

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.

Action & Implementation Steps						Tim	eline	Э				Led By
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	N	D	J	F M	Α	M J	J	Α :	S O	N [JF	1
1.1. Organize monthly networking meetings for immigrants and employers												
Determine groups/organizations that offer networking events (i.e. Chamber of												LIP Staff &
Commerce, Goodwill Industries, LCHRAS) and identify partnership opportunities	s											Employment
Facilitate development, delivery and evaluation of event												Stakeholders
1.2. Organize immigrant-focused job fairs										•		
Identify existing job fairs locally and regionally												LIP Staff &
Seek out potential partnership opportunities												Employment
Facilitate development, delivery and evaluation of event												Stakeholders
1.3. Organize networking/support groups for employers										•		
Identify current community capacity for employer networking groups												LIP Staff &
Facilitate development delivery and evaluation of event								_				Employment
Facilitate development, delivery and evaluation of event												Stakeholders
1.4. Establish a point of first contact where employers can direct questions re	lated to	o hi	irin	g and	l ret	ainin	g im	mig	rant	s and	newc	omers
Identify potential models of delivery												
Assess organizations that could best facilitate service												LIP Staff &
Facilitate development and implementation of service												Employment
Develop strategy to inform local employers of resource												Stakeholders
1.5. Hold events to celebrate employer 'champions'				,								
Identify current community capacity for event												
Determine potential models of delivery (i.e. breakfast on its own or part of												LIP Staff &
Chamber event)												Employmen
Create criteria for selecting 'champions'												Stakeholders
Facilitate development, delivery and evaluation of event												1

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2.1. Develop and pilot a mentorship program for internationally-trained profess	onal	s										•
Investigate mentorship models locally and regionally												LIP Staff &
Identify ideal model of delivery for local community	_											Employmer
Facilitate development, delivery and evaluation of pilot												Stakeholder
2.2. Investigate which professions could accommodate volunteer opportunities	for n	iew	con	ners					-	ı	11	1
Research community capacity and identify potential professions in community												LIP Staff 8
Determine employer needs for program viability												Employmer
 Identify potential partnerships (i.e. Lambton College, volunteer coordinators, etc.) 												Stakeholde
2.3. Investigate possibility of providing internships (and employer subsidies) for	r inte	rna	tio	nally	traine	d pro	ofes	sion	als		<u> </u>	1
Research community capacity												
Investigate and identify ideal model of delivery for local community												LIP Staff 8
Determine needs for program viability												Employmer
Identify funding possibilities for employer incentives and wage subsidies												Stakeholde
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Strategy 3: Provide immigrant and newcomer-specific job search	ISSI	sta	nc	Э		T:	11					Lod D
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3.1. Develop and pilot an adequate job search program designed specifically for	imm	igra	ants	and	newc	ome	rs					
Identify current local job search workshops in Sarnia-Lambton												LIP Staff
Investigate regional immigrant-specific workshops as models												Employme
Determine ideal model of delivery for local community												Stakeholde
Facilitate development delivery and evaluation of program												Stakeriold

• Facilitate development, delivery, and evaluation of program

3.2. Create job developer position dedicated to assisting and advocating for immigrants, newcomers and employers

•	Bring together settlement and employment sectors to discuss needs of this position						LIP Staff &
•	Assess organizations that could best facilitate position			ĺ			Employment
•	Facilitate development of job description and implementation in community			ĺ			Stakeholders

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4.1. Continue to actively recruit and market current CIC funded Host programs																
Assess needs of current Host program service providers																LIP Staff 8
Determine capacity for expanding the program to include professionals and youth																Settlemen
Facilitate expansion of Host program																Stakeholde
4.2. Develop and pilot a volunteer program specifically for immigrants and newco	mer	s					_	1					1			•
Explore volunteer program models locally and regionally and determine ideal model of delivery for local community																LIP Staff &
Determine community's current capacity to deliver a volunteer program																Settlemen
Facilitate the development, delivery and evaluation of a volunteer program for immigrants and newcomers																Stakeholde
4.3. Establish rural outreach program for newcomers outside of Sarnia					•		•									•
 Assess specific service needs of rural Lambton County - capacity of current settlement service providers, profile of immigrant populations including status, regions of origin, etc. 																LIP Staff 8
Create connections and partnerships in rural areas																Settlemen
 Investigate outreach program models locally and regionally (i.e. NLCHC, Migrant Workers Ministry) and determine ideal model of delivery 																Stakeholde
 Investigate use of CIC LSP (Library Settlement Partnerships) as part of rural outreach program 													П			

