree.
- Export of goods or movement of persons recorded between Dominican Republic and the other Provinces was minimal.

#### 4.7.2 Summary of “Connection” between Dominican Republic and Canadian Provinces and the possibilities for Trade in Services

For the periods examined, the movement of goods from Dominican Republic corresponded quite closely with the movement of natural persons. The data for 2009 showed that 80.2% of goods exports from Dominican Republic went to Ontario, 45.07% of its workers and 36.54% of immigrants also went to Ontario. The data also revealed that 13.82% of its goods were exported to Quebec, 26.68% of workers and 56.91% of immigrants also went to Quebec between 2003 and 2009. These percentages therefore indicate that some potential for trade in services exist between Dominican Republic and Ontario and Quebec because a strong connection has already been established.

**Table 4.12: Summary of “Connection” between Dominican Republic and Canadian Provinces and the possibilities for Trade in Services**

%	Movement of Goods					Movement of Workers					Movement of Immigrants				
	51-100	26-50	5-25	1-4	< 1	51-100	26-50	5-25	1-4	< 1	51-100	26-50	5-25	1-4	< 1
Ontario	*						*					*			
Quebec			*				*				*				
British Columbia				*			*							*	
Manitoba				*						*					*
Alberta				*				*						*	
New Brunswick					*					*					*
Saskatchewan					*					*					*
Nova Scotia					*					*					*
Newfoundland and Labrador					*					*					*
Prince Edward Island					*					*					*
Nunavut					*					*					*
Northwest Territories					*					*					*
Yukon Territory					*					*					*

Very Strong 51-100%; Strong 26-50%; Moderate 5-25%; Weak 1-4%; None/Not Significant <1%

## 4.8 Grenada

### 4.8.1 Comparing Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province

The table below presents the data for three variables:

1. Grenada's export of goods to each Canadian province for the year 2009
2. The total number of foreign workers from Grenada to each Canadian province for the period 2003-2009
3. The total number of immigrants from Grenada to each Canadian province for the period 1991-2006

**Table 4.13: Grenada's Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province**

	Imports from GRE 2009	Total # Foreign Workers 2003 - 2009	Total Immigrant Status - Period 1991 - 2006	% Imports	% Foreign Workers	% Immigrants
Quebec	280,428	5	1025	62.96%	0.90%	11.03%
Ontario	164,224	549	7605	36.87%	99.10%	81.86%
British Columbia	336	--	160	0.08%	--	1.72%
Manitoba	257	--	155	0.06%	--	1.67%
New Brunswick	164	--	10	0.04%	--	0.11%
Alberta	--	--	285	--	--	3.07%
Nova Scotia	--	--	15	--	--	0.16%
Prince Edward Island	--	--	0	--	--	0.00%
Nunavut	--	0	10	--	0.00%	0.11%
Northwest Territories	--	0	10	--	0.00%	0.11%
Yukon Territory	--	0	0	--	0.00%	0.00%
Newfoundland and Labrador	--	--	0	--	--	0.00%
Saskatchewan	--	0	15	--	0.00%	0.16%
<b>TOTAL</b>	<b>445,409</b>	<b>554</b>	<b>9290</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>

Sources: Statistics Canada; Citizenship & Immigration Canada

After examining the above three variables, the following conclusions can be drawn:

- Based on 2009 Canadian import of goods figures and figures for the migration of workers and immigrants over the period, Grenada's main relationships in terms of the movement of goods and the movement of persons are with Ontario and Quebec.
  - The data for 2009 show that 62.96% of goods exports from Grenada went to Quebec, less than 1% of its workers and 11.03%% of immigrants went to that same Province.



- The data also reveal that 13.82% of its goods were exported to Ontario, 99.10% of workers and 81.86% of immigrants also went to Ontario between 2003 and 2009.
- British Columbia, Alberta, New Brunswick and Saskatchewan also showed some connection with Grenada in terms of movement of goods and movement of persons but to a lesser degree.
- No significant export of goods or movement of persons was recorded between Grenada and the other Provinces.

#### 4.8.2 Summary of “Connection” between Grenada and Canadian Provinces and the possibilities for Trade in Services

For the periods examined, the movement of goods from Grenada did not exactly correspond with the movement of natural persons. The data for 2009 showed that 62.96% of goods exports from Grenada went to Quebec but less than 1% of its workers and 11.03% of immigrants went to Quebec. The data also revealed that 13.82% of goods were exported to Ontario, while 99.10%% of workers and 81.86% of immigrants also went to Ontario between 2003 and 2009. These percentages therefore indicate that some potential for trade in services exists between Grenada and Ontario and Grenada and Quebec because a strong connection has already been established.

**Table 4.14: Summary of “Connection” between Grenada and Canadian Provinces and the possibilities for Trade in Services**

	Movement of Goods					Movement of Workers					Movement of Immigrants				
	51-100	26-50	5-25	1-4	< 1	51-100	26-50	5-25	1-4	< 1	51-100	26-50	5-25	1-4	< 1
Quebec	*									*			*		
Ontario		*				*					*				
British Columbia					*					*				*	
Manitoba					*					*				*	
New Brunswick					*					*					*
Alberta					*					*				*	
Nova Scotia					*					*					*
Prince Edward Island					*					*					*
Nunavut					*					*					*
Northwest Territories					*					*					*
Yukon Territory					*					*					*
Newfoundland and Labrador					*					*					*
Saskatchewan					*					*					*

Very Strong 51-100%; Strong 26-50%; Moderate 5-25%; Weak 1-4%; None/Not Significant <1%

## 4.9 Guyana

### 4.9.1 Comparing Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province

The table below presents the data for three variables:

1. Guyana's export of goods to each Canadian province for the year 2009
2. The total number of foreign workers from Guyana to each Canadian province for the period 2003-2009
3. The total number of immigrants from Guyana to each Canadian province for the period 1991-2006

**Table 4.15: Guyana's Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province**

	Imports from GUY 2009	Total # Foreign Workers 2003 - 2009	Total Immigrant Status - Period 1991 - 2006	% Imports	% Foreign Workers	% Immigrants
Ontario	257,688,340	318	79845	97.98%	98.15%	90.11%
Quebec	4,223,913	--	2845	1.61%	--	3.21%
Newfoundland and Labrador	490,598	--	55	0.19%	--	0.06%
Alberta	286,242	6	2340	0.11%	1.85%	2.64%
Nova Scotia	108,413	--	135	0.04%	--	0.15%
Saskatchewan	98,026	--	230	0.04%	--	0.26%
British Columbia	42,616	--	1545	0.02%	--	1.74%
New Brunswick	33,710	--	115	0.01%	--	0.13%
Manitoba	12,906	--	1470	0.00%	--	1.66%
Prince Edward Island	3,293	0	10	0.00%	0.00%	0.01%
Northwest Territories	--	--	20	--	--	0.02%
Yukon Territory	--	0	0	--	0.00%	0.00%
Nunavut	--	--	0	--	--	0.00%
<b>TOTAL</b>	<b>262,988,057</b>	<b>324</b>	<b>88610</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>

Sources: Statistics Canada; Citizenship & Immigration Canada

In examining the above three variables, the following conclusions can be drawn:

- Based on 2009 Canadian import of goods figures and figures for the migration of workers and immigrants over the period, Guyana's main relationships in terms of the movement of goods and the movement of persons are with Ontario.
  - The data for 2009 shows that 97.98% of goods exports from Guyana went to Ontario, 98.15% of its workers and 90.11% of immigrants also went there.

- Alberta and Quebec also showed some connection with Guyana in terms of movement of goods and movement of persons but to a lesser degree.
- Export of goods or movement of persons recorded between Guyana and the other Provinces was minimal.

#### 4.9.2 Summary of "Connection" between Guyana and Canadian Provinces and the possibilities for Trade in Services

For the periods examined, the movement of goods from Guyana followed the movement of natural persons. The data for 2009 showed that 97.98% of goods exports from Guyana went to Ontario, 98.15% of its workers and 90.11% of immigrants also went there. These percentages therefore indicate that the seemingly greatest potential for trade in services exist between Guyana and Ontario because a very strong connection has already been established.

**Table 4.16: Summary of "Connection" between Guyana and Canadian Provinces and the possibilities for Trade in Services**

	Movement of Goods					Movement of Workers					Movement of Immigrants				
	51-100	26-50	5-25	1-4	< 1	51-100	26-50	5-25	1-4	< 1	51-100	26-50	5-25	1-4	< 1
Ontario	*					*					*				
Quebec				*						*				*	
Newfoundland and Labrador					*					*					*
Alberta					*				*					*	
Nova Scotia					*					*					*
Saskatchewan					*					*					*
British Columbia					*					*				*	
New Brunswick					*					*					*
Manitoba					*					*				*	
Prince Edward Island					*					*					*
Northwest Territories					*					*					*
Yukon Territory					*					*					*
Nunavut					*					*					*

Very Strong 51-100%; Strong 26-50%; Moderate 5-25%; Weak 1-4%; None/Not Significant <1%

## 4.10 Haiti

### 4.10.1 Comparing Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province

The table below presents the data for three variables:

1. Haiti's export of goods to each Canadian province for 2009
2. The total number of foreign workers from Haiti to each Canadian province for the period 2003-2009
3. The total number of immigrants from Haiti to each Canadian province for the period 1991-2006

**Table 4.17: Haiti's Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province**

	Imports from HAITI 2009	Total # Foreign Workers 2003 - 2009	Total Immigrant Status - Period 1991 - 2006	% Imports	% Foreign Workers	% Immigrants
Ontario	16,167,293	101	5495	84.98%	20.53%	8.46%
Quebec	2,035,040	391	58180	10.70%	79.47%	89.56%
British Columbia	362,175	--	570	1.90%	--	0.88%
Alberta	256,464	--	495	1.35%	--	0.76%
Manitoba	179,666	0	85	0.94%	0.00%	0.13%
Saskatchewan	20,575	0	25	0.11%	0.00%	0.04%
New Brunswick	2,977	--	90	0.02%	--	0.14%
Nova Scotia	--	0	20	--	0.00%	0.03%
Newfoundland and Labrador	--	0	0	--	0.00%	0.00%
Prince Edward Island	--	0	0	--	0.00%	0.00%
Northwest Territories	--	--	0	--	--	0.00%
Yukon Territory	--	0	0	--	0.00%	0.00%
Nunavut	--	0	0	--	0.00%	0.00%
<b>TOTAL</b>	<b>19,024,190</b>	<b>492</b>	<b>64960</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>

Sources: Statistics Canada; Citizenship & Immigration Canada

In examining the above three variables, the following conclusions can be drawn:

- Based on 2009 Canadian import of goods figures and figures for the migration of workers and immigrants over the period, Haiti's main relationships in terms of the movement of goods and the movement of persons are with Ontario and Quebec.
  - The data for 2009 shows that 84.98% of goods exports from Haiti went to Ontario, 20.53% of its workers and 8.46% of immigrants went to that same Province.
  - The data also reveal that 10.70% of its goods were exported to Quebec, 79.47% of workers and 89.56% of immigrants also went to Quebec between 2003 and 2009.

- British Columbia, Alberta and Manitoba also showed some connection with Haiti in terms of movement of goods and movement of persons but to a lesser degree.
- Export of goods or movement of persons recorded between Haiti and the other Provinces was minimal.

#### 4.10.2 Summary of “Connection” between Haiti and Canadian Provinces and the possibilities for Trade in Services

For the periods examined, the movement of goods from Haiti to Canada did not correspond exactly with the movement of natural persons. The data for 2009 showed that 84.98% of goods exports from Haiti went to Ontario, 20.53% of its workers and 8.46% of immigrants went to that same Province. The data also revealed that 10.70% of goods were exported to Quebec, 79.47% of workers and 89.56% of immigrants also went to Quebec between 2003 and 2009. These percentages therefore indicate that some potential for trade in services exist between Haiti and Ontario and Haiti and Quebec because a strong connection has already been established.

**Table 18: Summary of “Connection” between Haiti and Canadian Provinces and the possibilities for Trade in Services**

	Movement of Goods					Movement of Workers					Movement of Immigrants				
%	51-100	26-50	5-25	1-4	< 1	51-100	26-50	5-25	1-4	< 1	51-100	26-50	5-25	1-4	< 1
Ontario	*							*					*		
Quebec			*			*					*				
British Columbia				*						*					*
Alberta				*						*					*
Manitoba					*					*					*
Saskatchewan					*					*					*
New Brunswick					*					*					*
Nova Scotia					*					*					*
Newfoundland and Labrador					*					*					*
Prince Edward Island					*					*					*
Northwest Territories					*					*					*
Yukon Territory					*					*					*
Nunavut					*					*					*

Very Strong 51-100%; Strong 26-50%; Moderate 5-25%; Weak 1-4%; None/Not Significant <1%



## 4.11 Jamaica

### 4.11.1 Comparing Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province

The table below presents the data for three variables:

1. Jamaica's export of goods to each Canadian province for 2009
2. The total number of foreign workers from Jamaica to each Canadian province for the period 2003-2009
3. The total number of immigrants from Jamaica to each Canadian province for the period 1991-2006

**Table 4.19: Jamaica's Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province**

	Imports from JAM 2009	Total # Foreign Workers 2003 - 2009	Total Immigrant Status - Period 1991 - 2006	% Imports	% Foreign Workers	% Immigrants
Quebec	119,076,137	188	5530	82.53%	0.41%	4.41%
Ontario	21,645,160	43855	111355	15.00%	96.60%	88.90%
Alberta	1,106,788	562	3810	0.77%	1.24%	3.04%
Nova Scotia	836,296	103	175	0.58%	0.23%	0.14%
British Columbia	833,614	33	2508	0.58%	0.07%	2.00%
Manitoba	302,282	126	1460	0.21%	0.28%	1.17%
Newfoundland and Labrador	268,186	6	35	0.19%	0.01%	0.03%
Saskatchewan	144,227	13	230	0.10%	0.03%	0.18%
New Brunswick	54,941	34	75	0.04%	0.07%	0.06%
Prince Edward Island	6,908	8	35	0.00%	0.02%	0.03%
Nunavut	--	472	10	--	1.04%	0.01%
Northwest Territories	--	--	25	--	--	0.02%
Yukon Territory	--	--	10	--	--	0.01%
<b>TOTAL</b>	<b>144,274,539</b>	<b>45400</b>	<b>125258</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100%</b>

Sources: Statistics Canada; Citizenship & Immigration Canada

In examining the above variables, the following conclusions can be drawn:

- Based on 2009 Canadian import of goods figures and figures for the migration of workers and immigrants over the period; Jamaica's main relationships in terms of the movement of goods and the movement of persons are with Ontario and Quebec.
  - The data for 2009 shows that 82.53% of goods exports from Jamaica went to Quebec, less than 1% of its workers and 4.41% of immigrants also went there.
  - The data also reveal that 15% of its goods were exported to Ontario, 96.6% of workers and 88.9% of immigrants also went to Ontario between 2003 and 2009.
  - British Columbia, Alberta, Nova Scotia and Manitoba also showed some connection with Jamaica in terms of

movement of goods and movement of persons but to a lesser degree.

- Export of goods or movement of persons recorded between Jamaica and the other Provinces was minimal.

#### 4.11.2 Summary of “Connection” between Jamaica and Canadian Provinces and the possibilities for Trade in Services

For the periods examined, the movement of goods from Jamaica did not follow the movement of natural persons. The data for 2009 showed that 82.53% of goods exports from Jamaica went to Quebec, less than 1% of workers and 4.41% of immigrants also went there. The data also revealed that 15% of its goods were exported to Ontario, 96.6% of workers and 88.9% of immigrants also went to Ontario between 2003 and 2009. These percentages therefore indicate that some potential for trade in services exist between Jamaica and Ontario and Jamaica and Quebec because a strong connection has already been established.

**Table 4.20: Summary of “Connection” between Jamaica and Canadian Provinces and the possibilities for Trade in Services**

%	Movement of Goods					Movement of Workers					Movement of Immigrants				
	51-100	26-50	5-25	1-4	< 1	51-100	26-50	5-25	1-4	< 1	51-100	26-50	5-25	1-4	< 1
Quebec	*									*				*	
Ontario			*			*					*				
Alberta					*				*					*	
Nova Scotia					*					*					*
British Columbia					*				*					*	
Manitoba					*				*					*	
Newfoundland and Labrador					*					*					*
Saskatchewan					*					*					*
New Brunswick					*					*					*
Prince Edward Island					*					*					*
Nunavut					*					*					*
Northwest Territories					*					*					*
Yukon Territory					*					*					*

Very Strong 51-100%; Strong 26-50%; Moderate 5-25%; Weak 1-4%; None/Not Significant <1%

## 4.12 Montserrat

### 4.12.1 Comparing Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province

The table below presents the data for three variables:

1. Montserrat's export of goods to each Canadian province for the year 2009
2. The total number of foreign workers from Montserrat to each Canadian province for the period 2003-2009
3. The total number of immigrants from Montserrat to each Canadian province for the period 1991-2006

**Table 4.21: Montserrat's Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province**

	Imports from MON 2009	Total # Foreign Workers 2003 - 2009	Total Immigrant Status - Period 1991 - 2006	% Imports	% Foreign Workers	% Immigrants
Ontario	35,336	5	370	58.49%	100.00%	49.66%
Alberta	10,293	0	45	17.04%	0.00%	6.04%
Quebec	5,386	0	310	8.92%	0.00%	41.61%
British Columbia	5,339	0	0	8.84%	0.00%	0.00%
Manitoba	3,611	0	10	5.98%	0.00%	1.34%
New Brunswick	396	0	10	0.66%	0.00%	1.34%
Saskatchewan	49	0	0	0.08%	0.00%	0.00%
Nova Scotia	--	0	0	--	0.00%	0.00%
Newfoundland and Labrador	--	0	0	--	0.00%	0.00%
Northwest Territories	--	0	0	--	0.00%	0.00%
Yukon Territory	--	0	0	--	0.00%	0.00%
Prince Edward Island	--	0	0	--	0.00%	0.00%
Nunavut	--	0	0	--	0.00%	0.00%
<b>TOTAL</b>	<b>60,410</b>	<b>5</b>	<b>745</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>

Sources: Statistics Canada; Citizenship & Immigration Canada

In examining the above variables, the following conclusions can be drawn:

- Based on 2009 Canadian import of goods figures and figures for the migration of workers and immigrants over the period, Montserrat's main relationships in terms of the movement of goods and the movement of persons are with Ontario and Quebec.
  - The data for 2009 shows that 58.49% of goods exports from Montserrat went to Ontario, 100% of its workers and 49.66% of immigrants went to that same Province.
  - The data also reveal that 8.92% of its goods were exported to Quebec, and 41.61% of immigrants also went to Quebec between 2003 and 2009.

- British Columbia, Alberta and Manitoba also showed some connection with Montserrat in terms of movement of goods and movement of persons but to a lesser degree.
- Export of goods or movement of persons recorded between Montserrat and the other Provinces was minimal.

#### 4.12.2 Summary of "Connection" between Montserrat and Canadian Provinces and the possibilities for Trade in Services

For the periods examined, the movement of goods from Montserrat followed the movement of natural persons. The data for 2009 shows that 58.49% of goods exports from Montserrat went to Ontario, 100% of its workers and 49.66% of immigrants went to that same Province. These percentages therefore indicate that the seemingly greatest potential for trade in services exist between Montserrat and Ontario because a very strong connection has already been established.

**Table 4.22: Summary of "Connection" between Montserrat and Canadian Provinces and the possibilities for Trade in Services**

	Movement of Goods					Movement of Workers					Movement of Immigrants				
%	51-100	26-50	5-25	1-4	< 1	51-100	26-50	5-25	1-4	< 1	51-100	26-50	5-25	1-4	< 1
Ontario	*					*						*			
Alberta			*							*			*		
Quebec			*							*		*			
British Columbia			*							*					*
Manitoba					*					*				*	
New Brunswick					*					*				*	
Saskatchewan					*					*					*
Nova Scotia					*					*					*
Newfoundland and Labrador					*					*					*
Northwest Territories					*					*					*
Yukon Territory					*					*					*
Prince Edward Island					*					*					*
Nunavut					*					*					*

Very Strong 51-100%; Strong 26-50%; Moderate 5-25%; Weak 1-4%; None/Not Significant <1%

## 4.13 St. Kitts & Nevis

### 4.13.1 Comparing Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province

The table below presents the data for three variables:

1. St. Kitts & Nevis' export of goods to each Canadian province for the year 2009
2. The total number of foreign workers from St. Kitts and Nevis to each Canadian province for the period 2003-2009
3. The total number of immigrants from St. Kitts and Nevis to each Canadian province for the period 1991-2006

**Table 4.23: St. Kitts & Nevis' Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province**

	Imports from SKN 2009	Total # Foreign Workers 2003 - 2009	Total Immigrant Status - Period 1991 - 2006	% Imports	% Foreign Workers	% Immigrants
Ontario	3,756,781	171	1840	61.00%	92.93%	76.19%
Quebec	1,749,568	0	305	28.41%	0.00%	12.63%
British Columbia	622,251	--	100	10.10%	--	4.14%
Alberta	15,728	13	95	0.26%	7.07%	3.93%
Manitoba	14,044	0	30	0.23%	0.00%	1.24%
New Brunswick	348	0	0	0.01%	0.00%	0.00%
Nova Scotia	--	--	30	--	--	1.24%
Prince Edward Island	--	0	0	--	0.00%	0.00%
Nunavut	--	0	0	--	0.00%	0.00%
Northwest Territories	--	0	0	--	0.00%	0.00%
Yukon Territory	--	0	0	--	0.00%	0.00%
Newfoundland and Labrador	--	--	0	--	--	0.00%
Saskatchewan	--	0	15	--	0.00%	0.62%
<b>TOTAL</b>	<b>6,158,720</b>	<b>184</b>	<b>2415</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>

Sources: Statistics Canada; Citizenship & Immigration Canada

In examining the above three variables, the following conclusions can be drawn:

- Based on 2009 Canadian import of goods figures and figures for the migration of workers and immigrants over the period, St. Kitts and Nevis' main relationships in terms of the movement of goods and the movement of persons are with Ontario and Quebec.
  - The data for 2009 shows that 61% of goods exports from St. Kitts and Nevis went to Ontario, 92.93% of its workers and 76.19% of immigrants went to that same Province.

- The data also reveal that 28.41% of its goods were exported to Quebec and 12.63% of immigrants also went to Quebec between 2003 and 2009.
- British Columbia, Alberta and Manitoba also showed some connection with St. Kitts and Nevis in terms of movement of goods and movement of persons but to a lesser degree.
- No significant export of goods or movement of persons was recorded between St. Kitts and Nevis and the other Provinces.



#### 4.13.2 Summary of "Connection" between St. Kitts & Nevis and Canadian Provinces and the possibilities for Trade in Services

For the periods examined, the movement of goods from St. Kitts & Nevis followed the movement of natural persons. The data for 2009 shows that 61% of goods exports from St. Kitts and Nevis went to Ontario, 92.93% of workers and 76.19% of immigrants went to that same Province. These percentages therefore indicate that the seemingly greatest potential for trade in services exist between St. Kitts & Nevis and Ontario because a very strong connection has already been established.

**Table 4.24: Summary of "Connection" between St. Kitts & Nevis and Canadian Provinces and the possibilities for Trade in Services**

%	Movement of Goods					Movement of Workers					Movement of Immigrants				
	51-100	26-50	5-25	1-4	< 1	51-100	26-50	5-25	1-4	< 1	51-100	26-50	5-25	1-4	< 1
Ontario	*					*					*				
Quebec		*								*			*		
British Columbia			*							*				*	
Alberta					*			*						*	
Manitoba					*					*				*	
New Brunswick					*					*					*
Nova Scotia					*					*				*	
Prince Edward Island					*					*					*
Nunavut					*					*					*
Northwest Territories					*					*					*
Yukon Territory					*					*					*
Newfoundland and Labrador					*					*					*
Saskatchewan					*					*					*

Very Strong 51-100%; Strong 26-50%; Moderate 5-25%; Weak 1-4%; None/Not Significant <1%

## 4.14 St. Lucia

### 4.14.1 Comparing Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province

The table below presents the data for three variables:

1. St. Lucia's export of goods to each Canadian province for 2009
2. The total number of foreign workers from St. Lucia to each Canadian province for the period 2003-2009
3. The total number of immigrants from St. Lucia to each Canadian province for the period 1991-2006

**Table 4.25: St. Lucia's Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province**

	Imports from SLU 2009	Total # Foreign Workers 2003 - 2009	Total Immigrant Status - Period 1991 - 2006	% Imports	% Foreign Workers	% Immigrants
British Columbia	1,809,470	8	110	90.26%	0.58%	2.59%
Ontario	147,943	1234	3360	7.38%	88.97%	79.06%
Manitoba	41,614	--	65	2.08%	--	1.53%
Quebec	5,351	0	335	0.27%	0.00%	7.88%
New Brunswick	158	0	25	0.01%	0.00%	0.59%
Alberta	137	145	290	0.01%	10.45%	6.82%
Nova Scotia	--	--	45	--	--	1.06%
Prince Edward Island	--	0	0	--	0.00%	0.00%
Nunavut	--	--	0	--	--	0.00%
Newfoundland and Labrador	--	0	0	--	0.00%	0.00%
Saskatchewan	--	0	10	--	0.00%	0.24%
Northwest Territories	--	0	10	--	0.00%	0.24%
Yukon Territory	--	--	0	--	--	0.00%
<b>TOTAL</b>	<b>2,004,673</b>	<b>1387</b>	<b>4250</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>

Sources: Statistics Canada; Citizenship & Immigration Canada

In examining the above variables, the following conclusions can be drawn:

- Based on 2009 Canadian import of goods figures and figures for the migration of workers and immigrants over the period, St. Lucia's main relationships in terms of the movement of goods and the movement of persons are with British Columbia and Ontario
  - The data for 2009 show that 90.26% of goods exports from St. Lucia went to B.C., less than 1% of its workers and 2.59% of immigrants went to that same Province.
  - The data also reveal that 7.38% of its goods were exported to Ontario, 88.97% of workers and 79.06% of immigrants also went to Ontario between 2003 and 2009.

- Alberta, New Brunswick and Manitoba also showed some connection with St. Lucia in terms of movement of goods and movement of persons but to a lesser degree.
- No significant export of goods or movement of persons was recorded between St. Lucia and the other Provinces.

#### 4.14.2 Summary of “Connection” between St. Lucia and Canadian Provinces and the possibilities for Trade in Services

For the periods examined, the movement of goods from St. Lucia did not follow the movement of natural persons. The data for 2009 show that 90.26% of goods exports from St. Lucia went to British Columbia, however less than 1% of its workers and 2.59% of immigrants went to that same Province. The data also reveal that 7.38% of its goods were exported to Ontario, 88.97% of workers and 79.06% of immigrants also went to Ontario between 2003 and 2009. These percentages therefore indicate that some potential for trade in services exist between St. Lucia and Ontario and St. Lucia and British Columbia because a strong connection has already been established.

**Table 4.26: Summary of “Connection” between St. Lucia and Canadian Provinces and the possibilities for Trade in Services**

	Movement of Goods					Movement of Workers					Movement of Immigrants				
%	51-100	26-50	5-25	1-4	< 1	51-100	26-50	5-25	1-4	< 1	51-100	26-50	5-25	1-4	< 1
British Columbia	*									*					*
Ontario			*			*					*				
Manitoba				*						*					*
Quebec					*					*			*		
New Brunswick					*					*					*
Alberta					*			*					*		
Nova Scotia					*					*				*	
Prince Edward Island					*					*					*
Nunavut					*					*					*
Newfoundland and Labrador					*					*					*
Saskatchewan					*					*					*
Northwest Territories					*					*					*
Yukon Territory					*					*					*

Very Strong 51-100%; Strong 26-50%; Moderate 5-25%; Weak 1-4%; None/Not Significant <1%

## 4.15 St. Vincent & The Grenadines

### 4.15.1 Comparing Movement of Goods (Exports) and Movement of Natural Persons to each Canadian Province

The table below presents the data for three variables:

1. St. Vincent & the Grenadines' export of goods to each Canadian province for the year 2009
2. The total number of foreign workers from St. Vincent & the Grenadines to each Canadian province for the period 2003-2009
3. The total number of immigrants from St. Vincent & the Grenadines to each Canadian province for the period 1991-2006

**Table 4.27: St. Vincent & the Grenadines' Movement of Goods (Exports) and Movement of Natural Persons to each Canadian Province**

	Imports from SVG 2009	Total # Foreign Workers 2003 - 2009	Total Immigrant Status - Period 1991 - 2006	% Imports	% Foreign Workers	% Immigrants
Ontario	113,717	1645	7075	59.40%	97.80%	70.08%
Alberta	66,379	5	275	34.67%	0.30%	2.72%
Quebec	9,489	20	2310	4.96%	1.19%	22.88%
British Columbia	1,691	7	215	0.88%	0.42%	2.13%
Manitoba	144	--	160	0.08%	--	1.58%
New Brunswick	15	--	10	0.01%	--	0.10%
Saskatchewan	--	0	40	--	0.00%	0.40%
Newfoundland and Labrador	--	--	0	--	--	0.00%
Northwest Territories	--	0	0	--	0.00%	0.00%
Yukon Territory	--	0	0	--	0.00%	0.00%
Nova Scotia	--	--	10	--	--	0.10%
Prince Edward Island	--	0	0	--	0.00%	0.00%
Nunavut	--	5	0	--	0.30%	0.00%
<b>TOTAL</b>	<b>191,435</b>	<b>1682</b>	<b>10095</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>

Sources: Statistics Canada; Citizenship & Immigration Canada

In examining the above three variables, the following conclusions can be drawn:

- Based on 2009 Canadian import of goods figures and figures for the migration of workers and immigrants over the period, St. Vincent & the Grenadines main relationships in terms of the movement of goods and the movement of persons are with Ontario and Quebec
  - The data for 2009 shows that 59.40% of goods exports from St. Vincent & the Grenadines went to Ontario, 97.8% of its workers and 70.08% of immigrants went to that same Province.

- The data also reveal that 4.96% of its goods were exported to Quebec, 1.19% of workers and 22.88% of immigrants also went to Quebec between 2003 and 2009.
- The data also reveal that 34.67% of goods were exported to Alberta but less than 1% of workers and less than 3% of immigrants went to Alberta.
- Manitoba also showed some connection with St. Vincent & the Grenadines in terms of movement of goods and movement of persons but to a lesser degree.
- No significant export of goods or movement of persons was recorded between St. Vincent & the Grenadines and the other Provinces.

#### 4.15.2 Summary of "Connection" between St. Vincent & the Grenadines and Canadian Provinces and the possibilities for Trade in Services

For the periods examined, the movement of goods from St. Vincent & the Grenadines followed the movement of natural persons. The data for 2009 shows that 59.40% of goods exports from St. Vincent & the Grenadines went to Ontario, 97.8% of its workers and 70.08% of immigrants went to that same Province. These percentages therefore indicate that the seemingly greatest potential for trade in services exist between St. Vincent & the Grenadines and Ontario because a very strong connection has already been established. However, Alberta and Quebec should also be noted.

**Table 4.28: Summary of "Connection" between St. Vincent & the Grenadines and Canadian Provinces and the possibilities for Trade in Services**

	Movement of Goods					Movement of Workers					Movement of Immigrants				
%	51-100	26-50	5-25	1-4	< 1	51-100	26-50	5-25	1-4	< 1	51-100	26-50	5-25	1-4	< 1
Ontario	*					*					*				
Alberta		*								*				*	
Quebec				*					*				*		
British Columbia					*					*				*	
Manitoba					*					*				*	
New Brunswick					*					*					*
Saskatchewan					*					*					*
Newfoundland and Labrador					*					*					*
Northwest Territories					*					*					*
Yukon Territory					*					*					*
Nova Scotia					*					*					*
Prince Edward Island					*					*					*
Nunavut					*					*					*

Very Strong 51-100%; Strong 26-50%; Moderate 5-25%; Weak 1-4%; None/Not Significant <1%

## 4.16 Suriname

### 4.16.1 Comparing Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province

The table below presents the data for three variables:

1. Suriname's export of goods to each Canadian province for the year 2009
2. The total number of foreign workers from Suriname to each Canadian province for the period 2003-2009
3. The total number of immigrants from Suriname to each Canadian province for the period 1991-2006

**Table 4.29: Suriname's Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province**

	Imports from SUR 2009	Total # Foreign Workers 2003 - 2009	Total Immigrant Status - Period 1991 - 2006	% Imports	% Foreign Workers	% Immigrants
Quebec	467,428,621	0	70	99.69%	0	8.43%
Ontario	1,234,531	--	550	0.26%	--	66.27%
British Columbia	195,054	--	65	0.04%	--	7.83%
Alberta	9,059	--	115	0.00%	--	13.86%
Manitoba	6,995	0	10	0.00%	0	1.20%
Saskatchewan	--	0	0	--	0	0.00%
New Brunswick	--	0	0	--	0	0.00%
Nova Scotia	--	--	10	--	--	1.20%
Prince Edward Island	--	0	0	--	0	0.00%
Northwest Territories	--	0	10	--	0	1.20%
Yukon Territory	--	--	0	--	--	0.00%
Newfoundland and Labrador	--	0	0	--	0	0.00%
Nunavut	--	0	0	--	0	0.00%
<b>TOTAL</b>	<b>468,874,260</b>	<b>0</b>	<b>830</b>	<b>100.00%</b>	<b>0</b>	<b>100.00%</b>

Sources: Statistics Canada; Citizenship & Immigration Canada

In examining the above variables, the following conclusions can be drawn:

- Based on 2009 Canadian import of goods figures and figures for the migration of workers and immigrants over the period, Suriname's main relationships in terms of the movement of goods and the movement of persons are with Ontario and Quebec
  - The data for 2009 shows that 99.69% of goods exports from Suriname went to Quebec and 8.43% of immigrants went to that same Province.
  - The data also reveal that 0.26% of its goods were exported to Ontario and 66.27% of immigrants also went to Ontario between 2003 and 2009.



- Alberta, British Columbia and Manitoba also showed some connection with Suriname in terms of movement of goods and movement of persons but to a lesser degree.
- No significant export of goods or movement of persons was recorded between Suriname and the other Provinces.

#### 4.16.2 Summary of “Connection” between Suriname and Canadian Provinces and the possibilities for Trade in Services

For the periods examined, the movement of goods from Suriname did not follow the movement of natural persons. The data for 2009 shows that 99.69% of goods exports from Suriname went to Quebec and 8.43% of immigrants went to that same Province. The data also reveal that 0.26% of its goods were exported to Ontario and 66.27% of immigrants also went to Ontario between 2003 and 2009. These percentages therefore indicate that some potential for trade in services exist between Suriname and Ontario and Quebec because a strong connection has already been established.

**Table 4.30: Summary of “Connection” between Suriname and Canadian Provinces and the possibilities for Trade in Services**

	Movement of Goods					Movement of Workers					Movement of Immigrants				
%	51-100	26-50	5-25	1-4	< 1	51-100	26-50	5-25	1-4	< 1	51-100	26-50	5-25	1-4	< 1
Quebec	*									*			*		
Ontario					*					*	*				
British Columbia					*					*			*		
Alberta					*					*			*		
Manitoba					*					*				*	
Saskatchewan					*					*					*
New Brunswick					*					*					*
Nova Scotia					*					*				*	
Prince Edward Island					*					*					*
Northwest Territories					*					*				*	
Yukon Territory					*					*					*
Newfoundland and Labrador					*					*					*
Nunavut					*					*					*

Very Strong 51-100%; Strong 26-50%; Moderate 5-25%; Weak 1-4%; None/Not Significant <1%

## 4.17 Trinidad & Tobago:

### 4.17.1 Comparing Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province

The table below presents the data for three variables:

1. Trinidad & Tobago's export of goods to each Canadian province for the year 2009
2. The total number of foreign workers from Trinidad & Tobago to each Canadian province for the period 2003-2009
3. The total number of immigrants from Trinidad & Tobago to each Canadian province for the period 1991-2006

**Table 4.31: Trinidad & Tobago's Movement of Goods (Exports) and the Movement of Natural Persons to each Canadian Province**

	Imports from TT 2009	Total # Foreign Workers 2003 - 2009	Total Immigrant Status - Period 1991 - 2006	% Imports	% Foreign Workers	% Immigrants
Quebec	97,043,901	29	4520	35.19%	0.28%	6.74%
New Brunswick	75,117,271	--	105	27.24%	--	0.16%
Nova Scotia	55,252,666	--	240	20.03%	--	0.36%
British Columbia	38,077,986	42	2575	13.81%	0.40%	3.84%
Ontario	7,191,029	10046	54380	2.61%	95.60%	81.13%
Alberta	2,105,671	286	3315	0.76%	2.72%	4.95%
Prince Edward Island	468,324	0	10	0.17%	0.00%	0.01%
Manitoba	277,125	--	1620	0.10%	--	2.42%
Saskatchewan	272,226	--	210	0.10%	--	0.31%
Newfoundland and Labrador	--	--	20	--	--	0.03%
Northwest Territories	--	0	15	--	0.00%	0.02%
Yukon Territory	--	0	10	--	0.00%	0.01%
Nunavut	--	105	10	--	1.00%	0.01%
<b>TOTAL</b>	<b>275,806,199</b>	<b>10508</b>	<b>67030</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>

Sources: Statistics Canada; Citizenship & Immigration Canada

In examining the above variables, the following conclusions can be drawn:

- Based on 2009 Canadian import of goods figures and figures for the migration of workers and immigrants over the period, Trinidad & Tobago's main relationships in terms of the movement of goods and the movement of persons are with Ontario and Quebec
  - The data for 2009 shows that 35.19% of goods exports from Trinidad & Tobago went to Quebec, 0.28% of workers and 6.74% of immigrants also went there.
  - The data also reveal that 2.61% of its goods were exported to Ontario and 95.6% of workers and 81.13% of immigrants also went to Ontario between 2003 and 2009.

- British Columbia, New Brunswick and Nova Scotia also showed some connection with Trinidad & Tobago in terms of movement of goods and movement of persons.
- Export of goods or movement of persons recorded between Trinidad & Tobago and the other Provinces was minimal.

#### 4.17.2 Summary of “Connection” between Trinidad & Tobago and Canadian Provinces and the possibilities for Trade in Services

For the periods examined, the movement of goods from Trinidad & Tobago did not completely correspond with the movement of natural persons. The data also reveal that 2.61% of its goods were exported to Ontario and 95.6% of workers and 81.13% of immigrants also went to Ontario between 2003 and 2009. These percentages therefore indicate that the seemingly greatest potential for trade in services exist between Trinidad & Tobago and Ontario, as well as Trinidad & Tobago and New Brunswick, Nova Scotia, and B.C., because a very strong connection has already been established.

