

CK LIP: Theory of Change Progress

April 2020 - March 2025

CK LIP Vision:

CK LIP fosters a welcoming community by working together to integrate newcomers and celebrate diversity in Chatham-Kent.

Impact Statement

"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."

Strategic Priorities

- 1 Prepare newcomers and employers for the labour market
- 2 Increase Newcomer's social belonging
- 3 Increase and promote community supports and information

CK LIP Community Conversations

8 Focus Groups

14 Working Groups to support Theory of Change progress and address emerging needs of immigrants in Chatham-Kent

Immigrant Advisory Group (IAG)

- **61** members from **23** countries have participated over the past two terms
- **4** annual meetings

CK LIP Council

- **40** organizations represented
- **5** annual meetings



Research: Surveys & Reports

Chatham-Kent Immigration Survey
(2020 & 2024)

Assessing the Needs of Temporary Workers in the Agriculture Sector Report
(March 2024)

International Students Talent in Chatham-Kent Report (March 2024)

CK Immigrant Snapshot
(Census Data)

Newcomer Facts vs. Fiction

Website

14,976 visits between 2020-2024

Social Media & Monthly Newsletters

Facebook: **1090** followers | **106%** Increase from 2020

X (Twitter): **668** followers | **9%** Increase from 2020

Newsletter: **254** subscribers | **86.7%** Increase from 2020

- **60** newsletters sharing local settlement information

Media

90+ Immigration related media articles

Annual Forums

Hosted **4** annual forums

Events & Presentations

- **30+** community events hosted with **2000+** people engaged
- **20+** presentations delivered



CK LIP Representation

- Pathways to Prosperity (P2P): Canada- Members of the Standing Committee on Northern, Rural, and Remote Communities
- South-Western Ontario (SWO) LIP Communication Table
- Together Empowering Access for Migrant Worker Outreach, Resources, and Knowledge (TeaMWork) Steering Committee
- Windsor Regional Employment Network (WREN) Community Meeting
- Social Planning Action Network (SPAN) Maawnjidiimi Indigenous Network Table and What's Brewing Newcomers Table

Recap from Chair- Tracy Callaghan

As of 2024, Chatham-Kent's estimated population was approximately **111,703**, reflecting a notable increase from the 2021 census figure of **103,988**. The 2021 census showed that immigration is leading this growth in Chatham-Kent, with a **7.2%** immigrant population increase vs. a **2.3%** overall population increase reported at that time. Many factors contribute to this continued growth, and many community stakeholders are actively contributing to Chatham-Kent being a welcoming community. The Theory of Change is a community framework to help guide our efforts locally. Accomplishments included in this report are inclusive of both work from the CK Local Immigration Partnership council, local ethno-cultural communities, and wider community efforts.

By being a Welcoming Community, we attract newcomers to Chatham Kent which assists in our economic growth, fills labour market gaps, and creates new opportunities for a vibrant and diverse community.



CK LIP Impact: Theory of Change Progress

1. Prepare Newcomers & Employers for the Labour Market

Employment Connections

CK Immigrate to Work - Ontario Immigrant Nominee Program (OINP) Pilot Project 2020-2022

- **67** nominations for Permanent Residency (vs. 10 nominations from 2014-2019)
- 2** International Student Job Fairs hosted by St. Clair College and LivingCK
- 1** Employment Navigator by and **3** Resettlement Assistance Program (RAP) workers added to Adult Language and Learning (ALL) Services
- 1** Newcomer Case Manager by CK Employment and Social Services
- Newcomer Centre of Peel bus tour with **37** newcomer job seekers to Learning, Earning and Living (LEL) CK event
- WE Speak Language Access Initiative launched in 2020 and utilized by **7** agencies in Chatham-Kent

Temporary Foreign Worker (TFW) Program



- **1** presentation at TeaMWork Project Forum in 2024
- **2** Information sessions for Migrant Workers Beyond Borders
- **20%** increase in number of TFW work permits holders in Chatham-Kent from 2020-2023



COLLÈGE BORÉAL



Adult Language and Learning



Educational Programs for Newcomers

Shared **50+** webinars and professional development opportunities related to economic immigration pathways, and inclusive workplaces.

