

THE COLLECTIVE IMPACT APPROACH





Funded by:

Immigration, Refugees and Citizenship Canada

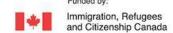
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SOS LIP Council Governance & Infrastructure

Formed in 2014 / Backbone Organization 50 Plus Members drawn from all levels of government, immigrant and service agencies, public institutions, regional employment networks, employers, local associations, and key community stakeholders.









Strategic Planning Common Agenda

Prepare a supportive environment that lays the groundwork for our communities to blend the aspirations of newcomers with the aspirations of the region



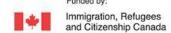
CONDITIONS OF CHANGE - ???

- Attract and sustain newcomers that meet the workforce and business opportunities in our region
- 2. Ensure programs and networks are in place to support newcomers
- 3. Increase awareness of what newcomers contribute to the region and what the region can contribute to newcomers

COLLECTIVE IMPACT PROCESS

- √ Research Regional Snapshot (15 Years to Integrate)
- √ Subgroup Collective Impact Crew
- √ Phase One Teleconference Training (basics)
- √ Research Let's Talk Jobs
- √ Phase Two Training With Facilitator
 - √ Population Level & Impact Statement
- √ Phase Three With CI coach
 - √ Theory of Change
 - √ Shared Measurement Framework
- √ Phase Four Implementation











Report that they are more

comfortable communicating in

English

Have completed workplace

specific language training and/

or practicum

Demonstrate awareness of how

to access career options in our

region's growth sectors

10% more businesses will:

Have onboarding programs for

newcomers

Participate in newcomer training

and education opportunities

Demonstrate awareness of the

benefits of hiring newcomers

Hire newcomers

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Theory of Change

Based on your experience and expertise:



MEASURES

Are the MEASURES relevant to the SHORT and LONG TERM OUTCOMES?

INDICATOR

of available language classes

of attendees to language dasses

of referrals to language classes

of newcomers upgrading language skills

of employers taking part in education and training opportunities

of employers and newcomers participating in employer/ newcomer social gatherings

of newcomers receiving support for credential evaluation

> # of newcomers upgrading employment skills

of newcomers participating in community social and sporting events

STRANDS

Do the STRANDS support the ACTIVITIES and help us achieve our SHORT TERM OUTCOMES?

Toastmasters Club for newcomers 10% more newcomers will:

English classes at Okanagan College

Language classes for Canadian safety standards

Employer on-site language training (lunch and learn)

Grants for sector specific training

Employment preparation for newcomers

Co-op placements

Employer referrals

Support for upgrading and career paths

Employer training (tools for hiring newcomer talent)

Social gatherings (newcomers and employers)

Workshops/Certificates

Volunteer programs

ACTIVITIES

Will the ACTIVITIES help us achieve the SHORT TERM OUTCOMES?

Establish an English proficiency and integration level baseline

Establish an employment baseline

Increase the relevance and accessibility of English language training

Increase referrals for newcomers to English language training and support programs

OUTCOMES

Will the SHORT TERM OUTCOMES help us achieve the LONG TERM OUTCOMES?

SHORT TERM

More sector-specific and conversational language training opportunities

By 2020, 10% more newcomers will be comfortable communicating in English

LONG TERM

(+10%)

Connect employers to knowledge base on the benefits of and how to hire newcomer talent

Connect employers to employment-ready newcomers that may match the employers' staffing requirements

Connect newcomers to regional employment opportunities

More employers will access education and training about the benefits of hiring newcomers

Newcomers will receive more support for their job search

By 2020, пемсотег unemployment in the region will be reduced to 10%

(10%)

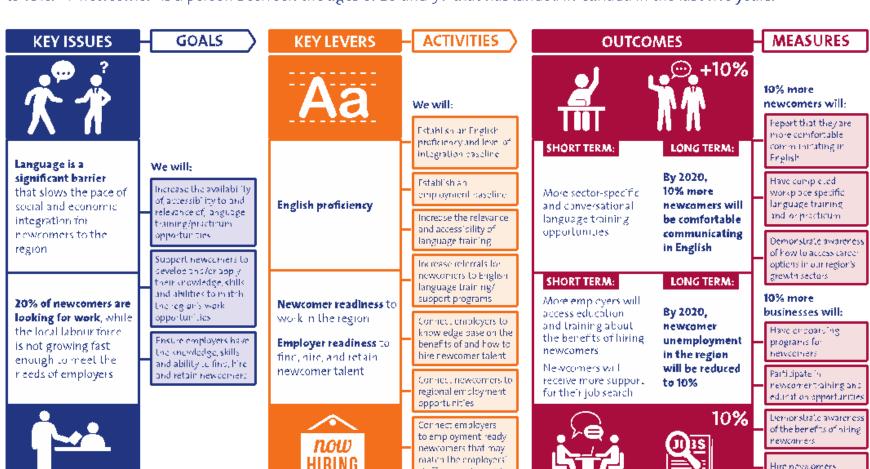






Theory of Change

To increase the pace of social and economic integration for "newcomers" by 2020, we intend to increase the number of newcomers who are comfortable communicating in English by 10% and decrease the percentage of unemployed newcomers to 10%. A "newcomer" is a person between the ages of 20 and 50 that has landed in Canada in the last five years.



stalling requirements.



CONDITIONS OF CHANGE

1. Language Proficiency

 Our research has shown that language proficiency is a significant barrier that slows the pace of social and economic integration for newcomers to our region

2. Employment

 According to our latest figures, 16% of newcomers are looking for work (while the labour force in the region isn't growing fast enough to meet the needs of employers)

Increased Awareness of Contribution

Increase availability of, accessibility to, and relevance of language training opportunities

Ensure employers have the knowledge, skills and ability to find, hire and retain newcomers

Support Newcomers to develop and/or apply their knowledge, skills and abilities to match the region's work opportunities



CURRENT STATUS

- Employer Collective Self Reporting
- 2. Establishing Baseline
 - Target Population Survey
 - Sources of Data / Indicators
 - Dialogue Circles (Community Context)
- 3. Occupational Language Training
- 4. Cascading In To Community
 - Toastmasters Speech Craft
 - Employers & Immigrant Jobseekers Forum
 - Multicultural Community Champions

Early Years 2013 - 2015



We will measure and evaluate the socio-political-economic context of the project by recording changes in the community:

- Leadership
- Urgency
- Awareness
- Interest
- Support
- Perceptions

Method: Surveys + Interviews + Dialogue Circles

Middle Years 2016 - 2018



We will measure and evaluate the project's progress toward intermediate outcomes in the areas of:

- Behavioural change (professional practices, individual behaviours)
- Systems change (funding flows, cultural norms, public policy)

Method: Shared Measurement System + Formative Evaluation

Later Years 2018 - 2020



What difference did we make?

We will measure and evaluate the project's progress toward its long-term outcomes and impact, including:

- Intended impact to target population
- Unintended impacts to community

Method: Summative Evaluation



The Collective Impact Process

How well are we working together?

We will acknowledge and celebrate the Collective's progress, learning culture and capacity in achieving:

- · The five conditions of Collective Impact
- A fully-engaged and participatory broader community

Method: Surveys + Dialogue Circles + Feedback + Reflection



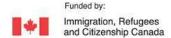
Interpretation to Inform Decision Making

What are we learning and how can we improve the project's progress?



Thank You Nora Hunt-Haft – SOS LIP Project Coordinator norahh@soics.ca





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