

**Local Immigration Partnership: Employment Sub-Council Work Plan**

Local Immigration Partnerships (LIPs) support the development of local partnerships and community-based planning that support successful outcomes for newcomers. A settlement Strategy is built on the principles of **attraction, recruitment, integration, and retention**.

The Simcoe County Local Immigration Partnership launched the Community Settlement Strategy on November 17, 2012, following a yearlong community research process. The research identified issues and barriers impeding immigrants' success. Four themes emerged from the research, which provide a blueprint for establishing Simcoe County as a welcoming community:

**Readiness:** Strengthen basic public services to promote retention

**Opportunity:** Promote employment and business opportunities

**Celebrate:** Demonstrate a supportive environment and celebrate diversity

**Inspire:** Empower newcomers to contribute to local leadership capacity

These themes provide a blueprint for establishing Simcoe County as a welcoming community and guide the focus of the initiatives supported the by the Simcoe County Local Immigration Partnership.

Two areas of action outlined in the Settlement Strategy for the Employment Sub-Council, are:

Settlement Strategy	
Theme	Action
<b>Opportunity:</b> Promote Employment Opportunity	Conduct a feasibility study for the development of an Immigrant Employment Council (IEC) <ul style="list-style-type: none"> <li>• Support employer education on the benefits of hiring immigrants and increasing the diversity of the workforce</li> <li>• Co-ordinate the development of mentorship / networking / Canadian work experience initiatives</li> <li>• Support the local employers in filling skilled occupational vacancies with internationally trained professionals</li> </ul>
<b>Inspire:</b> Improve Local Leadership Capacity of Newcomers	Support the development of mentoring networks for both established and recent immigrants to promote knowledge exchange on the value of diversity and to strengthen successful workplace and community integration

Goal: Increase resources to employers that support newcomer integration into the local labour force				
Purpose	Attraction	✓ Recruitment	✓ Integration	Retention
Theme	✓ Readiness	✓ Opportunity	Celebrate	Inspire
Activity	Tasks	Timeline	Resources	
Guide: Hiring Immigrants Makes Good Business Sense	Sub-Council recognized a lack of resources for employers	Fall 2012	Sub-Council	
	SMWDB researched opportunity modelled after Niagara Workforce Planning Board's document	Jan 2012	SMWDB	
	Reviewed content that needed to be localized	Feb 2012	Sub-Council	
	Provided content for Simcoe County Programs and Services listing	Feb 2012	Employment and Settlement Sub-Councils	
	Employer story was pursued	Feb 2012		
	Story from Lakehead University	Mar 2012	LIP	
	Proofing	Mar 2012	Sub-Council, SMWDB, County of Simcoe	
	Layout / Printing	Mar 2012	SMWDB	
	Disseminate Guide	Ongoing	Sub-Council	

<b>Goal:</b> Contribute to the development of an Immigrant Resource Guide, designed to support newcomers as they settle in Simcoe County. Raise awareness of the local services / resources available to help newcomer find employment.				
<b>Purpose</b>	Attraction	Recruitment	Integration	✓ Retention
<b>Theme</b>	✓ Readiness	✓ Opportunity	Celebrate	Inspire
<b>Activity</b>	<b>Tasks</b>	<b>Timeline</b>	<b>Resources</b>	
Immigrant Directory: Working Chapter	Working Group for “Working” chapter established	June 2012	Sub-Council	
	Develop outline for content	July 2012	Employment Working Group	
	Draft “Working in Simcoe County”	July /Aug 2012	LIP Coordinator	
	Review Process of “Working” chapter	Aug – Oct 2012	Employment Working Group	
	Final Content Review of “Working” chapter	October 2012	Employment Working Group	
	Working group from Education Sub-Council developed content for “learning” chapter	Oct 2012 – March 2013	Education Working Group	
	Content for remaining chapters developed and reviewed with relevant stakeholders and sub-councils	Dec 2012 – March 2013	LIP Coordinator / MIIO Portal Coordinator	
	Review of full directory	March 2013	LIP, SMWDB,	
	Translation into: Arabic, Chinese Traditional, Spanish	April – May 2013	LIP	
	Layout	Mar – June 2013	SMWDB	
	Final Review	Spring / Summer 2013	LIP, SMWDB, 211, County of Simcoe	
	Translation into French	Summer 2013	SMWDB	
	Printing	Summer 2013	SMWDB	
	Dissemination (job fairs)	Fall 2013 / Ongoing	Sub-Council	
<b>Goal:</b> Conduct case studies with local newcomers who have accessed EO Employment Services to better understand their experiences (needs / barriers faced) when finding work in Simcoe County.				
<b>Purpose</b>	Attraction	Recruitment	Integration	✓ Retention
<b>Theme</b>	✓ Readiness	Opportunity	Celebrate	Inspire
<b>Activity</b>	<b>Tasks</b>	<b>Timeline</b>	<b>Resources</b>	
Newcomer Case Studies	Sub-Council Established Question Guide	October 2012	Sub-Council	
	Conduct Interviews / Case Studies	Ongoing as stories arise	Sub-Council	
	Share key findings as they relate to employment services with Sub-Council *Inform R. Wisken prior to meeting	Ongoing	Sub-Council	
	Develop “release form” for clients to sign so stories can be used as a tool for professional development			
<b>Goal:</b> Educate local employers about the positive impacts of hiring a newcomer. Increase the number of employers who are open to hiring newcomers.				
<b>Purpose</b>	Attraction	Recruitment	Integration	✓ Retention
<b>Theme</b>	✓ Readiness	✓ Opportunity	Celebrate	Inspire
<b>Activity</b>	<b>Tasks</b>	<b>Timeline</b>	<b>Resources</b>	
Local Employer Education	Establish Working Group	Spring 2012	Sub-Council	
	Review Priority and Develop Action Items	August 2012	Working Group	
	Develop Content Outline for Employer Education Brochure	October 2012	Working Group	
	Review Brochure Content with Sub-Council	November 2012	Sub-Council	
	Develop Brochure Content	December – February 2013	Working Group	
	Establish Options for Printing the Brochure	February 2013	Sub-Council	
	Final Content Review	Summer 2013	Sub-Council	
	Layout	Fall 2013	SMWDB	
	Print Brochure	Fall 2013	SMWDB	
	Dissemination	Fall 2013	Sub-Council	