**Table 4.32: Summary of “Connection” between Trinidad & Tobago and Canadian Provinces and the possibilities for Trade in Services**

%	Movement of Goods					Movement of Workers					Movement of Immigrants				
	51-100	26-50	5-25	1-4	< 1	51-100	26-50	5-25	1-4	< 1	51-100	26-50	5-25	1-4	< 1
Quebec		*								*			*		
New Brunswick		*								*					*
Nova Scotia			*							*					*
British Columbia			*							*				*	
Ontario				*		*					*				
Alberta					*				*					*	
Prince Edward Island					*					*					*
Manitoba					*					*				*	
Saskatchewan					*					*					*
Newfoundland and Labrador					*					*					*
Northwest Territories					*					*					*
Yukon Territory					*					*					*
Nunavut					*					*					*

Very Strong 51-100%; Strong 26-50%; Moderate 5-25%; Weak 1-4%; None/Not Significant <1%

## 4.18 Main Findings

Based on the data analysed, the assumptions made and criteria used by the Consultant, the greatest potential for trade in services between CARICOM states and Canadian Provinces and Territories seems to be with Ontario, Quebec, Alberta and British Columbia (see table below).

**Table 4.33: Areas with the seemingly “greatest” potential for trade in services**

<b>CARICOM Country</b>	<b>Strongest Potential Trade in Services Partner(s)</b>
Antigua & Barbuda	Ontario, Alberta
The Bahamas	Ontario
Barbados	Ontario
Belize	Ontario, Alberta
Dominica	Ontario
Dominican Republic	Ontario, Quebec
Grenada	Ontario, Quebec
Guyana	Ontario
Haiti	Ontario, Quebec
Jamaica	Ontario, Quebec
Montserrat	Ontario
St. Kitts & Nevis	Ontario
St. Lucia	Ontario, British Columbia
St. Vincent & the Grenadines	Ontario
Suriname	Ontario, Quebec
Trinidad & Tobago	Ontario

## 5.0 Foreign Direct Investment

### 5.1 Chapter Overview

The following section of the study presents an analysis foreign direct investment (FDI) between CARICOM and Canada for the period 2000 and 2009. The data were retrieved from Statistics Canada and are the most current data available. Despite the pursuit of the Consultant to retrieve FDI data by Canadian Provinces and Territories and individual CARICOM Member States, it was found that data at this level is not collected by Canadian or CARICOM Authorities.

The chapter begins by presenting and analysis the investment data between Canada CARICOM between 2000 and 2009 and ends with a presentation of a list of Canadian companies operating within CARICOM as well as a detailed description of the special investment relationship between Canada and Barbados.

### 5.2 Canadian Direct Investment (Stocks) in CARICOM

1. Canada is a major source of Foreign Direct Investment (FDI) for CARICOM. The bulk of this FDI is in the financial services sector. Despite the popularity of Canadian investment in CARICOM's financial sector however, Canadian firms are also active in CARICOM's tourism industry, particularly hotels and also in mining.
2. Between 2000 and 2003 CARICOM received Can\$140,008 million or 8.7% of Canada's direct investment abroad (worldwide).
3. In 2007 CARICOM received a total of Can\$52,757 million of Canadian direct investment abroad.
4. Of the Can\$52,757 million, Barbados received the highest proportion – a total of Can\$32,521 or 61%; and Trinidad & Tobago received Can\$1,114 or 2%.<sup>9</sup>

**Table 5.1: Canadian Direct Investment Abroad (Stocks)**

Millions of Dollars	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
<b>ALL Countries</b>	<b>356,506</b>	<b>399,253</b>	<b>435,494</b>	<b>412,217</b>	<b>448,546</b>	<b>452,195</b>	<b>518,839</b>	<b>513,140</b>	<b>641,641</b>	<b>593,291</b>
<b>CARICOM</b>	27,984	34,751	37,872	39,401	x	x	x	52,757	x	x

<sup>9</sup> The Dominican Republic, which is not a CARICOM Member State, received Can\$305 million or 0.1%.

ANU	x	x	x	x	x	x	x	x	x	x
BAH	7,006	x	x	x	x	x	x	x	x	11,699
BAR	19,668	26,465	27,047	25,694	27,147	34,553	40,617	32,531	45,826	40,792
DOM	x	x	x	x	x	x	x	x	x	x
DR	x	x	134	80	x	1,331	1,373	305	304	113
GRE	x	x	x	x	x	x	x	x	x	x
HAITI	x	x	x	x	x	x	x	x	x	x
JAM	592	x	x	x	x	x	x	x	x	x
SLU	x	x	x	x	x	x	x	x	x	x
TT	96	115	133	125	147	146	1,120	1,114	2,192	2,323
BEL	x	x	x	x	x	x	x	x	x	x
GUY	145	93	97	66	39	31	26	25	x	x
SUR	x	23	x	x	x	x	x	x	x	x

Note: x indicates that confidential data is withheld

Source: Statistics Canada 2009

### 5.3 CARICOM Direct Investment (Stocks) in Canada

1. Canada is a major destination for Investment (FDI) from CARICOM.
2. Between 2003 and 2007 Canada received Can\$2,106 million worth of direct investment from CARICOM.
3. Of the Can\$2,106 million of direct investment from CARICOM, 28.91% was investment from The Bahamas and 54.03% from Barbados
4. In 2007, investments from CARICOM in Canada totalled \$1,228 million, 29.47% of which was from the Bahamas and 50.40% from Barbados.

**Table 5.2: CARICOM Direct Investment Abroad (Stocks)**

Millions of dollars	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
<b>All countries</b>	<b>319,116</b>	<b>340,429</b>	<b>356,819</b>	<b>373,685</b>	<b>379,450</b>	<b>397,828</b>	<b>437,171</b>	<b>510,139</b>	<b>540,830</b>	<b>549,400</b>
<b>CARICOM</b>	531	460	451	664	x	788	837	1,228	x	x
ANU	x	x	x	x	x	x	x	x	x	x
BAH	197	166	133	113	132	135	167	362	206	233
BAR	240	204	242	452	619	497	627	619	543	441
DOM	x	x	x	x	x	x	x	x	x	x
DR	x	x	x	x	x	x	x	x	x	x
GRE	x	x	x	x	x	x	x	x	x	x
HAITI	x	x	x	x	x	x	x	x	x	x
JAM	1	x	x	x	1	x	x	x	x	x
SLU	x	x	x	x	x	x	x	x	x	x
TT	x	x	x	x	x	x	x	x	x	x
BEL	x	x	x	x	x	x	x	x	x	x
GUY	x	x	x	x	x	x	x	x	x	x
SUR	x	x	x	x	x	x	x	x	x	x

Source: Statistics Canada 2009

Note: x indicates that confidential data is withheld



## **5.4 The Investment Relationship between Canada and Barbados**

Barbados is one of the foremost international business and financial centres in the Western Hemisphere. For decades, the island has been a jurisdiction of choice for Canadian investors. It is the third leading destination for Canadian direct investment abroad and the most popular international financial centre used by Canadian companies (Canadians make up about 70 per cent of Barbados' international financial community) to access the global economy.

In 2007 Canadians invested over \$36 billion in Barbados, more than double the amount destined to fifth-ranked Cayman Islands and over two-thirds what they invested in second-ranked Britain. Similarly, Canada is also a prime destination for Barbadian investment. In 2007, Barbados invested over Can\$600 million in Canada.

Canadian multinational companies can minimize their global tax burden by using a Barbadian International Business Company (IBC) or International Society with Restricted Liability (ISRL) to conduct business overseas. These entities can be used for diverse purposes, including acting as holding companies for investment abroad, trading in goods outside of Barbados and providing services to non-residents of Barbados.

In addition, Canadian companies looking to go global may benefit from the tax advantages offered by Barbados' network of double taxation agreements (DTAs) which includes treaties with emerging economies in Asia, Latin America and Africa. Barbados has entered into DTAs with Austria, Botswana, Canada, CARICOM, China, Cuba, Finland, Ghana, Malta, Mauritius, Mexico, the Netherlands, Norway, Sweden, Switzerland, the UK, the US and Venezuela. Under these agreements, Barbados' treaty partners may impose preferential withholding tax rates on income repatriated to Barbadian IBCs or ISRLs or preferential tax rates on capital gains realized by Barbadian companies.

Source: Canadian Industry Magazine, Special Edition, CME

### **5.4.1 The Barbados advantage for Canadian exporters**

The reason to use an International Business Company (an "IBC") in Barbados for international active business is simple: boost profits by lowering taxes; profits that can be returned through dividends to increase research and development and corporate reinvestment to enhance international competitiveness.

#### *How it works*

For example (fictitious), Canco, a Canadian manufacturer, sets up an IBC in Barbados for international sales of its products. The financial comparison between Canada and Barbados is illustrated in Table 1.

**Table 5.3: Canco Breakdown**

	Barbados	Canada
Pre-tax profit	\$250,000	\$250,000
IBC operating cost	\$35,000	nil
Taxable profit	\$215,000	\$350,000
Tax rate	2.5%	36%
Tax Payable	(\$5,375)	(\$90,000)
Net Income	\$209,625	\$160,000
Total Five Year additional profit:	\$248,125	
<i>Assumes \$25,000 of IBC operating costs plus audit costs of \$10,000.</i>		

In the first year, the IBC's pre-tax profits are \$250,000. Of course, Canco will have some Barbados-based costs associated with the IBC but these are typically \$15,000 to \$30,000 per year (we have assumed \$25,000 in the example shown) depending on the scale and complexity of the business. In addition, for those businesses with more than US\$500,000 of revenue an audit is required which may add approximately \$10,000 to \$15,000 of additional cost (we have assumed \$10,000 for a total operating cost of \$35,000). The net profits are taxed at 2.5 per cent for a tax bill of \$5,375. This compares to a typical 36 per cent tax rate, or \$90,000 in taxes payable had that income been earned by the Canadian company directly.

Over five years, assuming no growth in the business, the IBC will earn \$248,125 in additional profit relative to Canada.

Looked at another way, *the Barbados IBC earns an extra year's worth of pre-tax profit every five years*. Each year's net income of \$209,625 can be paid as exempt surplus back to Canco in Canada without any further tax cost. This treatment is possible because the Canadian Income Tax Act allows foreign affiliates active in jurisdictions that have entered into a double taxation treaty with Canada prior to 1995 to avoid double taxation on their profits. Barbados and Canada signed a tax treaty in 1980. If Canco is eligible for the Small Business Deduction, the company's Canadian tax rate would be approximately 18 per cent. At this tax rate the Barbados IBC remains more profitable (\$209,625 versus \$205,000 of net income) and the use of a Barbados IBC positions Canco for enhanced profits as the business grows into the future. Obviously, as Canco grows its income into a higher tax bracket the IBC allows for immediate tax savings that further enhance profits.

Importantly, the costs of an IBC do not vary considerably with increased business activity. Thus, in addition to the annual tax benefits described earlier, margin improvements will increase proportionally to increasing international business profits over time.

There are further benefits for an IBC operating in Barbados. IBC's are not subject to exchange control, withholding tax, stamp duty or property transfer tax. Additionally, should an investment or capital holding be sold for a profit there is no tax liability since Barbados does not tax capital gains. Thus an IBC is a simple business vehicle to run without excessive regulation or taxation

Source: The above example was extracted from the Canadian Industry Magazine 20/20, Special Edition, CME.

## 5.5 Canadian Companies in CARICOM

Calls to CARICOM states' Official Investment Authorities and Central Banks made by the consultant revealed the following Canadian companies which have invested in CARICOM:

**Table 5.4: Canadian companies in CARICOM**

<b>CARICOM Country</b>	<b>Canadian Firms operating</b>
ANU	<ol style="list-style-type: none"> <li>1. Bank of Nova Scotia (Finance)</li> <li>2. First Caribbean International Bank (Finance)</li> <li>3. Royal Bank of Canada (Finance)</li> </ol>
BAH	<ol style="list-style-type: none"> <li>1. Bank of Nova Scotia (Finance)</li> <li>2. First Caribbean International Bank (Finance)</li> <li>3. Royal Bank of Canada (Finance)</li> </ol>
BAR	<ol style="list-style-type: none"> <li>1. Barbados Packaging Industries Ltd. (Chemicals)</li> <li>2. Falconbridge International Ltd (Other Business Services)</li> <li>3. Mirage Trading Corporation (Trade)</li> <li>4. CIBC Trust And Merchant Bank (Finance)</li> <li>5. Bank of Nova Scotia (Finance)</li> <li>6. First Caribbean International Bank (Finance)</li> <li>7. Royal Bank of Canada (Finance)</li> <li>8. Stantec Consulting</li> <li>9. Bayshore Bank &amp; Trust</li> <li>10. Gildan</li> </ol>
BEL	<ol style="list-style-type: none"> <li>1. Belize Electric Company Ltd (Electricity, gas, water)</li> <li>2. Bank of Nova Scotia (Finance)</li> <li>3. First Caribbean International Bank (Finance)</li> <li>4. Royal Bank of Canada (Finance)</li> </ol>
DOM	<ol style="list-style-type: none"> <li>1. Bank of Nova Scotia</li> <li>2. First Caribbean International Bank (Finance)</li> </ol>
DR	<ol style="list-style-type: none"> <li>1. Falconbridge Dominicana C Por A</li> <li>2. Bank of Nova Scotia (Finance)</li> </ol>
GRE	<ol style="list-style-type: none"> <li>1. Bank of Nova Scotia (Finance)</li> <li>2. Omai Goldmines Ltd. (Mining and Quarrying)</li> </ol>
GUY	
HAITI	<ol style="list-style-type: none"> <li>1. Bank of Nova Scotia (Finance)</li> </ol>
JAM	<ol style="list-style-type: none"> <li>1. Bank of Nova Scotia (Finance)</li> <li>2. Jamaica Packaging Industries Ltd. (Paper)</li> <li>3. First Caribbean International Bank (Finance)</li> <li>4. Cari-Med (Medical Supplies)</li> </ol>
MON	<ol style="list-style-type: none"> <li>1. Royal Bank of Canada (Finance)</li> </ol>

CARICOM Country	Canadian Firms operating
SKN	<ol style="list-style-type: none"> <li>1. Bank of Nova Scotia (Finance)</li> <li>2. First Caribbean International Bank (Finance)</li> <li>3. Royal Bank of Canada (Finance)</li> </ol>
SLU	<ol style="list-style-type: none"> <li>1. Bank of Nova Scotia (Finance)</li> <li>2. First Caribbean International Bank (Finance)</li> <li>3. Royal Bank of Canada (Finance)</li> </ol>
SVG	<ol style="list-style-type: none"> <li>1. Bank of Nova Scotia (Finance)</li> <li>2. First Caribbean International Bank (Finance)</li> </ol>
SUR	
TT	<ol style="list-style-type: none"> <li>1. Bank of Nova Scotia (Finance)</li> <li>2. First Caribbean International Bank (Finance)</li> <li>3. PCS Nitrogen Trinidad Ltd. (Chemicals)</li> </ol>

## 5.6 Main Findings

- Canadian foreign direct investment in CARICOM is mainly concentrated in the financial services sector. Canadian investment in CARICOM's tourism and mining industry is also present but not to significant extent.
- The bulk of Canadian investment in CARICOM exists in Barbados, where Canadian companies account for over 70% of the financial services sector and 51% of the market for insurance {Exempt Insurance Companies (EICs) and Qualified Insurance Companies (QICs)}
- Barbados is the most attractive CARICOM destination for Canadian investment for a number of reasons, the chief of which are its double taxation treaty with Canada and a number of other areas and its Exempt Insurance Act of 1983

## 6.0 Movement of Natural Persons

### 6.1 Chapter Overview

This chapter presents an analysis (and data) of the movement of natural persons (Foreign Workers) from CARICOM to Canada for the period 2003- 2009. It details the movement of the following categories of persons from CARICOM to Canada: Family Class Residents, Economic Immigrants, Refugees and Foreign Workers (the occupational skill levels of these workers and the actual area in which they moved to work according to the National Occupational Classification (NOC 3)) from all CARICOM member states to each individual province in Canada.

#### 6.1.1 Definitions

**Economic immigrants:** Permanent residents selected for their skills and ability to contribute to Canada's economy. The *economic immigrant* category includes skilled workers, business immigrants, provincial or territorial nominees and live-in caregivers.

**Other immigrants:** Permanent residents in the *other immigrant* category include post-determination refugee claimants in Canada, deferred removal orders, retirees (no longer designated under the *Immigration and Refugee Protection Act*), temporary resident permit holders, humanitarian and compassionate cases, sponsored humanitarian and compassionate cases outside the family class, and people granted permanent resident status based on public policy considerations.

**Permanent residents:** People who have been granted permanent resident status in Canada. Permanent residents must live in Canada for at least 730 days (two years) within a five-year period or risk losing their status. Permanent residents have all the rights guaranteed under the Canadian Charter of Rights and Freedoms such as equality rights, legal rights, and mobility rights, freedom of religion, freedom of expression and freedom of association. They do not, however, have the right to vote in elections.

**Refugees:** Permanent residents in the *refugee* category include government-assisted refugees, privately sponsored refugees, refugees landed in Canada and refugee dependents (i.e., dependents of refugees landed in Canada, including spouses and partners living abroad or in Canada).

**Foreign workers:** Temporary residents who are in Canada principally to work in the observed calendar year. Foreign workers have been issued a document that allows them to work in Canada. *Foreign workers* exclude temporary residents who have been issued a work permit but who entered Canada mainly for reasons other than work.

## 6.2 Family Class Immigrants

- For the period 2003 – 2009 a total of **24,826** permanent residents were recorded as having moved from the CARICOM to Canada.
- For the first four years (2003 - 2006) there was a steady decline in the number of permanent residents starting with 4,129 in 2003 and falling to 3,201 in 2006. In 2007 the number of permanent residents increased to 3,454 and fell slightly in 2008 to 2,447 after which it rose in 2009 to 3,600.
- The highest number of permanent residents for any one year (4,129) was recorded in 2003.
- Of all the CARICOM countries, the highest number of permanent residents came from Jamaica, that is, a total of 8,571 followed by Guyana with 5,092 and Haiti with 4,729.
- Other CARICOM states recording over 1,000 permanent residents for the period included and Trinidad & Tobago with 2,196. <sup>10</sup>CARICOM member states recording the lowest totals for the period included Montserrat, St. Kitts, Suriname and Antigua all of which recorded totals of less than 100.

**Table 6.1: Total Family Class Immigrants from CARICOM to Canada for period 2003-2009<sup>11</sup>**

Country Of Residence	2003	2004	2005	2006	2007	2008	2009	TOTAL
ANT	8	--	--	14	12	11	17	<b>62</b>
BAH	14	12	12	15	14	17	17	<b>101</b>
BAR	41	44	66	67	68	69	61	<b>416</b>
BEL	7	14	26	12	24	23	14	<b>120</b>
DOM	25	--	19	31	32	23	26	<b>156</b>
DR	201	234	228	181	186	298	243	<b>1,571</b>
GRE	75	93	61	95	105	130	98	<b>657</b>
GUY	1,088	764	612	730	692	572	634	<b>5,092</b>
HAITI	859	690	690	673	552	631	634	<b>4,729</b>
JAM	1,303	1,317	1,230	937	1,220	1,200	1,368	<b>8,575</b>
MON	--	0	0	0	0	0	0	<b>0</b>
SKN	--	9	--	--	--	8	--	<b>17</b>
SLU	41	46	42	46	82	71	60	<b>388</b>
SVG	61	87	78	90	119	103	112	<b>650</b>
SUR	12	16	10	--	--	7	--	<b>45</b>
TT	385	305	273	306	336	284	307	<b>2,196</b>
<b>Family class Total</b>	<b>4,129</b>	<b>3,640</b>	<b>3,355</b>	<b>3,201</b>	<b>3,454</b>	<b>3,447</b>	<b>3,600</b>	<b>24,826</b>

Source: Citizenship & Immigration Canada

<sup>10</sup> Dominican Republic which is not a CARICOM Member had 1,571.

<sup>11</sup> Dominican Republic which is not a CARICOM Member State is included

### 6.3 Economic Immigrants

- Between 2003 and 2009, a total of **15,982** economic residents were recorded from CARICOM to Canada.
- Totals recorded fluctuated over the entire period with the highest number of immigrants 3,465 recorded in 2008 and the lowest 1,779 in 2003.
- Majority of the immigrants were recorded coming from Haiti (6,163), Jamaica (3,767), Trinidad & Tobago (2,823) and Guyana (1,952).
- CARICOM member states recording the lowest totals include Montserrat, St. Kitts & Nevis, Antigua & Barbuda and Suriname, all of which recorded less than 100 immigrants.

**Table 6.2: Economic Immigrants from CARICOM to Canada for period 2003-2009**

Country Of Residence	2003	2004	2005	2006	2007	2008	2009	TOTAL
ANT	12	6	15	8	0	19	11	71
BAH	--	9	22	23	11	48	22	135
BAR	6	17	26	8	27	37	31	152
BEL	5	5	7	11	5	14	21	68
DOM	--	12	6	11	12	--	13	54
DR	15	18	29	19	58	76	97	312
GRE	10	10	19	--	6	14	30	89
GUY	204	385	287	255	258	313	250	1,952
HAITI	910	773	685	604	621	1,554	1,016	6,163
JAM	431	530	367	454	564	754	667	3,767
MON	0	0	0	0	--	0	0	0
SKN	--	--	--	--	--	13	--	13
SLU	15	21	46	23	27	45	48	225
SVG	6	8	17	7	19	17	26	100
SUR	0	--	--	8	10	--	--	18
TT	156	298	441	284	440	553	651	2,823
<b>Economic immigrants Total</b>	<b>1,779</b>	<b>2,096</b>	<b>1,970</b>	<b>1,718</b>	<b>2,067</b>	<b>3,465</b>	<b>2,887</b>	<b>15,982</b>

Source: Citizenship & Immigration Canada

### 6.4 Refugees

- For the period 2003 – 2009, a total of 4,025 refugees were recorded from CARICOM to Canada.
- Annual total increased steadily for the first three years rising from 202 in 2003 to 832 in 2005. Following this steady increase however, totals fluctuated for the remainder of the years, declining to 753 in 2006 and rising by only 10 in 2007 to record 763 and then declining again in the 2009 to 587.

- The highest number of refugees was recorded from Haiti - a total of 1,433 followed by St. Vincent & Grenadines with 761 and then Guyana with 565. All other countries recorded less than 500 refugees with Suriname, St. Kitts & Nevis, Montserrat, Belize and Bahamas recording zero\* refugees.

**Table 6.3: Refugees from CARICOM to Canada for period 2003-2009**

Country Of Residence	2003	2004	2005	2006	2007	2008	2009	TOTAL
ANT	0	--	6	9	--	--	--	15
BAH	0	0	0	--	0	0	0	0
BAR	--	0	--	--	7	--	5	12
BEL	0	0	--	0	0	--	--	0
DOM	11	6	7	6	--	--	0	30
DR	8	6	20	25	19	17	10	105
GRE	7	28	70	77	41	17	27	267
GUY	16	88	187	110	99	36	29	565
HAITI	111	112	237	230	252	198	293	1,433
JAM	8	33	82	57	40	36	47	303
MON	0	0	--	0	0	0	0	0
SKN	0	0	0	0	0	--	0	0
SLU	5	21	68	57	59	60	35	305
SVG	25	85	127	124	191	108	101	761
SUR	--	0	0	0	0	0	--	0
TT	8	--	21	53	48	21	34	185
<b>Refugees Total</b>	<b>202</b>	<b>385</b>	<b>832</b>	<b>753</b>	<b>763</b>	<b>503</b>	<b>587</b>	<b>4,025</b>

Source: Citizenship & Immigration Canada

## 6.5 Other Immigrants

- Between 2003 and 2009 a total of **8,213** "other immigrants" were recorded from CARICOM to Canada.
- For the period annual totals fluctuated heavily recording its lowest total 888 in 2003 and its highest 1,533 in 2009.
- CARICOM countries recording zero immigrants under this category included Montserrat and St. Kitts & Nevis.
- Other countries recording less than 100 immigrants for the period included Suriname, Belize, Antigua & Barbuda and the Bahamas.

**Table 6.4: Other Immigrants from CARICOM to Canada for period 2003-2009**

Country Of Residence	2003	2004	2005	2006	2007	2008	2009	TOTAL
Antigua and Barbuda	7	--	--	6	6	11	14	<b>44</b>
Bahamas	--	--	0	--	6	5	6	<b>17</b>



<b>Country Of Residence</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>TOTAL</b>
Barbados	30	28	28	21	38	36	36	<b>217</b>
Belize	--	7	--	6	--	13	5	<b>31</b>
Dominica	19	22	17	25	25	23	15	<b>146</b>
Dominican Republic	21	14	11	20	25	23	30	<b>144</b>
Grenada	127	157	138	184	205	126	163	<b>1,100</b>
Guyana	86	84	90	168	199	168	239	<b>1,034</b>
Haiti	65	82	107	143	189	126	142	<b>854</b>
Jamaica	241	250	201	238	289	322	345	<b>1,886</b>
Montserrat	--	0	0	0	0	0	0	<b>0</b>
St. Kitts-Nevis	--	0	--	--	--	--	--	<b>0</b>
St. Lucia	33	25	32	63	101	113	117	<b>484</b>
St. Vincent and the Grenadines	101	111	118	153	237	200	258	<b>1,178</b>
Surinam	--	--	0	0	6	--	--	<b>6</b>
Trinidad and Tobago	144	117	109	161	166	161	155	<b>1,013</b>
<b>Other Immigrants Total</b>	<b>888</b>	<b>907</b>	<b>860</b>	<b>1,194</b>	<b>1,497</b>	<b>1,334</b>	<b>1,533</b>	<b>8,213</b>

Source: Citizenship & Immigration Canada

## 6.6 Total Entries of Foreign Workers by Province

- Overall, a total of 66,005 workers were recorded from CARICOM to Canada between 2003 and 2009. Annual totals fluctuated over the entire period with the highest number of workers (10,119) reported in 2008 and the lowest (8,965) in 2003.
- Of all provinces, Ontario received the highest number of workers, a total of 62,189 workers for the period. Ontario also consecutively received the highest number of workers of all the provinces for each year examined; increasing steadily between 2003 and 2006, after which figures fluctuated to end with 8,305 workers in 2009 coming from 9,123 in 2006.
- Overall, the Provinces and territories receiving the highest number of workers include (in order): Ontario, Alberta, Quebec, British Columbia and Manitoba. Prince Edward Island, Yukon, North West territories and Nunavut recorded a small number of workers (figure not stated due to privacy considerations)

**Table 6.5: Canada - Total Entries of Foreign Workers, by province (from CARICOM), 2003 – 2009\***

	2003	2004	2005	2006	2007	2008	2009	TOTAL
Newfoundland and Labrador Total	--	--	6	0	--	--	--	6
Prince Edward Island Total	8	0	0	0	0	--	--	8
Nova Scotia Total	7	9	16	16	41	33	33	155
New Brunswick Total	--	--	7	16	9	46	40	118
Quebec Total	111	135	160	125	105	102	102	840
Ontario Total	8,735	8,856	9,075	9,123	9,040	9,055	8,305	62,189
Manitoba Total	14	7	26	29	49	51	71	247
Saskatchewan Total	6	5	--	9	10	10	23	63
Alberta Total	31	49	65	94	236	415	322	1,212
British Columbia Total	53	21	29	32	59	236	119	549
Yukon Territory Total	0	0	--	0	--	--	--	0
Northwest Territories Total	0	0	--	--	0	--	0	0
Nunavut Total	0	0	0	0	0	0	--	0
Province not stated Total	0	0	14	--	68	171	365	618
<b>TOTAL</b>	<b>8,965</b>	<b>9,082</b>	<b>9,398</b>	<b>9,444</b>	<b>9,617</b>	<b>10,119</b>	<b>9,380</b>	<b>66,005</b>

\*Data provided includes totals 2003 – September 2009

\*Note: Due to privacy considerations, some cells in this table have been suppressed and replaced with the notations "--". As a result, components may not sum to the total indicated. In general we have suppressed cells containing less than five cases except in circumstances where, in our judgment, we are not releasing personal information on an identifiable individual – CIC

## **6.7 Movement of workers between CARICOM countries and Canadian provinces for period 2003\* – 2009**

- For the period 2003 – 2009, there was movement of workers from CARICOM to all Canadian provinces.
- Quebec and Ontario attracted workers from all member states
- Alberta and British Columbia attracted services workers from all member states except Montserrat
- Nova Scotia recorded workers from all CARICOM member states except Grenada, Guyana, Haiti and Montserrat
- Manitoba recorded workers from all CARICOM member states except Haiti, Montserrat, St. Kitts & Nevis and Suriname
- Newfoundland and Labrador attracted workers from 9 CARICOM member states including the Bahamas, Barbados, Dominica, Grenada, Guyana, Jamaica, St. Kitts & Nevis, St. Vincent & the Grenadine and Trinidad & Tobago
- Prince Edward Island recorded workers from the Bahamas, Barbados, Grenada and Jamaica only.

- New Brunswick recorded workers from Antigua & Barbuda, Dominican Republic, Guyana, Haiti, Jamaica, St. Vincent & the Grenadines and Trinidad & Tobago
- Saskatchewan recorded workers from Barbados Services workers from Barbados, Dominica, Dominican Republic, Guyana, Jamaica and Trinidad & Tobago
- The North West territories attracted workers from only four (4) member states including the Bahamas, Guyana, Haiti and Jamaica
- Nunavut recorded services workers from Guyana only.
- For provinces not stated, workers were reported from Antigua & Barbuda, Barbados, Dominican Republic, Guyana, Jamaica, St. Lucia, St. Vincent & the Grenadines and Trinidad & Tobago

**Table 6.6: Matrix showing movement of workers between CARICOM countries and Canadian provinces for period 2003\* – 2009.**

	ANU	BAH	BAR	BEL	DOM	DR**	GRE	GUY	HAI	JAM	MON	SKN	SLU	SVG	SUR	TT
Newfoundland and Labrador		*	*		*		*	*		*		*		*		*
Prince Edward Island		*	*				*			*						
Nova Scotia	*	*	*	*	*	*				*		*	*	*		*
New Brunswick	*					*		*	*	*				*		*
Quebec	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Ontario	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Manitoba	*	*	*	*		*	*	*		*			*	*		*
Saskatchewan			*		*	*		*		*						*
Alberta	*	*	*	*	*	*	*	*	*	*		*	*	*	*	*
British Columbia	*	*	*	*	*	*	*	*	*	*		*	*	*	*	*
Yukon Territory										*			*		*	
Northwest Territories		*						*	*	*						
Nunavut								*								
Province not stated	*		*			*		*		*			*	*		*

\* - Indicates movement of workers between CARICOM country and province.

\*\*DR is not a Member of CARICOM but a member of CARIFORUM

## 6.8 Newfoundland and Labrador (Atlantic Coast)

### 6.8.1 Entries of Foreign Workers to Newfoundland and Labrador from selected source countries (CARICOM), 2003–2009\*:

- Newfoundland and Labrador recorded a very small number of workers from CARICOM over the entire period. The highest number of workers, a total of four (6) was recorded from Jamaica in 2005.
- A small number of workers was recorded from The Bahamas in 2003 only. Zero workers were recorded for all other years.
- A small number of workers were recorded from Barbados in 2008 only. Zero workers were recorded for all other years.
- A small number of workers were recorded from Dominica in 2003 and 2004 only. Zero workers were recorded for all other years.
- A small number of workers were recorded from Grenada, Guyana and St. Vincent & the Grenadines in 2007 only. Zero workers were recorded from this Province for all other years
- A small number of workers were recorded from Jamaica in 2003, 2004 and 2009. Its highest total (6 workers) was recorded in 2005. All other years recorded zero workers.
- Workers were recorded from St. Kitts in 2004 only. Zero workers were recorded for all other years.
- A small number of workers were recorded from Trinidad & Tobago in 2008 only. Zero workers were recorded for all other years.
- No data was provided for Antigua & Barbuda, Belize, Dominican Republic, Haiti, Montserrat, St. Lucia and Suriname for the entire period

**Table 6.7: Total entries of foreign workers to Newfoundland and Labrador from selected source countries (CARICOM), 2003– 2009\***

	2003	2004	2005	2006	2007	2008	2009	TOTAL
Bahamas	--	0	0	0	0	0	0	0
Barbados	0	0	0	0	0	--	0	0
Dominica	--	--	0	0	0	0	0	0
Grenada	0	0	0	0	--	0	0	0
Guyana	0	0	0	0	--	0	0	0
Jamaica	--	--	6	0	0	0	--	6
St. Kitts & Nevis	0	--	0	0	0	0	0	0
St. Vincent & the Grenadines	0	0	0	0	--	0	0	0
Trinidad	0	0	0	0	0	0	--	0
<b>TOTAL</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>6</b>

\*Data provided includes totals 2003 – September 2009

\*Note: Due to privacy considerations, some cells in this table have been suppressed and replaced with the notations "--". As a result, components may not sum to the total indicated. In general we have suppressed cells containing less than five cases except in circumstances where, in our judgment, we are not releasing personal information on an identifiable individual - CIC

### 6.8.2 Occupational Skill level of workers to Newfoundland and Labrador from CARICOM for period 2003-2009\*

For the period 2003 – 2009, the movement of workers from CARICOM to Newfoundland and Labrador included a mixture of professional, skilled & technical, intermediate & clerical, and CIC Synthetic codes workers. Due to privacy/nondisclosure requirements, the skill level of some workers were not stated.

**Table 6.8: Summary of Occupational Skill level of workers to Newfoundland and Labrador from CARICOM for period 2003-2009\***

	A	B	C	D	NS	CIC S.C	0
Bahamas			*				
Barbados					*		
Dominica		*	*				
Grenada	*						
Guyana	*				*		
Jamaica		*	*		*		
St. Kitts & Nevis		*					
St. Vincent & the Grenadines						*	
Trinidad & Tobago	*						

A – Professionals; B - Skilled & Technical; C - Intermediate & Clerical; D - Elemental & Labourers; SN - Skill Level Not Stated; CIC S.C - CIC Synthetic Codes; 0 - Managerial

### 6.8.3 Entries of Foreign workers, by National Occupational Classification (NOC 3), to Newfoundland and Labrador from CARICOM, 2003 – 2009\*

For the period 2003 – 2007, a variety of workers from CARICOM to Newfoundland and Labrador were recorded in terms of occupational classification. Workers were recorded from professional occupations in natural and applied sciences, health, social sciences, education, government services and religion; technical occupations related to natural and applied sciences; intermediate occupations in sales and services occupations, transport, equipment operation, installation and maintenance; and skilled occupations in primary industries (mining, oil and gas).

**Table 6.9: Total Entries of Foreign workers, by National Occupational Classification (NOC 3), to Newfoundland and Labrador from CARICOM, 2003 – 2009\***

	BAH	BAR	DOM	GRE	GUY	JAM	SKN	SVG	TT
214 - Other Engineers									*
227 - Transportation Officers and Controllers		*	*				*		
311 - Physicians, Dentists and Veterinarians					*				
412 - University Professors and Assistants				*					
641 - Sales Representatives, Wholesale Trade						*			
743 - Other Transport Equipment Operators and Related Workers	*	*	*			*			
822 - Supervisors, Mining, Oil and Gas						*			
C14 - New worker (CIC)								*	
Occupation not stated	*								

## 6.9 Prince Edward Island (Atlantic Coast)

### 6.9.1 Entries of Foreign Workers to Prince Edward Island from CARICOM countries, 2003– 2009\*

- Overall, Prince Edward Island recorded a total of eight (8)\* workers for the period 2003-2009.
- Workers were recorded coming from only four (4) CARICOM countries, the Bahamas, Barbados, Grenada and Jamaica.
  - A small number of workers were recorded from the Bahamas in 2009 only. Zero workers were recorded for all other years.
  - A small number of workers were recorded from Barbados and Grenada in 2006 only. Zero workers were recorded coming from these territories for all other years.
  - Workers were recorded from Jamaica in 2003 and 2009 only. Zero workers were recorded for all other years.

No data were provided for Antigua & Barbuda, Belize, Dominica, Guyana, Haiti, Montserrat, St. Kitts & Nevis, St. Lucia, St. Vincent & The Grenadines, Suriname and Trinidad & Tobago.

**Table 6.10: Total entries of foreign workers to Prince Edward Island from selected source countries (CARICOM), 2003– 2009\***

	2003	2004	2005	2006	2007	2008	2009	TOTAL
Bahamas	0	0	0	0	0	0	--	0
Barbados	0	0	0	0	0	--	0	0
Grenada	0	0	0	0	0	--	0	0
Jamaica	8	0	0	0	0	0	--	8
TOTAL	8	0	0	0	0	0	0	8

\*Data provided includes totals 2003 – September 2009

\*Note: Due to privacy considerations, some cells in this table have been suppressed and replaced with the notations "--". As a result, components may not sum to the total indicated. In general we have suppressed cells containing less than five cases except in circumstances where, in our judgment, we are not releasing personal information on an identifiable individual - CIC

### 6.9.2 Occupational Skill level of workers to Prince Edward Island from CARICOM for period 2003-2009\*

For the period 2003 – 2009, the movement of workers from CARICOM to Prince Edward Island saw a mixture of mainly skilled and technical workers and intermediate & clerical workers. Due to privacy considerations the skill levels of some workers were not revealed.



**Table 6.11: Summary of Occupational Skill level of workers to Prince Edward Island from CARICOM for period 2003-2009\***

	A	B	C	D	NS	CIC S.C	0
Bahamas		*			*		
Barbados		*					
Grenada			*				
Jamaica		*			*		

A – Professionals; B - Skilled & Technical; C - Intermediate & Clerical; D - Elemental & Labourers; SN - Skill Level Not Stated; CIC S.C - CIC Synthetic Codes; 0 - Managerial

### **6.9.3 Entries of Foreign workers, by National Occupational Classification (NOC 3), to Prince Edward Island from CARICOM, 2003 – 2009\***

For the period 2003 – 2007, workers from CARICOM to Prince Edward Island fell into the following categories: technical and skilled occupations in arts and culture, skilled sales and service occupations, trades and skilled transport and equipment operators, and intermediate occupations in primary industries.

**Table 6.12: Total Entries of Foreign Workers, by National Occupational Classification (NOC 3), to Prince Edward Island from CARICOM, 2003 – 2009\***

	BAH	BAR	GRE	JAM
523 - Announcers and Other Performers				*
624 - Chefs and Cooks		*		
727 - Carpenters and Cabinetmakers	*			
843 - Agriculture and Horticulture Workers			*	
Occupation not stated	*			*

## 6.10 Nova Scotia (Atlantic Coast)

### 6.10.1 Entries of Foreign Workers to Nova Scotia from selected source countries (CARICOM), 2003– 2009\*

- Overall, a total of 155 workers were recorded from CARICOM territories to Nova Scotia between 2003 and 2009.
- A small number of workers were recorded from Antigua & Barbuda in 2009 only; zero workers were recorded for all other years.
- A small number of workers were recorded from The Bahamas in 2004, 2007, 2008 and 2009; all other years recorded zero workers.
- Barbados recorded a small number of workers in all years except 2004.
- Workers from Belize were recorded in 2005 and 2007 only; zero workers were recorded for all other years.
- A small number of workers were recorded for each year between 2003 and 2006 from Dominica. However between 2007 and 2009, zero workers were recorded.
- Overall, the highest number of workers was recorded from Jamaica with a total of 103. Jamaica recorded worker inflow for the entire period. The highest number of workers being recorded in 2008 and the lowest in 2003.