Programs through Collège Boréal, Goodwill Employment Centre, ALL and ESS

- 2** Presentations on Understanding your Work Permits: An Overview for International students
- **100** Attendees



Educational Programs for Employers

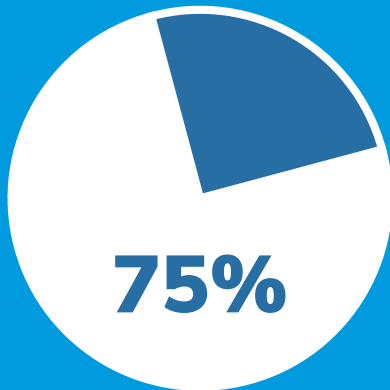
Report on International Students Talent in Chatham-Kent (March 2024)

Webinar on Creative Approaches for Hiring and Retaining Immigrant Employees by Chatham-Kent Health Alliance (CKHA)

- **42** Attendees
- 4** part Learning, Earning and LivingCK Intercultural Training Workshop series for local employers
- Health and Human Services Conference Presentation on Supporting Inclusion of People who are Newcomers in the Workplace 2024
- **280** Attendees
- Growing Your Workforce Conference Presentation on Immigration in 2022
- **200+** Attendees
- 11** webinars hosted by the CK Community Attraction and Promotion team on Labour Market Impact Assessment (LMIA), Supporting employees to PR Status, Understanding OINP and IRCC Programs and Understanding International Students' Work Permits from 2020-2024
- **400+** Attendees
- 3** OINP Information sessions conducted
- **37** Attendees

2024 Immigration Survey

Over **75%** of participants who were employed felt that they were in a job that corresponds to their education, training, or experience.



CK LIP Impact: Theory of Change Progress

2. Increase Newcomer's Social Belonging

It was so good to be in a space with newcomers to the CK community, being able to hear about their stories and learn about their experiences.

- CK Welcome Week Participant

Chatham-Kent Immigration Survey 2020 vs. 2024

How welcome do you feel in Chatham-Kent?

- **58.6%** of participants gave a rating of 7 or higher
- In 2024, **25.3%** of participants responded 10 out of 10; an increase from 2020 by almost **3%**



How connected to the community do you feel in Chatham-Kent?

- In 2024, **18.7%** gave a rating of 10 out of 10, a considerable increase from **11.2%** in 2020



Chatham-Kent Welcome Week

Hosted **4** Annual Welcome Weeks which had **54+** events / initiatives with **20,000+** people engaged

Hosted Canadian Citizenship Ceremony in 2024

15 CK residents shared testimonials about the "welcome-ability" of Chatham-Kent with **18,000+** views on LivingCK social media platforms

Produced **3** Welcome Week videos with **500+** views

Hosted the "CK Welcomes - A Community Showcase" event to promote inclusivity, highlight local activities and support newcomer integration. The 2024 event had **300+** people in attendance

Immigrant Advisory Group (IAG)

2 Members joined the Municipality of Chatham-Kent Committees of Council

2 National LIP Secretariat (NLS) projects

- Annual consultation on newcomer engagement and emerging issues in newcomer communities
- NLS Humanitarian Resettlement Research Project focus group

Community Voice Conversation with Immigrants and Newcomers organized by United Way of CK

LivingCK marketing focus group and feedback on New Resident Guide, Welcome to Chatham-Kent promotional materials

First Impressions Community Exchange (FICE) Program with the Ontario Ministry of Agriculture, Food and Rural Affairs (OMAFRA)