<b>Goal:</b> Enhance the skills and capacity of employment services staff to meet the needs of newcomer clients by providing training, tools and resources				
<b>Purpose</b>	Attract	Recruit	Integrate	✓ Retention
<b>Theme</b>	✓ Readiness	Opportunity	Celebrate	Inspire
<b>Activity</b>	<b>Tasks</b>	<b>Timeline</b>	<b>Resources</b>	
Front Line Staff Professional Development: PD Event on Cultural Competence	Establish Working Group	Spring 2012	Sub-Council	
	Review Priorities and Develop Action Items	Fall 2012	Working Group	
	Plan and Prepare for Professional Development Day	Winter / Spring 2013	Working Group with support from Sub-Council	
	Host Professional Development Day	June 2013	Working Group with support from Sub-Council	
	Debrief		Sub-Council	
<b>Goal:</b> Develop resources to support newcomers in finding meaningful employment				
<b>Purpose</b>	Attract	Recruit	Integrate	✓ Retention
<b>Theme</b>	Readiness	✓ Opportunity	Celebrate	Inspire
<b>Activity</b>	<b>Tasks</b>	<b>Timeline</b>	<b>Resources</b>	
Newcomer Education	Establish Working Group	Spring 2012	Sub-Council	
	Review Priorities and Develop Action Items		Working Group	
	Develop Newcomer Workshop from information in Newcomer Resource Guide	April / May 2013	Working Group	
	Sub-Council provide feedback to Workshop	May 2013	Sub-Council	
	Share Workshop with Employment Ontario Service Providers and Ontario Works locations	June / July 2013	Sub-Council and Working Group	
<b>Goal:</b> Prepare the foundation of an Immigrant Employment Sub-Council by researching feasibility and funding sources.				
<b>Purpose</b>	✓ Attract	✓ Recruit	✓ Integrate	✓ Retention
<b>Theme</b>	✓ Readiness	✓ Opportunity	Celebrate	Inspire
<b>Activity</b>	<b>Tasks</b>	<b>Timeline</b>	<b>Resources</b>	
Immigrant Employment Council (IEC)	Establish Working Group	Spring 2012	Sub-Council	
	Research Possible Funding Sources - Allies Canada - MCI	Spring / Summer 2013	Working Group	
	Re-establish working group - Define what an IEC would look like in Simcoe County - Discuss possible funding opportunities	May 2013	Interested Sub-Council Members	
	LIP to present to the SMWDB Board of Directors	May 2013	LIP	
<b>Goal:</b> Advise the "Working" section of the MIIO Portal. This section will raise awareness of employment opportunities and services / resources available to newcomers in Simcoe County.				
<b>Purpose</b>	✓ Attract	✓ Recruit	Integrate	Retain
<b>Theme</b>	✓ Readiness	✓ Opportunity	Celebrate	Inspire
<b>Activity</b>	<b>Tasks</b>	<b>Timeline</b>	<b>Resources</b>	
Portal Content Review: Working	Draft "Working in Simcoe County" layout – content established from Immigrant Directory	December 2012	MIIO Coordinator	
	Review and Revise Layout	January 2013	MIIO Coordinator & Sub-Council	
	Raise awareness of Completed Portal to Local Newcomers and Other Service Providers	May 2013 / Ongoing	Sub-Council	