**Table 6.13: Total entries of Foreign Workers to Nova Scotia from selected source countries (CARICOM), 2003– 2009\***

	2003	2004	2005	2006	2007	2008	2009	TOTAL
Antigua	0	0	0	0	0	0	--	0
Bahamas	0	--	0	0	--	--	--	0
Barbados	--	0	--	--	--	--	--	0
Belize	0	0	--	0	0	--	0	0
Dominica	0	0	0	0	--	--	--	0
Dom Rep	0	0	0	--	--	0	0	0
Jamaica	--	5	11	12	31	24	20	103
St. Kitts	0	0	0	0	--	0	0	0
St. Lucia	0	--	0	0	--	0	0	0
St. Vincent	0	--	0	0	0	0	--	0
Trinidad	--	--	--	0	--	--	--	0
<b>TOTAL</b>	<b>7</b>	<b>9</b>	<b>16</b>	<b>16</b>	<b>41</b>	<b>33</b>	<b>33</b>	<b>155</b>

\*Data provided includes totals 2003 – September 2009

\*Note: Due to privacy considerations, some cells in this table have been suppressed and replaced with the notations "--". As a result, components may not sum to the total indicated. In general we have suppressed cells containing less than five cases except in circumstances where, in our judgment, we are not releasing personal information on an identifiable individual - CIC

- Workers were recorded coming from St. Kitts in 2007 only. Zero workers were recorded for all other years.

- A small number of workers were recorded in 2004 and 2007 from St. Lucia; zero workers were recorded for all other years.
- Workers were recorded from St. Vincent & Grenadines in 2004 and 2009 only; all other years recorded zero workers.
- Trinidad & Tobago recorded a small number of workers in all years except 2006.
- *Workers were recorded from the Dominican Republic<sup>12</sup> in 2006 and 2007 only. All other years recorded zero workers.*

### 6.10.2 Occupational Skill level of workers to Nova Scotia from CARICOM for period 2003-2009\*

For the period 2003-2009 workers from CARICOM to Nova Scotia were recorded from all skill levels. Most workers were recorded however from the professional level.

**Table 6.14: Summary of Occupational Skill level of workers to Nova Scotia from CARICOM for period 2003-2009\***

Country	A	B	C	D	NS	CIC S.C	0
Antigua & Barbuda	*						
Bahamas	*				*		
Barbados	*		*	*	*		*
Belize					*		
Dominica	*	*					
Dominican Republic	*						
Jamaica	*	*	*	*	*		
St. Kitts & Nevis		*					
St. Lucia	*				*		
St. Vincent & the Grenadines					*		
Trinidad & Tobago	*	*			*	*	

A – Professionals; B - Skilled & Technical; C - Intermediate & Clerical; D - Elemental & Labourers; SN - Skill Level Not Stated; CIC S.C - CIC Synthetic Codes; 0 - Managerial

### 6.10.3 Entries of Foreign Workers, by National Occupational Classification (NOC 3), to Nova Scotia from CARICOM, 2003 – 2009\*

For the period 2003 – 2007, workers from CARICOM to Nova Scotia fell into the following categories: sales, marketing and advertising managers; professional occupations in business and finance, natural and applied sciences, health, social sciences, education and religion, paraprofessional occupations in law, social services, education and religion; skilled administrative and business occupations; technical occupations relating to natural and applied sciences; technical and skilled occupations in art, culture, recreation and sport; skilled and elemental sales and service occupations; trades and skilled transport and equipment operators; intermediate

<sup>12</sup> DR is not a CARICOM Member State

occupations in primary industry; and labourers occupations in primary industry, processing, manufacturing and utilities.

**Table 6.15: Total Entries of Foreign Workers, by National Occupational Classification (NOC 3), to Nova Scotia from CARICOM, 2003 – 2009\***

	ANU	BAH	BAR	BEL	DOM	DR	JAM	SKN	SLU	SVG	TT
061 - Sales, Marketing and Advertising Managers			*								
111 - Auditors, Accountants and Investment Professionals		*	*						*		*
112 - Human Resources and Business Service Professionals											
122 - Administrative and Regulatory Occupations								*			
213 - Civil, Mechanical, Electrical and Chemical Engineers		*									
221 - Technical Occupations in Physical Sciences											*
214 - Other Engineers											*
311 - Physicians, Dentists and Veterinarians			*		*		*				
315 - Nurse Supervisors and Registered Nurses											*
412 - University Professors and Assistants			*			*	*				*
414 - Secondary and Elementary School Teachers and Educational Counsellors						*					
421 - Paralegals, Social Services Workers and Occupations in Education and Religion, n.c.a.							*				
525 - Athletes, Coaches, Referees and Related Occupations					*						
624 - Chefs and Cooks							*				
664 - Food Counter Attendants, Kitchen Helpers and Related			*								
666 - Cleaners							*				
724 - Electrical Trades and Telecommunication Occupations							*				
822 - Supervisors, Mining, Oil and Gas											*
843 - Agriculture & Horticulture workers			*				*				
861 - Primary Production Labourers							*				
961 - Labourers in Processing, Manufacturing and Utilities							*				
C14 - New worker (CIC)											*
C21 - Software pilot (CIC)	*										
Occupation not stated		*	*	*			*		*	*	*

## 6.11 New Brunswick (Atlantic Coast)

### 6.11.1 Entries of Foreign Workers to New Brunswick from selected source countries (CARICOM), 2003– 2009\*

- Overall, a total of 118 workers were recorded from CARICOM to Nunavut for the period 2003-2009.
  - Workers were recorded from Antigua & Barbuda and Guyana in 2006 and 2009 only. Zero workers were recorded from both countries for all other years.
  - A small number of workers were recorded from both the Dominican Republic and St. Vincent & the Grenadines for 2005, 2006 and 2009. Zero workers were recorded from both countries for all other years.
  - Zero workers were recorded from Haiti for all years except 2007, where a small number of workers were noted.
  - A total of 34 workers were recorded for Jamaica in 2009. All other years recorded a small number of works from Jamaica except for 2004 where no workers were recorded.
  - Few workers were recorded from Trinidad & Tobago in 2004, 2008 and 2009 versus zero for all other years.
- No data was provided for CARICOM member states The Bahamas, Barbados, Belize, Dominica, Grenada, Montserrat, St. Kitts & Nevis, St. Lucia and Suriname.

**Table 6.16: Total entries of Foreign Workers to New Brunswick from selected source countries (CARICOM), 2003– 2009\***

	2003	2004	2005	2006	2007	2008	2009	TOTAL
Antigua & Barbuda	0	0	0	--	0	0	--	<b>0</b>
Dominican Republic	0	0	--	--	0	0	--	<b>0</b>
Guyana	0	0	0	--	0	0	--	<b>0</b>
Haiti	0	0	0	0	--	0	0	<b>0</b>
Jamaica	--	0	--	--	--	--	34	<b>34</b>
St. Vincent & the Grenadines	0	0	--	--	0	0	--	<b>0</b>
Trinidad & Tobago	0	--	0	0	0	--	--	<b>0</b>
<b>TOTAL</b>	<b>--</b>	<b>--</b>	<b>7</b>	<b>16</b>	<b>9</b>	<b>46</b>	<b>40</b>	<b>118</b>

\*Data provided includes totals 2003 – September 2009

\*Note: Due to privacy considerations, some cells in this table have been suppressed and replaced with the notations "--". As a result, components may not sum to the total indicated. In general we have suppressed cells containing less than five cases except in circumstances where, in our judgment, we are not releasing personal information on an identifiable individual - CIC

### 6.11.2 Occupational Skill level of workers to New Brunswick from CARICOM for period 2003-2009\*

For the period 2003-2009 workers from CARICOM to New Brunswick were recorded from all skill levels. Most workers were recorded however from the professional level.

**Table 6.17: Summary of Occupational Skill level of workers to New Brunswick from CARICOM for period 2003-2009\***

Country	A	B	C	D	NS	CIC S.C	0
Antigua & Barbuda					*	*	
Dominican Republic	*			*	*		
Guyana	*						*
Haiti				*			
Jamaica	*	*	*	*	*		
St. Vincent & the Grenadines			*	*			*
Trinidad & Tobago	*				*	*	*

A – Professionals; B - Skilled & Technical; C - Intermediate & Clerical; D - Elemental & Labourers; SN - Skill Level Not Stated; CIC S.C - CIC Synthetic Codes; 0 – Managerial

### 6.11.3 Foreign Workers by National Occupational Classification (NOC 3), to New Brunswick from CARICOM, 2003 – 2009\*

For the period 2003-2009\*, workers from CARICOM to New Brunswick were recorded from the following occupational categories: managers in engineering, architecture, science and information systems, food and accommodation; professional occupations in natural and applied sciences, health, social sciences, education, government services and religion, art, culture; technical and skilled occupations in art, culture, recreation and sport, elemental sales and service occupations; labourers in primary industry, processing, manufacturing and utilities; and processing and manufacturing machine operators and assemblers.

**Table 6.18: Total Entries of Foreign Workers, by National Occupational Classification (NOC 3), to New Brunswick from CARICOM, 2003 – 2009\***

	ANU	DR	GUY	HAI	JAM	SVG	TT
021 - Managers in Engineering, Architecture, Science and Information Systems							*
063 - Managers in Food Service and Accommodation			*				
214 - Other Engineers		*					
311 - Physicians, Dentists and Veterinarians							*

	ANU	DR	GUY	HAI	JAM	SVG	TT
315 - Nurse Supervisors and Registered Nurses			*		*		
415 - Psychologists, Social Workers, Counsellors, Clergy and Probation Officers					*		
512 - Writing, Translating and Public Relations Professionals		*					
524 - Creative Designers and Craft persons					*		
664 - Food Counter Attendants, Kitchen Helpers and Related Occupations		*					
741 - Motor Vehicle and Transit Drivers					*		
761 - Trades Helpers and Labourers				*	*	*	
842 - Logging and Forestry Workers						*	
843 - Agriculture and Horticulture Workers					*	*	
861 - Primary Production Labourers					*	*	
946 - Machine Operators and Related Workers in Food, Beverage and Tobacco Processing					*		
961 - Labourers in Processing, Manufacturing and Utilities					*		
C14 - New worker (CIC)	*						*
Occupation not stated	*	*			*		*

## 6.12 Quebec

### 6.12.1 Entries of Foreign Workers to Quebec from selected source countries (CARICOM), 2003– 2009\*

- Overall, a total of 840 CARICOM workers were recorded for Quebec between 2003 and 2009.
- Majority of these workers were recorded from the Haiti (391) and Jamaica (188) - (the Dominican Republic recorded 119).
  - A small number of workers were recorded from Antigua & Barbuda in 2004, 2006 and 2007, while zero workers were recorded for all other years.
  - Zero workers were recorded for The Bahamas for 2005-2006 and a small number of workers for all other years examined.
  - A small number of workers were recorded from Barbados for all years except 2006 and 2008 where zero workers were recorded.
  - A relatively small number of workers were recorded from Dominica between 2004 and 2009. Zero workers were recorded in 2003.
  - Zero workers recorded from Guyana for 2003, 2004, 2007 and 2009 and a small number of workers were recorded for all other years
  - Workers were recorded from Grenada and St. Vincent & Grenadines for all seven (7) years examined.
  - Zero workers were recorded from St. Lucia in 2005 and 2009 and a small number of workers for all other years examined.
- No data was provided for CARICOM member states Belize, Montserrat, St. Kitts & Nevis and Suriname for the entire period.

**Table 6.19: Total entries of Foreign Workers to Quebec from selected source countries (CARICOM), 2003– 2009\***

	2003	2004	2005	2006	2007	2008	2009	TOTAL
Antigua & Barbuda	--	0	--	0	0	--	--	<b>0</b>
Bahamas	--	--	0	0	--	--	--	<b>0</b>
Barbados	--	--	--	0	--	0	6	<b>6</b>
Belize								
Dominica	0	--	--	--	--	--	--	<b>0</b>
Dominican Republic	9	7	29	15	14	28	17	<b>119</b>
Grenada	5	--	--	--	--	--	--	<b>5</b>
Guyana	0	0	--	--	0	--	0	<b>0</b>
Haiti	53	88	89	62	53	25	21	<b>391</b>
Jamaica	21	16	26	36	22	28	39	<b>188</b>
Montserrat								
St. Kitts & Nevis								



St. Lucia	--	--	0	--	--	--	0	0
St. Vincent & the Grenadines	6	--	--	--	--	6	8	20
Suriname								
Trinidad & Tobago	11	8	--	--	--	5	5	29
<b>TOTAL</b>	<b>111</b>	<b>135</b>	<b>160</b>	<b>125</b>	<b>105</b>	<b>102</b>	<b>102</b>	<b>840</b>

\*Data provided includes totals 2003 – September 2009

\*Note: Due to privacy considerations, some cells in this table have been suppressed and replaced with the notations "--". As a result, components may not sum to the total indicated. In general we have suppressed cells containing less than five cases except in circumstances where, in our judgment, we are not releasing personal information on an identifiable individual - CIC

### 6.12.2 Occupational Skill level of workers to Quebec from CARICOM, period 2003-2009\*

For the period 2003-2009, workers from all skill levels were recorded going to Quebec from CARICOM. The majority of workers fell into the professional, skilled and technical and intermediate level.

**Table 6.20: Summary of Occupational Skill level of workers to Quebec from CARICOM, period 2003-2009\***

Country	A	B	C	D	NS	CIC S.C	0
Antigua & Barbuda	*	*			*		
Bahamas	*		*		*		*
Barbados	*	*			*		*
Dominica			*		*		
Dominican Republic	*	*	*	*	*	*	*
Grenada	*	*	*		*		
Guyana	*		*	*	*		
Haiti	*	*	*		*	*	*
Jamaica	*	*	*	*	*	*	*
St. Lucia	*	*	*		*		
St. Vincent & the Grenadines	*	*	*		*	*	
Trinidad & Tobago	*	*	*		*	*	

A – Professionals; B - Skilled & Technical; C - Intermediate & Clerical; D - Elemental & Labourers; SN - Skill Level Not Stated; CIC S.C - CIC Synthetic Codes; 0 - Managerial

### 6.12.3 Foreign Workers, by National Occupational Classification (NOC 3), to Quebec from CARICOM, 2003 – 2009\*

For the period 2003-2009\*, workers from CARICOM to Quebec were recorded from the following occupational categories: senior management occupations, management occupations in business, finance and administration, sales and service; professional occupations in business and finance, natural and applied sciences, health, social science, education, government services and religion; skilled administrative and business occupations; technical occupations related to natural and applied sciences; paraprofessional occupations in law, social services, education and religion; skilled and technical occupations in art,

culture, recreation and sport; skilled sales and service occupations; intermediate sales and service occupations; elemental sales and service occupations; trades and skilled transport and equipment operators; skilled occupations and labourers in primary industry; and processing and manufacturing machine operators and assemblers.

**Table 21: Total Entries of Foreign Workers, by National Occupational Classification (NOC 3), to Quebec from CARICOM, 2003 – 2009\***

	ANU	BAH	BAR	DOM	DR	GRE	GUY	HAI	JAM	SLU	SVG	TT
001 - Legislators and Senior Management		*	*		*							
011 - Administrative Services Managers		*						*				
012 - Managers in Financial and Business Services								*				
061 - Sales, Marketing and Advertising Managers					*				*			
111 - Auditors, Accountants and Investment Professionals											*	
112 - Human Resources and Business Service Professionals								*				
122 - Administrative and Regulatory Occupations								*				*
145 - Library, Correspondence and Related Information Clerks					*							
211 - Physical Science Professionals					*							
216 - Mathematicians, Statisticians and Actuaries	*				*							*
223 - Technical Occupations in Civil, Mechanical and Industrial Engineering					*							
224 - Technical Occupations in Electronics and Electrical Engineering										*		
311 - Physicians, Dentists and Veterinarians							*	*				
411 - Judges, Lawyers and Quebec Notaries												*
412 - University Professors and Assistants		*			*			*	*			
413 - College and Other Vocational Instructors					*							
415 - Psychologists, Social Workers, Counsellors, Clergy and Probation Officers			*		*			*				
416 - Policy and Program Officers, Researchers and Consultants								*		*		
421 - Paralegals, Social Services Workers and Occupations in Education and Religion, n.c.a.			*		*							*
512 - Writing, Translating and Public Relations Professionals									*			
513 - Creative and Performing Artists			*		*	*		*	*		*	*

	ANU	BAH	BAR	DOM	DR	GRE	GUY	HAI	JAM	SLU	SVG	TT
522 - Photographers, Graphic Arts Technicians and Technical and Co-ordinating Occupation					*			*	*			
523 - Announcers and Other Performers			*		*	*		*	*		*	*
525 - Athletes, Coaches, Referees and Related Occupations	*		*		*			*	*		*	*
622 - Technical Sales Specialists, Wholesale Trade								*				
624 - Chefs and Cooks			*		*			*	*			*
625 - Butchers and Bakers												*
642 - Retail Salespersons and Sales Clerks								*				
647 - Childcare and Home Support Workers		*			*		*	*	*		*	*
664 - Food Counter Attendants, Kitchen Helpers and Related Occupations					*		*					
721 - Contractors and Supervisors, Trades and Related Workers								*				
728 - Masonry and Plastering Trades					*							
732 - Automotive Service Technicians			*									
825 - Contractors, Operators and Supervisors in Agriculture, Horticulture and Aquaculture					*			*				
843 - Agriculture and Horticulture Workers				*		*			*			*
861 - Primary Production Labourers									*			
921 - Supervisors, Processing Occupations												*
946 - Machine Operators and Related Workers in Food, Beverage and Tobacco Processing												*
949 - Other Assembly and Related Occupations						*			*			
951 - Machining, Metalworking, Woodworking and Related Machine Operators										*		
C14 - New worker (CIC)					*			*			*	*
C21 - Software pilot (CIC)					*							
Occupation not stated	*	*	*	*	*	*	*	*	*	*	*	*

## 6.13 Ontario

### 6.13.1 Entries of Foreign Workers to Ontario from selected source countries (CARICOM), 2003– 2009\*

- Overall, Ontario received the highest number of workers from CARICOM between 2003 and 2009, that is, a total of 62,143, of which Jamaica accounted for 70% with a total of 43,855 workers, followed by Trinidad and Tobago with 10,046 and then Barbados with a total of 3,117.
- Other member states recording over 1,000 workers for the period included Barbados, St. Lucia, St. Vincent & The Grenadines and Trinidad & Tobago.
- The least number of workers were recorded from Suriname, Montserrat, Belize, the Bahamas and Antigua & Barbuda.
- Of all years examined, the highest number of workers from CARICOM was recorded in 2006, a total of 9,120, 69% of which were from Jamaica.

**Table 6.22: Total entries of Foreign Workers to Ontario from selected source countries (CARICOM), 2003– 2009\***

Country	2003	2004	2005	2006	2007	2008	2009	TOTAL
Antigua & Barbuda	13	--	6	5	13	10	--	42
Bahamas	5	--	--	7	--	15	9	41
Barbados	524	571	511	480	440	338	253	3,117
Belize	--	0	--	0	--	9	0	0
Dominica	109	126	174	101	98	102	91	801
Dominican Republic	15	13	36	35	38	44	28	209
Grenada	65	75	84	75	89	76	85	549
Guyana	44	64	46	24	52	58	30	318
Haiti	11	9	12	12	22	21	14	101
Jamaica	5,924	5,963	6,130	6,364	6,513	6,656	6,305	43,855
Montserrat	--	--	5	--	--	--	--	5
St. Kitts & Nevis	20	18	33	27	24	25	24	171
St. Lucia	131	128	170	188	167	248	202	1,234
St. Vincent & the Grenadine	201	201	237	271	257	260	218	1,645
Suriname	--	0	0	0	--	0	--	0
Trinidad & Tobago	1,666	1,678	1,626	1,531	1,316	1,190	1,039	10,046
<b>TOTAL</b>	<b>8,735</b>	<b>8,856</b>	<b>9,075</b>	<b>9,123</b>	<b>9,040</b>	<b>9,055</b>	<b>8,305</b>	<b>62,143</b>

\*Data provided includes totals 2003 – September 2009

\*Note: Due to privacy considerations, some cells in this table have been suppressed and replaced with the notations "--". As a result, components may not sum to the total indicated. In general we have suppressed cells containing less than five cases except in circumstances where, in our judgment, we are not releasing personal information on an identifiable individual - CIC

### 6.13.2 Occupational Skill level of workers to Ontario from CARICOM for period, 2003-2009

A mixture of workers from all skill levels were recorded from CARICOM to Ontario between 2003 and 2009\*.

**Table 6.23: Summary of Occupational Skill level of workers to Ontario from CARICOM for period, 2003-2009**

Country	A	B	C	D	NS	CIC S.C	0
Antigua & Barbuda	*	*	*	*	*	*	*
Bahamas	*	*	*		*		*
Barbados	*	*	*	*	*	*	*
Belize	*			*	*		
Dominica	*	*	*		*	*	
Dominican Republic	*	*	*	*	*		*
Grenada	*	*	*	*	*	*	*
Guyana	*	*	*	*	*	*	*
Haiti	*	*	*		*		*
Jamaica	*	*	*	*	*	*	*
Montserrat			*		*		
St. Kitts & Nevis		*	*		*	*	*
St. Lucia	*	*	*	*	*	*	*
St. Vincent & Grenadines	*	*	*	*	*	*	*
Suriname		*	*		*		
Trinidad & Tobago	*	*	*	*	*	*	*

A – Professionals; B - Skilled & Technical; C - Intermediate & Clerical; D - Elemental & Labourers; SN - Skill Level Not Stated; CIC S.C - CIC Synthetic Codes; 0 - Managerial

### 6.13.3 Foreign Workers by National Occupational Classification (NOC 3), to Ontario from CARICOM, 2003 – 2009\*

Among the types of workers that were reported from CARICOM to Ontario for the period 2003 – 2009 were: senior management occupations; management occupations in business, finance, natural and applied sciences, health, social science, education, government services and religion, art, recreation and sports, sales and service occupations; paraprofessional occupations in law, social services, education and religion; skilled and technical occupations in business administration and finance, natural and applied sciences and related professions, sales and service, and primary industry; processing, manufacturing and utilities supervisors and skilled operators; assisting occupations in support of health services; clerical occupations in business and finance; elemental sales and service occupations; intermediate occupations in transport, equipment operation, installation and maintenance; trades helpers, construction labourers and related occupations; labourers in processing manufacturing and utilities.

**Table 6.24: Total Entries of Foreign Workers, by National Occupational Classification (NOC 3), to Ontario from CARICOM, 2003 – 2009\***

Occupational Classification	ANU	BAH	BAR	BEL	DOM	DR	GRE	GUY	HAI	JAM	MON	SKN	SLU	SVG	SUR	TT
001 - Legislators and Senior Management	*									*						*
011 - Administrative Services Managers		*	*	*		*		*		*		*	*			*
012 - Managers in Financial and Business Services		*	*	*		*		*		*		*	*			*
013 - Managers in Communication (Except Broadcasting)																*
021 - Managers in Engineering, Architecture, Science and Information Systems			*						*	*						*
031 - Managers in Health, Education, Social and Community Services								*								
041 - Managers in Public Administration						*				*				*		
051 - Managers in Art, Culture, Recreation and Sport										*						
061 - Sales, Marketing and Advertising Managers				*		*		*		*						*
062 - Managers in Retail Trade		*				*		*								*
063 - Managers in Food Service and Accommodation		*	*							*		*				*
064 - Managers in Protective Services		*														
065 - Managers in Other Services						*										
071 - Managers in Construction and Transportation		*					*									
081 - Managers in Primary Production(Except Agriculture)						*										
091 - Managers in Manufacturing and Utilities			*					*								*
111 - Auditors, Accountants and Investment Professionals		*	*			*	*	*		*			*	*		*
112 - Human Resources and Business Service Professionals	*				*	*		*		*			*			*
121 - Clerical Supervisors					*			*		*						
122 - Administrative and Regulatory Occupations			*			*				*		*				*
124 - Secretaries, Records and Transcriptionists			*					*		*						
141 - Clerical Occupations, General Office Skills		*	*					*		*						*
142 - Office Equipment Operators										*						
143 - Finance and Insurance Clerks										*						
144 - Administrative Support Clerks								*								
145 - Library, Correspondence and Related Information Clerks		*								*						
212 - Life Science Professionals			*					*		*						*
213 - Civil, Mechanical, Electrical and Chemical Engineers						*				*						*
214 - Other Engineers		*	*				*			*						*
215 - Architects, Urban Planners and Land Surveyors								*								*
216 - Mathematicians, Statisticians and Actuaries	*		*			*		*		*						*

Occupational Classification	ANU	BAH	BAR	BEL	DOM	DR	GRE	GUY	HAI	JAM	MON	SKN	SLU	SVG	SUR	TT
221 - Technical Occupations in Physical Sciences						*										*
223 - Technical Occupations in Civil, Mechanical and Industrial Engineering																*
224 - Technical Occupations in Electronics and Electrical Engineering	*		*										*			
225 - Technical Occupations in Architecture, Drafting, Surveying and Mapping			*													
227 - Transportation Officers and Controllers			*													
311 - Physicians, Dentists and Veterinarians	*	*	*	*			*	*	*	*				*		*
314 - Therapy and Assessment Professionals			*													
315 - Nurse Supervisors and Registered Nurses		*		*			*			*						
321 - Medical Technologists and Technicians (Except Dental Health)			*							*						
323 - Other Technical Occupations in Health Care (Except Dentals)							*			*				*		*
341 - Assisting Occupations in Support of Health Services			*							*						
412 - University Professors and Assistants		*	*			*		*		*						*
413 - College and Other Vocational Instructors										*						
414 - Secondary and Elementary School Teachers and Educational Counsellors			*				*			*						
415 - Psychologists, Social Workers, Counsellors, Clergy and Probation Officers		*	*					*	*	*						*
416 - Policy and Program Officers, Researchers and Consultants			*					*	*	*			*	*		*
421 - Paralegals, Social Services Workers and Occupations in Education and Religion, n.c.a.		*	*		*			*	*	*			*			*
512 - Writing, Translating and Public Relations Professionals						*				*						
513 - Creative and Performing Artists	*		*		*	*	*	*	*	*			*	*		*
522 - Photographers, Graphic Arts Technicians and Technical and Co-ordinating Occupation						*				*						*
523 - Announcers and Other Performers			*				*			*			*	*		*
524 - Creative Designers and Craft persons			*				*	*		*						*
525 - Athletes, Coaches, Referees and Related Occupations	*	*	*			*		*		*						*
621 - Sales and Service Supervisors			*					*		*				*		*
622 - Technical Sales Specialists, Wholesale Trade										*						*
623 - Insurance and Real Estate Sales Occupations and Buyers																*
624 - Chefs and Cooks			*			*		*		*		*	*	*		*
625 - Butchers and Bakers										*			*			
626 - Police Officers and Firefighters										*						
627 - Technical Occupations in Personal Service										*			*			*
641 - Sales Representatives, Wholesale Trade								*	*							

Occupational Classification	ANU	BAH	BAR	BEL	DOM	DR	GRE	GUY	HAI	JAM	MON	SKN	SLU	SVG	SUR	TT
642 - Retail Salespersons and Sales Clerks								*								
643 - Occupations in Travel and Accommodation			*							*				*		
645 - Occupations in Food and Beverage Service			*			*				*				*		
646 - Other Occupations in Protective Service								*		*						
647 - Childcare and Home Support Workers	*	*	*		*	*	*	*	*	*			*	*	*	*
648 - Other Occupations in Personal Service										*						
661 - Cashiers			*					*								
662 - Other Sales and Related Occupations						*										
664 - Food Counter Attendants, Kitchen Helpers and Related Occupations			*							*				*		*
666 - Cleaners			*							*				*		*
667 - Other Occupations in Travel, Accommodation, Amusement and Recreation						*	*			*				*		
668 - Other Elemental Service Occupations			*							*				*		*
721 - Contractors and Supervisors, Trades and Related Workers			*												*	*
724 - Electrical Trades and Telecommunication Occupations										*			*			
725 - Plumbers, Pipefitters and Gas Fitters	*									*						
726 - Metal Forming, Shaping and Erecting Trades										*						*
727 - Carpenters and Cabinetmakers			*							*			*	*		
728 - Masonry and Plastering Trades	*					*				*			*	*		
729 - Other Construction Trades																*
731 - Machinery and Transportation Equipment Mechanics (Except Motor Vehicles)								*		*				*		*
732 - Automotive Service Technicians								*		*						*
733 - Other Mechanics									*	*						*
734 - Upholsterers, Tailors, Shoe Repairers, Jewellers and Related Occupations			*					*								*
737 - Crane Operators, Drillers and Blasters																*
738 - Printing Press Operators, Commercial Divers and Other Trades and Related Occupations								*								
741 - Motor Vehicle and Transit Drivers										*						*
742 - Heavy Equipment Operators														*		
743 - Other Transport Equipment Operators and Related Workers										*			*			
744 - Other Installers, Repairers and Servicers										*						
745 - Longshore Workers and Material Handlers													*			
761 - Trades Helpers and Labourers						*	*			*						*
825 - Contractors, Operators and Supervisors in Agriculture, Horticulture and Aquaculture		*	*		*		*	*		*						
842 - Logging and Forestry Workers														*		
843 - Agriculture and Horticulture Workers	*		*		*	*	*			*	*	*	*	*		*
861 - Primary Production Labourers										*				*		
943 - Machine Operators and Related Workers in Pulp and Paper Production and Wood Processing																*



Occupational Classification	ANU	BAH	BAR	BEL	DOM	DR	GRE	GUY	HAI	JAM	MON	SKN	SLU	SVG	SUR	TT
946 - Machine Operators and Related Workers in Food, Beverage and Tobacco Processing	*									*						
949 - Other Assembly and Related Occupations			*							*						
951 - Machining, Metalworking, Woodworking and Related Machine Operators								*					*			
961 - Labourers in Processing, Manufacturing and Utilities	*			*		*		*		*			*			*
C21 - Software pilot (CIC)	*		*							*						*
C14 - New worker (CIC)			*		*		*	*	*	*		*	*	*		*
C15 - Unconventional worker (inland only) (CIC)								*					*			
C08 - Entrepreneur - early admission on mp/ea (CIC)																*
Occupation not stated	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*

## 6.14 Manitoba (Canadian Prairies)

### 6.14.1 Foreign Workers to Manitoba from selected source countries (CARICOM), 2003– 2009\*

- Manitoba received a total of 198 workers from CARICOM between 2003 and 2009.
  - The highest number of workers was recorded from Jamaica which accounted for 54% of the total number of workers, followed by Barbados with 21%. All other member states recorded a small number of workers throughout the entire period.
- No data were provided for CARICOM member states Dominica, Haiti, Montserrat, St. Kitts & Nevis and Suriname in which there was little or no movement.

**Table 6.25: Total entries of Foreign Workers to Manitoba from selected source countries (CARICOM), 2003– 2009\***

Country	2003	2004	2005	2006	2007	2008	2009	TOTAL
Antigua & Barbuda	0	0	0	0	0	--	0	0
Bahamas	0	0	0	0	--	--	--	0
Barbados	10	--	9	7	17	11	9	54
Belize	0	--	0	--	--	0	0	0
Dominican Republic	0	0	--	0	--	0	--	0
Grenada	0	0	0	0	0	--	--	0
Guyana	--	0	0	--	0	0	0	0
Jamaica	--	--	10	8	19	31	58	126
St. Lucia	0	--	--	--	0	0	0	0
St. Vincent & the Grenadines	0	0	0	9	--	--	--	9
Trinidad & Tobago	--	--	--	--	--	--	0	0
<b>TOTAL</b>	<b>14</b>	<b>7</b>	<b>26</b>	<b>29</b>	<b>49</b>	<b>51</b>	<b>71</b>	<b>247</b>

\*Data provided includes totals 2003 – September 2009

\*Note: Due to privacy considerations, some cells in this table have been suppressed and replaced with the notations "--". As a result, components may not sum to the total indicated. In general we have suppressed cells containing less than five cases except in circumstances where, in our judgment, we are not releasing personal information on an identifiable individual - CIC

### 6.14.2 Occupational Skill level of workers to Manitoba from CARICOM for period, 2003-2009\*

For the period 2003-2009, a mixture of workers from all occupational skill levels were recorded from CARICOM to Manitoba.

**Table 6.26: Summary of Occupational Skill level of workers to Manitoba from CARICOM for period, 2003-2009\***

Country	A	B	C	D	NS	CIC S.C	0
Antigua & Barbuda					*		
Bahamas		*			*		
Barbados	*	*	*				
Belize		*		*	*	*	
Dominican Republic		*			*		*
Grenada		*					
Guyana			*		*		
Jamaica	*	*	*	*	*		
St. Lucia	*	*			*		
St. Vincent & the Grenadines			*				
Trinidad & Tobago	*	*	*	*	*		

A – Professionals; B - Skilled & Technical; C - Intermediate & Clerical; D - Elemental & Labourers; SN - Skill Level Not Stated; CIC S.C - CIC Synthetic Codes; 0 - Managerial

#### **6.14.3 Entries of Foreign Workers, by National Occupational Classification (NOC 3), to Manitoba from CARICOM, 2003 – 2009\***

Between 2003 and 2009, mixtures of workers from the following categories were reported from CARICOM to Manitoba:

- Management occupations in sales and service;
- Professional occupations in business and finance, natural and applied sciences, health, social sciences, education, government services and religion, art and culture ;
- Paraprofessional occupations in law, social services, education and religion;
- Technical occupations related to natural and applied sciences;
- Technical and skilled occupations in art, culture, recreation and sport;
- Intermediate and elemental sales and service occupations;
- Trades and skilled transport and equipment operators;
- Intermediate occupations in transport, equipment operation, installation and maintenance;
- Intermediate and skilled occupation in primary industry; and
- Processing and manufacturing machine operators and assemblers.

**Table 6.27: Total Entries of Foreign workers, by National Occupational Classification (NOC 3), to Manitoba from CARICOM, 2003 – 2009\***

	ANU	BAH	BAR	BEL	DR	GRE	GUY	JAM	SLU	SVG	TT
062 - Managers in Retail Trade					*						
111 - Auditors, Accountants and Investment Professionals								*			
213 - Civil, Mechanical, Electrical and Chemical Engineers											*
223 - Technical Occupations in Civil, Mechanical and Industrial Engineering								*			
311 - Physicians, Dentists and Veterinarians								*			
313 - Pharmacists, Dietitians and Nutritionists											*
315 - Nurse Supervisors and Registered Nurses									*		
412 - University Professors and Assistants			*					*			
421 - Paralegals, Social Services Workers and Occupations in Education and Religion, n.c.a.		*				*					
513 - Creative and Performing Artists			*					*			
523 - Announcers and Other Performers			*					*			
525 - Athletes, Coaches, Referees and Related Occupations			*		*			*			*
645 - Occupations in Food and Beverage Service								*			
647 - Childcare and Home Support Workers								*			*
662 - Other Sales and Related Occupations								*			
664 - Food Counter Attendants, Kitchen Helpers and Related Occupations								*			
667 - Other Occupations in Travel, Accommodation, Amusement and Recreation								*			*
724 - Electrical Trades and Telecommunication Occupations				*	*						
726 - Metal Forming, Shaping and Erecting Trades				*							
727 - Carpenters and Cabinetmakers								*	*		
728 - Masonry and Plastering Trades								*			
731 - Machinery and Transportation Equipment				*							

	ANU	BAH	BAR	BEL	DR	GRE	GUY	JAM	SLU	SVG	TT
Mechanics (Except Motor Vehicles)											
732 - Automotive Service Technicians											*
741 - Motor Vehicle and Transit Drivers								*			*
825 - Contractors, Operators and Supervisors in Agriculture, Horticulture and Aquaculture			*					*			
843 - Agriculture and Horticulture Workers			*					*		*	
946 - Machine Operators and Related Workers in Food, Beverage and Tobacco Processing						*					
C14 - New worker (CIC)											
Occupation not stated	*	*		*	*	*		*	*		*

## 6.15 Saskatchewan (Canadian Prairies)

### 6.15.1 Foreign Workers to Saskatchewan from selected source countries (CARICOM), 2003– 2009\*

- Between 2003 and 2009, Saskatchewan received a total of 63 workers from CARICOM member states Barbados, Dominica, Guyana, Jamaica and Trinidad & Tobago. Based on the figures provided, roughly third of these workers came from Trinidad & Tobago.
- No data were provided for Antigua & Barbuda, The Bahamas, Belize, Grenada, Haiti, Montserrat, St. Kitts & Nevis, St. Lucia, St. Vincent & the Grenadines and Suriname, which indicates that there was minimal movement.

**Table 6.28: Total entries of Foreign Workers to Saskatchewan from selected source countries (CARICOM), 2003– 2009\***

	2003	2004	2005	2006	2007	2008	2009	TOTAL
Barbados	--	--	0	0	0	0	0	0
Dominica	0	--	0	0	0	0	0	0
Guyana	0	0	0	--	--	0	0	0
Jamaica	--	--	0	--	--	--	13	13
Trinidad & Tobago	--	--	--	--	6	5	10	21
<b>TOTAL</b>	<b>6</b>	<b>5</b>	<b>--</b>	<b>9</b>	<b>10</b>	<b>10</b>	<b>23</b>	<b>63</b>

\*Data provided includes totals 2003 – September 2009

\*Note: Due to privacy considerations, some cells in this table have been suppressed and replaced with the notations "--". As a result, components may not sum to the total indicated. In general we have suppressed cells containing less than five cases except in circumstances where, in our judgment, we are not releasing personal information on an identifiable individual - CIC

### 6.15.2 Occupational Skill level of workers to Saskatchewan from CARICOM for period 2003-2009\*

A combination of professional, skilled and technical and intermediate and clerical workers were recorded between 2003 and 2009\* from CARICOM to Saskatchewan.

**Table 6.29: Summary of Occupational Skill level of workers to Saskatchewan from CARICOM for period 2003-2009\***

Country	A	B	C	D	NS	CIC S.C	0
Barbados	*	*			*		
Dominica					*		
Dominican Republic		*	*				
Guyana		*			*		
Jamaica	*	*			*		
Trinidad & Tobago		*	*		*		

A – Professionals; B - Skilled & Technical; C - Intermediate & Clerical; D - Elemental & Labourers; SN - Skill Level Not Stated; CIC S.C - CIC Synthetic Codes; 0 - Managerial

### 6.15.3 Foreign workers, by National Occupational Classification (NOC 3), to Saskatchewan from CARICOM, 2003 – 2009\*

A variety of workers from different occupational categories were recorded from CARICOM<sup>13</sup> to Saskatchewan between 2003 and 2009\*. These included: professional occupations in natural and applied sciences and health; technical and skilled occupations related to natural and applied sciences; technical and skilled occupations related to natural and applied sciences; intermediate sales and service occupations; trades and skilled transport and equipment operators and skilled occupations in primary industry.

