



SOCIAL PLANNING & PROGRAM SUPPORT DEPARTMENT

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Developing Sustainable Solutions for the Attraction and Inclusion of Newcomers to Sarnia-Lambton

Sarnia-Lambton
Local Immigration Partnership (LIP)

Implementation Plan

November 2010



INTRODUCTION

For the last 10 months, the Sarnia-Lambton Local Immigration Partnership (LIP) initiative, through extensive community input, has investigated the community's capacity for providing supports and services to immigrants and newcomers and the challenges and barriers immigrants and newcomers face when settling in the community. The resulting Settlement Strategy is a coordinated and comprehensive plan to overcome these barriers and increase Sarnia-Lambton's capacity of service. It includes 12 strategies organized by five priority areas of focus (employment, settlement, language and communication, coordination of services, public awareness) as well as 39 action steps. The LIP Implementation Plan provides a working framework for the implementation of these strategies and action steps and goes into more detail about who will be undertaking these activities and in what timeframe.

IMPLEMENTATION FRAMEWORK

Key to the successful implementation of the Sarnia-Lambton LIP Settlement Strategy is the continuation of a central body for coordinating the implementation steps that are discussed in this document. Thus, the development or enhancement of a sustainable governance structure is of immediate importance (see Strategy 10 below). While this governance structure is taking shape, LIP Council will continue to provide a venue for open and creative discussions about immigrant and newcomer related issues and facilitate ongoing partnerships and collaborative efforts within the community.

IMPLEMENTATION PLAN

The following charts outline the Implementation Plan for the Sarnia-Lambton LIP Settlement Strategy. Each chart is organized by Strategy (1-12) and includes:

- Action Steps (1.1., 3.4., etc.)
- Implementation Steps (bulleted points) that describe in more detail the activities to be undertaken in each Action Step
- A timeframe for when these activities are to be accomplished according to a 16-month timeline from November 2010 to February 2012
- Relevant sectors that can lead activities

It is worth noting that all the components of this Implementation Plan are interrelated and connected and that certain Action and Implementation Steps will occur before others can be undertaken. It is also important to note that this plan is a working document and is, therefore, open to change and further development, depending on the directives and continued input from the community.

Strategy 1: Increase networking opportunities between employers and newcomers and immigrants																													
Action & Implementation Steps										Timeline								Led By											
										2010		2011					2012												
										N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F				
1.1. Organize monthly networking meetings for immigrants and employers																													
• Determine groups/organizations that offer networking events (i.e. Chamber of Commerce, Goodwill Industries, LCHRAS) and identify partnership opportunities																												LIP Staff & Employment Stakeholders	
• Facilitate development, delivery and evaluation of event																													
1.2. Organize immigrant-focused job fairs																													
• Identify existing job fairs locally and regionally																												LIP Staff & Employment Stakeholders	
• Seek out potential partnership opportunities																													
• Facilitate development, delivery and evaluation of event																													
1.3. Organize networking/support groups for employers																													
• Identify current community capacity for employer networking groups																												LIP Staff & Employment Stakeholders	
• Facilitate development, delivery and evaluation of event																													
1.4. Establish a point of first contact where employers can direct questions related to hiring and retaining immigrants and newcomers																													
• Identify potential models of delivery																												LIP Staff & Employment Stakeholders	
• Assess organizations that could best facilitate service																													
• Facilitate development and implementation of service																													
• Develop strategy to inform local employers of resource																													
1.5. Hold events to celebrate employer 'champions'																													
• Identify current community capacity for event																													LIP Staff & Employment Stakeholders
• Determine potential models of delivery (i.e. breakfast on its own or part of Chamber event)																													
• Create criteria for selecting 'champions'																													
• Facilitate development, delivery and evaluation of event																													

Strategy 2: Provide opportunities for newcomers and immigrants to gain Canadian work experience relevant to their profession and career aspirations

