

By 2025, more newcomers in Chatham-Kent will feel welcomed and valued, and are contributing and thriving members of the community within 5 years of arrival to Chatham-Kent

Key Strategies



Prepare newcomers and employers for the Labour Market



Increase newcomers' Social Belonging




Increase and promote Community Supports and Information


Activities


 Development and Promotion of Mentorship Programs

Education Programs 


 Anti-oppression Training for the Employers

Education of Employer/ Employee rights 


 Volunteer and Networking opportunities


 Promotional Campaigns


Hosting Culturally Diverse Events 


 Creation of "Newcomers Day CK"


Advocate for the greater inclusion of newcomers in the Municipal Government 

 Schools, workplaces, etc are trained in Intercultural Competency


Recreational Opportunities are promoted 

 Newcomer Service/Welcome Fair


Learning Sessions with community stakeholders 


 Promote Settlement Supports

Promote the Chatham-Kent Welcome Network 


 Promote successful language services


Interim Outcome


 Newcomers gain the knowledge and ability to navigate employment opportunities and services


Local employers grow workforce diversity 


 Employers value international work experience equal to Canadian experience


 Every newcomer is welcomed and greeted by a member of the community

Newcomers are accepted and celebrated 


 Adoption of policies that support/drive structural changes that specifically benefit newcomers (e.g. inclusive practices, cultural awareness and anti-racism initiatives in schools, workplaces, the health sector, etc.)

 Settlement support networks are strengthened


Newcomers are gaining the skills they need (e.g. language skill, employment skills, etc.) 


 Newcomers are accessing and using the community supports and information they need

Long Term Outcome


 Newcomers find meaningful employment

Employers have a diverse workforce and meet market demands 

 Newcomers feel welcomed and valued in the community

 Newcomers participate in community events and civic life beyond their own ethnic group

 Gaps in services are eliminated

Newcomers participate in civic life independently 

Population Level Impact Statement:

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Newcomers:

A Newcomer is an individual who came to Canada within the past 5 years

These individuals are between the ages of 25-54

They include:

- Immigrants
- Refugees
- Asylum seekers
- Temporary foreign workers
- International students



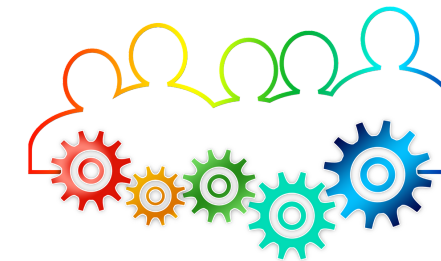
Welcomed:

When newcomers are set up for success, by having the awareness of, and access to supports and opportunities that will help them integrate and prosper in the community

A community that promotes cultural diversity

Valued:

A community that is open to the contributions of newcomers, and where newcomers feel they are respected and appreciated in the community



Contributing:

When a newcomer is contributing to the community, this could mean they are employed, they are enrolled in education, they are engaged and active in the community (such as: volunteering, recreational activities, politics, etc.), and they have strong social networks (cultural connections, neighbours, etc.)

Thriving:

When a newcomer is thriving in the community, this could mean they are economically independent, have meaningful employment, are socially engaged, and experience health and well-being