**Table 6.30: Total Entries of Foreign Workers, by National Occupational Classification (NOC 3), to Saskatchewan from CARICOM, 2003 – 2009\***

	BAR	DOM	DR	GUY	JAM	TT
212 - Life Science Professionals	*					
225 - Technical Occupations in Architecture, Drafting, Surveying and Mapping						*
315 - Nurse Supervisors and Registered Nurses					*	
523 - Announcers and Other Performers					*	
525 - Athletes, Coaches, Referees and Related Occupations			*		*	*
647 - Childcare and Home Support Workers			*			*
726 - Metal Forming, Shaping and Erecting Trades				*		*
727 - Carpenters and Cabinetmakers					*	
728 - Masonry and Plastering Trades					*	
825 - Contractors, Operators and Supervisors in Agriculture, Horticulture and Aquaculture	*				*	*
Occupation not stated	*	*		*	*	*

<sup>13</sup> DR is included though not a member state of CARICOM

## 6.16 Alberta

### 6.16.1 Foreign Workers to Alberta from selected source countries (CARICOM), 2003– 2009\*

- Overall, a total of 1,212 workers were recorded from CARICOM to Alberta between 2003 and 2009. Of this total 46% was accounted for by workers from Jamaica.
- Apart from Jamaica, the highest numbers of workers were recorded from Trinidad & Tobago, St. Lucia, and Barbados.
- A small number of workers were recorded from all other CARICOM member states except for Montserrat and Dominica, for which no data were provided

**Table 6.31: Total entries of Foreign Workers to Alberta from selected source countries (CARICOM), 2003– 2009\***

	2003	2004	2005	2006	2007	2008	2009	TOTAL
Antigua & Barbuda	0	0	--	0	0	5	0	5
Bahamas	0	--	0	--	--	--	--	0
Barbados	5	--	8	--	6	22	8	49
Belize	0	0	0	0	6	18	0	24
Dominican Republic	6	--	15	5	--	17	7	50
Grenada	0	0	0	0	--	--	--	0
Guyana	0	0	0	--	--	6	--	6
Haiti	0	--	0	0	--	0	0	0
<b>Jamaica</b>	<b>12</b>	<b>14</b>	<b>15</b>	<b>51</b>	<b>73</b>	<b>198</b>	<b>199</b>	<b>562</b>
<b>St. Kitts &amp; Nevis</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>--</b>	<b>--</b>	<b>13</b>
<b>St. Lucia</b>	<b>--</b>	<b>--</b>	<b>6</b>	<b>--</b>	<b>92</b>	<b>39</b>	<b>14</b>	<b>145</b>
<b>St. Vincent &amp; Grenadines</b>	<b>--</b>	<b>0</b>	<b>0</b>	<b>--</b>	<b>--</b>	<b>5</b>	<b>--</b>	<b>5</b>
<b>Suriname</b>	<b>--</b>	<b>--</b>	<b>--</b>	<b>--</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Trinidad &amp; Tobago</b>	<b>--</b>	<b>23</b>	<b>19</b>	<b>28</b>	<b>40</b>	<b>95</b>	<b>81</b>	<b>286</b>
<b>TOTAL</b>	<b>31</b>	<b>49</b>	<b>65</b>	<b>94</b>	<b>236</b>	<b>415</b>	<b>322</b>	<b>1,212</b>

\*Data provided includes totals 2003 – September 2009

\*Note: Due to privacy considerations, some cells in this table have been suppressed and replaced with the notations "--". As a result, components may not sum to the total indicated. In general we have suppressed cells containing less than five cases except in circumstances where, in our judgment, we are not releasing personal information on an identifiable individual - CIC

### 6.16.2 Occupational Skill level of workers to Alberta from CARICOM for period 2003-2009\*

For the period 2003 – 2009, workers from all skill levels were recorded going to Alberta from CARICOM.

**Table 6.32: Summary of Occupational Skill level of workers to Alberta from CARICOM for period 2003-2009\***

Country	A	B	C	D	NS	CIC S.C	0
Antigua & Barbuda	*	*		*	*		



Bahamas	*	*			*		
Barbados	*	*	*	*	*		*
Belize		*		*	*		
Dominican Republic	*	*	*	*	*		*
Grenada			*	*	*		
Guyana		*	*	*			*
Haiti	*		*				
Jamaica	*	*	*	*	*	*	*
St. Kitts & Nevis		*	*	*	*		
St. Lucia		*	*	*	*		*
St. Vincent	*	*	*	*	*		
Suriname		*			*		
Trinidad & Tobago	*	*	*	*	*		*

A – Professionals; B - Skilled & Technical; C - Intermediate & Clerical; D - Elemental & Labourers; SN - Skill Level Not Stated; CIC S.C - CIC Synthetic Codes; 0 - Managerial

### 6.16.3 Foreign Workers by National Occupational Classification (NOC 3), to Alberta from CARICOM, 2003 – 2009\*

The occupation groups that were recorded from CARICOM to Alberta were wide and varied and included the following: Management occupations in business, finance and administration, art, culture, recreation and sport, trades, transport and equipment operating, sales and service, and occupations unique to primary industry, processing, manufacturing and utilities; professional occupations in business and finance, natural and applied sciences, health, social science, government related and education, arts and culture; clerical occupations in business and finance; Skilled and technical occupations in natural and applied sciences, health, art, culture, recreation and sport; assisting occupations in health services; paraprofessional occupations in law, social services, education and religion; skilled, intermediate and elemental occupations in sales and service; trades and skilled transport and equipment operators; intermediate occupations in transport, equipment operation, installation and maintenance; trade helpers, construction labourers and related occupations; skilled and intermediate occupation sin primary industry; processing and manufacturing machine operators and assemblers; labourers in processing, manufacturing and utilities.

**Table 6.33: Total Entries of Foreign Workers, by National Occupational Classification (NOC 3), to Alberta from CARICOM, 2003 – 2009\***

	ANT	BAH	BAR	BEL	DR	GRE	GUY	HAI	JAM	SKN	SLU	SVG	SUR	TT
011 - Administrative Services Managers			*								*			*
051 - Managers in Art, Culture, Recreation and Sport														*
061 - Sales, Marketing and Advertising Managers			*											*

	ANT	BAH	BAR	BEL	DR	GRE	GUY	HAI	JAM	SKN	SLU	SVG	SUR	TT
062 - Managers in Retail Trade									*					
063 - Managers in Food Service and Accommodation									*					
071 - Managers in Construction and Transportation									*		*			*
081 - Managers in Primary Production(Except Agriculture)														*
091 - Managers in Manufacturing and Utilities					*		*							
111 - Auditors, Accountants and Investment Professionals			*		*				*					
112 - Human Resources and Business Service Professionals					*									
122 - Administrative and Regulatory Occupations									*					
123 - Finance and Insurance Administrative Occupations														*
141 - Clerical Occupations, General Office Skills									*			*		*
144 - Administrative Support Clerks									*		*			
145 - Library, Correspondence and Related Information Clerks									*					
147 - Recording, Scheduling and Distributing Occupations									*		*			
213 - Civil, Mechanical, Electrical and Chemical Engineers	*				*			*						*
214 - Other Engineers														*
223 - Technical Occupations in Civil, Mechanical and Industrial Engineering														*
224 - Technical Occupations in Electronics and Electrical Engineering	*													
225 - Technical Occupations in Architecture, Drafting, Surveying and Mapping														*
226 - Other Technical Inspectors and Regulatory Officers														*
311 - Physicians, Dentists and Veterinarians		*												*
314 - Therapy and Assessment Professionals												*		*
315 - Nurse Supervisors and Registered Nurses		*	*											*
323 - Other Technical Occupations in Health Care (Except Dentals)														*
341 - Assisting Occupations in Support of Health Services							*		*					
412 - University Professors and Assistants														*
413 - College and Other Vocational Instructors														
414 - Secondary and Elementary School Teachers and Educational			*											

	ANT	BAH	BAR	BEL	DR	GRE	GUY	HAI	JAM	SKN	SLU	SVG	SUR	TT
Counsellors														
416 - Policy and Program Officers, Researchers and Consultants		*												
421 - Paralegals, Social Services Workers and Occupations in Education and Religion, n.c.a.			*								*		*	
513 - Creative and Performing Artists			*						*					*
523 - Announcers and Other Performers									*					
525 - Athletes, Coaches, Referees and Related Occupations		*	*		*				*					*
621 - Sales and Service Supervisors									*					
622 - Technical Sales Specialists, Wholesale Trade														*
624 - Chefs and Cooks			*		*				*	*	*			*
625 - Butchers and Bakers									*					
642 - Retail Salespersons and Sales Clerks			*						*					
643 - Occupations in Travel and Accommodation									*	*	*			*
645 - Occupations in Food and Beverage Service					*				*	*	*			
647 - Childcare and Home Support Workers			*			*	*	*	*		*			*
648 - Other Occupations in Personal Service										*				
661 - Cashiers				*					*					
662 - Other Sales and Related Occupations									*					*
664 - Food Counter Attendants, Kitchen Helpers and Related Occupations			*						*		*			*
666 - Cleaners			*		*	*	*		*	*	*			*
668 - Other Elemental Service Occupations							*		*		*			
723 - Machinists and Related Occupations									*					
724 - Electrical Trades and Telecommunication Occupations									*					
725 - Plumbers, Pipefitters and Gas Fitters									*					*
726 - Metal Forming, Shaping and Erecting Trades									*			*		*
727 - Carpenters and Cabinetmakers					*				*			*		
728 - Masonry and Plastering Trades									*	*	*	*		*
729 - Other Construction Trades				*					*					
731 - Machinery and Transportation Equipment Mechanics (Except Motor Vehicles)					*		*		*					*
732 - Automotive Service Technicians									*					*

	ANT	BAH	BAR	BEL	DR	GRE	GUY	HAI	JAM	SKN	SLU	SVG	SUR	TT
734 - Upholsterers, Tailors, Shoe Repairers, Jewellers and Related Occupations									*					*
741 - Motor Vehicle and Transit Drivers									*		*			*
742 - Heavy Equipment Operators									*		*			
745 - Longshore Workers and Material Handlers									*	*				*
761 - Trades Helpers and Labourers	*			*	*	*			*		*			*
822 - Supervisors, Mining, Oil and Gas											*			
823 - Underground Miners, Oil and Gas Drillers and Related Workers														*
825 - Contractors, Operators and Supervisors in Agriculture, Horticulture and Aquaculture									*					*
843 - Agriculture and Horticulture Workers														*
861 - Primary Production Labourers									*		*			*
946 - Machine Operators and Related Workers in Food, Beverage and Tobacco Processing									*					
949 - Other Assembly and Related Occupations									*		*			
951 - Machining, Metalworking, Woodworking and Related Machine Operators							*				*			
961 - Labourers in Processing, Manufacturing and Utilities			*	*	*				*		*			*
C14 - New worker (CIC)									*	*				
Occupation not stated	*	*	*	*	*	*			*		*	*	*	*

## 6.17 British Columbia (Pacific Coast)

### 6.17.1 Entries of Foreign Workers to British Columbia from selected source countries (CARICOM), 2003– 2009\*

- A total of 549 workers were recorded from CARICOM and the DR to British Columbia for the period 2003-2009. The highest numbers of workers were recorded from Jamaica 60%, the Dominican Republic 13% and Trinidad & Tobago with 7%.
  - All other member states recorded a small number of workers over the period examined.
- No data were provided for CARICOM member state Montserrat.

**Table 6.34: Total entries of Foreign Workers to British Columbia from selected source countries (CARICOM), 2003– 2009\***

	2003	2004	2005	2006	2007	2008	2009	TOTAL
Antigua & Barbuda	0	--	0	--	--	--	0	0
Bahamas	0	0	--	0	0	--	5	5
Barbados	--	--	--	--	5	7	--	12
Belize	0	0	0	--	0	0	--	0
Dominica	0	0	0	0	0	0	--	0
Dominican Republic	47	6	--	8	--	--	15	76
Grenada	0	0	0	0	0	--	--	0
Guyana	0	0	0	0	0	--	--	0
Haiti	0	0	--	0	0	0	--	0
Jamaica	--	8	13	14	28	198	72	333
St. Kitts & Nevis	0	0	0	0	0	--	0	0
St. Lucia	0	--	--	0	0	--	8	8
St. Vincent & the Grenadines	0	0	--	0	0	7	0	7
Suriname	0	0	--	0	0	0	0	0
Trinidad & Tobago	--	--	--	5	21	10	6	42
<b>TOTAL</b>	<b>53</b>	<b>21</b>	<b>29</b>	<b>32</b>	<b>59</b>	<b>236</b>	<b>119</b>	<b>549</b>

\*Data provided includes totals 2003 – September 2009

\*Note: Due to privacy considerations, some cells in this table have been suppressed and replaced with the notations "--". As a result, components may not sum to the total indicated. In general we have suppressed cells containing less than five cases except in circumstances where, in our judgment, we are not releasing personal information on an identifiable individual - CIC

### 6.17.2 Occupational Skill level of workers to British Columbia from CARICOM for period 2003-2009\*

For the period 2003 – 2009, workers from all occupational skill levels were recorded CARICOM to British Columbia.

**Table 6.35: Summary of Occupational Skill level of workers to British Columbia from CARICOM for period 2003-2009\***

Country	A	B	C	D	NS	CIC S.C	0
Antigua & Barbuda			*		*		*
Bahamas		*		*	*		
Barbados	*	*	*		*		
Belize					*		
Dominica	*						
Dominican Republic	*	*			*		
Grenada		*		*	*		
Guyana	*	*			*		
Haiti						*	
Jamaica	*	*	*	*	*		*
St. Kitts & Nevis			*				
St. Lucia	*	*		*			
St. Vincent & the Grenadines		*	*	*	*		
Suriname	*						
Trinidad & Tobago	*	*	*	*	*		

A – Professionals; B - Skilled & Technical; C - Intermediate & Clerical; D - Elemental & Labourers; SN - Skill Level Not Stated; CIC S.C - CIC Synthetic Codes; 0 -Managerial

### **6.17.3 Foreign workers by National Occupational Classification (NOC 3), to British Columbia from CARICOM, 2003 – 2009\***

Between 2003 and 2009\*, workers from the following occupational classifications were recorded from CARICOM to British Columbia:

- Managers in business, finance and administration, sales and service, trades, transport and equipment operators and related occupations;
- Professional occupations in business and finance, natural and applied sciences, health, social sciences, government services and religion, arts and culture;
- Skilled occupations in administrative and business, sales and service, and primary industry;
- Technical occupations related to natural and applied sciences;
- Technical and skilled occupations in art, culture, recreation and sport;
- Intermediate and elemental sales and services occupations;
- Trades and skilled transport and equipment operators;
- Intermediate occupations in transport, equipment operation, installation and maintenance;
- Trades helpers, construction labourers and related occupations;
- Intermediate occupations in primary industry.

**Table 6.36: Total Entries of Foreign Workers, by National Occupational Classification (NOC 3), to British Columbia from CARICOM, 2003 – 2009\***

	ANU	BAH	BAR	BEL	DOM	DR	GRE	GUY	HAI	JAM	SKN	SLU	SVG	SUR	TT
011 - Administrative Services Managers										*					
062 - Managers in Retail Trade										*					
065 - Managers in Other Services										*					
072 - Facility Operation and Maintenance Managers	*														
111 - Auditors, Accountants and Investment Professionals			*												*
112 - Human Resources and Business Service Professionals												*			*
122 - Administrative and Regulatory Occupations										*					
211 - Physical Science Professionals						*		*							
216 - Mathematicians, Statisticians and Actuaries															*
222 - Technical Occupations in Life Sciences		*													
223 - Technical Occupations in Civil, Mechanical and Industrial Engineering		*					*								*
224 - Technical Occupations in Electronics and Electrical Engineering								*							
225 - Technical Occupations in Architecture, Drafting, Surveying and Mapping			*												
311 - Physicians, Dentists and Veterinarians										*					
313 - Pharmacists, Dietitians and Nutritionists										*					*
315 - Nurse Supervisors and Registered Nurses			*		*					*					*
412 - University Professors and Assistants			*							*					
414 - Secondary and Elementary School Teachers and Educational Counsellors								*				*			
415 - Psychologists, Social Workers, Counsellors, Clergy and Probation Officers														*	
421 - Paralegals, Social Services Workers and Occupations in Education and Religion, n.c.a.			*							*					*
512 - Writing, Translating and Public Relations Professionals			*		*										
513 - Creative and Performing Artists						*				*					*

	ANU	BAH	BAR	BEL	DOM	DR	GRE	GUY	HAI	JAM	SKN	SLU	SVG	SUR	TT
522 - Photographers, Graphic Arts Technicians and Technical and Co-ordinating Occupation												*			
524 - Creative Designers and Craftpersons						*									
525 - Athletes, Coaches, Referees and Related Occupations			*			*				*			*		*
621 - Sales and Service Supervisors		*	*							*					
624 - Chefs and Cooks								*		*					
643 - Occupations in Travel and Accommodation			*							*					
645 - Occupations in Food and Beverage Service										*	*				
647 - Childcare and Home Support Workers										*					*
664 - Food Counter Attendants, Kitchen Helpers and Related Occupations						*	*			*					
666 - Cleaners		*								*					
668 - Other Elemental Service Occupations										*					
724 - Electrical Trades and Telecommunication Occupations										*					
726 - Metal Forming, Shaping and Erecting Trades										*					*
727 - Carpenters and Cabinetmakers						*		*		*		*			
728 - Masonry and Plastering Trades						*						*			
729 - Other Construction Trades															*
732 - Automotive Service Technicians										*					
733 - Other Mechanics										*					
744 - Other Installers, Repairers and Servicers										*					*
761 - Trades Helpers and Labourers		*													*
825 - Contractors, Operators and Supervisors in Agriculture, Horticulture and Aquaculture										*					
843 - Agriculture and Horticulture Workers	*		*							*			*		*
861 - Primary Production Labourers													*		
941 - Machine Operators and Related Workers in Metal and Mineral Products Processing			*												
C14 - New worker (CIC)									*						
C21 - Software pilot (CIC)			*												
Occupation not stated	*	*	*	*		*	*	*		*			*		*



## 6.18 Yukon

### 6.18.1 Entries of Foreign Workers to Yukon from selected source countries (CARICOM), 2003– 2009\*

- Overall, workers were recorded from three CARICOM member states (Jamaica, St. Lucia and Suriname) to Yukon between 2003 and 2009.
  - A small number of workers were recorded from Jamaica in 2005 and 2009 only, and zero for all other years.
  - A small number of workers were recorded from St. Lucia in 2005 and between 2006 and 2009 only. Zero workers were recorded for all other years.
  - Workers were recorded from Suriname in 2007 and 2008 only. Zero workers were recorded for all other years.
- No data were provided for CARICOM member states.

**Table 6.37: Total entries of Foreign Workers to Yukon from selected source countries (CARICOM), 2003– 2009\***

	2003	2004	2005	2006	2007	2008	2009	TOTAL
Jamaica	0	0	--	0	0	0	--	0
St. Lucia	0	0	0	0	0	0	--	0
Suriname	0	0	0	0	--	--	0	0
<b>TOTAL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

\*Data provided includes totals 2003 – September 2009

\*Note: Due to privacy considerations, some cells in this table have been suppressed and replaced with the notations "--". As a result, components may not sum to the total indicated. In general we have suppressed cells containing less than five cases except in circumstances where, in our judgment, we are not releasing personal information on an identifiable individual – CIC

### 6.18.2 Occupational Skill level of workers to Yukon from CARICOM for period 2003-2009

For the period 2003-2009, a mixture of workers from the following skill levels were recorded from CARICOM to Yukon: skilled and technical, intermediate and clerical and elemental and labourers.

**Table 6.38: Summary of Occupational Skill level of workers to Yukon from CARICOM for period 2003-2009**

Country	A	B	C	D	NS	CIC S.C	0
Jamaican		*	*				
St. Lucian				*			
Suriname		*					

A – Professionals; B - Skilled & Technical; C - Intermediate & Clerical; D - Elemental & Labourers; NS - Skill Level Not Stated; CIC S.C - CIC Synthetic Codes; 0 - Managerial

### 6.18.3 Foreign Workers by National Occupational Classification (NOC 3), to Yukon from CARICOM, 2003 – 2009\*

For the period 2003 – 2009, records of workers from CARICOM territories Jamaica, St. Lucia and Suriname reported workers under the following occupational categories: intermediate and elemental sales and service occupations and trades and skilled transport and equipment operators.

**Table 6.39: Total Entries of Foreign Workers, by National Occupational Classification (NOC 3), to Yukon from CARICOM, 2003 – 2009\***

	JAM	SLU	SUR
647 - Childcare and Home Support Workers	*		
664 - Food Counter Attendants, Kitchen Helpers and Related Occupations		*	
732 - Automotive Service Technicians	*		
737 - Crane Operators, Drillers and Blasters			*

## 6.19 Northwest Territories

### 6.19.1 Entries of Foreign Workers to North West Territories from selected source countries (CARICOM), 2003– 2009\*

- Overall, a small number of workers were recorded from CARICOM to the North West territories between 2003 and 2009.
- Workers were recorded from four CARICOM member states only – the Bahamas, Guyana, Haiti and Jamaica
  - A small number of workers were recorded from the Bahamas and Haiti in 2006 only. All other years recorded zero workers for both countries.
  - Workers were recorded from Guyana in 2008 only and Jamaica in 2005 only. For all other years, both states recorded zero workers.
  - No data was provided for CARICOM member states.

**Table 6.40: Summary of Occupational Skill level of workers to North West Territories from CARICOM for period 2003-2009\***

	2003	2004	2005	2006	2007	2008	2009	TOTAL
Bahamas	0	0	0	--	0	0	0	0
Guyana	0	0	0	0	0	--	0	0
Haiti	0	0	0	--	0	0	0	0
Jamaica	0	0	--	0	0	0	0	0
TOTAL	0	0	0	0	0	0	0	0

\*Data provided includes totals 2003 – September 2009

\*Note: Due to privacy considerations, some cells in this table have been suppressed and replaced with the notations "--". As a result, components may not sum to the total indicated. In general we have suppressed cells containing less than five cases except in circumstances where, in our judgment, we are not releasing personal information on an identifiable individual - CIC

### 6.19.2 Occupational Skill level of workers to North West Territories from CARICOM for period 2003-2009\*

Between 2003 and 2009, workers from the following skill levels were recorded from CARICOM to the Canadian North West Territories: skilled and technical and elemental and labourers. Due to privacy considerations however, the skill level of some workers was not disclosed.

**Table 6.41: Summary of Occupational Skill level of workers to North West Territories from CARICOM for period 2003-2009\***

Country	A	B	C	D	NS	CIC S.C	0
Bahamas		*					
Guyana				*			
Haiti		*					
Jamaica					*		

A – Professionals; B - Skilled & Technical; C - Intermediate & Clerical; D - Elemental & Labourers; SN - Skill Level Not Stated; CIC S.C - CIC Synthetic Codes; 0 – Managerial

### 6.19.3 Foreign workers by National Occupational Classification (NOC 3), to North West Territories from CARICOM, 2003 – 2009\*

Between 2003 and 2009\*, combinations of workers from the following categories were recorded from CARICOM member states (Bahamas, Guyana, Haiti and Jamaica) to the North West territories in Canada: technical occupations related to natural sciences; paraprofessional's occupations in law, social services and religion, and labourers in processing, manufacturing and utilities.

**Table 6.42: Total Entries of Foreign Workers, by National Occupational Classification (NOC 3), to North West Territories from CARICOM, 2003 – 2009\***

	BAH	GUY	HAI	JAM
221 - Technical Occupations in Physical Sciences	*			
421 - Paralegals, Social Services Workers and Occupations in Education and Religion, n.c.a.			*	
961 - Labourers in Processing, Manufacturing and Utilities		*		
Occupation not stated				*

## 6.20 Nunavut

### 6.20.1 Entries of Foreign Workers to Nunavut from selected source countries (CARICOM), 2003– 2009\*

- For the period 2003-2009, a small number of workers to Nunavut were recorded from Guyana. Zero workers were recorded for all other years.
- No data was provided for any other CARICOM member state.

**Table 6.43: Total entries of Foreign Workers to Nunavut from selected source countries (CARICOM), 2003– 2009\***

	2003	2004	2005	2006	2007	2008	2009	TOTAL
Guyana	0	0	0	0	0	0	--	0
TOTAL	0	0	0	0	0	0	--	0

### 6.20.2 Occupational Skill level of workers to Nunavut from CARICOM for period 2003-2009\*

For the period 2003 – 2009, workers from CARICOM to Nunavut were recorded under the following skill level: elemental and labourers.

**Table 6.44: Summary of Occupational Skill level of workers to Nunavut from CARICOM for period 2003-2009\***

Country	A	B	C	D	NS	CIC S.C	0
Guyana				*			

A – Professionals; B - Skilled & Technical; C - Intermediate & Clerical; D - Elemental & Labourers; NS - Skill Level Not Stated; CIC S.C - CIC Synthetic Codes; 0 - Managerial

### 6.20.3 Foreign Workers, by National Occupational Classification (NOC 3), to Nunavut from CARICOM, 2003 – 2009\*

Between 2003 and 2003, 'other elemental services occupations' was the only category under which workers were recorded from CARICOM to Nunavut.

**Table 6.45: Total Entries of Foreign Workers, by National Occupational Classification (NOC 3), to Nunavut from CARICOM, 2003 – 2009\***

	GUY
668 - Other Elemental Service Occupations	*

## 6.21 Main Findings

1. For the period 2003-2009, the movement of workers from all skill levels and variety of categories of employment were recorded from CARICOM to Canada (professional, managerial, skilled and technical, intermediate and clerical, elemental and labourers).
2. Of all the provinces that these CARICOM workers were moving to, Ontario attracted the highest number of workers followed by Alberta, British Columbia and Quebec. Territories that attracted the lowest numbers of workers included: Yukon, Nunavut and the North West Territories
3. Of the CARICOM countries recording movement of workers to Canada, Jamaica recorded the highest number of workers, followed by Trinidad & Tobago and Barbados. CARICOM countries from which the least number of workers were recorded include Belize, Grenada, St. Kitts & Nevis and Suriname.

## 7.0 Skills Shortages in Canada

### 7.1 Chapter Overview

This section of the study highlights the areas across Canadian provinces in which skills shortages exist. The Consultant deemed it important to include such a chapter as it may give CARICOM services negotiators and services providers an indication of the areas in which there are opportunities to acquire jobs and trade services either temporarily or permanently. The data are presented broken down by Province and organized based on the National Occupational Classification Code (NOC), which is the nationally accepted reference on occupations in Canada. The NOC organizes over 30,000 job titles into 520 occupational group descriptions.

Source: Human Resources and Skills Development Canada  
URL: <http://www5.hrsdc.gc.ca/noc/english/noc/2006/AboutNOC.aspx>

The chapter begins by summarizing the occupational shortages according to the skill level, identifying the Provinces in which the greatest shortages exist for a particular skill level and the main occupations in which workers are needed. It then presents the data at a more detail level which shows all the occupations in which shortages exist for each Province as well as the NOC Code. The chapter ends by presenting a “match-up” between the areas in which CARICOM has expressed a particular interest for the services negotiations with Canada with those areas in Canada for which there are skills shortages.

### 7.2 Summary of Skills Shortage across Canadian Provinces using the National Occupational Classification Code Matrix: Business, Finance and Administration Occupations

Table 7.1: Business, Finance and Administration Occupations

Category	Findings
<b>Management Occupations</b>  Sub-groups:  1. Administrative Services Managers 2. Managers in Financial and Business Services 3. Managers in Communication	<p>A total of four (4) provinces - Manitoba, Nova Scotia, Quebec and Saskatchewan indicate job shortages of Management Occupations under Business, Finance and Administration.</p> <p>Among these four (4) provinces, Quebec highlights the highest number of areas in which skills shortages exist (probably reflecting French language requirements) while Nova Scotia highlights the least.</p> <p>Of the three (3) occupational subgroups under Management Occupations, subgroups 1 and 3 show the greatest number of</p>

Category	Findings
(Except Broadcasting)	<p>areas in which shortages exist.</p> <p>The most popular occupations requiring workers include: Financial Managers, Banking, Credit and Other Investment Managers.</p>
<p><b>Skill Level A -</b> Occupations usually require university education.</p> <p>Subgroups:</p> <ol style="list-style-type: none"> <li>1. Auditors, Accountants and Investment Professionals</li> <li>2. Human Resources and Business Service Professionals</li> </ol>	<p>All provinces and Territories except the North West Territories and Yukon indicate a shortage in Professional Occupations in Business and Finance.</p> <p>Among the provinces experiencing shortages, Quebec highlights the highest number of areas in which shortages exist while Prince Edward Island highlights the least.</p> <p>The most common occupations for which shortages exist across provinces include: Financial Auditors and Accountants, Human Resources Specialists, Financial and Investment Analysts, and Professional Occupations in Business Services to Management.</p>
<p><b>Skill Level B -</b> Occupations usually require college education or apprenticeship training.</p> <p>Sub-groups:</p> <ol style="list-style-type: none"> <li>1. Clerical Supervisors,</li> <li>2. Administrative and Regulatory Occupations</li> <li>3. Finance and Insurance Administrative Occupations</li> <li>4. Secretaries, Records and Transcriptionists</li> </ol>	<p>All provinces except, Newfoundland and Labrador, Ontario, Nunavut and the North West Territories indicate worker shortages in Skilled Administrative and Business Occupations.</p> <p>Among the provinces experiencing shortages, Quebec and Saskatchewan highlight the highest number in which skills shortages exist.</p> <p>Among the four (4) occupational subgroups under Skill Level B, subgroup 3 shows the greatest number of areas with shortages.</p> <p>The most common occupations requiring workers across provinces include: Bookkeepers and Insurance Adjusters and Claims Examiners.</p>
<p><b>Skill Level C -</b> Occupations usually require secondary school and/or occupation-specific training.</p> <p>Sub-groups:</p>	<p>Of all Canadian provinces and territories, Alberta, Nunavut, Newfoundland and Labrador and the North West Territories are the only provinces with no records of shortages in Clerical Occupations under Business, Finance and Administration.</p> <p>Among the seven (7) occupational subgroups under Skill</p>



Category	Findings
<ul style="list-style-type: none"> <li>1. Clerical Occupations, General Office Skills</li> <li>2. Office Equipment Operators</li> <li>3. Finance and Insurance Clerks</li> <li>4. Administrative Support Clerks</li> <li>5. Library, Correspondence and Related Information Clerks</li> <li>6. Mail and Message Distribution Occupations</li> <li>7. Recording, Scheduling and Distributing Occupations</li> </ul>	<p>Level C, subgroups 2 and 3 show the greatest number of areas experiencing shortages.</p> <p>The most common occupations experiencing shortages across provinces include: General Office Clerks, Accounting and Related Clerks, Customer Service Representatives for Financial Services, Customer Service, Information and Related Clerks and Survey Interviews and Statistical Clerks.</p>
<p><b>Skill Level D</b> - On-the-job training is usually provided for occupations.</p>	<p>There are no Business, Finance and Administration Occupations under Skill Level D.</p>

### 7.3 Summary of Skills Shortage across Canadian Provinces using the NOC Matrix: Natural and Applied Sciences and Related Occupations

**Table 7.2: Natural and Applied Sciences and Related Occupations**

Category	Findings
<b>Management Occupations</b>  Sub-groups: 1. Managers in Engineering, Architecture, Science and Information Systems	<p>Only three (3) provinces recorded shortages of Managers in Engineering, Architecture, Science and Information Systems – Ontario, Quebec and Saskatchewan.</p> <p>Quebec recorded shortages of Engineering Managers and Architecture and Science Managers, while Ontario and Saskatchewan indicated a shortage of Computer and Information Systems Managers only.</p>
<b>Skill Level A - Occupations</b> usually require university education.  Subgroups: 1. Physical Science Professionals 2. Life Science Professionals 3. Civil, Mechanical, Electrical and Chemical Engineers 4. Other Engineers 5. Architects, Urban Planners and Land Surveyors 6. Mathematicians, Statisticians and Actuaries 7. Computer and Information Systems Professionals	<p>All provinces and territories except the North West Territories and Nunavut indicate shortages of Professional Occupations in Natural and Applied Sciences.</p> <p>Provinces recording the highest number of areas experiencing shortages include Quebec, Manitoba, Nova Scotia and New Brunswick.</p> <p>Of the seven (7) occupational sub-categories under Skill Level A, the greatest level of shortage was seen in subgroups 3 and 7.</p> <p>Among the most common occupations requiring workers across provinces are: Civil, Mechanical, Computer, Electronic and Electrical Engineers, Software Engineers and Designers, Information Systems Analysts and Consultants, Computer Programmers and Interactive Media Developers and Biologists and Related Scientists.</p>
<b>Skill Level B - Occupations</b> usually require college education or apprenticeship training.  Sub-groups: 1. Technical Occupations in	<p>All provinces except Nunavut and the Northwest Territories indicate shortages of skills in Technical Occupations Related to Natural Sciences.</p> <p>Among the provinces recording shortages Quebec, Nova Scotia, Manitoba and New Brunswick highlight the highest number of areas in which shortages exist,</p>

Physical Sciences 2. Technical Occupations in Life Sciences 3. Technical Occupations in Civil, Mechanical and Industrial Engineering 4. Technical Occupations in Electronics and Electrical Engineering 5. Technical Occupations in Architecture, Drafting, Surveying and Mapping 6. Other Technical Inspectors and Regulatory Officers 7. Transportation Officers and Controllers 8. Technical Occupations in Computer and Information Systems	<p>while Saskatchewan, Yukon and Ontario highlight the least.</p> <p>Of the eight (8) occupational sub-categories under Skill Level B, the areas indicating the greatest number of shortages were subgroups 8, 4 and 3.</p> <p>The most common occupations experiencing skills shortages across provinces include: Electrical and Electronics Engineering Technologists and Technicians, Computer Network and User Support Technicians, Drafting Technologists and Technicians, and Mechanical Engineering Technologists and Technicians.</p>
<b>Skill Level C</b> - Occupations usually require secondary school and/or occupation-specific training.  Sub-groups:	There are no occupations under Natural and Applied Sciences and Related Occupations under Skill Level C.
<b>Skill Level D</b> - On-the-job training is usually provided for occupations.  Subgroups:	There are no occupations under Natural and Applied Sciences and Related Occupations under Skill Level D.