Action & Implementation Steps	Timeline												Led By			
	2010				2011				2012							
	N	D	J	F	M	A	M	J	J	A	S	O		N	D	J
2.1. Develop and pilot a mentorship program for internationally-trained professionals																
• Investigate mentorship models locally and regionally																LIP Staff & Employment Stakeholders
• Identify ideal model of delivery for local community																
• Facilitate development, delivery and evaluation of pilot																
2.2. Investigate which professions could accommodate volunteer opportunities for newcomers																
• Research community capacity and identify potential professions in community																LIP Staff & Employment Stakeholders
• Determine employer needs for program viability																
• Identify potential partnerships (i.e. Lambton College, volunteer coordinators, etc.)																
2.3. Investigate possibility of providing internships (and employer subsidies) for internationally-trained professionals																
• Research community capacity																LIP Staff & Employment Stakeholders
• Investigate and identify ideal model of delivery for local community																
• Determine needs for program viability																
• Identify funding possibilities for employer incentives and wage subsidies																

Strategy 3: Provide immigrant and newcomer-specific job search assistance

Action & Implementation Steps	Timeline												Led By			
	2010					2011					2012					
	N	D	J	F	M	A	M	J	J	A	S	O		N	D	J
3.1. Develop and pilot an adequate job search program designed specifically for immigrants and newcomers																
• Identify current local job search workshops in Sarnia-Lambton																LIP Staff & Employment Stakeholders
• Investigate regional immigrant-specific workshops as models																
• Determine ideal model of delivery for local community																
• Facilitate development, delivery, and evaluation of program																

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Action & Implementation Steps	Timeline	Led By
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Strategy 5: Increase and promote opportunities for immigrant and newcomer children and youth in the community

Action & Implementation Steps	Timeline														Led By	
	2010					2011					2012					
	N	D	J	F	M	A	M	J	J	A	S	O	N	D		J
5.1. Increase funding for Settlement Workers in Schools (SWIS) program																
• Assess needs of current SWIS program service providers to expand current programming (facilitate applications to CIC)																LIP Staff & Settlement Stakeholders
• Identify capacity to expand SWIS throughout the county in both elementary and secondary school levels (assist service providers in creating proposal to CIC)																
5.2. Expand recreation and social programming for immigrant children and youth (i.e. Youth Host Program)																
• Collaborate with settlement agencies to expand current summer programming and determine the needs for year round youth program (facilitate applications)																LIP Staff & Settlement Stakeholders
• Work with area youth to determine wants and needs for programming																
• Identify potential partnerships (i.e. faith organizations, ethnic groups, and schools) to develop recreation programming																
• Explore existing recreation programming and determine how to promote it to immigrant youth																

Strategy 6: Create more diverse opportunities for language learning (ESL, ELT, Occupation-Specific)

Action & Implementation Steps	Timeline														Led By	
	2010				2011					2012						
	N	D	J	F	M	A	M	J	J	A	S	O	N	D		J
6.1. Develop partnerships between local ESL providers to increase number of students																
• Monitor current ESL partnerships (YMCA, Lambton College)																LIP Staff & Language Stakeholders
• Explore if other partnerships could be established (Organization for Literacy)																
6.2. Investigate possibility of providing on-the-job language training for newcomers																
• Investigate local and regional models for on-the-job language training (best practices and challenges)																LIP Staff & Language Stakeholders
• Identify ideal model of delivery for local community																
• Facilitate local implementation of model																

<ul style="list-style-type: none"> • <i>Create marketing plan to promote local programming provincially and nationally</i> 										LIP Staff & Language Stakeholders
<ul style="list-style-type: none"> • <i>Utilize local resources for cost-effective marketing (i.e. liveinlambton.ca)</i> 										

<ul style="list-style-type: none"> Identify regional organizations (i.e. London, Chatham) that have waiting lists for ESL classes 											LIP Staff & Language Stakeholders
<ul style="list-style-type: none"> Determine potential partnership opportunities 											
<ul style="list-style-type: none"> Explore options to transport ESL students to Sarnia from other areas 											

[illegible]

Action & Implementation Steps	Timeline												Led By				
	2010						2011							2012			
	N	D	J	F	M	A	M	J	J	A	S	O		N	D	J	F
1. Review and update the school's anti-bullying policy to include cyberbullying and ensure it is communicated to all staff and students.																	Principal
2. Conduct professional development for all staff on recognizing and responding to bullying incidents, including cyberbullying.																	Principal
3. Implement a peer mediation program to help students resolve conflicts peacefully.																	Principal
4. Establish a student council or leadership team to promote a positive school culture and address bullying concerns.																	Principal
5. Monitor and evaluate the effectiveness of the anti-bullying program through surveys, focus groups, and data analysis.																	Principal

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<ul style="list-style-type: none"> Identify professional interpretation services used by local organizations 												LIP Staff & Language Stakeholders
<ul style="list-style-type: none"> Identify potential partnership opportunities with regional interpretation services 												

[illegible]

- See 4.3.