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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
 Identify capacity to expand SWIS throughout the county in both elementary and secondary school levels (assist service providers in creating proposal to CIC) 														Stakeholders
5.2. Expand recreation and social programming for immigrant children and youth	(i.e.	. Yo	out	h I	Hos	st P	rog	ram	1)					
 Collaborate with settlement agencies to expand current summer programming and determine the needs for year round youth program (facilitate applications) 														LIP Staff &
Work with area youth to determine wants and needs for programming														Settlement
 Identify potential partnerships (i.e. faith organizations, ethnic groups, and schools) to develop recreation programming 														Stakeholders
 Explore existing recreation programming and determine how to promote it to immigrant youth 														

Strategy 6: Create more diverse opportunities for language learning	ıg (ESL,	ELT,	Occupation	-Specific	:)	
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6.1. Develop partnerships between local ESL providers to increase number of stu	ıdents					
Monitor current ESL partnerships (YMCA, Lambton College)						LIP Staff &
Explore if other partnerships could be established (Organization for Literacy)	_					Language Stakeholders
6.2. Investigate possibility of providing on-the-job language training for newcome	ers					
 Investigate local and regional models for on-the-job language training (best practices and challenges) 						LIP Staff &
Identify ideal model of delivery for local community						Language
Facilitate local implementation of model						Stakeholders

6.3. Actively market Sarnia-Lambton as an ESL destination

Create marketing plan to promote local programming provincially and nationally								LIP Staff &
								Language
Utilize local resources for cost-effective marketing (i.e. liveinlambton.ca)								Stakeholders
6.4. Connect with regional ESL service providers to form potential partnerships			·					
Identify regional organizations (i.e. London, Chatham) that have waiting lists for								
ESL classes								LIP Staff &
Determine potential partnership opportunities								Language
Explore options to transport ESL students to Sarnia from other areas								Stakeholders
6.5. Investigate the use of new technologies (i.e. webinars, Skype) to expand loca	I lar	iguaç	ge pi	rogra	ms			
Identify appropriate technologies								LIP Staff &
Explore existing local and regional initiatives								Language
Determine ideal method of implementation for local community								Stakeholders

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7.1. Compile and update volunteer lists of interpreters already in existence																
Identify organizations that have current interpreter lists																
Create partnerships to discuss creating one master list (taking into account confidentiality)				_												LIP Staff & Language
 Determine best method of dissemination amongst service providers (i.e. Portal, 'point of contact') 				_												Stakeholders
7.2. Formalize connections with cultural associations as potential pool of interp	eters	.														
Make connections with cultural associations to discuss role in interpretation																LIP Staff &
services																Language
Create a database of interpreters and identify host organization																Stakeholders

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trategy 9: Create opportunities for local and regional partners	hips in c	order	to u	tilize	cur	rent	res	our	ces n	nore
	•				ï					
Disseminate LIP Newsletter electronically										& Staff
Designate staff to maintain LIP page on Portal and update frequently										LIP Counc
3. Maintain 'virtual point of contact' through use of County of Lambton's Imi	nigration	Porta	I					1 1		
Disseminate resources throughout County			_							
Continue monthly LIP Newsletter			_						++	- & Staff
groups										LIP Cound
Create directory of resources using variety of formats and targeted to specific			-					+	++	\dashv
Determine information dissemination point										
2. Disseminate information about local services for immigrants and newcon	ners to en	tire co	ommı	ınity	from	centr	alize	d po	int	
See 4.3.										
1. Develop and pilot an outreach program to connect newcomers and immig	rants in r	ural a	reas	to sei	vices	and	sup	ports	3	
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ewcomer issues										
trategy 8: Provide one 'point of contact' to advocate for and ac	ddress c	once	rns/	ques	stion	s re	gard	ding	imn	nigrant and
Identify potential partnership opportunities with regional interpretation services										Stakeholde
Identify professional interpretation services used by local organizations										Languag