## 7.4 Summary of Skills Shortage across Canadian Provinces using the NOC Matrix: Health Occupations

**Table 7.3: Health Occupations**

Category	Findings
<b>Management Occupations</b>  Sub-groups: 1. Managers in Health, Education, Social and Community Services 2. Managers in Public Administration	<p>A total of three (3) provinces indicate a shortage of Managers in Health Occupations – Nova Scotia, Quebec and Ontario.</p> <p>Of all three (3) provinces, Quebec highlights the most areas experiencing skills shortages.</p> <p>Of the two (2) occupational subgroups under Management Occupations, subgroup 1 shows the greatest number of areas in which workers are needed.</p> <p>The most common occupations for which there are shortages are Managers in Healthcare</p>
<b>Skill Level A - Occupations</b> usually require university education.  Subgroups: 1. Physicians, Dentists and Veterinarians 2. Optometrists, Chiropractors and Other Health Diagnosing and Treating Professionals 3. Pharmacists, Dietitians and Nutritionists 4. Therapy and Assessment Professionals 5. Nurse Supervisors and Registered Nurses	<p>All but two (2) provinces and territories (Nunavut and the North West Territories) recorded skills shortages in professional occupations in health.</p> <p>Among the provinces indicating skills shortages, Quebec, Manitoba and Ontario indicated the highest number of areas with shortages while Yukon, Saskatchewan and Newfoundland and Labrador indicated the least.</p> <p>Of the five (5) sub-occupational groupings under Skill Level A, sub-groups 1, 4 and 5 recorded the greatest shortage across provinces.</p> <p>The most common occupations experiencing skills shortage include: specialist, general practitioners and family physicians, dentists, pharmacists, physiotherapists, occupational therapists and registered nurses.</p>
<b>Skill Level B - Occupations</b> usually require college education or apprenticeship training.  Sub-groups: 1. Medical Technologists and Technicians (Except Dental	<p>All provinces and territories except Nunavut, Yukon and the North West Territories indicate skills shortages in Technical and Skilled Occupations in Health.</p> <p>Among the ten (10) provinces indicating skills shortages, Quebec, Nova Scotia, Manitoba and British Columbia highlight the most areas with shortages while Alberta, Ontario and Prince Edward Island highlight the least.</p>

<p>Health)</p> <p>2. Technical Occupations in Dental Health Care</p> <p>3. Other Technical Occupations in Health Care (Except Dental)</p>	<p>Of the three (3) occupational subgroups under Skill Level B, sub-groups 1 and 3 show the greatest number of areas experiencing skills shortages.</p> <p>The most popular occupations for which shortages exist across provinces include: Licensed Practical Nurses, Medical Radiation Technologists, Medical Laboratory Technologists and Pathologists' Assistants.</p>
<p><b>Skill Level C</b> - Occupations usually require secondary school and/or occupation-specific training.</p> <p>Sub-groups:</p> <p>1. Assisting Occupations in Support of Health Services</p>	<p>All but four (4) provinces and territories (Newfoundland and Labrador, Yukon, Nunavut and the North West Territories) indicate shortages in Assisting Occupations of Support Health Services.</p> <p>Of the nine (9) provinces recording shortages, Ontario, Saskatchewan and Manitoba highlight the greatest number of areas experiencing shortages while New Brunswick and Nova Scotia highlights the least.</p> <p>The most common occupations for which skills shortages exist across provinces include: Nurse Aides, Orderlies and Patient Service Associates and Other Assisting Occupations in Support of Health Services.</p>
<p><b>Skill Level D</b> - On-the-job training is usually provided for occupations.</p> <p>Subgroups:</p>	<p>There are no Health Occupations under Skill Level D.</p>

## 7.5 Summary of Skills Shortage across Canadian Provinces using the NOC Matrix: Occupations in Social Science, Education, Government Service and Religion

**Table 7.4: Occupations in Social Science, Education, Government Service and Religion**

Category	Findings
<b>Management Occupations</b>  Sub-groups: 1. Managers in Health, Education, Social and Community Services 2. Managers in Public Administration	<p>Three (3) provinces indicate a shortage of managers in Health Occupations – Nova Scotia, Quebec and Ontario.</p> <p>Among these three (3) provinces, Quebec highlights the most areas experiencing skills shortages.</p> <p>Occupations indicating a shortage of skills include:</p> <ul style="list-style-type: none"> <li>• Government Managers in Health and Social Policy Development and Program Administration,</li> <li>• Economic Analysis,</li> <li>• Policy Development and Program Administration,</li> <li>• Other Managers in Public Administration.</li> </ul>
<b>Skill Level A - Occupations</b> usually require university education.  Subgroups: 1. Judges, Lawyers and Quebec Notaries 2. University Professors and Assistants 3. College and Other Vocational Instructors 4. Secondary and Elementary School Teachers and Educational Counsellors 5. Psychologists, Social Workers, Counsellors, Clergy and Probation Officers 6. Policy and Program Officers, Researchers and Consultants	<p>All provinces except Nunavut and the North West Territories indicate shortages of skills for Professional Occupations in Social Science, Education, Government Service and Religion.</p> <p>Among the provinces recording shortages, Quebec and Manitoba highlight the highest number of areas experiencing skills shortage while Yukon, Alberta and Prince Edward Island highlights the least.</p> <p>Of the six (6) occupational subgroups under Skill Level A, sub-groups 5, 3 and 2 shows the greatest number of areas with skills shortages.</p> <p>The most common occupations for which skills shortages exist across provinces include: Social Workers, College and Other Vocational Instructors, Lawyers, Quebec Notaries and Elementary School and Kindergarten Teachers.</p>
<b>Skill Level B - Occupations</b>	All but three (3) Provinces and Territories

<p>usually require college education or apprenticeship training.</p> <p>Sub-groups: 1. Paralegals, Social Services Workers and Occupations in Education and Religion, n.e.c.</p>	<p>(Newfoundland and Labrador, Northwest Territories, and Nunavut) recorded a shortage of skills for Paraprofessional Occupations in Law, Social Science, Education and Religion.</p> <p>Among the provinces recording a shortage of skills, Quebec recorded the highest number of areas experiencing shortage and Alberta highlights the least.</p> <p>The most common occupations showing skills shortages across provinces include: Community and Social Service Workers, Early Childhood Educators and Assistants and Paralegal and Related Occupations.</p>
<p><b>Skill Level C</b> - Occupations usually require secondary school and/or occupation-specific training.</p> <p>Sub-groups:</p>	<p>There are no occupations in social science, Government and religion under Skill Level C.</p>
<p><b>Skill Level D</b> - On-the-job training is usually provided for occupations.</p> <p>Subgroups:</p>	<p>There are no occupations in social science, Government and religion under Skill Level D.</p>

## 7.6 Summary of Skills Shortage across Canadian Provinces using the NOC Matrix: Occupations in Art, Culture, Recreation and Sport

**Table 7.5: Occupations in Art, Culture, Recreation and Sport**

Category	Findings
<b>Management Occupations</b>  Sub-groups: 1. Managers in Art, Culture, Recreation and Sport	<p>Quebec is the only province experiencing a shortage of skills for Managers in Art, Culture, Recreation and Sport.</p> <p>Occupations in which skills shortages exist across provinces include: Managers in Publishing, Motion Pictures, Broadcasting and Performing Arts and Recreation, Sport and Fitness Program and Service Directors.</p>
<b>Skill Level A - Occupations</b> usually require university education.  Subgroups: 1. Librarians, Archivists, Conservators and Curators 2. Writing, Translating and Public Relations Professionals 3. Creative and Performing Artists	<p>Only three (3) provinces indicated a shortage of skills in professional occupations in art and culture – British Columbia, New Brunswick and Quebec.</p> <p>Of these (3) provinces, Quebec highlights the highest number of areas in which skills shortages exist.</p> <p>Of the three (3) occupations subgroups under Skill Level A, subgroup 2 shows the greatest number of areas in which workers are needed.</p> <p>Common occupations indicating skills shortages across provinces include: Authors and Writes and Professional Occupations in Public Relations and Communications.</p>
<b>Skill Level B - Occupations</b> usually require college education or apprenticeship training.  Sub-groups: 1. Technical Occupations in Libraries, Archives, Museums and Art Galleries 2. Photographers, Graphic Arts Technicians and Technical and Co-ordinating Occupations in Motion Pictures, Broadcasting and the Performing Arts	<p>All provinces except Alberta, British Columbia, Newfoundland and Labrador, North West Territories, Nunavut and Yukon indicated a shortage of skills in technical and skilled occupations in art, culture, recreation and sport.</p> <p>Among the provinces experiencing shortages, Quebec highlighted the highest number of areas in which workers are needed.</p> <p>Of the five (5) occupational subgroups under Skill Level B, subgroups 4 and 5 show the greatest number of areas in which workers are needed.</p> <p>Common occupations for which shortages exist across</p>



3. Announcers and Other Performers 4. Creative Designers and Craft persons 5. Athletes, Coaches, Referees and Related Occupations	provinces include: Graphic Designers and Illustrators, and Programme Leaders and Instructors in Recreation, Sport and Fitness.
<b>Skill Level C</b> - Occupations usually require secondary school and/or occupation-specific training.  Sub-groups:	There are no occupations in art, culture, recreation and sport under Skill Level C.
<b>Skill Level D</b> - On-the-job training is usually provided for occupations.  Subgroups:	There are no occupations in art, culture, recreation and sport under Skill Level D.

## 7.7 Summary of Skills Shortage across Canadian Provinces using the NOC Matrix: Sales and Service Occupations

**Table 7.6: Sales and Service Occupations**

Category	Findings
<b>Management Occupations</b>  Sub-groups: 1. Sales, Marketing and Advertising Managers 2. Managers in Retail Trade 3. Managers in Food Service and Accommodation 4. Managers in Protective Service 5. Managers in Other Services	<p>All province and Territories except Yukon, Nunavut, North West Territories and British Columbia indicate a shortage of workers in Management Occupations in Sales and Services.</p> <p>Among the provinces experiencing shortages, Quebec highlights the highest number of areas in which skills shortages exist while Alberta and Newfoundland and Labrador highlights the least.</p> <p>Of the five (5) sub-occupational groupings under management occupations, subgroups 2 and 3 show the greatest number of areas in which workers are needed.</p> <p>The most common occupations for which shortages exist across provinces include Retail Trade Managers, Restaurant and Food Service Managers, Accommodation Service Managers and Sales, Marketing and Advertising Managers.</p>
<b>Skill Level A -</b> Occupations usually require university education.  Subgroups:	<p>There are no sales and service occupations under Skill Level A.</p>
<b>Skill Level B -</b> Occupations usually require college education or apprenticeship training.  Sub-groups: 1. Sales and Service Supervisors 2. Technical Sales Specialists, Wholesale Trade 3. Insurance and Real	<p>All provinces and Territories except Nunavut and the North West Territories indicate a shortage of workers in Skilled Sales and Service Occupations.</p> <p>Among the provinces experiencing shortages, Quebec, Prince Edward Island, Manitoba and Alberta highlights the highest number of areas in which skills shortages exist while Yukon, Newfoundland and Labrador and Ontario highlights the least.</p> <p>Of the seven (7) sub-occupational groupings under Skill Level B, subgroups 1, 4, 6 and 7 shows the greatest</p>

<p>Estate Sales Occupations and Buyers</p> <p>4. Chefs and Cooks</p> <p>5. Butchers and Bakers</p> <p>6. Police Officers and Firefighters</p> <p>7. Technical Occupations in Personal Service</p>	<p>number of areas in which workers are needed.</p> <p>The most common occupations for which shortages exist across provinces include: Police Officers (Except Commissioned), Hairstylists and Barbers, Cooks, Chefs, Insurance Agents and Brokers, Food Service Supervisors and Retail Trade Supervisors.</p>
<p><b>Skill Level C -</b> Occupations usually require secondary school and/or occupation-specific training.</p> <p>Sub-groups:</p> <p>1. Sales Representatives, Wholesale Trade</p> <p>2. Retail Salespersons and Sales Clerks</p> <p>3. Occupations in Travel and Accommodation</p> <p>4. Tour and Recreational Guides and Casino Occupations</p> <p>5. Occupations in Food and Beverage Service</p> <p>6. Other Occupations in Protective Service</p> <p>7. Childcare and Home Support Workers</p> <p>8. Other Occupations in Personal Service</p>	<p>All provinces and territories except Nunavut and the Northwest Territories indicate a shortage of workers in Intermediate Sales and Service Occupations.</p> <p>Among the provinces experiencing shortages, Nova Scotia, Quebec, Ontario and Manitoba highlights the highest number of areas in which skills shortages exist while Yukon, Newfoundland and Labrador and New Brunswick highlights the least.</p> <p>Of the eight (8) sub-occupational groupings under Skill Level C, subgroups 1, 2, 5 and 7 shows the greatest number of areas in which workers are needed.</p> <p>The most common occupations for which shortages exist across provinces include: Sale Representatives – Wholesale Trade (Non-Technical), Retail Sale Persons and Sales Clerks, Hotel Front Desk Clerks, Food and Beverage Servers, Visiting Homemakers, Housekeepers and Related Occupations, and Estheticians, Electrologists and Related Occupations.</p>
<p><b>Skill Level D -</b> On-the-job training is usually provided for occupations.</p> <p>Subgroups:</p> <p>1. Cashiers</p> <p>2. Other Sales and Related Occupations</p> <p>4. Food Counter Attendants, Kitchen Helpers and Related Occupations</p> <p>5. Security Guards and</p>	<p>All but five (5) provinces (New Brunswick, Newfoundland and Labrador and New Brunswick) indicate a shortage of workers in Elemental Sales and Service Occupations.</p> <p>Among the provinces experiencing shortages, Prince Edward Island, Nova Scotia, Ontario and Manitoba highlights the highest number of areas in which skills shortages exist, while British Columbia, Saskatchewan and Quebec highlights the least.</p> <p>Of the eight (8) sub-occupational groupings under Skill Level D, subgroups 1, 2, 4, 5 and 6 shows the greatest number of areas in which workers are needed.</p>

Related Occupations 6. Cleaners 7. Other Occupations in Travel, Accommodation, Amusement and Recreation 8. Other Elemental Service Occupations	The most common occupations for which shortages exist across provinces include: Cashiers, Food Counter Attendants, Kitchen Helpers and Related Occupations, Security Guards and Related Occupations, Light Duty Cleaners, and Other Elemental Sales Occupations.
---------------------------------------------------------------------------------------------------------------------------------------------------------------------	------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

## 7.8 Summary of Skills Shortage across Canadian Provinces using the NOC Matrix: Trade, Transport and Equipment Operators and Related Occupations

**Table 7.7: Trade, Transport and Equipment Operators and Related Occupations**

Category	Findings
<b>Management Occupations</b>  Sub-groups: 1. Managers in Construction and Transportation 2. Facility Operation and Maintenance Managers	<p>A total of five (5) provinces indicate a shortage of workers in management occupations trades, transport and equipment operators and related occupations – Manitoba, New Brunswick, Nova Scotia, Quebec and Saskatchewan.</p> <p>Among the provinces experiencing shortages, Quebec highlights the highest number of areas in which skills shortage while Manitoba and New Brunswick highlights the least.</p> <p>Of the two (2) sub-occupational groupings under management occupations, subgroup 1 shows the greatest number of areas in which workers are needed.</p> <p>Common occupations for which skills shortages exist across provinces include: Construction Managers, Residential Home-Builders and Renovators, Transportation Managers and Facility Operation and Maintenance Managers.</p>
<b>Skill Level A - Occupations</b> usually require university education.  Subgroups:	<p>There are no trades, transport and equipment operators and related occupations under Skill Level A.</p>
<b>Skill Level B - Occupations</b> usually require college education or apprenticeship training.  Sub-groups: 1. Contractors and Supervisors, Trades and Related Workers 2. Supervisors, Railway and Motor Transportation	<p>All provinces and territories except Newfoundland and Labrador, Nunavut and the North West Territories indicate a shortage of workers for trades and skilled transport and equipment operators.</p> <p>Among the ten (10) provinces experiencing skills shortages, Quebec, Nova Scotia, Ontario and Manitoba highlights the highest number of areas experiencing skills shortage and New Brunswick, Yukon, Prince Edward Island and Saskatchewan highlights the least.</p>

<p>Occupations</p> <p>3. Machinists and Related Occupations</p> <p>4. Electrical Trades and Telecommunication Occupations</p> <p>5. Plumbers, Pipefitters and Gas Fitters</p> <p>6. Metal Forming, Shaping and Erecting Trades</p> <p>7. Carpenters and Cabinetmakers</p> <p>8. Masonry and Plastering Trades</p> <p>9. Other Construction Trades</p> <p>10. Machinery and Transportation Equipment Mechanics (Except Motor Vehicle)</p> <p>11. Automotive Service Technicians</p> <p>12. Other Mechanics</p> <p>13. Upholsterers, Tailors, Shoe Repairers, Jewellers and Related Occupations</p> <p>14. Stationary Engineers and Power Station and System Operators</p> <p>15. Train Crew Operating Occupations</p> <p>16. Crane Operators, Drillers and Blasters</p> <p>17. Printing Press Operators, Commercial Divers and Other Trades and Related Occupations, n.e.c.</p>	<p>Of the 17 sub-occupations groupings under Skill Level B, sub-groups 4, 5, 8, and 11 shows the greatest number of areas in which workers are needed.</p> <p>The most common occupations for which shortages across provinces include: Electricians, Plumbers, Steamfitters, Pipefitters and Sprinkle System Installers, Welders and Related Machine Operators, Carpenters, Concrete Finishers, Plasters, Drywall Installers and Finisher and Lathers, Heavy Duty Equipment Mechanics, and Automotive Service Technicians, Truck and Bus Mechanics and Mechanical Repairers.</p>
<p><b>Skill Level C</b> - Occupations usually require secondary school and/or occupation-specific training.</p> <p>Sub-groups:</p> <p>1. Motor Vehicle and Transit Drivers</p> <p>2. Heavy Equipment</p>	<p>Like Skill Level B, all provinces except Newfoundland and Labrador, Nunavut and the North West Territories indicate a shortage of workers in Intermediate Occupations in Transport, Equipment Operation, Installation and Maintenance.</p> <p>Among the provinces indicating skills shortages, Quebec and Ontario highlights the highest number of areas experiencing shortages while Alberta, Yukon and New</p>

<p>Operators</p> <p>3. Other Transport Equipment Operators and Related Workers</p> <p>4. Other Installers, Repairers and Servicers</p> <p>5. Longshore Workers and Material Handlers</p>	<p>Brunswick highlights the least.</p> <p>Of the five (5) sub-occupational groupings under Skill Level C, sub-groups 1, 2 and 5 shows the greatest number of areas experiencing shortages.</p> <p>The most common occupations for which shortages exist across provinces include: Truck Drivers, Delivery and Courier Service Drivers, Heavy Duty Equipment Operators (Except Crane) and Metal Handlers.</p>
<p><b>Skill Level D</b> - On-the-job training is usually provided for occupations.</p> <p>Subgroups:</p> <p>1. Trades Helpers and Labourers</p> <p>2. Public Works and Other Labourers, n.e.c.</p>	<p>A total of six (6) provinces indicate a shortage of trade helpers, construction labourers (Alberta, B.C., Manitoba, Ontario, Prince Edward Island and Saskatchewan).</p> <p>All shortages indicated fell under sub-occupational group 1 – Trade Helpers and Labourers.</p> <p>Occupations in which shortages exist include Construction Trade Helpers and Labourers and Other Trade Helpers and Labourers.</p>

## 7.9 Summary of Skills Shortage across Canadian Provinces using the NOC Matrix: Occupations Unique to Primary Industry

Table 7.8: Occupations Unique to Primary Industry

Category	Findings
<b>Management Occupations</b>  Sub-groups: 1. Managers in Primary Production (Except Agriculture)	Quebec is the only province experiencing a shortage of skills for Managers in Primary Production (Except Agriculture).
<b>Skill Level A</b> - Occupations usually require university education.  Subgroups:	There are no occupations unique to primary industry under Skill Level A.
<b>Skill Level B</b> - Occupations usually require college education or apprenticeship training.  Sub-groups: 1. Supervisors, Logging and Forestry 2. Supervisors, Mining, Oil and Gas 3. Underground Miners, Oil and Gas Drillers and Related Workers 4. Logging Machinery Operators 5. Contractors, Operators and Supervisors in Agriculture, Horticulture and Aquaculture 5. Fishing Vessel Masters and Skippers and Fishermen/women	<p>A total of six (6) provinces indicate a shortage of workers in Skilled Occupations in Primary Industry – Manitoba, New Brunswick, Newfoundland and Labrador, Ontario, Quebec and Yukon.</p> <p>Among the provinces experiencing shortages, Quebec highlights the highest number of areas in which there are skills shortages, while New Brunswick and Yukon highlights the least.</p> <p>Of the five (5) occupational subgroups falling under skill level B, sub-groups 3 and 5 shows the greatest shortage.</p> <p>The most common occupations for which shortages exist across provinces include Underground Production and Development Managers, and Farmers and Farm Managers.</p>
<b>Skill Level C</b> - Occupations usually require secondary school and/or occupation-specific training.	Among the provinces indicating a shortage of skills in Intermediate Occupations Relating to Primary Industry are Alberta, Manitoba, Nova Scotia, Ontario, Prince Edward Island and Saskatchewan.



<p>Sub-groups:</p> <ol style="list-style-type: none"> <li>1. Mine Service Workers and Operators in Oil and Gas Drilling</li> <li>2. Logging and Forestry Workers</li> <li>3. Agriculture and Horticulture Workers</li> <li>4. Other Fishing and Trapping Occupations</li> </ol>	<p>Of the six (6) provinces, Alberta, Nova Scotia and Ontario highlight the highest number of areas experiencing a shortage, while the remaining three (3) provinces highlights the least.</p> <p>Of the four (4) occupational subgroups under Skill Level C, shortages only exist in subgroup 3 – Agriculture and Horticulture Workers.</p> <p>Occupations in which shortages exist include: General farm Workers and Nursery and Greenhouse Workers.</p>
<p><b>Skill Level D</b> - On-the-job training is usually provided for occupations.</p> <p>Subgroups:</p> <ol style="list-style-type: none"> <li>1. Primary Production Labourers</li> </ol>	<p>A total of six (6) provinces indicate a shortage of skills for Labourers in Primary Industry – Alberta, British Columbia, New Brunswick, Nova Scotia, Ontario and Prince Edward Island.</p> <p>Of the six (6) provinces experiencing shortage, Nova Scotia, Ontario and Prince Edward Island indicates the highest number of areas while Alberta, British Columbia and New Brunswick indicates the least.</p> <p>The most common occupations in which shortages exist across provinces are Harvesting Labourers and Landscaping and Ground Maintenance Labourers.</p>

## 7.10 Summary of Skills Shortage across Canadian Provinces using the NOC Matrix: Occupations Unique to Processing, Manufacturing and Utilities

**Table 7.9: Occupations Unique to Processing, Manufacturing and Utilities**

Category	Findings
<b>Management Occupations</b>  Sub-groups:  1. Managers in Manufacturing and Utilities	<p>Quebec and Saskatchewan are the only two (2) provinces indicating a shortage of Management Occupations Unique to Processing, Manufacturing and Utilities.</p> <p>Of the two (2) provinces Quebec highlights the higher number of areas experiencing skills shortage.</p> <p>The areas in which both provinces indicate a skills shortage are Manufacturing Managers and Utilities Managers</p>
<b>Skill Level A</b> - Occupations usually require university education.  Subgroups:	<p>There are no occupational unique to Processing, Manufacturing and Utilities under Skill Level A.</p>
<b>Skill Level B</b> - Occupations usually require college education or apprenticeship training.  Sub-groups:  1. Supervisors, Processing Occupations 2. Supervisors, Assembly and Fabrication 3. Central Control and Process Operators in Manufacturing and Processing	<p>Only two (2) of the thirteen (13) Canadian provinces indicate a shortage of Occupations Unique to Manufacturing, Processing and Utilities under Skill Level B – Quebec and Nova Scotia.</p> <p>Of the two (2) provinces, Quebec highlights the higher number of areas in which there is a shortage of skills.</p> <p>Occupations for which shortages exist include: Supervisors in Mineral and Metal Processing, Food, Beverage and Tobacco Processing and Plastics and Rubber Products Manufacturing.</p>
<b>Skill Level C</b> - Occupations usually require secondary school and/or occupation-specific training.	<p>All provinces and territories except Yukon, Saskatchewan, Nunavut, Newfoundland and Labrador and the North West Territories indicate a shortage of Processing and Manufacturing Machine Assemblers.</p>

<p>Sub-groups:</p> <ol style="list-style-type: none"> <li>1. Machine Operators and Related Workers in Metal and Mineral Products Processing</li> <li>2. Machine Operators and Related Workers in Chemical, Plastic and Rubber Processing</li> <li>3. Machine Operators and Related Workers in Pulp and Paper Production and Wood Processing</li> <li>4. Machine Operators and Related Workers in Textile Processing</li> <li>5. Machine Operators and Related Workers in Fabric, Fur and Leather Products Manufacturing</li> <li>6. Machine Operators and Related Workers in Food, Beverage and Tobacco Processing</li> <li>7. Printing Machine Operators and Related Occupations</li> <li>8. Mechanical, Electrical and Electronics Assemblers</li> <li>10. Other Assembly and Related Occupations</li> <li>11. Machining, Metalworking, Woodworking and Related Machine Operators</li> </ol>	<p>Among the provinces indicating skills shortage, Quebec, Alberta and Nova Scotia highlights the highest number of areas in which skills shortages exist while the remaining four (4) provinces highlights the least.</p> <p>Of the eleven (11) occupational subgroups under Skill Level C, the greatest shortage across provinces is shown in subgroup six (6) – Machine Operators and Related Workers in Food, Beverage and Tobacco Processing.</p> <p>The most common occupations for which shortages exist across provinces include: Industrial Butchers and Meat Cutters, Poultry Preparers and Related Workers, Fish Plant Workers, and Aircraft Assemblers and Aircraft Assemblers Inspectors.</p>
<p><b>Skill Level D</b> - On-the-job training is usually provided for occupations.</p> <ol style="list-style-type: none"> <li>1. Labourers in Processing, Manufacturing and Utilities</li> </ol>	<p>Alberta, Nova Scotia and Prince Edward Island are the only three (3) provinces indicating a shortage of skills for Labourers in Processing, Manufacturing and Utilities.</p> <p>Areas in which shortages of skills exist include Labourers in Metal Fabrication, Rubber and Plastic Manufacturing, Food, Beverage and Tobacco Processing and Fish Processing.</p>

### 7.11 Summary Table: All areas in which skills shortages exist provincially.

[illegible]

## 065 Managers in Other Services

164

[0651 Other Services Managers](#)

**071 Managers in Construction and Transportation**

[0711 Construction Managers](#)

[0712 Residential Home Builders and Renovators](#)

[0713 Transportation Managers](#)

**072 Facility Operation and Maintenance Managers**

[0721 Facility Operation and Maintenance Managers](#)

**081 Managers in Primary Production (Except Agriculture)**

[0811 Primary Production Managers \(Except Agriculture\)](#)

**091 Managers in Manufacturing and Utilities**

[0911 Manufacturing Managers](#)

[0912 Utilities Managers](#)

**1 Business, Finance and Administration Occupations**

**Major Group 11**

**Professional Occupations in Business and Finance**

**111 Auditors, Accountants and Investment Professionals**

[1111 Financial Auditors and Accountants](#)

[1112 Financial and Investment Analysts](#)

[1113 Securities Agents, Investment Dealers and Brokers](#)

[1114 Other Financial Officers](#)

**112 Human Resources and Business Service Professionals**

[1121 Specialists in Human Resources](#)

[1122 Professional Occupations in Business Services to Management](#)

**Major Group 12**

**Skilled Administrative and Business Occupations**

**121 Clerical Supervisors**

[1211 Supervisors, General Office and Administrative Support Clerks](#)

[1212 Supervisors, Finance and Insurance Clerks](#)

[1213 Supervisors, Library, Correspondence and Related Information Clerks](#)

[1214 Supervisors, Mail and Message Distribution Occupations](#)

[1215 Supervisors, Recording, Distributing and Scheduling Occupations](#)

ALB	BC	MNT	NB	NFL	NWT	NSC	NNV	ONT	PEI	QUE	SKT	YKN
										*		
		*	*			*				*	*	
						*				*		
										*		
											*	
										*		
										*		
										*	*	
										*		
*	*	*	*	*		*		*	*	*	*	
				*				*		*	*	
										*		
		*				*				*	*	
*	*	*	*					*		*	*	
			*					*		*	*	
		*								*		
										*		
						*				*		
										*		
										*		

**122 Administrative and Regulatory Occupations**[1221 Administrative Officers](#)[1222 Executive Assistants](#)[1223 Personnel and Recruitment Officers](#)[1224 Property Administrators](#)[1225 Purchasing Agents and Officers](#)[1226 Conference and Event Planners](#)[1227 Court Officers and Justices of the Peace](#)[1228 Immigration, Employment Insurance and Revenue Officers](#)**123 Finance and Insurance Administrative Occupations**[1231 Bookkeepers](#)[1232 Loan Officers](#)[1233 Insurance Adjusters and Claims Examiners](#)[1234 Insurance Underwriters](#)[1235 Assessors, Valuers and Appraisers](#)[1236 Customs, Ship and Other Brokers](#)**124 Secretaries, Records and Transcriptionists**[1241 Secretaries \(Except Legal and Medical\)](#)[1242 Legal Secretaries](#)[1243 Medical Secretaries](#)[1244 Court Records and Medical Transcriptionists](#)**Major Group 14****Clerical Occupations****141 Clerical Occupations, General Office Skills**[1411 General Office Clerks](#)[1413 Records Management and Filing Clerks](#)[1414 Receptionists and Switchboard Operators](#)**142 Office Equipment Operators**[1422 Data Entry Clerks](#)[1423 Desktop Publishing Operators and Related Occupations](#)[1424 Telephone Operators](#)

ALB	BC	MNT	NB	NFL	NWT	NSC	NNV	ONT	PEI	QUE	SKT	YKN
											*	
										*	*	
										*		
										*	*	
										*		
									*	*		
			*							*		
	*	*	*							*	*	*
										*	*	
		*								*	*	
										*		
										*		
										*		
		*										
*											*	
										*		
										*		
										*		
	*	*						*		*	*	*
										*		
		*	*			*					*	
										*		

1431 Accounting and Related Clerks

### 1433 Customer Service Representatives - Financial Services

1435 Collectors

## 1441 Administrative Clerks

## 1443 Court Clerks

1451 Library Clerks

### 1453 Customer Service, Information and Related Clerks

## 146 Mail and Message Distribution Occupations

1462 Letter Carriers

## 147 Recording, Scheduling and Distributing Occupatio

## 1472 Storekeepers and Parts

1474 Purchasing and In

## 1476 Transportation Route and Crew Schedulers

## Major Group 21

## 211 Physical Science Professionals

## 2111 Physicists and Astronomers

---

167



[2112 Chemists](#)

[2113 Geologists, Geochemists and Geophysicists](#)

[2114 Meteorologists](#)

[2115 Other Professional Occupations in Physical Sciences](#)

**212 Life Science Professionals**

[2121 Biologists and Related Scientists](#)

[2122 Forestry Professionals](#)

[2123 Agricultural Representatives, Consultants and Specialists](#)

**213 Civil, Mechanical, Electrical and Chemical Engineers**

[2131 Civil Engineers](#)

[2132 Mechanical Engineers](#)

[2133 Electrical and Electronics Engineers](#)

[2134 Chemical Engineers](#)

**214 Other Engineers**

[2141 Industrial and Manufacturing Engineers](#)

[2142 Metallurgical and Materials Engineers](#)

[2143 Mining Engineers](#)

[2144 Geological Engineers](#)

[2145 Petroleum Engineers](#)

[2146 Aerospace Engineers](#)

[2147 Computer Engineers \(Except Software Engineers and Designers\)](#)

[2148 Other Professional Engineers, n.e.c.](#)

**215 Architects, Urban Planners and Land Surveyors**

[2151 Architects](#)

[2152 Landscape Architects](#)

[2153 Urban and Land Use Planners](#)

[2154 Land Surveyors](#)

**216 Mathematicians, Statisticians and Actuaries**

[2161 Mathematicians, Statisticians and Actuaries](#)

**217 Computer and Information Systems Professionals**

[2171 Information Systems Analysts and Consultants](#)

ALB	BC	MNT	NB	NFL	NWT	NSC	NNV	ONT	PEI	QUE	SKT	YKN
		*							*	*		
										*		*
										*		
	*	*	*					*	*	*		
*		*	*			*		*		*	*	
*	*	*	*	*		*				*		
*	*	*	*	*		*				*		
	*									*		
		*								*		
										*		
										*		
										*		
				*						*		
		*	*	*		*				*		
										*		
		*								*		
										*		
										*		
										*		
						*				*		
		*	*	*		*		*	*	*	*	

## 2253 Drafting Technologists and Technicians

---

169

[2254 Land Survey Technologists and Technicians](#)

[2255 Mapping and Related Technologists and Technicians](#)

**226 Other Technical Inspectors and Regulatory Officers**

[2261 Non-Destructive Testers and Inspectors](#)

[2262 Engineering Inspectors and Regulatory Officers](#)

[2263 Inspectors in Public and Environmental Health and Occupational Health and Safety](#)

[2264 Construction Inspectors](#)

**227 Transportation Officers and Controllers**

[2271 Air Pilots, Flight Engineers and Flying Instructors](#)

[2272 Air Traffic Control and Related Occupations](#)

[2273 Deck Officers, Water Transport](#)

[2274 Engineer Officers, Water Transport](#)

[2275 Railway Traffic Controllers and Marine Traffic Regulators](#)

**228 Technical Occupations in Computer and Information Systems**

[2281 Computer Network Technicians](#)

[2282 User Support Technicians](#)

[2283 Systems Testing Technicians](#)

**3 Health Occupations**

**Major Group 31**

**Professional Occupations in Health**

**311 Physicians, Dentists and Veterinarians**

[3111 Specialist Physicians](#)

[3112 General Practitioners and Family Physicians](#)

[3113 Dentists](#)

[3114 Veterinarians](#)

**312 Optometrists, Chiropractors and Other Health Diagnosing and Treating Professionals**

[3121 Optometrists](#)

[3122 Chiropractors](#)

[3123 Other Professional Occupations in Health Diagnosing and Treating](#)

ALB	BC	MNT	NB	NFL	NWT	NSC	NNV	ONT	PEI	QUE	SKT	YKN
										*		
										*		
			*							*		
										*		
												*
				*								
				*		*						
	*	*	*			*				*	*	
*	*	*	*			*		*	*	*		
						*				*		
*	*	*	*	*		*		*	*	*	*	*
*	*	*	*	*		*		*	*	*	*	*
*	*	*	*	*		*		*	*	*	*	*
		*								*		
*	*	*	*	*		*		*		*		
		*						*		*		
										*		

**313 Pharmacists, Dietitians and Nutritionists**[3131 Pharmacists](#)[3132 Dietitians and Nutritionists](#)**314 Therapy and Assessment Professionals**[3141 Audiologists and Speech-Language Pathologists](#)[3142 Physiotherapists](#)[3143 Occupational Therapists](#)[3144 Other Professional Occupations in Therapy and Assessment](#)**315 Nurse Supervisors and Registered Nurses**[3151 Head Nurses and Supervisors](#)[3152 Registered Nurses](#)**Major Group 32****Technical and Skilled Occupations in Health****321 Medical Technologists and Technicians (Except Dental Health)**[3211 Medical Laboratory Technologists and Pathologists' Assistants](#)[3212 Medical Laboratory Technicians](#)[3213 Veterinary and Animal Health Technologists and Technicians](#)[3214 Respiratory Therapists, Clinical Perfusionists and Cardiopulmonary Technologists](#)[3215 Medical Radiation Technologists](#)[3216 Medical Sonographers](#)[3217 Cardiology Technologists](#)[3218 Electroencephalographic and Other Diagnostic Technologists, n.e.c.](#)[3219 Other Medical Technologists and Technicians \(Except Dental Health\)](#)**322 Technical Occupations in Dental Health Care**[3221 Denturists](#)[3222 Dental Hygienists and Dental Therapists](#)[3223 Dental Technologists, Technicians and Laboratory Bench Workers](#)**323 Other Technical Occupations in Health Care (Except Dental)**[3231 Opticians](#)[3232 Midwives and Practitioners of Natural Healing](#)

ALB	BC	MNT	NB	NFL	NWT	NSC	NNV	ONT	PEI	QUE	SKT	YKN
*	*	*	*	*		*		*	*	*	*	
		*								*		
*	*	*	*			*		*		*		
*	*	*	*	*		*		*	*	*	*	
*	*	*	*			*		*	*	*		
	*		*			*		*	*	*		*
*	*	*	*	*		*		*	*	*	*	*
*	*	*	*	*		*		*	*	*	*	
	*	*	*			*				*		
	*		*			*				*	*	
				*		*				*		
*	*	*	*	*		*		*	*	*	*	
						*				*		
						*				*		
						*				*		
										*		
				*		*				*		
						*				*		
						*				*		
										*		

[3233 Licensed Practical Nurses](#)

[3234 Ambulance Attendants and Other Paramedical Occupations](#)

[3235 Other Technical Occupations in Therapy and Assessment](#)

**Major Group 34**

**Assisting Occupations in Support of Health Services**

**341 Assisting Occupations in Support of Health Services**

[3411 Dental Assistants](#)

[3413 Nurse Aides, Orderlies and Patient Service Associates](#)

[3414 Other Assisting Occupations in Support of Health Services](#)

**4 Occupations in Social Science, Education, Government Service and Religion**

**Major Group 41**

**Professional Occupations in Social Science, Education, Government Services and Religion**

**411 Judges, Lawyers and Quebec Notaries**

[4111 Judges](#)

[4112 Lawyers and Quebec Notaries](#)

**412 University Professors and Assistants**

[4121 University Professors](#)

[4122 Post-Secondary Teaching and Research Assistants](#)

**413 College and Other Vocational Instructors**

[4131 College and Other Vocational Instructors](#)

**414 Secondary and Elementary School Teachers and Educational Counsellors**

[4141 Secondary School Teachers](#)

[4142 Elementary School and Kindergarten Teachers](#)

[4143 Educational Counsellors](#)

**415 Psychologists, Social Workers, Counsellors, Clergy and Probation Officers**

[4151 Psychologists](#)

[4152 Social Workers](#)

[4153 Family, Marriage and Other Related Counsellors](#)

ALB	BC	MNT	NB	NFL	NWT	NSC	NNV	ONT	PEI	QUE	SKT	YKN
*	*	*	*	*		*		*	*	*	*	
	*	*								*		
										*		
		*						*	*	*	*	
*	*	*	*			*		*	*	*	*	
*	*	*						*		*	*	
			*							*		
		*	*							*	*	
*		*						*		*	*	
										*		
	*											
	*	*				*		*		*	*	
		*								*		
		*		*				*		*		
										*		
										*		
	*	*		*		*		*	*	*	*	*
						*				*		



[illegible]

## 5231 Announcers and Other Broadcasters

## 524 Creative Designers and Craftspersons

5242 Interior Designers

## 5244 Artisans and Craftspersons

## 525 Athletes, Coaches, Referees and Related Occupations

## 5252 Coaches

## 5254 Program Leaders and Instructors in Recreation, Sport and Fitness

## Major Group 62

## 621 Sales and Service Supervisors

## 6212 Food Service Supervisors

## 6214 Dry Cleaning and Laundry Supervisors

## 6216 Other Service Supervisors

## 6221 Technical Sales Specialists - Wholesale Trade

## 6231 Insurance Agents and Brokers

## 6232 Real Estate Agents and Salespersons

### 6233 Retail and Wholesale Buyers

## 6234 Grain Elevator Operators

---

175



**624 Chefs and Cooks**[6241 Chefs](#)[6242 Cooks](#)**625 Butchers and Bakers**[6251 Butchers, Meat Cutters and Fishmongers - Retail and Wholesale](#)[6252 Bakers](#)**626 Police Officers and Firefighters**[6261 Police Officers \(Except Commissioned\)](#)[6262 Firefighters](#)**627 Technical Occupations in Personal Service**[6271 Hairstylists and Barbers](#)[6272 Funeral Directors and Embalmers](#)**Major Group 64****Intermediate Sales and Service Occupations****641 Sales Representatives, Wholesale Trade**[6411 Sales Representatives - Wholesale Trade \(Non-Technical\)](#)**642 Retail Salespersons and Sales Clerks**[6421 Retail Salespersons and Sales Clerks](#)**643 Occupations in Travel and Accommodation**[6431 Travel Counsellors](#)[6432 Purser and Flight Attendants](#)[6433 Airline Sales and Service Agents](#)[6434 Ticket Agents, Cargo Service Representatives and Related Clerks \(Except Airline\)](#)[6435 Hotel Front Desk Clerks](#)**644 Tour and Recreational Guides and Casino Occupations**[6441 Tour and Travel Guides](#)[6442 Outdoor Sport and Recreational Guides](#)[6443 Casino Occupations](#)**645 Occupations in Food and Beverage Service**[6451 Maîtres d'hôtel and Hosts/Hostesses](#)

ALB	BC	MNT	NB	NFL	NWT	NSC	NNV	ONT	PEI	QUE	SKT	YKN
		*				*		*	*		*	
*	*	*	*			*		*	*		*	*
*										*		
									*			
*	*	*	*	*		*		*		*	*	*
		*								*		
*		*	*	*				*	*	*	*	
										*		
*	*	*	*			*		*		*	*	
*		*				*		*	*		*	
										*		
*	*					*		*	*			
		*										
						*			*	*		

[6452 Bartenders](#)

[6453 Food and Beverage Servers](#)

**646 Other Occupations in Protective Service**

[6461 Sheriffs and Bailiffs](#)

[6462 Correctional Service Officers](#)

[6463 By-Law Enforcement and Other Regulatory Officers, n.e.c.](#)

[6464 Occupations Unique to the Armed Forces](#)

[6465 Other Protective Service Occupations](#)

**647 Childcare and Home Support Workers**

[6471 Visiting Homemakers, Housekeepers and Related Occupations](#)

[6472 Elementary and Secondary School Teacher Assistants](#)

[6474 Babysitters, Nannies and Parents' Helpers](#)

**648 Other Occupations in Personal Service**

[6481 Image, Social and Other Personal Consultants](#)

[6482 Estheticians, Electrologists and Related Occupations](#)

[6483 Pet Groomers and Animal Care Workers](#)

[6484 Other Personal Service Occupations](#)

**Major Group 66**

**Elemental Sales and Service Occupations**

**661 Cashiers**

[6611 Cashiers](#)

**662 Other Sales and Related Occupations**

[6621 Service Station Attendants](#)

[6622 Grocery Clerks and Store Shelf Stockers](#)