• Determine information dissemination point													LIP Council & Staff
• Create directory of resources using variety of formats and targeted to specific groups													
• Continue monthly LIP Newsletter													
• Disseminate resources throughout County													

[illegible][illegible]

<ul style="list-style-type: none"> Immediate and ongoing 		
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9.2. Continue to work with current community initiatives as they pertain to immigration (such as economic development and resident attraction)

• Immediate and ongoing		
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9.3. Explore regional partnerships to enhance the capacity of local services

• Immediate and ongoing		
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Strategy 10: Facilitate effective governance and implementation of LIP strategies with County of Lambton as lead

Action & Implementation Steps	Timeline														Led By	
	2010				2011					2012						
	N	D	J	F	M	A	M	J	J	A	S	O	N	D		J
10.1. Amalgamate community newcomer support groups, including Phase I LIP Council, to form one collaborative body to guide and support implementation of settlement strategy																
• Identify effective local and regional governance models																LIP Council & Staff
• Determine ideal model for local community in relation to immigrant settlement services and activities																
10.2. Revise Terms of Reference to finalize structure of council and responsibilities of its members																
• Establish Terms of Reference for proposed governance structure																LIP Council & Staff
• Determine plan of action to implement community governance structure																
• Facilitate implementation of action plan																
10.3. Fulfill appropriate human resource needs for Phase II implementation																
• Continuation of LIP Staff support																

Strategy 11: Promote public awareness of newcomer and immigrant issues through media campaigns and community events

Action & Implementation Steps	Timeline														Led By	
	2010					2011					2012					
	N	D	J	F	M	A	M	J	J	A	S	O	N	D		J
11.1. Develop multi-media campaign to promote a welcoming and inclusive Sarnia-Lambton																
• Investigate media campaigns in other regions in terms of content and expense																LIP Staff & Public Awareness Stakeholders
• Design campaign for local community																
• Create plan to execute campaign																

• Compile list of current multicultural events (i.e. Canada Day, Multicultural Awareness Club Night)									LIP Staff & Public
• Identify need for and facilitate development of additional multicultural events									Awareness Stakeholders
• Create unified marketing plan to promote events									

[illegible][illegible]

Action & Implementation Steps	Timeline												Led By				
	2010					2011					2012						
	N	D	J	F	M	A	M	J	J	A	S	O		N	D	J	F
1. Review and update the current curriculum framework to align with the National Curriculum Framework for School Education.																	Dr. [Name]
2. Conduct a comprehensive review of existing textbooks and digital resources to ensure they are aligned with the new framework.																	Dr. [Name]
3. Organize training workshops for teachers to build their capacity in understanding and implementing the new curriculum framework.																	Dr. [Name]
4. Implement the new curriculum framework in schools, starting with pilot projects in selected schools.																	Dr. [Name]
5. Monitor the implementation of the new curriculum framework and gather feedback from teachers and students.																	Dr. [Name]
6. Review the progress of the implementation and make necessary adjustments to the framework.																	Dr. [Name]
7. Conduct a final evaluation of the new curriculum framework and its impact on student learning outcomes.																	Dr. [Name]

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12.3. Encourage stakeholders to utilize County of Lambton's immigration portal liveinlambton.ca, to advertise and market services and events

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PHASE II EVALUATION MEASURES

Three key evaluation tools will be used to monitor the Implementation Plan. These tools will track the progress of the Action and Implementation Steps outlined in the plan to ensure that the overall project is on target with the strategies determined in its first phase.

- A continuation from Phase I of monthly narrative reports to Citizenship and Immigration Canada (CIC) that will outline the work accomplished by LIP staff throughout Phase II
- Two detailed interim progress reports submitted at 6 month intervals (in April and October 2011) that detail the completed activities and their results to ensure the implementation of the Settlement Strategy is reaching desired targets according to the predetermined timeline
- A post-implementation review completed before the end of Phase II (no later than February 2012) that will include a revised Implementation Plan (if necessary) and a Transition Plan for the continuation and sustainability of the central governing body

The use of these tools will ensure that Phase II of the Local Immigration Partnership will remain accountable and transparent to the community and its goal of providing comprehensive and coordinated services to immigrants and newcomers in Sarnia-Lambton.