• Immediate and ongoing

9.2. Continue to work with current community initiatives as they pertain to immig attraction)	ration	(su	ch a	as e	co	noı	nic	de	vel	lopi	mer	nt a	nd I	resid	lent
Immediate and ongoing															
9.3. Explore regional partnerships to enhance the capacity of local services															
Immediate and ongoing															
Strategy 10: Facilitate effective governance and implementation of	LIP	stra	iteç	jie:	s v	vitl	ı C	ou	ınt	y c	of L	_an	nbt	on a	as lead
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10.1. Amalgamate community newcomer support groups, including Phase I LIP C implementation of settlement strategy	ounci	il, to	for	m c	ne	СО	llak	ora	ativ	/e k	od	y to	gu	ide a	and support
Identify effective local and regional governance models															
Determine ideal model for local community in relation to immigrant settlement services and activities															LIP Council & Staff
10.2. Revise Terms of Reference to finalize structure of council and responsibilities	es of	its m	nem	bei	rs										
Establish Terms of Reference for proposed governance structure											\neg				
Determine plan of action to implement community governance structure		_		_							\dashv				LIP Council
Facilitate implementation of action plan	+	_		-							\dashv				& Staff
10.3. Fulfill appropriate human resource needs for Phase II implementation															
Continuation of LIP Staff support															
Strategy 11: Promote public awareness of newcomer and immigrate events	nt iss	sue	s th	ro	ug	jh i	me	dia	a C	am	ıpa	aigı	าร ส	and	community
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events						9	Todic	a oumpo	ngno ana	oommanity .
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11.1. Develop multi-media campaign to promote a welcoming and inclusive Sar	nia-La	amb	ton)						
Investigate media campaigns in other regions in terms of content and expense										LIP Staff &
Design campaign for local community										Public
Create plan to execute campaign							+			Awareness Stakeholders
, ,										Stakeholders

Bring service providers together to determine marketing needs														T	LIP Staff 8
12.2. Share marketing resources among service organizations															
Croate grant pastage for deeply from prome in alterning potential grante															Stakeholde
Create grant package for use by non-profits in attaining potential grants						+									Awarenes
Investigate marketing grants for non-profit organizations															LIP Staff &
12.1. Ensure programming for immigrants and newcomers has adequate funds	ior ma	irK(etin	y o	ı se	:rvi	ces	·							LID Ote # 6
42.4. Engure programming for immigrants and neuropeople has adapted fireds	N for mo				M				J	Α	<u>ی ا</u> د	יו ע	1 D	J	
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Strategy 12: Design comprehensive marketing strategy for curre	nt, en	na	inc	ed,	, ar	1d					ımı	MI	gra	nt se	
		_				_								_	
sessions)															Stakeriolde
Inform/educate newcomers on civic involvement (through training/information															Awareness Stakeholde
															Public
 Recruit town/city halls to participate in volunteer program (see 4.2.) 															LIP Staff 8
11.4. Advocate for immigrants and newcomers to be more visible in the comm	ınity, iı	n th	ne v	vor	kpla	ace	, ar	nd i	n p	ubl	ic o	ffic	е		
Identify potential partnership opportunities locally and regionally															
service providers/employers															Stakeholde
Compile list of local and regional diversity trainers and disseminate information to	,														Awareness
Identify diversity training services used by local organizations															LIP Staff 8 Public
11.3. Create better access to diversity training for businesses and non-profit o	ganiza	tio	ns										1		1
Create unified marketing plan to promote events															
Create unified marketing plan to promote events									_						Stakeholde
Awareness Club Night) Identify need for and facilitate development of additional multicultural events									_						Public Awareness
Compile list of current multicultural events (i.e. Canada Day, Multicultural Avangage Chile Night)															LIP Staff 8

Public

Awareness Stakeholders

Design local community marketing plan for all immigrant and newcomer services

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

Partner with Portal Committee to develop/modify presentation						LIP Staff &
						Public
Procent handfits of marketing on Portal to relevant stakeholders						Awareness
Present benefits of marketing on Portal to relevant stakeholders						Stakeholders

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.