[6623 Other Elemental Sales Occupations](#)

**664 Food Counter Attendants, Kitchen Helpers and Related Occupations**

[6641 Food Counter Attendants, Kitchen Helpers and Related Occupations](#)

**665 Security Guards and Related Occupations**

[6651 Security Guards and Related Occupations](#)

**666 Cleaners**

[6661 Light Duty Cleaners](#)

ALB	BC	MNT	NB	NFL	NWT	NSC	NNV	ONT	PEI	QUE	SKT	YKN
*						*			*			
*	*	*	*			*		*	*	*	*	*
	*	*								*		
						*		*				
						*						
*	*	*	*	*		*		*	*	*	*	
		*				*				*	*	
						*		*	*			
*		*		*		*				*		
*		*				*		*	*		*	
*		*				*		*	*		*	
*	*	*				*		*	*	*		
*		*				*		*	*	*	*	

## 723 Machinists and Related Occupations

178

[7231 Machinists and Machining and Tooling Inspectors](#)

[7232 Tool and Die Makers](#)

**724 Electrical Trades and Telecommunication Occupations**

[7241 Electricians \(Except Industrial and Power System\)](#)

[7242 Industrial Electricians](#)

[7243 Power System Electricians](#)

[7244 Electrical Power Line and Cable Workers](#)

[7245 Telecommunications Line and Cable Workers](#)

[7246 Telecommunications Installation and Repair Workers](#)

[7247 Cable Television Service and Maintenance Technicians](#)

**725 Plumbers, Pipefitters and Gas Fitters**

[7251 Plumbers](#)

[7252 Steamfitters, Pipefitters and Sprinkler System Installers](#)

[7253 Gas Fitters](#)

**726 Metal Forming, Shaping and Erecting Trades**

[7261 Sheet Metal Workers](#)

[7262 Boilermakers](#)

[7263 Structural Metal and Platework Fabricators and Fitters](#)

[7264 Ironworkers](#)

[7265 Welders and Related Machine Operators](#)

[7266 Blacksmiths and Die Setters](#)

**727 Carpenters and Cabinetmakers**

[7271 Carpenters](#)

[7272 Cabinetmakers](#)

**728 Masonry and Plastering Trades**

[7281 Bricklayers](#)

ALB	BC	MNT	NB	NFL	NWT	NSC	NNV	ONT	PEI	QUE	SKT	YKN
*	*	*								*	*	
*	*									*		
		*						*	*	*	*	*
*	*	*	*			*		*	*			
										*		
										*		
											*	
										*		
		*				*		*	*	*	*	
*	*	*				*		*			*	
						*						
*		*				*						
*		*	*					*	*		*	
*	*	*				*		*		*	*	*
*												
*	*	*				*		*				

[7282 Concrete Finishers](#)

[7283 Tilesetters](#)

[7284 Plasterers, Drywall Installers and Finishers and Lathers](#)

**729 Other Construction Trades**

[7291 Roofers and Shinglers](#)

[7292 Glaziers](#)

[7293 Insulators](#)

[7294 Painters and Decorators](#)

[7295 Floor Covering Installers](#)

**731 Machinery and Transportation Equipment Mechanics (Except Motor Vehicle)**

[7311 Construction Millwrights and Industrial Mechanics \(Except Textile\)](#)

[7312 Heavy-Duty Equipment Mechanics](#)

[7313 Refrigeration and Air Conditioning Mechanics](#)

[7314 Railway Carmen/women](#)

[7315 Aircraft Mechanics and Aircraft Inspectors](#)

[7316 Machine Fitters](#)

[7317 Textile Machinery Mechanics and Repairers](#)

[7318 Elevator Constructors and Mechanics](#)

**732 Automotive Service Technicians**

[7321 Automotive Service Technicians, Truck and Bus Mechanics and Mechanical Repairers](#)

[7322 Motor Vehicle Body Repairers](#)

**733 Other Mechanics**

[7331 Oil and Solid Fuel Heating Mechanics](#)

[7332 Electric Appliance Servicers and Repairers](#)

[7333 Electrical Mechanics](#)

[7334 Motorcycle and Other Related Mechanics](#)

ALB	BC	MNT	NB	NFL	NWT	NSC	NNV	ONT	PEI	QUE	SKT	YKN
*	*	*				*		*			*	
*	*	*						*				
*	*	*				*		*			*	
						*						
	*	*						*				
*	*	*	*			*						
	*	*				*		*	*	*		*
						*				*		
										*		
						*		*	*	*		
										*		
										*		
	*	*	*			*		*	*		*	*
											*	
						*						
										*		
										*		

[7335 Other Small Engine and Equipment Mechanics](#)

**734 Upholsterers, Tailors, Shoe Repairers, Jewellers and Related Occupations**

[7341 Upholsterers](#)

[7342 Tailors, Dressmakers, Furriers and Milliners](#)

[7343 Shoe Repairers and Shoemakers](#)

[7344 Jewellers, Watch Repairers and Related Occupations](#)

**735 Stationary Engineers and Power Station and System Operators**

[7351 Stationary Engineers and Auxiliary Equipment Operators](#)

[7352 Power Systems and Power Station Operators](#)

**736 Train Crew Operating Occupations**

[7361 Railway and Yard Locomotive Engineers](#)

[7362 Railway Conductors and Brakemen/women](#)

**737 Crane Operators, Drillers and Blasters**

[7371 Crane Operators](#)

[7372 Drillers and Blasters - Surface Mining, Quarrying and Construction](#)

[7373 Water Well Drillers](#)

**738 Printing Press Operators, Commercial Divers and Other Trades and Related Occupations, n.e.c.**

[7381 Printing Press Operators](#)

[7382 Commercial Divers](#)

[7383 Other Trades and Related Occupations](#)

**Major Group 74**

**Intermediate Occupations in Transport, Equipment Operation, Installation and Maintenance**

**741 Motor Vehicle and Transit Drivers**

[7411 Truck Drivers](#)

[7412 Bus Drivers, Subway Operators and Other Transit Operators](#)

[7413 Taxi and Limousine Drivers and Chauffeurs](#)

ALB	BC	MNT	NB	NFL	NWT	NSC	NNV	ONT	PEI	QUE	SKT	YKN
						*						
						*		*	*			
										*		
			*							*		
*	*	*	*			*		*	*		*	*
								*		*	*	
	*									*		







### 8431 General Farm Workers

## 844 Other Fishing and Trapping Occupations

## 8442 Trappers and Hunters

### Labourers in Primary Industry

## 8611 Harvesting Labourers

### 8613 Aquaculture and Marine Harvest Labourers

## 8615 Oil and Gas Drilling, Servicing and Related Labourers

## 8616 Logging and Forestry Labourers

## Major Group 92

## 921 Supervisors, Processing Occupations

9212 Supervisors, Petroleum, Gas and Chemical Processing and Utilities

9214 Supervisors, Plastic and Rubber Products Manufacturing

9216 Supervisors, Textile Processing

9221 Supervisors, Motor Vehicle Assembling

9223 Supervisors, Electrical Products Manufacturing

9225 Supervisors, Fabric, Fur and Leather Products Manufacturing

---

184





## 949 Other Assembly and Related Occupations

## 9492 Furniture and Fixture Assemblers and Inspectors

## 9494 Furniture Finishers and Refinishers

## 9496 Painters and Coaters - Industrial

### 9498 Other Assemblers and Inspectors

## 9511 Machining Tool Operators

## 9513 Woodworking Machine Operators

9516 Other Metal Products Machine Operators

9517 Other Products Machine Operators

### Labourers in Processing, Manufacturing and Utilities

9611 Labourers in Mineral and Metal Processing

9613 Labourers in Chemical Products Processing and Utilities

9615 Labourers in Rubber and Plastic Products Manufacturing

### 9617 Labourers in Food, Beverage and Tobacco Processing

### 9618 Labourers in Fish Processing

9619 Other Labourers in Processing, Manufacturing and Utilities

---

187

**7.12 Summary Table: The Hot List – Areas in which there is a high demand for workers in Canada**

	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>
	Business, finance and administration occupations	Natural & Applied sciences and related occupations	Health Occupations	Occupations in social science, education, government services and religion	Occupations in art, culture, recreation and sport	Sales and service occupations	Trades, transport and equipment operators and related occupations	Occupations unique to primary industry	Occupations unique to processing, manufacturing and utilities
<b>Senior Management Occupations</b>									
<b>O</b>	Managers in Business, finance and administration occupations	Managers in Natural & Applied sciences and related occupations	Managers in Health Occupations, and Occupations in social science, education, government services and religion		Managers in Occupations in art, culture, recreation and sport	Managers in Sales and service occupations	Managers in Trades, transport and equipment operators and related occupations	Managers in Occupations unique to primary industry	Managers in Occupations unique to processing, manufacturing and utilities
<b>A</b>	<b>Major Group 11:</b> Professional occupations in business and finance	<b>Major Group 21:</b> Professional Occupations in natural and applied sciences	<b>Major Group 31:</b> Professional occupations in health	<b>Major Group 41:</b> Professional occupations in social science, education, government services and religion	<b>Major Group 51:</b> Professional occupations in art and culture				
<b>B</b>	<b>Major Group 12:</b> Skilled, administrative and business occupations	<b>Major Group 22:</b> Technical occupations related to natural and applied sciences	<b>Major Group 32:</b> Technical and skilled health occupations	<b>Major Group 42:</b> Paraprofessional occupations in law, social services, education and religion	<b>Major Group 52:</b> Technical and skilled occupations in art, culture, recreation and sport	<b>Major Group 62:</b> Skilled sales and service occupations	<b>Major Group 72/73:</b> Trades and skilled transport and equipment operators	<b>Major Group 82:</b> Skilled occupations in primary industry	<b>Major Group 92:</b> Processing, manufacturing and utilities supervisors and skilled operators
<b>C</b>	<b>Major Group 14:</b> Clerical Occupations		<b>Major Group 34:</b> Assisting Occupations in Support of Health Services			<b>Major Group 64:</b> Intermediate Sales and Service Occupations	<b>Major Group 74:</b> Intermediate Occupations in Transport, Equipment Operation, Installation and Maintenance	<b>Major Group 84:</b> Intermediate Occupations in Primary Industry	<b>Major Group 94/95:</b> Processing and Manufacturing Machine Operators and Assemblers

	1	2	3	4	5	6	7	8	9
D						Major Group 66: Elemental Sales and Service Occupations	Major Group 76: Trades Helpers, Construction Labourers and Related Occupations	Major Group 86: Labourers in Primary Industry Occupations	Major Group 96: Labourers in Processing, Manufacturing and Utilities

O MANAGEMENT OCCUPATIONS

SKILL LEVEL A - Occupations usually require university education.

SKILL LEVEL B - Occupations usually require college education or apprenticeship training.

SKILL LEVEL C - Occupations usually require secondary school and/or occupation-specific training.

SKILL LEVEL D - On-the-job training is usually provided for occupations.

KEY

Cold	
Luke Warm	
Warm	
Hot	
Very Hot	

### 7.13 Match Up of CARICOM Areas of Interest in the Services Negotiations with Skills Shortages across Canada

Area in which CARICOM has interest	CANADIAN Province with Shortage in Area	Degree of Shortage
Legal Services	MNT, NB, QUE, SKT, BC, ONT	WARM
Accounting/Bookkeeping	ALB, BC, MNT, NB, NFL, NSC, ONT, PEI, QUE, SKT, YKN	HOT
Architectural Services	MNT, QUE	COLD
Engineering Services	ALB, BC, MNT, NB, NFL, NSC, ONT, PEI, QUE, SKT	VERY HOT
Nurses & Midwives	ALB, BC, MNT, NB, NFL, NSC, ONT, PEI, QUE, SKT, YKN	VERY HOT
Computer Services	ALB, BC, MNT, NB, NFL, NSC, ONT, PEI, QUE, SKT	VERY HOT
Research & Development	MNT, NB, QUE	COLD
Advertising (tourism)	ONT, PEI, SKT (not tourism)	COLD
Management Consulting	MNT, NB, QUE	COLD
Technical Testing	NSC, NFL, QUE, BC, MNT, NB, ONT, PEI, ALB, SKT	VERY HOT
Supply of Personnel	QUE	COLD
Maintenance & Repair	SKT, QUE, NSC, PEI	LUKE WARM
Construction	ALB, QUE, MT, NB, NFL, NSC, SKT, ONT, PEI	HOT
Ship Repair & Maintenance	NO SHORTAGE	
Convention Services	NO SHORTAGE	
Audio-visual Services	NO SHORTAGE	
Telecommunications	QUE, SKT	COLD
Distribution Services	QUE	COLD
Educational Services	QUE, MNT, NFL, ONT	LUKE WARM
Energy Services	NFL, NSC	COLD
Insurance	QUE, SKT, NB, MNT, BC, PEI	WARM
Banking	MNT, QUE, SKT	COLD
Health-related Services (spas, etc)	NO SHORTAGE	
Hotels – computer reservation systems (CRS)	NO SHORTAGE	
Tour Operators	NO SHORTAGE	
Tourist Guides	NO SHORTAGE	
Restaurants and Catering	ALB, BC, MNT, NB, NSC, ONT, PEI, SKT, YK	HOT
Entertainment, cultural and sporting services	NSC, QUE, MNT, NB, ONT, PEI, SKT	WARM
Port Services	NO SHORTAGE	

**KEY**

Cold	
Luke Warm	
Warm	
Hot	
Very Hot	

**7.14 Main Findings**

For Business, Finance and Administration Occupations, shortages exist in the following provinces and/or territories:

- For Management Occupations: Manitoba, Nova Scotia, Quebec and Saskatchewan
- Skill Level A: All except the North West Territories and Yukon
- Skill Level C: All except Alberta, Nunavut, Newfoundland and Labrador and the North West Territories

For Natural and Applied Sciences and Related Occupations, shortages exist in the following provinces and/or territories:

- Management Occupations: Ontario, Quebec and Saskatchewan.
- Skill Level A: All except the North West and Nunavut
- Skill Level B: All except Nunavut and the Northwest Territories

For Health Occupations, shortages exist in the following provinces and/or territories:

- Management Occupations: Nova Scotia, Quebec and Ontario.
- Skill Level A: All except Nunavut and the North West Territories
- Skill Level C: All except Newfoundland and Labrador, Yukon, Nunavut and the North West Territories

For Occupations in Social Science, Education, Government Service and Religion, shortages exist in the following provinces and/or territories:

- Management Occupations: Nova Scotia, Quebec and Ontario.
- Skill Level A: All except Nunavut and the North West Territories
- Skill Level B: All except Newfoundland and Labrador, Northwest Territories and Nunavut

For Occupations in Art, Culture, Recreation and Sport, shortages exist in the following provinces and/or territories:

Management Occupations: Quebec

- Skill Level A: British Columbia, New Brunswick and Quebec.
- Skill Level B: All except Alberta, British Columbia, Newfoundland and Labrador, North West Territories, Nunavut and Yukon

For Sales and Service Occupations, shortages exist in the following provinces and/or territories:



- Management Occupations: All except Yukon, Nunavut, North West Territories and British Columbia
- Skill Level B: All except Nunavut and the North West Territories
- Skill Level C: All except Nunavut and the Northwest Territories
- Skill Level D: All except New Brunswick, Newfoundland and Labrador and New Brunswick

For Trade, Transport and Equipment Operators and Related Occupations, shortages exist in the following provinces and/or territories:

- Management Occupations: Manitoba, New Brunswick, Nova Scotia, Quebec and Saskatchewan.
- Skill Level B: All except Newfoundland and Labrador, Nunavut and the North West Territories
- Skill level C: Newfoundland and Labrador, Nunavut and the North West Territories
- Skill Level D: Alberta, British Columbia, Manitoba, Ontario, Prince Edward Island and Saskatchewan)

For Occupations Unique to Primary Industry, shortages exist in the following provinces and/or territories:

- Management Occupations: Quebec
- Skill Level B: Manitoba, New Brunswick, Newfoundland and Labrador, Ontario, Quebec and Yukon.
- Skill Level C: Alberta, Manitoba, Nova Scotia, Ontario, Prince Edward Island and Saskatchewan.
- Skill Level D: Alberta, British Columbia, New Brunswick, Nova Scotia, Ontario and Prince Edward Island.

For Occupations Unique to Processing, Manufacturing and Utilities, shortages exist in the following provinces and/or territories:

- Management Occupations: Quebec and Saskatchewan
- Skill Level B: Quebec and Nova Scotia.
- Skill level C: All provinces except Yukon, Saskatchewan, Nunavut, Newfoundland and Labrador and the North West Territories
- Skill Level D: Alberta, Nova Scotia and Prince Edward Island

## 8.0 APPENDICES

### APPENDICES

#### Appendix 1: Questionnaire to Canadian Associations

Dear \_\_\_\_\_

My name is \_\_\_\_\_ from A-Z Information Jamaica Limited, a Research and Consultancy Company based in Jamaica. We are currently undertaking research on Trade in Services between CARICOM countries and Provinces of Canada to help inform the upcoming Canadian-CARICOM Free Trade Agreement. Our objective is to determine the extent to which companies from each Province of Canada conduct business with private sector companies or public sector enterprises in CARICOM.

We are hoping that your organisation can give us some indication of whether any enterprises from your industry conduct business with the CARICOM – either Canadian enterprises doing work for CARICOM clients (Canadian exports) and/or CARICOM enterprises doing work for Canadian enterprises (CARICOM imports).

CARICOM countries are: Antigua & Barbuda, Bahamas, Barbados, Belize, Dominica, Guyana, Grenada, Haiti, Jamaica, Montserrat, St. Kitts & Nevis, St. Lucia, St. Vincent & The Grenadines, Suriname, Trinidad & Tobago.

Please could you provide answers to the following questions:

#### **Exports**

1. Do any of your members or enterprises in your industry (in your province) provide services to enterprises in CARICOM countries?  
Yes\_\_\_\_ No\_\_\_\_. From which of the above CARICOM countries
2. If "yes" about how many companies? 1-5\_\_\_\_, 6-10\_\_\_\_, over 10 \_\_\_\_
3. Would you say the annual value of business (exports) is small (less than \$100,000)\_\_\_\_ Medium (100,000-250,000)\_\_\_\_, large (over \$250,000)\_\_\_\_
4. Do you know any other Canadian enterprises in the services sector that provide services to CARICOM enterprises? Yes\_\_\_\_ No\_\_\_\_ If, yes what sector and which Province?  
\_\_\_\_\_

#### **Imports**

1. Do any CARICOM enterprises or individuals provide services to enterprises in your industry (in your Province)? Yes \_\_\_\_ No\_\_\_\_. From which of the above CARICOM countries?
2. If "yes" to 1 above, about how many such companies are you aware of? 1-5\_\_\_\_, 6-10\_\_\_\_ , over 10\_\_\_\_
3. Would you say the annual value of business (imports) is small (less than \$100,000)\_\_\_\_ Medium (100,000-250,000)\_\_\_\_, large (over \$250,000)\_\_\_\_
4. Do you know any other CARICOM services enterprises that provide services to Canadian enterprises? Yes\_\_\_\_ No\_\_\_\_ If, yes what sector and which Province? \_\_\_\_\_

### **Barriers to Trade**

1. Do enterprises in your industry experience any barriers to trade (licensing, registration, qualifications) when providing services to CARICOM enterprises? Yes\_\_\_\_ No\_\_\_\_. Please explain  
\_\_\_\_\_  
\_\_\_\_\_
2. Do enterprises from CARICOM countries experience any barriers to trade (licensing, registration, qualifications) when providing services to enterprises from your Province or from Canada? Yes\_\_\_\_ No\_\_\_\_. Please Explain \_\_\_\_\_

Do you think these barriers are necessary? Yes\_\_\_\_ No\_\_\_\_  
Explain\_\_\_\_\_

## Appendix 2: Canadian Companies/Associations to which the Questionnaire was sent and their responses

	Company/Association	Contact Details	Responses
1	CGA-Canada (Certified General Accountants Association – Canada)	<p>Ottawa Office / 1201 - 350 Sparks Street Ottawa, Ontario /K1R 7S8 /Tel: 1 613 789-7771 /Fax: 1 613 789-7772 / <a href="mailto:internationalinquiries@cga-canada.org">internationalinquiries@cga-canada.org</a>.</p> <p>Head Office /Suite 100, 4200 North Fraser Way Burnaby, British Columbia / V5J 5K7 /Web site: <a href="http://www.cga.org/canada">www.cga.org/canada</a> Tel: 604 669-3555 Fax: 604 689-5845 /Toll free: 1 800 663-1529 Taylore Ashlie /Director, Communications /CGA-Canada / Telephone: 604 605-5055 /Cell: 604 307-0212 /</p>	<p>Emailed – Taylor Ashlie &amp; general inbox 15.07.2010</p> <p>No Response</p>
2	The Canadian Academic Accounting Association (CAAA)	<p>Mailing address: The Canadian Academic Accounting Association / 3997 Chesswood Drive /Toronto, Ontario M3J 2R8 / Canada</p> <p>Hussein Warsame / University of Calgary Membership Committee Chair (year 2 of 2) Email: <a href="mailto:hussein.warsame@haskayne.ucalgary.ca">hussein.warsame@haskayne.ucalgary.ca</a></p>	<p>Emailed 15.07.2010</p> <p>Response: No thank you not interested</p>
3	Architectural Institute of British Columbia	<p>100-440 Cambie Street /Vancouver, BC V6B 2N5 Tel: (604) 683-8588 / Fax: (604) 683-8568 E-mail: <a href="mailto:info@aibc.ca">info@aibc.ca</a> /<a href="http://www.aibc.ca">www.aibc.ca</a></p>	<p>Emailed 15.07.2010</p> <p>No Response</p>
5	Ordre des architectes du Québec	<p>1825 boul. René-Lévesque Ouest /Montréal, QC H3H 1R4 Tel: (514) 937-6168 /Fax: (514) 933-0242 E-mail: <a href="mailto:info@oaq.com">info@oaq.com</a> / <a href="http://www.oaq.com">www.oaq.com</a></p>	<p>Emailed 15.07.2010</p> <p>No Response</p>
6	CGA-Canada (Certified General Accountants Association – Canada)	<p>Ottawa Office / 1201 - 350 Sparks Street Ottawa, Ontario /K1R 7S8 /Tel: 1 613 789-7771 /Fax: 1 613 789-7772 / <a href="mailto:internationalinquiries@cga-canada.org">internationalinquiries@cga-canada.org</a>.</p> <p>Head Office /Suite 100, 4200 North Fraser Way Burnaby, British Columbia / V5J 5K7 /Web site: <a href="http://www.cga.org/canada">www.cga.org/canada</a> Tel: 604 669-3555 Fax: 604 689-5845 /Toll free: 1 800 663-1529 Taylore Ashlie /Director, Communications /CGA-Canada / Telephone: 604 605-5055 /Cell: 604 307-0212 /</p>	<p>Emailed – Taylor Ashlie &amp; general inbox 15.07.2010</p> <p>No Response</p>
7	The Canadian Academic Accounting Association (CAAA)	<p>Mailing address: The Canadian Academic Accounting Association / 3997 Chesswood Drive /Toronto, Ontario M3J 2R8 / Canada</p> <p>Hussein Warsame / University of Calgary Membership Committee Chair (year 2 of 2) Email:</p>	<p>Emailed 15.07.2010</p> <p>Response: No thank you not interested</p>

		<a href="mailto:hussein.warsame@haskayne.ucalgary.ca">hussein.warsame@haskayne.ucalgary.ca</a>	
8	Architectural Institute of British Columbia	100-440 Cambie Street /Vancouver, BC V6B 2N5 Tel: (604) 683-8588 / Fax: (604) 683-8568 E-mail: <a href="mailto:info@aibc.ca">info@aibc.ca</a> / <a href="http://www.aibc.ca">www.aibc.ca</a>	Emailed 15.07.2010  No Response
9	Ordre des architectes du Québec	1825 boul. René-Lévesque Ouest /Montréal, QC H3H 1R4 Tel: (514) 937-6168 /Fax: (514) 933-0242 E-mail: <a href="mailto:info@oaq.com">info@oaq.com</a> / <a href="http://www.oaq.com">www.oaq.com</a>	Emailed 15.07.2010  No Response
10	CGA-Canada (Certified General Accountants Association – Canada)	Ottawa Office / 1201 - 350 Sparks Street Ottawa, Ontario /K1R 7S8 /Tel: 1 613 789-7771 /Fax: 1 613 789-7772 / <a href="mailto:internationalinquiries@cga-canada.org">internationalinquiries@cga-canada.org</a> .  Head Office /Suite 100, 4200 North Fraser Way Burnaby, British Columbia / V5J 5K7 /Web site: <a href="http://www.cga.org/canada">www.cga.org/canada</a> Tel: 604 669-3555 Fax: 604 689-5845 /Toll free: 1 800 663-1529 Taylore Ashlie /Director, Communications /CGA-Canada / Telephone: 604 605-5055 /Cell: 604 307-0212 /	Emailed – Taylor Ashlie & general inbox 15.07.2010  No Response
11	The Canadian Academic Accounting Association (CAAA)	Mailing address: The Canadian Academic Accounting Association / 3997 Chesswood Drive /Toronto, Ontario M3J 2R8 / Canada  Hussein Warsame / University of Calgary Membership Committee Chair (year 2 of 2) Email: <a href="mailto:hussein.warsame@haskayne.ucalgary.ca">hussein.warsame@haskayne.ucalgary.ca</a>	Emailed 15.07.2010  Response: No thank you not interested
12	Alberta Association of Architects	Duggan House Building / 10515 Saskatchewan Drive Edmonton, AB T6E 4S1/Tel: (780) 432-0224 Fax: (780) 439-1431 /E-mail: <a href="mailto:info@aaa.ab.ca">info@aaa.ab.ca</a> <a href="http://www.aaa.ab.ca">www.aaa.ab.ca</a>	Emailed 15.07.2010  No Response
13	Architects' Association of New Brunswick	P.O. Box 5093 /Sussex, NB E4E 5L2 /Tel: (506) 433-5811 Fax: (506) 432-1122 / E-mail: <a href="mailto:aanb@nb.aibn.com">aanb@nb.aibn.com</a> <a href="http://www.aanb.org">www.aanb.org</a>	Emailed 15.07.2010  No Response
14	Saskatchewan Association of Architects	200-642 Broadway Avenue / Saskatoon, SK S7N 1A9 Tel: (306) 242-0733 / Fax: (306) 664-2598 E-mail: / <a href="mailto:memberservices@saskarchitects.com">memberservices@saskarchitects.com</a> <a href="http://www.saskarchitects.com">www.saskarchitects.com</a>	Emailed 15.07.2010  No Response
15	Nova Scotia Association of Architects	1361 Barrington Street / Halifax, NS B3J 1Y9 Tel: (902) 423-7607 /Fax: (902) 425-7024 E-mail: <a href="mailto:diane.scott@nsaa.ns.ca">diane.scott@nsaa.ns.ca</a> / <a href="http://www.nsaa.ns.ca">www.nsaa.ns.ca</a>	Emailed 15.07.2010  No Response
16	Manitoba Association of Architects	137 Bannatyne Avenue /2nd Floor /Winnipeg, MB R3B 0R3 Tel: (204) 925-4620 /Fax: (204) 925-4624	Emailed 15.07.2010

		E-mail: <a href="mailto:info@mbarchitects.org">info@mbarchitects.org</a> <a href="http://www.mbarchitects.org">/www.mbarchitects.org</a>	No Response
17	Ontario Association of Architects	111 Moatfield Drive /Toronto, ON M3B 3L6 /Tel: (416) 449-6898 /Fax: (416) 449-5756 /E-mail: <a href="mailto:oaamail@oaa.on.ca">oaamail@oaa.on.ca</a> <a href="http://www.oaa.on.ca">www.oaa.on.ca</a>	Emailed 15.07.2010  No Response
18	Newfoundland and Labrador Association of Architects	PO Box 5204 /Station A /St. John's, NF A1C 5V5 Tel: (709) 726-8550 /Fax: (709) 726-1549 /E-mail: <a href="mailto:nlaa@newfoundlandarchitects.com">nlaa@newfoundlandarchitects.com</a> <a href="http://www.newfoundlandarchitects.com">www.newfoundlandarchitects.com</a>	Emailed 15.07.2010  No Response
19	Northwest Territories Association of Architects	P.O. Box 1394 /Yellowknife, NWT X1A 2P1 /Tel: (867) 766-4216 /Fax: (867) 873-3654 /Email: <a href="mailto:nwtaa@yk.com">nwtaa@yk.com</a> <a href="http://www.nwtaa.ca">www.nwtaa.ca</a>	Emailed 15.07.2010  No Response
20	Engineers Canada	Our mailing/courier address is: 180 Elgin St., Suite 1100 Ottawa, ON K2P 2K3 /Telephone: 613-232-2474 Toll free: 1-877-408-9273 /Main Line, with receptionist services during business hours. /Fax: 613-230-5759 <a href="mailto:research@engineerscanada.ca">research@engineerscanada.ca</a>	Emailed 15.07.2010  No Response
21	CSPE (the Canadian Society of/for Professional Engineers)	4950 Yonge Street, Suite 502 /Toronto ON M2N 6K1 Tel: (416) 223-9961; identify yourself as a CSPE caller; ask to leave a message / email: <a href="mailto:info@cspe.ca">info@cspe.ca</a>	Emailed 15.07.2010  No Response
22	The Engineering Institute of Canada	1295 Hwy 2 E / Kingston ON K7L 4V1 /Tel: (613) 547-5989/ Fax: (613) 547-0195 /E-Mail: <a href="mailto:jplant1@cogeco.ca">jplant1@cogeco.ca</a> <a href="http://www.eic-ici.ca/governance.html">http://www.eic-ici.ca/governance.html</a>	Emailed 15.07.2010  No Response
23	Association of Consulting Engineering Companies-Canada	130 Albert Street, Suite 616 /Ottawa, ON K1P 5G4 Tel: (613) 236-0569 /Toll Free: 1-800-565-0569 Fax: (613) 236-6193 /Email: <a href="mailto:info@acec.ca">info@acec.ca</a>	Emailed 15.07.2010  Response: Identified the need for more engineers at the middle management level.
24	The Canadian Academy of Engineering	180 Elgin Street, Suite 1100 /Ottawa, Ontario, K2P 2K3 Telephone (613) 235-9056 /Fax (613) 235-6861 E-mail: <a href="mailto:info@acad-eng-gen.ca">info@acad-eng-gen.ca</a> / <a href="http://www.acad-eng-gen.ca">www.acad-eng-gen.ca</a>	Emailed 15.07.2010  No Response
25	<a href="#">College of Registered Nurses of British Columbia</a>	2855 Arbutus Street /Vancouver BC V6J 3Y8 Tel: (604) 736-7331 /Fax: (604) 738-2272 E-mail: <a href="mailto:info@crnbc.ca">info@crnbc.ca</a>	Emailed 15.07.2010  No Response
26	<a href="#">College and Association of Registered Nurses of Alberta</a>	11620 - 168 Street /Edmonton AB T5M 4A6 /Tel: (780) 451-0043 /Fax: (780) 452-3276 /E-mail: <a href="mailto:carna@nurses.ab.ca">carna@nurses.ab.ca</a>	Emailed 15.07.2010  No Response

27	<u>Saskatchewan Registered Nurses' Association</u>	2066 Retallack Street /Regina SK S4T 7X5 /Tel: 1-800-667-9945 / (306) 359-4200 /Fax: (306) 525-0849 E-mail: <a href="mailto:info@srna.org">info@srna.org</a>	Emailed 15.07.2010  No Response
28	<u>College of Registered Nurses of Manitoba</u>	890 Pembina Hwy /Winnipeg MB R3M 2M8 /Tel: (204) 774-3477 /Fax: (204) 775-6052 / E-mail: <a href="mailto:info@crnm.mb.ca">info@crnm.mb.ca</a>	Emailed 15.07.2010  No Response
29	<u>Registered Nurses Association of Ontario</u>	158 Pearl Street /Toronto, Ontario /M5H 1L3 /Tel: 1-800-268-7199 / (416) 599-1925 /Fax: (416) 599-1926 E-mail: <a href="mailto:info@rnao.org">info@rnao.org</a>	Emailed 15.07.2010  No Response
30	<u>Nurses Association of New Brunswick</u>	165 Regent Street /Fredericton NB E3B 7B4 /Tel: (506) 458-8731 /Fax: (506) 459-2838 /E-mail: <a href="mailto:nanb@nanb.nb.ca">nanb@nanb.nb.ca</a>	Emailed 15.07.2010  No Response
31	<u>College of Registered Nurses of Nova Scotia</u>	Suite 4005 - 7071 Bayers Road /Halifax NS B3L 2C2 Tel: (902) 491-9744 /Fax: (902) 491-9510 E-mail: <a href="mailto:info@crnns.ca">info@crnns.ca</a>	Emailed 15.07.2010  No Response
32	<u>Association of Registered Nurses of Prince Edward Island (ARNPEI)</u>	53 Grafton Street / Charlottetown PE C1A 1K8 /Tel: (902) 368-3764 /Fax: (902) 628-1430 /E-mail: <a href="mailto:anpei@pei.aibn.com">anpei@pei.aibn.com</a>	Emailed 15.07.2010  No Response
33	<u>Association of Registered Nurses of Newfoundland and Labrador</u>	55 Military Rd /St. John's NL A1C 2C5 /Tel: (709) 753-6040 Fax: (709) 753-4940 /E-mail: <a href="mailto:info@arnnl.ca">info@arnnl.ca</a>	Emailed 15.07.2010  No Response
34	<u>Registered Nurses Association of the Northwest Territories and Nunavut</u>	Box 2757 /Yellowknife NT X1A 2R1/Tel: (867) 873-2745 Fax: (867) 873-2336 /E-mail: <a href="mailto:admin@rnantnu.ca">admin@rnantnu.ca</a>	Emailed 15.07.2010  No Response
35	<u>Yukon Registered Nurses Association</u>	204 - 4133 - 4th Avenue/Whitehorse YT Y1A 1H8 Tel: (867) 667-4062 /Fax: (867) 668-5123 E-mail: <a href="mailto:admin@yrna.ca">admin@yrna.ca</a>	Emailed 15.07.2010  Response: filled out some questions, not aware of trade, doesn't know anyone etc.
36	Canadian Nursing Students Association (CNSA)	Mailing Address/Fifth Avenue Court 99 Fifth Avenue, Suite 15 /Ottawa, ON /K1S 5K4 613.235.3150 /Brenden Shepitka, President (705) 618-1445 / <a href="mailto:president@cnsa.ca">president@cnsa.ca</a>	<i>Emailed</i> <i>15.07.2010</i>  <i>No Response</i>
37	<u>Canadian Occupational Health Nurses Association Inc.</u>	Marg Green, Designate /(905) 501-6758 <a href="mailto:mcreen@chartwellreit.ca">mcreen@chartwellreit.ca</a>	Emailed 15.07.2010 Response: not an organization and thus unable to answer questions.
38	Information Technology Association of Canada	Mississauga Office 5090 Explorer Drive, Suite 801, Mississauga, Ontario Canada L4W 4T9 ( <a href="#">get directions</a> )	Emailed Elaine and David & Bernard 15.07.2010

		<p>/Phone (905) 602-8345 - Fax (905) 602 / David Barnes /Vice President, Industry Development -8346 /ext. 226  <a href="mailto:dbarnes@itac.ca">dbarnes@itac.ca</a></p> <p>Ottawa Office /220 Laurier Avenue West, Suite 1120, Ottawa, Ontario Canada K1P 5Z9 (<a href="#">map available</a>) /Phone (613) 238-4822 - Fax (613) 238-7967 / Bernard Courtois President and CEO, (<a href="#">profile</a>) ext. 231  <a href="mailto:bcourtois@itac.ca">bcourtois@itac.ca</a></p> <p>B.C. Office /Elaine Huesing /Executive Director, ITAC Health  Phone (780) 489-4574 /Fax (780) 489-3290  <a href="mailto:ehuesing@itac.ca">ehuesing@itac.ca</a></p>	No Response
39	CIPS (Canadian Information Processing Society) - <i>the professional association for Information Technology (IT) practitioners in Canada.</i>	<p>CIPS /National Office /5090 Explorer Drive, Suite 801  Mississauga, Ontario L4W 4T9 /<a href="#">Google maps link</a></p> <p>Telephone: (905) 602-1370 / Toll Free: 1-877-ASK-CIPS (275-2477) /Fax: (905) 602-7884 /  E-mail: <a href="mailto:info@cips.ca">info@cips.ca</a></p>	<p>Emailed  15.07.2010</p> <p>No Response</p>
40	<a href="#">Canadian IT Law Association</a>	<p>David Fraser, <i>President</i> /902-424-1347 /  <a href="mailto:david.fraser@mcinnescooper.com">david.fraser@mcinnescooper.com</a></p> <p>Lisa R. Lifshitz <i>Treasurer</i> /416 369-4632  <a href="mailto:Lisa.lifshitz@gowlings.com">Lisa.lifshitz@gowlings.com</a> /Pamela Fruitman, <i>Secretary</i>  Lisa Ptack, <i>Executive Director</i> / 905 889 0640  <a href="mailto:lisa.ptack@rogers.com">lisa.ptack@rogers.com</a></p>	<p>Emailed  15.07.2010</p> <p>Lisa, David and Lisa</p> <p>No Response.</p>
41	<a href="#">National Research Council Canada</a>	<p>NRC Communications &amp; Corporate Relations /1200 Montreal Road, Bldg. M-58 /Ottawa, Ontario/ Canada K1A 0R6  Phone: (613) 993-9101 or toll-free 1-877-NRC-CNRC (1-877-672-2672) /TTY number: (613) 949-3042  Fax: (613) 952-9907 /E-mail: <a href="mailto:info@nrc-cnrc.gc.ca">info@nrc-cnrc.gc.ca</a></p>	<p>Emailed  16/07/2010</p> <p>No Response</p>
42	<a href="#">Tourism Industry Association of Canada</a>	<p>116 Lisgar Street, Suite 600 /Ottawa, Ontario, K2P 0C2  T: (613) 238-3883 F: (613) 238-3878  /<a href="http://www.tiac.travel">www.tiac.travel</a> / <a href="mailto:info@tiac.travel">info@tiac.travel</a></p>	<p>Emailed  16/07/2010</p> <p>No Response</p>
43	<a href="#">Hotel Association of Canada</a>	<p>130 Albert Street, Suite 1206 /Ottawa, ON K1P 5G4  T: (613) 237-7149/ F: (613) 237-8928 / Hotel Association of Canada /130 Albert Street, Suite 1206 / Ottawa, ON K1P 5G4 /  T: (613) 237-7149 / F: (613) 237-8928  /<a href="mailto:info@hotelassociation.ca">info@hotelassociation.ca</a> Anthony P. Pollard /President / <a href="mailto:pollard@hotelassociation.ca">pollard@hotelassociation.ca</a></p>	<p>Emailed all  17/07/2010</p> <p>No Response</p>



