Theory of Change



Intended Impact Statement

By 2025, 80% of newcomers to Toronto West will have the welcoming community, supports and services they need to be on track to reach their goals of economic and social participation, and wellbeing, including an awareness of their rights & responsibilities, within 5 years of arrival in their new home.

Long Term Outcomes for Newcomers

Financial Means to Cover Basic **Needs**











Employers Hire Newcomers



A Sense of **Belonging**







Awareness of Rights and Responsibilities







Sufficient Official Language Skills to Meet their Settlement Goals







Strategies

- **Building capacity for member** partners to make effective referrals to assist newcomers to apply for and secure benefits
- Informing community of preemployment programs and networking opportunities that newcomers can access
- Developing diversity trainings to employers and newcomers
- **Engaging employers** through employment service providers to dispel myths and perceived risks of hiring newcomers
- Leveraging Existing social capital engaging more and different associations and community groups to support newcomers
- Strategic outreach to newcomers to ensure they know of the availability of services through joint marketing ventures
- **Building capacity of organizations** to assist newcomers to become aware of their rights & responsibilities
- Identifying gaps and barriers (that prevent access to language training) to inform service providers and funders. Support local community groups and service providers in closing the gaps
- Promoting language training to newcomers

Intermediate **Outcomes**

- Newcomers are aware of the financial supports and have the ability to navigate the complexities
- Newcomers have knowledge of job search strategies and networking opportunities that lead to employment
- Employers understand the benefits of hiring newcomers
- Both employers and newcomers understand Canadian workplace
- Employers are not biased against hiring newcomers
- Newcomers participate in associations and community groups
- Newcomers know about community resources (free or fee)
- Service providers have the resources and information to support newcomers on their rights & responsibilities
- Newcomers have access to support services (e.g. childcare, support for people with disabilities, transportation) so that they can attend language classes
- Official Language proficiency