44	<u>Canadian Association of Management Consultants</u>	National Office Location / 4 King Street West, Suite 815 Toronto, Ontario M5H 1B6 /Phone: 416 860-1515 or 1-800-268-1148 /Fax: 416 860-1535 or 1-800-662-2972 Email: <a href="mailto:consulting@cmc-canada.ca">consulting@cmc-canada.ca</a>	Ms. Andre Evan Le Birch (VP of communications and Marketing)  Left message for her to call  No Response
45	<u>Canadian Construction Association</u>	Mailing Address /Canadian Construction Association /75 Albert Street, Suite 400 / Ottawa, ON K1P 5E7 /Phone, Fax and E-mail / Tel: (613) 236-9455 /Fax: (613) 236-9526 <a href="mailto:cca@cca-acc.com">cca@cca-acc.com</a> /Staff Directory /Atkinson, Michael President / <a href="mailto:mikea@cca-acc.com">mikea@cca-acc.com</a> Ext: 414	Called –  No answer- left message to call. Sent email also 16/07/2010
46	Ontario General Contractor's Association	Mr. Clive Thurston, President /6299 Airport Road, Suite 703 Mississauga, ON L4V 1N3 (905)671-3969 / <a href="mailto:clive@ogca.ca">clive@ogca.ca</a>	<a href="mailto:Julie@ogca.ca">Julie@ogca.ca</a> Spoke with Julie – Clive not in.. sent email to Julie (not Clive)  No Response
47	Ottawa Construction Association	Mr. John DeVries, President /196 Bronson Avenue Ottawa, ON K1R 6H4 (613)236-0488 <a href="mailto:jdv@oca.ca">jdv@oca.ca</a>	Sent email  No Response
48	<u>Canadian Association of Tour Operators</u>	Attention: Mr. Pierre LePage, Executive Director 7 - B Pleasant Boulevard, Suite 1011 /Toronto, Ontario Canada M4T 1K2 / Telephone: 416-485-8232 Fax: 416-485-0112 /E-mail: <a href="mailto:info@cato.ca">info@cato.ca</a>	<b>No response</b>
49	<u>Canadian Wireless Telecommunications Association</u>	130 Albert Street, Suite 1110 /Ottawa, Ontario K1P 5G4 Canada / Phone 613-233-4888 /Fax 613-233-2032 Internet <a href="http://www.cwta.ca">www.cwta.ca</a> /E-mail <a href="mailto:info@cwta.ca">info@cwta.ca</a>	Emailed 17/07/2010  No Response
50	<u>Ontario Telecommunications Association (OTA)</u>	Executive Director: Jonathan L. Holmes /Ontario Telecommunications Association /29 Peevers Cres. Newmarket, Ontario /L3Y 7T5 / Telephone/Fax & Email Tel: 519.595.3975 /Fax: 519.595.3976 /Email: <a href="mailto:jonathan.holmes@ota.on.ca">jonathan.holmes@ota.on.ca</a>	Emailed 19.07.2010  No Response
51	<u>Canadian Education Association</u>	119 Spadina Avenue, Suite 705 /Toronto, ON, M5V 2L1 / Tel: (416) 591-6300 / Fax: (416) 591-5345 /Email: <a href="mailto:info@cea-acc.ca">info@cea-acc.ca</a>	Emailed 19.07.2010  No Response
52	<u>International Educators Association of Canada (IEAC)</u>	Email: <a href="mailto:ieac@uoguelph.ca">ieac@uoguelph.ca</a> / Mailing Address: IEAC c/o Centre for International Programs, Level 3, University Centre; / University of Guelph; Guelph, ON N1G 2W1; Fax: +1 519 767 0756	Emailed 19.07.2010  No Response

53	<u>The Workers Educational Association of Canada (WEA)</u>	WEA Canada /157 Carlton Street, Suite 205 /Toronto, M5A 2K2 /Phone: (416) 923 7872 /Fax: (416) 923 7896 Email: <a href="mailto:info@weacanada.ca">info@weacanada.ca</a>	Emailed 19.07.2010  No Response
54	<u>Canadian Tour Guide Association</u>	00 Coxwell Avenue, Box 22581 / Toronto, ON M4L 3W7 Telephone +1 416 410 8621 / Fax + 1 416 410-8621 Web site <a href="http://www.ctgaoftoronto.org">http://www.ctgaoftoronto.org</a> Email: <a href="mailto:info@ctgaoftoronto.org">info@ctgaoftoronto.org</a>	<b>No response</b>
55	<u>Association des guides touristiques de Québec Inc.</u>	(AGTQ) / Collège Mérici / 755, Grande-Allée Ouest, C.P. 17 / Québec, QC G1S 1C1 / Téléphone: 418 683-2104 Contact: Suzie Lapointe <a href="mailto:suzielapointe@videotron.c">suzielapointe@videotron.c</a>	Emailed July 21, 2010  No Response
56	<u>The Alberta Tour Directors Association</u>	Box 8044 / Canmore, AB T1W 2T8 / Telephone: +1 403 678-2833 / Contact: Allison Day <a href="mailto:ctconsultants@monarch.net">ctconsultants@monarch.net</a>	Emailed July 21, 2010  No Response
57	<u>Aplin – British Columbia</u>	1400, 650 West Georgia Street, PO Box 11518, Vancouver BC V6B 4N7 / Tel: 604.648.2799   Fax: 604.648.2787   Email: <a href="mailto:vancouver@aplin.com">vancouver@aplin.com</a>	Emailed 22/07/2010 No Response
58	<u>The Canadian Institute of Chartered Accountants</u>	277 Wellington Street West / Toronto ON M5V 3H2 Canada Tel: +1.416.977.3222 /Fax: +1.416.977.8585	Emailed via form on website 15.07.2010  No Response
59	<u>IMR Sector Council and Trade Association</u>	180 Attwell Drive, Suite 300 / Toronto, Ontario / M9W 6A9 / Phone 905-602-8877 or 1-866-602-8877 / Fax: 416-679-9234	Called – didn't get thru
60	<u>Electro-Federation Canada (EFC)</u>	Toronto, Ontario (Head Office): / 180 Attwell Drive, Suite 300 Toronto, Ontario M9W 6A9 / Canada / Main Switchboard: 905-602-8877 / Fax: 416-679-9234 Email: <a href="mailto:info@electrofed.com">info@electrofed.com</a> Halifax (Atlantic Region): / 6685 Third Street / Halifax, NS / B3L 1G5 / Tel: 902-497-1084 / Fax: 902-443-6888  Email: <a href="mailto:ksaunders@electrofed.com">ksaunders@electrofed.com</a>	Called – didn't get thru
61	<u>Electrical Equipment Manufacturers Association of Canada</u>	<u>Wayne Edwards</u> , Vice President, EEMAC at 647-258-7483 <a href="mailto:wedwards@electrofed.com">wedwards@electrofed.com</a>  <u>Deborah Preston</u> , EEMAC Program Coordinator / CANENA Registrar & Communications at 647-260-3092 <a href="mailto:dpreston@electrofed.com">dpreston@electrofed.com</a>	Called – Wayne Edwards (voicemail) Called Deborah - busy
62	<u>Canadian Electrical Manufacturers Representatives Association (CEMRA)</u>	180 Attwell Drive, Suite 300 /Toronto, ON M9W 6A9 Fax: 416-679-9234 / <a href="http://www.cemra.ca">www.cemra.ca</a>  CEMRA and S&D Team /Rick McCarten,	Emailed 16/07/2010  No Response

		<p>President of CEMRA  <a href="mailto:rmccarten@electrofed.com">rmccarten@electrofed.com</a>/647-260-3087</p> <p>Nathalie Lajoie, Manager, Conference and Special Projects  <a href="mailto:nlajoie@electrofed.com">nlajoie@electrofed.com</a> /647-258-7484 /  Cynthia Kenth, Communications  <a href="mailto:ckenth@electrofed.com">ckenth@electrofed.com</a> / 647-258-7477</p> <p>Sue Adler, Member Services /  <a href="mailto:sadler@electrofed.com">sadler@electrofed.com</a>  647-258-7476</p>	
63	<u>Canadian Appliance Manufacturers Association</u>	<p><u>Larry Moore</u>, Vice President, CAMA, 647-260-3088 <a href="mailto:lmoores@electrofed.com">lmoores@electrofed.com</a></p> <p><u>Richard Martel</u>, Manager, Standards and Technical Services, 647-260-3095  <a href="mailto:rmartel@electrofed.com">rmartel@electrofed.com</a></p> <p><u>Sharon Borda</u>, Manager, Consumer Councils, 647-258-7479 <a href="mailto:sborda@electrofed.com">sborda@electrofed.com</a></p> <p><u>Anne Harrigan</u>, Vice President, Marketing Resource, 647-260-3084  <a href="mailto:aharrigan@electrofed.com">aharrigan@electrofed.com</a></p>	<p>Emailed  16/07/2010</p> <p>No Response</p>
64	<u>Irving Shipbuilding Inc.</u>	<p>3099 Barrington Street / Halifax, Nova Scotia  Canada B3K 5M7 /Tel: (902) 423-9271 /Fax: (902) 422-5253  <a href="mailto:marketing@irvingshipbuilding.com">marketing@irvingshipbuilding.com</a></p>	<p>Emailed  16/07/2010</p> <p>No Response</p>
65	<u>Canada Restaurant and Food Services Associations</u>	<p>Quebec Office: / Jean Lefebvre / Vice President, Quebec  T: 514-448-2154 / E: <a href="mailto:jlefebvre@crfa.ca">jlefebvre@crfa.ca</a>  /Ontario Office:</p> <p>Joyce Reynolds / Executive Vice President, Government Affairs / T: 1-800-387-5649 ext. 4219. / E: <a href="mailto:jreynolds@crfa.ca">jreynolds@crfa.ca</a></p> <p>Manitoba/Saskatchewan Office: / Courtney Hirota  Vice President, Manitoba/Saskatchewan / T: 877-926-8557  E: <a href="mailto:chirota@crfa.ca">chirota@crfa.ca</a></p> <p>Western Canada Office: Mark von Schellwitz / Vice President, Western Canada / T: 1-866-300-7675  E: <a href="mailto:mark@crfa.ca">mark@crfa.ca</a></p> <p>Atlantic Office: / Luc Erjavec / Vice President, Atlantic Canada / T: 1-877-755-1938 / E: <a href="mailto:luc@crfa.ca">luc@crfa.ca</a></p>	<p>Emailed to all  16/07/2010</p> <p>No Response</p>

66	<u>Ontario Massage Therapist Association</u>	365 Bloor St. E., Ste. 1807, / Toronto, Ontario M4W 3L4 Tel: (416) 968-6487 Toll Free: 1-800-668-2022 Fax: (416) 968-6818 / E-mail: <a href="mailto:omta@collinscan.com">omta@collinscan.com</a>	Emailed 22.07.2009 failed
67	<u>Reflexology Association of Canada</u>	Box 110, 541 Turnberry St., Brussels, Ontario N0G 1H0 Email: <a href="mailto:reflex@connect.ab.ca">reflex@connect.ab.ca</a>	Emailed 22.07.2009 failed
68	<u>Ontario Association of Naturopathic Doctors</u>	4174 Dundas St. W., Ste. 304, Etobicoke, Ontario M8X 1X3 Tel: (416) 233-2001 Fax: (416) 233-2924 Toll Free: 1-877-628-7284 E-mail: <a href="mailto:info@oand.com">info@oand.com</a> WEB: <a href="http://www.oand.com">www.oand.com</a>	Emailed 22.07.2009 failed
69	<u>Montreal Teachers Association (MTA)</u>	4260 Girouard Avenue, Suite 200 / Montreal, QC / H4A 3C9 Phone: (514) 487-4580 / Fax: (514) 487-1678 / President: Ruth Rosenfield / E-Mail: <a href="mailto:mta@mta-aeem.com">mta@mta-aeem.com</a> Website: <a href="http://www.mta-aeem.com">www.mta-aeem.com</a>	Emailed 19.07.2010  No Response
70	<u>Central Quebec Teachers Association (CQTA)</u>	1752 Route 170 / Laterrière, QC / G7N 1A4 / Phone: 1-877-543-6082 / Fax: 1-877-542-4916 / President: Marty Patterson E-mail: <a href="mailto:martypatterson@cqta.qc.ca">martypatterson@cqta.qc.ca</a> Website: <a href="http://www.cqta.qc.ca">www.cqta.qc.ca</a>	Emailed 19.07.2010  No Response
71	Music Industry Association of Canada <a href="http://www.miac.net/">http://www.miac.net/</a>	Barbara Cole, Executive Director, Suite 807, 505 Consumers Road Toronto, ON M2J 4V8, (416) 490-1871 x104, Toll Free (877) 490-MIAC(6422), FAX (416) 490-0369, Toll Free (877) 809-8600 <a href="mailto:barbara@miac.net">barbara@miac.net</a>	July 19, 2010 emailed  No Response
72	Music Industry Association of Canada <a href="http://www.miac.net/">http://www.miac.net/</a>	Janice Secchiano; Trade Show & Membership Coordinator; Suite 807, 505 Consumers Road; Toronto, ON M2J 4V8 (416) 490-1871 x105, Toll Free (877) 490-MIAC(6422) FAX (416) 490-0369, Toll Free (877) 809-8600 <a href="mailto:janice@miac.net">janice@miac.net</a>	July 19, 2010 emailed  No Response
73	Sport Alliance of Ontario (SAO)	P: 416-426-7073 / F: 416-426-7381 / <i>Jim Bradley</i> <i>Chief Executive Officer</i> / Jennifer Joseph / Executive Assistant / <a href="mailto:jjoseph@sportalliance.com">jjoseph@sportalliance.com</a> / 416-426-7073 <a href="http://www.sportalliance.com/content/home.asp">http://www.sportalliance.com/content/home.asp</a>	Emailed 22.07.2009  No Response
74	Ontario Chamber of Commerce	505 – 180 Dundas Street West / Toronto, Ontario M5G 1Z8 / Phone: (416) 482-5222 / Fax: (416) 482-5879/ <a href="mailto:info@occ.on.ca">info@occ.on.ca</a> / <a href="http://occ.on.ca/about-us/contact-us-2/">http://occ.on.ca/about-us/contact-us-2/</a>	Emailed 22.07.2009  No Response
75	Chambre de commerce de Québec	17, rue Saint-Louis (Québec) G1R 3Y8 / Téléphone : 418-692-3853 / Télécopieur : 418-694-2286 / Courriel : <a href="mailto:info@ccquebec.ca">info@ccquebec.ca</a> / Site Internet : <a href="http://www.ccquebec.ca">www.ccquebec.ca</a>	Emailed 22.07.2009  No Response
76	BC Chamber of Commerce	1201 - 750 West Pender Street / Vancouver, BC V6C 2T8 / T 604.683.0700 / F 604.683.0416 <a href="mailto:bccc@bccchamber.org">bccc@bccchamber.org</a> D 604.638.8110 E <a href="mailto:JWinter@bccchamber.org">JWinter@bccchamber.org</a> / D 604.638.8113	Emailed 22.07.2009  No Response

		<b>E JGarson@bccchamber.org</b>	
77	BRCC – Nunavut Chamber of Commerce	<p>Hal Timar, Executive Director / <a href="mailto:execdir@baffinchamber.ca">execdir@baffinchamber.ca</a> T (867) 979-4654 / F (867) 979-2929</p> <p>Sadie Vincent-Wolfe / Member Services Manager / Assistant Executive Director / <a href="mailto:members@baffinchamber.ca">members@baffinchamber.ca</a> T (867) 979-4654 / F (867) 979-2929 <a href="http://www.baffinchamber.ca/aboutus/staff">http://www.baffinchamber.ca/aboutus/staff</a></p>	Emailed – Responded
78	Yukon Chamber of Commerce	<p>510 Elm / Yukon, OK 73099 / Phone: 405-354-3567 Fax: 405-350-0724 <b>E-</b> <a href="mailto:mail:chamber@yukoncc.com">mail:chamber@yukoncc.com</a></p> <p><a href="http://www.yukoncc.com/contact/">http://www.yukoncc.com/contact/</a></p>	<p>Emailed 22.07.2009</p> <p>No Response</p>

### Appendix 3: List of persons contacted from Statistics Canada (Statscan)

	Area	Contact Details	Response
<b>1</b>	Toronto	<b>Denis Caron</b>  Chief Current Account Section / Chef section du compte courant Balance of Payments Division / Division de la balance des paiements Statistics Canada / Statistique Canada Government of Canada / Gouvernement du Canada denis.caron@statcan.gc.ca telephone / téléphone 613.951.1861 facsimile / télécopieur 613.951.9031	<b>Held interview with him while in Canada. Provided Trade in Services data but not disaggregated to level of Province. He explained the methodology and provided contacts for Provincial Statistical Units.</b>
<b>2a</b>	Toronto	<b>Joanne Hans</b>  Account Executive Advisory Services-Toronto   Services-conseils-Toronto Arthur Meighen Building   Immeuble Arthur Meighen / Floor   Étage 5 Statistics Canada   25 St. Clair Avenue East, Toronto ON M4T 1M4 Statistique Canada   25, avenue St-Clair Est, Toronto ON M4T 1M4 <a href="mailto:brenda.ham@statcan.gc.ca">brenda.ham@statcan.gc.ca</a> Telephone   Téléphone 416-973-1402 Facsimile   Télécopieur 416-973-7475 Government of Canada   Gouvernement du Canada	<b>Was very helpful and chaired meeting with with Denis Caron.</b>
<b>2b</b>	Toronto	<b>Brenda Ham</b>  Data Dissemination Officer   Agente de diffusion des données Advisory Services-Toronto   Services-conseils-Toronto Arthur Meighen Building   Immeuble Arthur Meighen / Floor   Étage 5 Statistics Canada   25 St. Clair Avenue East, Toronto ON M4T 1M4 Statistique Canada   25, avenue St-Clair Est, Toronto ON M4T 1M4 <a href="mailto:brenda.ham@statcan.gc.ca">brenda.ham@statcan.gc.ca</a> Telephone   Téléphone 416-973-1402 Facsimile   Télécopieur 416-973-7475 Government of Canada   Gouvernement du Canada	<b>Was very helpful and arranged for the purchasing of trade in services data. She also arranged meetings with her supervisor and with Denis Caron.</b>
<b>3</b>	Newfoundland and Labrador	<b>Robert Reid</b>  Acting Director Newfoundland and Labrador Statistics Agency Department of Finance, Economics and Statistics Branch Confederation Building, Main Floor	<b>Sent email</b>

		<p>St. John's, Newfoundland and Labrador  A1B 4J6  Telephone: 709-729-0158  Facsimile: 709-729-0393  Internet: robertr@gov.nl.ca &lt;mailto:robertr@gov.nl.ca&gt;</p>	
<b>4</b>	Prince Edward Island	<p><b>Nigel Burns</b>  Manager  Economics, Statistics and Federal Fiscal Relations Section  Department of the Provincial Treasury  Walter Shaw Building  95 Rochford Street, 3rd Floor  P.O. Box 2000  Charlottetown, Prince Edward Island  C1A 7N8  Telephone: 902-368-4181  Facsimile: 902-368-4034  Internet: NDBurns@gov.pe.ca  &lt;mailto:%20NDBurns@gov.pe.ca&gt;</p>	<b>Communicated but no data available</b>
<b>5</b>	Nova Scotia	<p><b>Thomas Storrington</b>  Director  Economics and Statistics  Nova Scotia Department of Finance  Provincial Building  1723 Hollis Street, 6th floor  P.O. Box 187  Halifax, Nova Scotia  B3J 2N3  Telephone: 902-424-2410  Facsimile: 902-424-0714  Internet: storrit@gov.ns.ca &lt;mailto:storrit@gov.ns.ca&gt;</p>	<b>Held discussions but no data available</b>
<b>6</b>	Quebec	<p><b>Stéphane Mercier</b>  Director General  Institut de la statistique du Québec  200, chemin Sainte-Foy, 5e étage  Québec (Québec)  G1R 5T4  Telephone: 418-691-2407  Facsimile: 418-691-2417  Internet: Stephane.Mercier@stat.gouv.qc.ca  &lt;mailto:%20Stephane.Mercier@stat.gouv.qc.ca&gt;</p>	<b>Emailed but no response</b>
<b>7</b>	New Brunswick	<p><b>Kathy Wyrwas</b>  Director  N.B. Statistics Agency  N.B. Department of Finance  Centennial Building  670 King Street, Room 245  P.O. Box 6000  Fredericton, New Brunswick  E3B 5H1  Telephone: 506-453-6966  Facsimile: 506-453-2281</p>	<b>Communicated by email but no data available</b>

		Internet: Kathy.Wyrwas@gnb.ca <mailto:%20Kathy.Wyrwas@gnb.ca>	
8	Ontario	<b>David West,</b>  Manager Current Analysis Unit Office of Economic Policy Ministry of Finance Frost Building North, 6th Floor 95 Grosvenor St. Toronto, Ontario M7A 1Z1 Telephone: 416-325-0778 Facsimile: 416-325-0796 Internet: David.West@fin.gov.on.ca <mailto:%20David.West@fin.gov.on.ca>	Communicated but no data available
9	Manitoba	<b>Wilf Falk</b>  Chief Statistician Manitoba Bureau of Statistics 155 Carlton Street, Room 824 Winnipeg, Manitoba R3C 3H8 Telephone: 204-945-2988 Facsimile: 204-945-0695 Internet: WFalk@mbs.gov.mb.ca <mailto:%20WFalk@mbs.gov.mb.ca>	Held discussions but no data available
10	Saskatchewan	<b>Fred Young</b> Director Economics and Statistics Department of Finance 2350 Albert Street, 5th Floor Regina, Saskatchewan S4P 4A6 Telephone: 306-787-6792 Facsimile: 306-787-6311 Internet: FYoung@finance.gov.sk.ca <mailto:%20FYoung@finance.gov.sk.ca>	Communicated by email but no data available
11	Alberta	<b>Joanne Sasges</b>  Director Office of Statistics and Information Employment and Immigration Labour Building, 2nd Floor 10808 - 99th Avenue Edmonton, Alberta T5K 0G5 Telephone: 780 427-9648 Facsimile: 780 422-5070 Internet: joanne.sasges@gov.ab.ca <mailto:joanne.sasges@gov.ab.ca>	Communicated by email but no data available
12	British Columbia	<b>Don McRae</b>  Director	Communicated by email and held discussions but no



		<p>BC STATS  B.C. Ministry of Labour and Citizens' Services  553 Superior Street, 1st Floor  Victoria, British Columbia  V8W 9V1  Telephone: 250-356-2119  Facsimile: 250-387-0380  Internet: Don.McRae@gov.bc.ca  &lt;mailto:%20Don.McRae@gov.bc.ca&gt;</p>	<p><b>data available. He sent similar data to that obtained from StatsCan and provided listing of a small business directory.</b></p>
<b>13</b>		<p><b>Yukon</b>    Greg Finnegan, Director  Yukon Bureau of Statistics  Executive Council Office, A-8C  Government of the Yukon  P.O. Box 2703  Whitehorse, Yukon  Y1A 2C6  Telephone: 867-667-5463  Facsimile: 867-393-6203  Internet: Greg.Finnegan@gov.yk.ca  &lt;mailto:%20Greg.Finnegan@gov.yk.ca%20&gt;</p>	<p><b>No response to email</b></p>
	Northwest Territories	<p><b>Vishni Peeris</b>    Territorial Statistician  N.W.T. Bureau of Statistics  YK Centre  Franklin Avenue, 2nd Floor  P.O. Box 1320  Yellowknife, Northwest Territories  X1A 2L9  Telephone: 867-873-7085  Facsimile: 867-873-0275  Internet: vishni_peeris@gov.nt.ca  &lt;mailto:%20vishni_peeris@gov.nt.ca&gt;</p>	<p><b>Communicated by email but no data available</b></p>
<b>14</b>	Nunavut	<p><b>Ron McMahon</b>    Director  Nunavut Bureau of Statistics  Box 604  Pangnirtung, Nunavut  X0A 0R0  Telephone: 867-473-2693  Facsimile: 867-473-2626  Internet: RMcMahon@gov.nu.ca  &lt;mailto:%20RMcMahon@gov.nu.ca&gt;</p>	<p><b>No response to email</b></p>

**Appendix 4: List of CARICOM Companies Interviewed via Phone Re: Canadian Investment Data**

	<b>Public/Government Organizations</b>	<b>Contact Details</b>
1	Jamaica Trade & Invest	18 Trafalgar Road Kingston 10. T +1(876) 978-7755 / 978-3337 ext. 2250 or 2254. F +1(876) 946-0090
2	Invest Barbados	Bridgetown, St. Michael; BARBADOS, BB11142; Tel. (Local): (246) 626-2000; Tel. (From Canada): 1-647-977-5996
3	National Investment Promotion Agency of St. Lucia	1st Floor Heradline Rock Building   The Waterfront, Castries, P.O. Box 495; St. Lucia, W.I.; Phone: (758) 452-3614 or (758) 452-3615; Fax: (758) 452-1841
4	Investment Dominica Authority	1st Floor Financial Centre ; Roseau   Commonwealth of Dominica   Phone: +1 (767) 448-2045   Fax: +1 (767) 448-5840   eMail: <a href="mailto:info@investdominica.dm">info@investdominica.dm</a>
5	St. Kitts Investment Promotion Agency	CAP Southwell Industrial Park Basseterre, St. Kitts   Tel: 1-869-465-1153, Fax: 1-869-465-1154; <b>General Information</b> , E-mail: <a href="mailto:info@stkittsipa.org">info@stkittsipa.org</a>
6	Invest SVG	+ 784 457 2159   456 2688   <a href="mailto:info@investsvg.com">info@investsvg.com</a>
7	Invest TT	Tel: (869) 465-2537, Fax: (869) 465-9562 Email: <a href="mailto:info@eccb-centralbank.org">info@eccb-centralbank.org</a>
8	Bank of Jamaica	Nethersole Place, PO Box 621, Kingston Jamaica, West Indies, Tel: (876) 922-0750 Fax: (876) 922-0854
9	Barbados Central Bank	Tom Adams Financial Centre, Spry Street, Bridgetown Barbados, West Indies, <b>Tel:</b> (246) 436-6870, <b>Fax:</b> (246) 427-9559 Secretariat, (246) 427-1431 Research
10	Central Bank of TT	Eric Williams Plaza, Independence Square, Port of Spain. Trinidad. Telephone - (868)625-4835;625-4921
11	Eastern Caribbean Central Bank	Headquarters , P.O.Box 89, Basseterre, St.Kitts, West IndieTel: (869) 465-2537, Fax: (869) 465-9562 Email: <a href="mailto:info@eccb-centralbank.org">info@eccb-centralbank.org</a>

	<b>Region</b>	<b>Private Companies</b>	<b>Number</b>	<b>Do you Export to/Import from Canada?</b>
1	CARICOM - Jamaica	Breezes	957-5010. 954-0000. 973.6099. 954-2450	NO
2	CARICOM - Jamaica	BCIC	922-1260. 920-8872.	NO... there are Jamaican underwriters who sell re-insurance overseas, no specific names given.
3	CARICOM - Jamaica	Global Logistics (Jamaica) Ltd	901.5805. 901-6167	NO
4	CARICOM - Jamaica	Guardsman Group Ltd	978-5760. 927-6613	NO. Not directly, they do provide security services for BNS
5	CARICOM - Jamaica	Jamaica Civil Aviation Authority	960-3948. 960-4033	NO
6	CARICOM- Jamaica	JIIC	926-3204	NO. Its best to check with Brokers.

	Region	Private Companies	Number	Do you Export to/Import from Canada?
7	CARICOM-Jamaica	JMMB	920-5039	NO (Nicola Watson)
8	CARICOM-Jamaica	Apec Consultants Ltd	876-926-3150	NO
9	CARICOM-Jamaica-Barbados	Design Collaborative	876-929-2006	NO
10	CARICOM-Jamaica	Edward Young Assocs	876-927-9691 Or: 876-927-9692	NO
11	CARICOM-Barbados	Amphora Life Insurance Co Ltd	246-421-7674	NO
12	CARICOM-Barbados	Morrison, Woodstock & Associates		NO, they sell arch. Services within CARICOM, not outside.
13	CARICOM-Barbados	Global International Reinsurance Company Ltd	246-228-1411	VM
14	CARICOM-Barbados	Insurance Corporation Of Barbados Limited	246-434-6000. 246-434-6082 Or: 246-434-6083	Call back
15	CARICOM-Barbados	United Insurance Co Ltd.	246-430-1900	Call back
16	CARICOM-Barbados	Swift Insurance & Financial Services Inc	246-418-6697	NO.... Call back
17	CARICOM-Barbados	Caribbean Alliance Insurance Co Ltd	246-426-4158 Or: 246-426-9595	Call Back... MD will call me back.
18	CARICOM-Barbados	Queen Elizabeth Hospital	246-436-6450	NO
19	CARICOM-Barbados	Bay View Hospital	246-436-5446	NO
20	CARICOM-Barbados	Habitats Architectural Designs Inc	246-435-1995	No Answer
21	CARICOM-Barbados	Morrison & Woodstock Assoc (Caribbean) Ltd	246-426-1122	NO
22	CARICOM-Barbados	Burke Peter W Associates Inc	246-428-7905	Voicemail, Call Back
23	CARICOM-Barbados	Stantec Consulting Caribbean Ltd – Engineers – Andrew Hutchinson Most Canadian companies come to Caribbean wen they are provincially funded. NOVA SCOTIA IS VERY AGGRESSIVE	246-425-8505	YES & NO. 100% owned by Canadian company – Stantec consulting... 10 yrs ago they were acquired – Edmonton...  Stantec has a captive insurance company in Barbados (they are in Toronto too)
24	CARICOM-Barbados	Design Collaborative	246-426-1741	NO, they have done work for BNS in Barbados, not cross-border to Canada (though they had to deal with people in Canada)
24	CARICOM-TT	Lee Young & Partners	868625-3516. 625-3569. 625-3258	NO, they work mainly within CARICOM, never had any Canadian clients
26	CARICOM-	Allied Insurance Brokers	926-6820-1.	NO... Call back for Paul Barnes.

	Region	Private Companies	Number	Do you Export to/Import from Canada?
	Jamaica			
27	CARICOM	Dessau Soprin	868.633.5778	YES, they are a Canadian-owned company. They do inter-company "outsourcing".. so yes, they do sometimes work on projects for their head office in Canada (Quebec, also Ontario)
28	CANADA-Barbados	DLN Consultants – Engineering Barbados	1-(246) 427-5190	<p>YES. It is a way of sale, they operate as a civil structural consultancy.. some projects they go in as prime consultants &amp; also have some canadian expertise</p> <p>They also go in as subconsultacts with canadian firms</p> <p>Example: if they are doing a job going in as prime- they tend to use a canadian economist based in vancouver who comes out to do cost-benefit analysis in Barbados</p> <p>Province/City: Ottawa/Ontario, West Vancouver.</p> <p>Design projects usually require them to come out here... they hardly do exchange via internet</p> <p>In the past they did a highway job in Montreal Quebec – where they did designs and exchanged via net but that was also in addition to visiting at home.</p> <p>D L N Consultants Inc. Peter Date DIRECTOR of Engineering Projects <a href="mailto:headoffice@DLNCONSULTANTS.COM">headoffice@DLNCONSULTANTS.COM</a></p> <p>Ideas on Canada CARICOM Trade Agreement: He doesn't perceive its gonna affect CARICOM in any great way... you would have to be a P.E in each province.. when they come here they are free to do it already</p> <p>Whenever there is funding (world bank, ID, CBD, etc) - A lot of the jobs they are applying for have full funding... so they can easily come in and compete but we cannot go to Canada and operate.</p>

	Region	Private Companies	Number	Do you Export to/Import from Canada?
				<p>In real terms we aren't benefiting.</p> <p>If the Caribbean engineering fraternity was not so splintered we could probably compete as a collaborative, but separate we cannot compete with the Canadians.</p> <p>We should be able to compete on cost, we cannot undercut the Canadians on a big amount</p> <p>Site supervision we could beat them... because they have to come here and incur additional costs doing so</p> <p>Efficiency wise we are on the same playing field...</p> <p>In terms of accreditation council he was the chairman for years and we have to give them accreditations... but they won't give us.</p>

## **Appendix 5: Lessons from the Pan-Canadian Framework for the Assessment and Recognition of Foreign Qualifications**

An essential component of the any Trade Agreement which encompasses the trade in services is the negotiations of Mutual Recognition Agreements (MRAs) between the parties, the creation of which can be a difficult, time-consuming and expensive process. Accordingly, in the negotiation of a Trade Agreement with Canada, the Consultant viewed it as paramount for CARICOM Member States to examine the Pan Canadian Framework for the Assessment and Recognition of Foreign Qualifications when negotiating with Canada for the mutual acknowledgement of qualification of their services workers.

In order to facilitate the smooth flow on trade in services, which often requires that individuals from one territory move to work in another, it is important that workers from either territory are able to work to their full capacity upon their arrival in another. A challenge however lies in the fact that highly efficient and consistent processes are needed in each territory to assess the qualifications of these workers who have been educated in another territory, which may not be present or uniform throughout one or either territory.

In the case of Canada where there are multiple provinces, each with variation in their procedure to acknowledge the qualification(s) of an immigrant, a problem may arise for CARICOM workers who wish to practice there.

The Pan Canadian Framework for the Assessment and Recognition of Foreign Qualifications was created to articulate a new, joint vision for governments to take concerted action to improve the integration of immigrants and other internationally-trained workers into the Canadian labour market. It describes the ideal steps and processes that governments aspire to build in order to address the current gaps to successful immigrant labour market integration.

The Pan Canadian Framework for the Assessment and Recognition of Foreign Qualifications recognizes that many immigrants continue to encounter barriers to the recognition of their skills, education and experience, despite the numerous efforts currently underway both within and across provincial jurisdictions. Though some flexibility has been developed to accommodate applicants from education systems similar to Canada, the fact that Canadian occupational regulatory systems were originally designed to respond to Canadian-educated applicants, many challenges remain in responding to more diverse education systems and occupational standards such as those in CARICOM.

It is therefore important that CARICOM negotiators consult with this framework as it not only identifies the barriers to qualification recognition in Canada and but also provides guiding principles which can be used to assist

in the creation of reciprocal recognition arrangements between Canadian provinces and CARICOM Member States.

## Appendix 6: Data of Trade in Goods between Canadian Provinces and CARICOM States (Source: Statistics Canada)

### Antigua & Barbuda

<b>Title</b>	Canadian Imports
<b>Industries</b>	Total for All Industries
<b>Origin</b>	Antigua and Barbuda
<b>Destination</b>	Distribution by Province
<b>Period</b>	Latest 5 years
<b>Units</b>	Value in U.S. Dollars

	2005	2006	2007	2008	2009
Alberta	6,893	152,312	107,340	358,147	329,898
Ontario	279,280	74,496	222,851	4,742,656	31,629
British Columbia	104,762	42,708	68,020	12,815	25,859
Manitoba	27,924	12,835	212	485	1,600
Quebec	12,252	67,705	52,628	3,655	1,458
Nova Scotia	2,714	2,671	--	11,596	--
Saskatchewan	--	787	31	11	--
New Brunswick	26,680	--	74,084	--	--
Newfoundland and Labrador	--	--	--	--	--
Yukon Territory	--	--	--	--	--
Nunavut	--	--	--	--	--
Prince Edward Island	--	--	--	--	--
Northwest Territories	--	--	--	--	--
SUB-TOTAL	460,505	353,514	525,166	5,129,365	390,444
OTHERS	314,359,903,549	350,112,873,582	378,924,919,012	407,107,708,396	319,651,401,983
TOTAL (ALL COUNTRIES)	314,360,364,054	350,113,227,096	378,925,444,178	407,112,837,761	319,651,792,427

### The Bahamas

<b>Title</b>	Canadian Imports
<b>Industries</b>	Total for All Industries
<b>Origin</b>	Bahamas
<b>Destination</b>	Distribution by Province
<b>Period</b>	Latest 5 years
<b>Units</b>	Value in U.S. Dollars

	2005	2006	2007	2008	2009
Ontario	16,544,000	10,174,358	36,801,185	21,063,541	26,825,988
Quebec	11,489,442	7,867,089	7,571,591	446,414	196,393
British Columbia	60,667	63,206	40,947	17,296	73,679
Alberta	1,972	13,496	710,747	6,232,378	41,066
Manitoba	2,308	26,354	37,558	23,175,220	5,187
Saskatchewan	16,828	--	12,252	--	294



Newfoundland and Labrador	11,956,101	2,377,267	13,716,643	17,944,755	--
Nova Scotia	62,316	--	775	87,541	--
New Brunswick	6,978,389	--	5,582	--	--
Prince Edward Island	--	--	--	--	--
Northwest Territories	--	--	--	--	--
Yukon Territory	--	--	--	--	--
Nunavut	--	--	--	--	--
SUB-TOTAL	47,112,023	20,521,770	58,897,280	68,967,145	27,142,607
OTHERS	314,313,252,031	350,092,705,326	378,866,546,898	407,043,870,616	319,761,240,841
TOTAL (ALL COUNTRIES)	314,360,364,054	350,113,227,096	378,925,444,178	407,112,837,761	319,788,383,448

## Barbados

<b>Title</b>	Canadian Imports
<b>Industries</b>	Total for All Industries
<b>Origin</b>	Barbados
<b>Destination</b>	Distribution by Province
<b>Period</b>	Latest 5 years
<b>Units</b>	Value in U.S. Dollars

	2005	2006	2007	2008	2009
Ontario	4,739,648	9,745,841	5,878,163	6,219,095	4,986,689
Quebec	655,161	1,818,317	816,533	1,131,866	1,658,510
Alberta	144,915	194,544	267,348	288,905	443,798
British Columbia	532,527	219,076	578,235	326,093	433,331
Nova Scotia	2,061	5,143	93	--	21,048
Manitoba	6,649	11,058	6,265	2,099	20,257
New Brunswick	--	--	5,286	2,311	7,135
Newfoundland and Labrador	--	--	--	11	3,771
Saskatchewan	--	--	479	--	782
Nunavut	--	--	--	--	--
Northwest Territories	--	--	--	--	--
Yukon Territory	--	--	--	--	--
Prince Edward Island	--	--	--	--	--
SUB-TOTAL	6,080,961	11,993,979	7,552,402	7,970,380	7,575,321
OTHERS	314,354,283,093	350,101,233,117	378,917,891,776	407,104,867,381	319,644,217,106
TOTAL (ALL COUNTRIES)	314,360,364,054	350,113,227,096	378,925,444,178	407,112,837,761	319,651,792,427

## Belize

<b>Title</b>	Canadian Imports
<b>Industries</b>	Total for All Industries
<b>Origin</b>	Belize
<b>Destination</b>	Distribution by Province

<b>Period</b>	Latest 5 years
<b>Units</b>	Value in U.S. Dollars

	2005	2006	2007	2008	2009
Ontario	3,913,332	4,183,899	5,395,261	4,428,432	4,175,782
Quebec	1,739,590	2,099,805	2,215,799	3,108,993	848,645
Alberta	235,426	323,871	513,321	881,026	732,415
British Columbia	333,690	311,518	935,757	584,866	395,012
Manitoba	1,398,242	1,277,966	920,778	564,455	105,391
Saskatchewan	307,959	221,326	150,304	102,279	63,288
Nova Scotia	--	--	65,075	24	28,420
New Brunswick	33,945	89	151	501,259	373
Newfoundland and Labrador	3,560	8,426	--	--	--
Prince Edward Island	--	--	--	--	--
Northwest Territories	--	--	--	--	--
Yukon Territory	--	--	--	--	--
Nunavut	--	--	--	--	--
SUB-TOTAL	7,965,744	8,426,900	10,196,446	10,171,334	6,349,326
OTHERS	314,352,398,310	350,104,800,196	378,915,247,732	407,102,666,427	319,645,443,101
TOTAL (ALL COUNTRIES)	314,360,364,054	350,113,227,096	378,925,444,178	407,112,837,761	319,651,792,427

## Dominica

<b>Title</b>	Canadian Imports
<b>Industries</b>	Total for All Industries
<b>Origin</b>	Dominica
<b>Destination</b>	Distribution by Province
<b>Period</b>	Latest 5 years
<b>Units</b>	Value in U.S. Dollars

	2005	2006	2007	2008	2009
Ontario	545,995	146,453	137,806	215,830	309,428
Quebec	57,997	11,302	203,645	62,608	16,792
British Columbia	12,322	12,902	22,920	25,764	10,267
Alberta	9,502	52,005	3,921	3,623	4,379
Manitoba	13,265	379	1,577	7,569	707
New Brunswick	--	46	169	659	238
Saskatchewan	208	235	--	--	--
Newfoundland and Labrador	--	--	--	--	--
Northwest Territories	--	--	--	--	--
Yukon Territory	--	--	--	--	--

Nova Scotia	--	--	--	--	--
Prince Edward Island	--	--	--	--	--
Nunavut	--	--	--	--	--
SUB-TOTAL	639,289	223,322	370,038	316,053	341,811
OTHERS	314,359,724,765	350,113,003,774	378,925,074,140	407,112,521,708	319,651,450,616
TOTAL (ALL COUNTRIES)	314,360,364,054	350,113,227,096	378,925,444,178	407,112,837,761	319,651,792,427

## Dominican Republic

<b>Title</b>	Canadian Imports
<b>Industries</b>	Total for All Industries
<b>Origin</b>	Dominican Republic
<b>Destination</b>	Distribution by Province
<b>Period</b>	Latest 5 years
<b>Units</b>	Value in U.S. Dollars

	2005	2006	2007	2008	2009
Ontario	67,991,551	76,516,307	85,836,722	103,244,266	103,814,808
Quebec	23,861,627	17,474,035	13,256,176	12,100,927	17,895,503
British Columbia	2,974,505	2,939,257	2,422,133	3,148,679	3,255,736
Manitoba	2,569,378	2,178,601	1,709,033	2,022,516	2,451,596
Alberta	1,121,658	1,100,274	1,683,362	1,105,826	1,651,690
New Brunswick	293,279	170,360	107,547	98,941	272,179
Saskatchewan	114,262	221,923	361,653	88,784	92,886
Nova Scotia	134,670	42,703	89,222	27,662	10,705
Newfoundland and Labrador	--	--	--	32	--
Prince Edward Island	--	1,641	--	--	--
Nunavut	--	--	--	--	--
Northwest Territories	--	--	--	--	--
Yukon Territory	--	--	--	--	--
SUB-TOTAL	99,060,930	100,645,101	105,465,848	121,837,633	129,445,103
OTHERS	314,261,303,124	350,012,581,995	378,819,978,330	406,991,000,128	319,522,347,324
TOTAL (ALL COUNTRIES)	314,360,364,054	350,113,227,096	378,925,444,178	407,112,837,761	319,651,792,427

## Grenada

<b>Title</b>	Canadian Imports
<b>Industries</b>	Total for All Industries
<b>Origin</b>	Grenada
<b>Destination</b>	Distribution by Province
<b>Period</b>	Latest 5 years
<b>Units</b>	Value in U.S. Dollars

	2005	2006	2007	2008	2009
Quebec	458,551	354,227	256,749	440,910	280,428
Ontario	315,471	485,816	394,445	361,815	164,224
British Columbia	3,328	--	251	3,497	336
Manitoba	--	--	265	161	257
New Brunswick	--	--	--	3,349	164
Alberta	--	1,931	--	13,279	--
Nova Scotia	1,794	2,226	--	--	--
Prince Edward Island	--	--	--	--	--
Nunavut	--	--	--	--	--
Northwest Territories	--	--	--	--	--
Yukon Territory	--	--	--	--	--
Newfoundland and Labrador	--	--	--	--	--
Saskatchewan	--	--	--	--	--
SUB-TOTAL	779,144	844,200	651,710	823,011	445,409
OTHERS	314,359,584,910	350,112,382,896	378,924,792,468	407,112,014,750	319,651,347,018
TOTAL (ALL COUNTRIES)	314,360,364,054	350,113,227,096	378,925,444,178	407,112,837,761	319,651,792,427

## Guyana

<b>Title</b>	Canadian Imports
<b>Industries</b>	Total for All Industries
<b>Origin</b>	Guyana
<b>Destination</b>	Distribution by Province
<b>Period</b>	Latest 5 years
<b>Units</b>	Value in U.S. Dollars

	2005	2006	2007	2008	2009
Ontario	117,693,289	120,393,571	145,180,341	205,477,911	257,688,340
Quebec	3,170,343	4,171,707	4,220,484	4,765,605	4,223,913
Newfoundland and Labrador	219,697	301,627	556,669	454,232	490,598
Alberta	126,294	156,954	146,233	297,323	286,242
Nova Scotia	39,812	70,941	81,635	64,668	108,413
Saskatchewan	--	--	--	7,175	98,026
British Columbia	151,432	180,762	77,107	26,411	42,616
New Brunswick	69,499	19,100	23,148	54,950	33,710
Manitoba	33,646	4,271	2,063	2,658	12,906
Prince Edward Island	--	--	5,247	--	3,293
Northwest Territories	--	--	--	--	--
Yukon Territory	--	--	--	--	--
Nunavut	--	--	--	--	--

SUB-TOTAL	121,504,012	125,298,933	150,292,927	211,150,933	262,988,057
OTHERS	314,238,860,042	349,987,928,163	378,775,151,251	406,901,686,828	319,388,804,370
TOTAL (ALL COUNTRIES)	314,360,364,054	350,113,227,096	378,925,444,178	407,112,837,761	319,651,792,427

## Haiti

<b>Title</b>	Canadian Imports
<b>Industries</b>	Total for All Industries
<b>Origin</b>	Haiti
<b>Destination</b>	Distribution by Province
<b>Period</b>	Latest 5 years
<b>Units</b>	Value in U.S. Dollars

	2005	2006	2007	2008	2009
Ontario	14,610,908	13,467,902	18,803,697	16,360,871	16,167,293
Quebec	5,190,865	2,564,109	1,127,775	1,104,667	2,035,040
British Columbia	415,283	593,558	327,389	322,190	362,175
Alberta	184,364	212,037	80,240	112,571	256,464
Manitoba	250,483	320,864	193,902	172,265	179,666
Saskatchewan	2,830	90,357	3,830	1,705	20,575
New Brunswick	47,527	159,251	16,825	1,935	2,977
Nova Scotia	18,828	7,587	674	10,636	--
Newfoundland and Labrador	--	122	68	46	--
Prince Edward Island	--	--	--	--	--
Northwest Territories	--	--	--	--	--
Yukon Territory	--	--	--	--	--
Nunavut	--	--	--	--	--
SUB-TOTAL	20,721,088	17,415,787	20,554,400	18,086,886	19,024,190
OTHERS	314,339,642,966	350,095,811,309	378,904,889,778	407,094,750,875	319,769,359,258
TOTAL (ALL COUNTRIES)	314,360,364,054	350,113,227,096	378,925,444,178	407,112,837,761	319,788,383,448

## Jamaica

<b>Title</b>	Canadian Imports
<b>Industries</b>	Total for All Industries
<b>Origin</b>	Jamaica
<b>Destination</b>	Distribution by Province
<b>Period</b>	Latest 5 years
<b>Units</b>	Value in U.S. Dollars

	2005	2006	2007	2008	2009
Quebec	304,190,172	342,243,721	318,522,960	281,689,060	119,076,137
Ontario	18,027,795	19,696,238	23,015,690	22,258,597	21,645,160

Alberta	694,714	1,220,811	1,598,463	1,203,411	1,106,788
Nova Scotia	447,723	603,064	656,685	878,464	836,296
British Columbia	557,419	609,715	811,490	746,258	833,614
Manitoba	234,722	266,325	41,420	74,707	302,282
Newfoundland and Labrador	166,981	149,206	230,140	328,185	268,186
Saskatchewan	43,209	77,675	107,786	60,319	144,227
New Brunswick	38,161	47,186	94,416	60,360	54,941
Prince Edward Island	--	5,004	11,445	2,836	6,908
Nunavut	--	--	--	--	--
Northwest Territories	--	--	--	--	--
Yukon Territory	--	--	--	--	--
SUB-TOTAL	324,400,896	364,918,945	345,090,495	307,302,197	144,274,539
OTHERS	314,035,963,158	349,748,308,151	378,580,353,683	406,805,535,564	319,507,517,888
TOTAL (ALL COUNTRIES)	314,360,364,054	350,113,227,096	378,925,444,178	407,112,837,761	319,651,792,427

## Montserrat

<b>Title</b>	Canadian Imports
<b>Industries</b>	Total for All Industries
<b>Origin</b>	Montserrat
<b>Destination</b>	Distribution by Province
<b>Period</b>	Latest 5 years
<b>Units</b>	Value in U.S. Dollars

	2005	2006	2007	2008	2009
Ontario	70,195	211,179	190,794	123,193	35,336
Alberta	1,115	124	3,358	705	10,293
Quebec	6,415	5,034	3,239	989	5,386
British Columbia	5,404	234,156	6,983	485	5,339
Manitoba	659	1,930	2,239	4,439	3,611
New Brunswick	--	18	--	--	396
Saskatchewan	11	25,234	--	480	49
Nova Scotia	1,559	--	--	--	--
Newfoundland and Labrador	--	--	--	--	--
Northwest Territories	--	--	--	--	--
Yukon Territory	--	--	--	--	--
Prince Edward Island	--	--	--	--	--
Nunavut	--	--	--	--	--
SUB-TOTAL	85,358	477,675	206,613	130,291	60,410
OTHERS	314,360,278,696	350,112,749,421	378,925,237,565	407,112,707,470	319,788,323,038
TOTAL (ALL COUNTRIES)	314,360,364,054	350,113,227,096	378,925,444,178	407,112,837,761	319,788,383,448

## St. Kitts & Nevis

<b>Title</b>	Canadian Imports
<b>Industries</b>	Total for All Industries
<b>Origin</b>	St. Kitts-Nevis
<b>Destination</b>	Distribution by Province
<b>Period</b>	Latest 5 years
<b>Units</b>	Value in U.S. Dollars

	2005	2006	2007	2008	2009
Ontario	5,897,835	6,642,601	3,198,441	3,327,321	3,756,781
Quebec	174,951	229,835	332,182	1,048,260	1,749,568
British Columbia	299,378	633,599	355,634	336,515	622,251
Alberta	121,997	236,710	35,377	42,944	15,728
Manitoba	4,986	12,828	50,996	85,960	14,044
New Brunswick	--	--	--	70,868	348
Nova Scotia	--	--	--	--	--
Prince Edward Island	--	--	--	--	--
Nunavut	--	--	--	--	--
Northwest Territories	--	--	--	--	--
Yukon Territory	--	--	--	--	--
Newfoundland and Labrador	--	--	--	--	--
Saskatchewan	--	--	--	--	--
SUB-TOTAL	6,499,147	7,755,573	3,972,630	4,911,868	6,158,720
OTHERS	314,353,864,907	350,105,471,523	378,921,471,548	407,107,925,893	319,645,633,707
TOTAL (ALL COUNTRIES)	314,360,364,054	350,113,227,096	378,925,444,178	407,112,837,761	319,651,792,427

## St. Lucia

<b>Title</b>	Canadian Imports
<b>Industries</b>	Total for All Industries
<b>Origin</b>	Saint Lucia
<b>Destination</b>	Distribution by Province
<b>Period</b>	Latest 5 years
<b>Units</b>	Value in U.S. Dollars

	2005	2006	2007	2008	2009
British Columbia	5,637	3,189	3,524	7,908	1,809,470
Ontario	244,711	98,185	226,953	101,358	147,943
Manitoba	13,371	8,404	6,509	12,965	41,614
Quebec	112,708	27,304	8,164	11,659	5,351
New Brunswick	41,422	174	--	193	158
Alberta	4,804	7,069	46,181	10,125	137
Nova Scotia	--	--	--	1,551	--
Prince Edward Island	--	--	--	--	--

Nunavut	--	--	--	--	--
Newfoundland and Labrador	--	--	--	--	--
Saskatchewan	--	--	--	--	--
Northwest Territories	--	--	--	--	--
Yukon Territory	--	--	--	--	--
SUB-TOTAL	422,653	144,325	291,331	145,759	2,004,673
OTHERS	314,359,941,401	350,113,082,771	378,925,152,847	407,112,692,002	319,649,787,754
TOTAL (ALL COUNTRIES)	314,360,364,054	350,113,227,096	378,925,444,178	407,112,837,761	319,651,792,427

## St. Vincent & The Grenadines

<b>Title</b>	Canadian Imports
<b>Industries</b>	Total for All Industries
<b>Origin</b>	St.Vincent-Grenadines
<b>Destination</b>	Distribution by Province
<b>Period</b>	Latest 5 years
<b>Units</b>	Value in U.S. Dollars

	2005	2006	2007	2008	2009
Ontario	56,669	88,097	88,395	98,179	113,717
Alberta	1,162	2,598	12,915	6,051	66,379
Quebec	--	139,072	408,421	18,578	9,489
British Columbia	2,934	5,273	18,871	4,479	1,691
Manitoba	7	27,120	43	46	144
New Brunswick	42,280	--	--	--	15
Saskatchewan	--	--	--	--	--
Newfoundland and Labrador	--	--	--	--	--
Northwest Territories	--	--	--	--	--
Yukon Territory	--	--	--	--	--
Nova Scotia	--	--	--	--	--
Prince Edward Island	--	--	--	--	--
Nunavut	--	--	--	--	--
SUB-TOTAL	103,052	262,160	528,645	127,333	191,435
OTHERS	314,360,261,002	350,112,964,936	378,924,915,533	407,112,710,428	319,651,600,992
TOTAL (ALL COUNTRIES)	314,360,364,054	350,113,227,096	378,925,444,178	407,112,837,761	319,651,792,427



## Suriname

<b>Title</b>	Canadian Imports
<b>Industries</b>	Total for All Industries
<b>Origin</b>	Surinam
<b>Destination</b>	Distribution by Province
<b>Period</b>	Latest 5 years
<b>Units</b>	Value in U.S. Dollars

	2005	2006	2007	2008	2009
Quebec	151,505,971	187,879,792	372,539,277	568,072,240	467,428,621
Ontario	513,358	2,789,421	1,968,632	1,013,243	1,234,531
British Columbia	40,689	996	233,549	424,494	195,054
Alberta	3,448	1,137	141	1,552	9,059
Manitoba	9,680	768	470	11,601	6,995
Saskatchewan	203	--	--	610	--
New Brunswick	71,547	385	23	3	--
Nova Scotia	26,699	--	--	--	--
Prince Edward Island	--	--	--	--	--
Northwest Territories	--	--	--	--	--
Yukon Territory	--	--	--	--	--
Newfoundland and Labrador	--	--	--	--	--
Nunavut	--	--	--	--	--
SUB-TOTAL	152,171,595	190,672,499	374,742,092	569,523,743	468,874,260
OTHERS	314,208,192,459	349,922,554,597	378,550,702,086	406,543,314,018	319,182,918,167
TOTAL (ALL COUNTRIES)	314,360,364,054	350,113,227,096	378,925,444,178	407,112,837,761	319,651,792,427

## Trinidad & Tobago

<b>Title</b>	Canadian Imports
<b>Industries</b>	Total for All Industries
<b>Origin</b>	Trinidad and Tobago
<b>Destination</b>	Distribution by Province
<b>Period</b>	Latest 5 years
<b>Units</b>	Value in U.S. Dollars

	2005	2006	2007	2008	2009
Quebec	172,312,104	218,116,807	252,388,577	230,777,943	97,043,901
New Brunswick	1,357	7,665	3,165	1,910,348	75,117,271
Nova Scotia	1	31,714,786	71,050,925	1	55,252,666
British Columbia	16,927,966	290,750	30,550,104	44,103,900	38,077,986
Ontario	6,156,404	7,596,905	9,829,519	24,730,829	7,191,029
Alberta	385,295	1,891,330	7,710,552	5,137,145	2,105,671

Prince Edward Island	--	--	1,684,081	--	468,324
Manitoba	13,986	72,312	231,345	129,007	277,125
Saskatchewan	--	37	40	5,325	272,226
Newfoundland and Labrador	1,851	11,242,737	11,247,942	13,472,108	--
Northwest Territories	--	--	--	--	--
Yukon Territory	--	--	--	--	--
Nunavut	--	--	--	--	--
SUB-TOTAL	195,798,964	270,933,329	384,696,250	320,266,606	275,806,199
OTHERS	314,164,565,090	349,842,293,767	378,540,747,928	406,792,571,155	319,375,986,228
TOTAL (ALL COUNTRIES)	314,360,364,054	350,113,227,096	378,925,444,178	407,112,837,761	319,651,792,427

## Appendix 7: Canadian Importers originating from CARICOM Countries

Company Name	City	Province	CARICOM Country of Origin	Total Value of Imports - 2008
Clarion Medical Technologies Inc	Cambridge	Ontario	Barbados	\$8.5 million
Diageo Canada Inc	Toronto	Ontario	Barbados	
Falcon Environmental Services Inc	L'Île-Perrot	Quebec	Barbados	
Hiram Walker & Sons Limited	Windsor	Ontario	Barbados	
Liquor Board of Ontario	Toronto	Ontario	Barbados	
Canadawide Fruit Wholesalers Inc	Montréal	Quebec	Belize	\$10.8 million
Cedarome Canada Inc	Brossard	Quebec	Belize	
Chiovitti Banana Company Limited	Toronto	Ontario	Belize	
Daimler Trucks Canada Limited	Mississauga	Ontario	Belize	
HNS Tubulars Limited	Dartmouth	Nova Scotia	Belize	
Kremblo International Trade Company Inc	Toronto	Ontario	Belize	
Krown Produce Inc	Saskatoon	Saskatchewan	Belize	
Loblaws Inc	Brampton	Ontario	Belize	
Manufacturer Troy Canada Inc	Brockville	Ontario	Belize	
Acme Engineering Products Limited	Mont-Royal	Quebec	Dominica	\$336,906
AS Canada, Ulc	Mississauga	Ontario	Dominica	
Bedessee Imports Limited	Toronto	Ontario	Dominica	
C & S Thrifty Foods	Victoria	British Columbia	Dominica	
Charles Jones Industrial Limited	Stoney Creek	Ontario	Dominica	
Charm Jewellery Limited	Dartmouth	Nova Scotia	Dominica	
Granny's Poultry Cooperative (Manitoba) Limited	Winnipeg	Manitoba	Dominica	
Kenneth Cole Canada, Inc.	Saint John	New Brunswick	Dominica	
Lunkerhunt	Whitby	Ontario	Dominica	
Stora Forest Industries Limited	Port Hawkesbury	Nova Scotia	Dominica	
United Refrigeration of Canada Limited	Markham	Ontario	Dominica	
Warehouse Trading Inc	Toronto	Ontario	Dominica	
Air Transat A T Inc	Saint-Laurent	Quebec	Dom Rep	\$129.9 million
Arnprior Aerospace Inc	Arnprior	Ontario	Dom Rep	
Arrow Electronics Canada Limited	Mississauga	Ontario	Dom Rep	
AS Canada, Ulc	Mississauga	Ontario	Dom Rep	
B. Braun Medical, Inc	Kirkland	Quebec	Dom Rep	
Barry Callebaut Canada Inc	Saint-Hyacinthe	Quebec	Dom Rep	
Corporation	Mississauga	Ontario	Dom Rep	
Blommer Chocolate Company of Canada Inc	Campbellford	Ontario	Dom Rep	
Brigham Enterprises Inc	Toronto	Ontario	Dom Rep	
Checkpoint Canada Inc	Markham	Ontario	Dom Rep	
Distribution G V A (Canada) Inc	Laval	Quebec	Dom Rep	
Eaton Yale Company	Saint-Jean-sur-Richelieu	Quebec	Dom Rep	
Edwards Lifesciences (Canada) Inc	Mississauga	Ontario	Dom Rep	

(Sciences de la vie Edward)				
G&K Services (Canada) Inc	Mississauga	Ontario	Dom Rep	
GAP (Canada) Inc	Toronto	Ontario	Dom Rep	
Giltex Div. of Canadelle Limited Partnership	Saint-Léonard	Quebec	Dom Rep	
Harris & Roome Supply	Halifax	Nova Scotia	Dom Rep	
Hospira Healthcare Corporation de Soins de la sa	Mont-Royal	Quebec	Dom Rep	
Johnson & Johnson Inc.	Montréal	Quebec	Dom Rep	
Latino Produce	Toronto	Ontario	Dom Rep	
Les Fines Herbes de Chez Nous Inc	Beloeil	Quebec	Dom Rep	
Mucci International Marketing Inc	Kingsville	Ontario	Dom Rep	
PMR Precious Metal Refiner PMR	Boisbriand	Quebec	Dom Rep	
Quality Safety Systems Co	Tecumseh	Ontario	Dom Rep	
Rockwell Automation Canada Control Systems	Cambridge	Ontario	Dom Rep	
Season Produce Inc	Toronto	Ontario	Dom Rep	
Source Medical Corporation	Mississauga	Ontario	Dom Rep	
The Green Grocer Inc	Toronto	Ontario	Dom Rep	
Tyco Healthcare Group Canada Inc	Pointe-Claire	Quebec	Dom Rep	
Winner Division of Winners Merchants Int. LP.	Mississauga	Ontario	Dom Rep	
Zale Canada Co.	Markham	Ontario	Dom Rep	
Export Packers Company Limited	Brampton	Ontario	Haiti	\$19.3 million
Golden Sea Food	Woodbridge	Ontario	Haiti	
Les Vetements De Sport Gildan Inc. / Gildan Activewear Inc	Saint-Laurent	Quebec	Haiti	
Pesca Mar Seafood Limited	Woodbridge	Ontario	Haiti	
Angiotech Pharmaceuticals, Inc	Vancouver	British Columbia	St. Lucia	\$155,377
Crimetech Security Sytems	Stoney Creek	Ontario	St. Lucia	
Dana Canada Corporation / Corporation Dana Canada	St. Catharines	Ontario	St. Lucia	
Electro Sonic Inc	Toronto	Ontario	St. Lucia	
Federal Express Canada Limited	Mississauga	Ontario	St. Lucia	
Hiway Refrigeration Ltd	Port Coquitlam	British Columbia	St. Lucia	
Kiskadee Ventures Limited	Toronto	Ontario	St. Lucia	
Panaxis	Toronto	Ontario	St. Lucia	
Societe De Alcools de Quebec	Montréal	Quebec	St. Lucia	
Xerox Canada Limited. Erox Canada LTEE	Toronto	Ontario	St. Lucia	
Kibi International	Montréal	Quebec	SVG	\$135,735
Shah Trading Company Limited	Saint-Laurent	Quebec	SVG	
Tamisha Trading	Toronto	Ontario	SVG	
Arcelormittal Montreal Inc	Contrecoeur	Quebec	TT	\$341.4 million
Methanex Corporation	Vancouver	British Columbia	TT	

Source: Industry Canada, based on 2008 data collected by Canada Border Services Agency (CBSA)

Appendix 8: Canadian Service Enterprise with interest in Trinidad & Tobago

Prepared By:  
High Commission for the Republic of Trinidad and Tobago  
200 First Avenue, Ottawa, ON, K1S 2G6

The following document outlines the companies that have indicated an interest in working with the private and public sectors in Trinidad and Tobago. In some cases these companies have existing relationships which can be expanded upon. They are categorized here under the service sectors and arranged according to Province.

Service Sector	AGRICULTURE	INFORMATION TECHNOLOGY	EXPORT / TRADE DEVELOPMENT	LEGAL	FINANCIAL	ENERGY	HUMAN RESOURCES	ENVIRONMENTAL / HEALTH /Engineering	EDUCATION
PROVINCE									
Alberta	Canadian Beef Breeds Council – assisting the cattle industry		Alberta Economic Development Authority			KMC Mining Corp – existing relationship in oil sands technologies  Voyager Energy Ltd and NIKO Resources – existing relationship onshore drilling  Thermal Creek Energy – geothermal heating technologies  Genesis Projects Corporation- alternative energy technologies  SunCor Energy Inc – existing		Alberta Science and Innovation Authority – transfer of knowledge and services in health  Matrix Solutions Inc – environmental impact assessments – experience in Caribbean  Kaizen Environmental Services Inc – existing relationship in Trinidad – air, soil quality testing	Alberta Research Council – development of new technologies  University of Calgary – links with tertiary institutions

						relationship in Trinidad  <b>Sonde Resources Corp</b> – existing relationship in Trinidad and Tobago, oil and gas exploration			
<b>Saskatchewan</b>	<b>Canadian Wheat Board</b> – contact for Agricultural suppliers of pulses, canola and wheat as well as environmental equipment.  <b>PCS Nitrogen</b>	<b>SASKTEL</b> – has relationship with TSTT of Trinidad and Tobago for the roll out of ICT Broadband services  <b>Ministry for the Information Technology Office</b> - the provision of IT services / training to the public and private sector	<b>STEP</b> – Saskatchewan Trade and Export Partnership – development of business opportunities with the Chambers of Commerce in Trinidad & Tobago					<b>Saskatchewan Ministry of Environment</b> – linkages in environmental education	<b>University of Saskatchewan-</b> Linkages in training/ curriculum.
<b>British Columbia</b>	<b>Agrocorp International Inc</b> – supply of pulses							<b>Marmicmon IMC</b> staffing and training of nurses in Canada	<b>Quest University</b>
<b>Nova Scotia</b>		<b>STR Consulting</b> – Electronic Services Delivery, Registry Systems, Electronic Records Management.		<b>STR Consulting</b> – Administrative and Judicial Reform	<b>Certified Management Consulting (CMA)</b> – Strategic Management Accounting professional		<b>Bluteau De Venney &amp; Company Inc</b> – professional coaching  <b>Vale &amp;</b>	<b>Jacques Whitford-</b> has relationship in T&T and Barbados Environmental and Engineering consultants  <b>CBCL Ltd</b> – Engineering, Environmental and Project	<b>Nova Scotia Community College (NSCC)</b> – curriculum development  <b>CEED (Centre for Entrepreneurship Education and</b>

					designation  <b>Deloitte Inc</b> – accounting, assurance, tax, risk management business, financial and human capital consulting		<b>Associates</b> – human resource consulting	Management	<b>Development)</b> – entrepreneurship training  <b>EDUNOVA</b> – education management training  <b>Saint Mary’s University</b>  <b>Nova Scotia Community College</b>  <b>Nova Scotia Department of Education</b>
<b>Ontario</b>		<b>Ontario Chamber of Commerce</b>			<b>Royal Bank of Canada</b> – existing relationship				<b>Ryerson University</b>  <b>York University</b>  <b>University of Toronto</b>  <b>Brock University</b>
<b>Quebec</b>								<b>GENIVAR-</b> Engineering, Management consulting, environmental – has existing relationship in Caribbean	

## Appendix 9: Jamaican Companies Exporting under Caribbean Agreement

COMPANY	TRADE SCHEME	PRODUCTS
DESNOES & GEDDES		ASSORTED SODAS
SALADA FOODS JAMAICA LIMITED	CARIBCAN	ROASTED COFFEE BEANS, INSTANT COFFEE
J WRAY & NEPHEW	CARIBCAN	ALCOHOLIC BEVERAGES
ASSOCIATED MANUFACTURING LTD	CARIBCAN	COCOA BUTTER CREAM
CAVEL CHUCK DISTRIBUTORS	CARIBCAN	CHOCOLATE BALLS
SEAWING FREIGHT FORWARDERS	CARIBCAN	CALLALOO, BROWNING, JERK SEASONING, PEPPERS, BAMMIES
CENTRAL FOOD PACKERS	CARIBCAN	ACKEE IN BRINE, AGRICULTURAL PRODUCTS
CONTINENTAL BAKING CO. LIMITED	CARIBCAN	BREADS, BUNS
SEPROD (Caribbean Products Ltd)	CARIBCAN	ASSORTED BISCUITS
MARKETING DEVELOPMENT LIMITED	CARIBCAN	AGRICULTURAL PRODUCTS, CANNED ACKEE, COFFEE
GRACE FOODS INTERNATIONAL	CARIBCAN	CANNED ACKEE, PORRIDGE, BROWNING
GRACE FOODS INTERNATIONAL	CARIBCAN	JELLIES, IRISH MOSS, HOT PEPPER SAUCE JERK SEASONING
NATIONAL RUMS OF JAMAICA	CARIBCAN	RUM
WALKERS WOOD	CARIBCAN	JERK SEASONING, SAUCES, BBQ SAUCE, PEPPER SAUCE, MARMALADES
CHOICE PACKERS	CARIBCAN	GROUND PROVISION
JAMAICA BISCUIT COMPANY	CARIBCAN	BAKED PRODUCTS (CRACKERS, BUNS, BISCUITS)
NATIVE FOOD PACKERS	CARIBCAN	BANANA CHIPS
RED STRIPE	CARIBCAN	RED STRIPE BEER
JAM MAR PROCESSORS	CARIBCAN	CHICKEN NOODLE SOUPS, FRUIT DRINK
AIESHA MARIE PRODUCTS	CARIBCAN	JERK SEASONING
NATIONAL PROCESSORS	CARIBCAN	PORRIDGE
TRAIL CARIBBEAN LIMITED	CARIBCAN	DRIED SEASONING, ASSORTED TEAS, SORREL

Source: Jamaican High Commission in Ottawa, Ontario



## Appendix 10: Canadian Companies Active in Guyana (Database)

Canadian Company	Company Contacts	Address	Canadian Province	Phone Number	Current Status	Email Address
NAPIER-REID LTD.	Andrew Hutton VP	10 Alden Road, Unit 2 Markham	Ontario	905) 475-1575 Ext.222	Active -in water treatment	andrew@napier-reid.com
Marshall Macklin & Monaghan 3M	Art Senor/Ed Jetten	80 Commerce Valley Ontario	Ontario	905-882-4211	Active -in water treatment	www.mmm.ca
Research in Motion	Lori Mulder	Waterloo Toronto ON	Ontario	1-519-888-7465 x2167	Exploring	lmulder@rim.com
Advanced Utility Systems	Brent Bergeron	2235 Sheppard Ave. East Suite 1400	Ontario	613-834-4035	Active	bbergeron@advancedutility.com
ETK Inc./ Sand spring Resources	Richard Munson /Norman McLean	XX Atlantic Ville Georgetown or 10390 Bradford Road Suite	Colorado USA	592 222-6493 / (303) 925-0781	Start up operation	ng_mclean@iamgold.com
First Bauxite Guyana / Academy Ventures Inc.	Hilbert Shields CEO	908-595 Howe Street Vancouver BC V6C 2T5 or 143 Robin's Place Bel-Air Park	BC	-	Start up operation	hshields@firstbauxite.com
Cameco	Ted O'Connor	2121-11th Street West Saskatoon Saskatchewan S7M 1J3 Canada		+13069566355	Exploring	Ted_O'Connor@cameco.com
Raven Minerals	Alan Ibbitson/ James Marlatt	Raven Minerals Corp Raven Minerals Corp 360 Bay Street	ON	(613) 484-1890	Active	highbourne@sympatico.ca

		Suite 500 Toronto, Canada M5H 2V6				
		360 Bay Street Suite 500 Toronto, Canada M5H 2V6				
Mammoth Minerals	Michael Cawood MD	56 Main & New Market Streets North Cumming Burg	Alberta	592-227-3673		mcawood@bbsatellites.com
Shoreham Resources	David Bending CEO	350 Wellington Streets West Suite G-19 Toronto	BC	604-533-9288	Exploring - possible mine 2011	goldexplorera1@yahoo.com
Ground star Guyana	Kam Fard; F. Crawford; V.Smith	Church and Peter Rose Streets Georgetown	Alberta	592 - 225-0289		kamfard@groundstarresources.com;vsmith@guygold.com
Diam Gold	Adel Kildeev/ Dr Alan Bay	281-282 Atlantic Gardens, East Coast Demerara  Fax #: 592-220-1692 416-703-1732	ON	Telephone #: 592-220-0021	Exploring	
GMV Minerals	Douglas A. Perkins	Suite 280 1090 West Georgia Vancouver BC	BC	604.899.0106	Exploring	perkins@gmvminerals.com
Ultratex Inc	Ken Hamid - CEO	1020 Bloor and Young Toronto	ON	(416) 742 3232	Active	Ken.hamid@ultratex.ca Ken.hamid@ultratex.ca
CBN	Lionel LeBlanc/Tracy Lewis	Lamaha Street 226-0753			Active - secure passports	lleblanc@cbnco.com

SNC - Lavalin	Mohamed Ismail	Ministry of Public Works Eastern Highway Laboratory Sophia, Georgetown	Ottawa			
IAMGold	Norman Mclean	176 D Middle St. South Cummings burg	Ottawa	225-4588	Active	ng_mclean@iamgold.com
World Homes	Wilfred Lee	65 Main St.			Active in Building Houses	
Vanessa Ventures	Jenifer Falconer 227-0390	49 Eastern Highway Lamaha Gardens			Active in Prospecting	
Goldfields, Ontario Inc, & Ground Star Resources	Violet Smith - 225-0289	7 North Road Lacy town, Georgetown			Active in Prospecting for gold	vsmith@guygold.com
Strata Gold / Argus Metals	Leandro Pires 227-2116	63 Middle St. North Cummings burg	BC	+1.604.687.2471	Active in Explorations	mcollins@argusmetalscorp.com
Bank of Nova Scotia	Ian Cooper	104 Carmichael St.	Nova Scotia		Active in region	
U308	Richard Cleat VP	26-27 Jacaranda Avenue Bel-Air Park Georgetown			Exploring	Shazadh@u3o8corp.com
CGX Energy Inc	James Fairbairn / Kerry Sully	44 High Street (DDL Building)	Ontario	416-364-0541	Active in Explorations	jfairbairn@cgxenergy.com
Gold Port	David Bacchus	Lot P, Francois Street Section K		592-225-1604	Actively Exploring	

		Campbellville Guyana				
Groundstar Resources Ltd./ Takatu Oil	Frank Crawford /Diloreece South	305 Peter Rose and Church streets Georgetown	Calgary, AB	(592) 225-0346	Active in Petroleum Exploratio	fcrawford@groundstarresources.com
Sacre Coeur Minerals	Gregory Sparks	337 Sachibazzar Prasad Nagar	Vancouver BC	(640) 899-0100	Active Prospecting for Gold	
Agro Supplies Technology Inc	Dawarka Persaud			No Local office	exploring Palm oil plant	1010 Suite way Missagua Ontario M3J 177
Alotilla Resources Int	Adel Kildeev/ Dr Alan Bay	191 Sherbourne Toronto ON	Ontario	416-703-1732	Exploring Joint venture	allanbay04@hotmail.com
Frontline Investigations & Security	Dave Sukdeo		Ontario	416-773-0220	Exploring	
Free Balance Solutions	Drew Kudrick Director	C/o Ministry of Finance	Ottawa		Inactive (awaiting contract)	

## Appendix 11

Meetings Held in Canada: August 12- September 4<sup>th</sup> 2010

Name	Location	Outcome
Mr. Denis Caron	StatsCan, Ottawa	Held meeting and received trade in services data and contact details for provincial statistics units.
Joanne Hans	StatsCan, Toronto	Held meeting and obtained background on StatsCan
Brenda Ham	StatsCan, Toronto	Arranged meeting with Caron and Hans
President	Canadian Association of Consulting Engineers, Ontario	The nature of engineering business in Canada
Robert Reid	Toronto	Opinions on opportunities with the Diaspora and on tourism sector opportunities
Ms. Dell Purrier	Hilton Airport Hotel, Mississauga	Received opinions on CARICOM tourism
Ms. Marcia Rashford	Hilton Airport Hotel, Mississauga	Held discussions on human resource services
Mr. Gerald May	Boissevain, Manitoba	Tourism opportunities for CARICOM
Sheila Sealy Monteith	Jamaican High Commissioner, Ottawa	Discussed study objectives – received listing of Caribcan exporters and contacts in other Provinces
Catherine DeJong	Trade Policy Officer, Foreign Affairs and International Trade, Ottawa	Trade in services data
Leah Littlepage	Chamber of Commerce/ Canadian Services Coalition, Ottawa	Trade in Services opportunities and important contacts
Aisha Paquette-Dioury CSC & CIPC Policy Analyst	Canadian Services Coalition, Ottawa	Trade in Services opportunities
Mr. Keith Sherwood	Trinidad & Tobago High Commission, Ottawa	Data on Trinidad & Tobago companies with interests in Canada
Noel Alexander	Jamaican-Canadian Association, Montreal	Ideas on business opportunities and language constraints in Quebec
Rustum Southwell	Head of Black Business	Opportunities for CARICOM

Name	Location	Outcome
	Initiative, Halifax, Nova Scotia	business and CARICOM business operating in Eastern Canada
Gordon Doe	Black Business Initiative, Halifax, Nova Scotia	Culture and opportunities in Atlantic Canada
Mr. Greg Browning	RBC, Halifax	Discussions on type of business activities that take place in Nova Scotia
	Calgary, Alberta	Discussions on the size of Diaspora population in Calgary
Mr. Jeffrey May	Burnaby, B.C.,	Online education options
Dr. Diane McDonald	Maple Ridge, B.C.	Barriers to trade
Mr. Chris Collett	Surrey, B.C.	Opportunities in health and safety
Dr. Aslam Anis	University of British Columbia	Health services opportunities
Mr. Todd McMyn	West Vancouver	Trade opportunities with CARICOM
Dan Schrier	Manager, Trade & Business Statistics, BC Stats, Victoria, B.C.	Trade in services data availability at the provincial level