CK Food Strategy and Diverse Food Systems

CK LIP Immigration Survey research project

Mayor Canniff in an Immigrant Advisory Group (IAG) Meeting



CK LIP Impact: Theory of Change Progress

2. Increase Newcomer's Social Belonging Cont.

International Student

- Lambton Kent District School Board had **126** international students from **23** countries in Fall / Winter 2024, which is a **57.5%** increase from 2020
- St. Clair College, Chatham Campus had **440** international students in Fall / Winter 2024, which is a **134%** increase from 2020
- University of Guelph, Ridgetown Campus had **20** students from **18** different countries in 2024



Ethno-Cultural Communities



- Hosted **3** Cultural ConneCKt events to support, connect and empower ethno-cultural groups in CK
- **6** ethno-cultural groups represented
 - Hosted a support session on the TogetherCK grant

CK Hindu Cultural Association launched Gujarati language classes, with support from Collège Boréal and CK Public Library

Hosted a session on incorporating a non-profit and applying for charitable status

2 Festival of Nations events

- CK Asian Cultural Association video which had almost 600 views on Facebook

Taste of Chatham-Kent launched

- **4** ethno-cultural had events
- **8** teams participated in the CK World Cup Soccer tournament

“This event allowed us to bridge cultures and make new, meaningful connections. We appreciate the opportunity it provided us to welcome new friends.

- CK Welcome Week Participant”

The Latino Community of Chatham-Kent Welcoming Newcomers to CK



CK LIP Impact: Theory of Change Progress

3. Increase and Promote Community Supports and Information



Promotional Campaigns

Learning, Earning, LivingCK Talent Attraction Campaign

Choose CK Campaign

- **445+** booklets shared since 2022

New Resident Guides

- **744** in total downloads since 2022

Top 10 Reasons to Choose CK promotional brochure

- Translated into **8** different languages

LivingCK Stories across digital platforms have almost **8,000** views. The videos include:

- **11** Newcomer stories
- **3** Cultural Community stories
- **6** Community Group stories
- **5** Employer stories

4 Video Campaigns on Thriving, Welcomed, Valued and Contributing in CK

- **695** YouTube views

Hate Has No Home Here

- Led by United Way and Planet Print

11 Diverse Recipes of Chatham-Kent published

Global Food Trail Challenge

- **45** culturally diverse restaurants featured

Anti-Racism & Anti-Discriminatory Working Group

6 community organizations represented

Anti-Racism reporting tool developed in partnership with CK Victim Services in 2023

Immigration Survey 2024 Discrimination Findings:

- **25.7%** of participants reported discrimination, compared to **35%** in 2020
- **58.1%** of participants reported not to have experienced discrimination, an increase from **42.2%** in 2020

Hosted **5** workshops on Anti-Racism and Understanding Identity 2024-2025

Hosted **2** sessions with Muslim children's Author Rukhsana Khan in a visit to CK in collaboration with CK Public Library

Featured on National LIP Secretariat Podcast: "New Canadian Voices" discussing Immigrant Employment Experiences & Supports in Chatham-Kent



“Thirteen years ago, when I arrived in Chatham-Kent, I had nothing...no ID, no driver's license, and no opportunities to work or study. But I was determined, and I found a community willing to lift me up. Today, I run a successful business where I make a difference every day.

- CK Welcome Week Participant

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3. Increase and Promote Community Supports and Information Cont.

8 new organizations have joined since the Chatham-Kent Welcome Network (CKWN) since 2020 boosting membership by **35%**

Hosted **2** Networking Events and Service Fairs for newcomers in 2024: ALL and ESS

- **175** attendees

Orientation Marketplace with St. Clair College

- **300** attendees

LivingCK Welcome to Chatham-Kent Tent and Rack Cards

- Created as part of feedback from IAG
- Translated into **8** different languages

Launched Settlement Support Community Map in 2023

- **8050** page views since launch

Hosted **3** What's Brewing CK Newcomers meet up starting in 2024 with Social Plan & Action Network (SPAN)

Supported and promoted Maawnjidiimi Indigenous Network activities and healing walks

Led the local coordination for offers of assistance to help refugees and displaced peoples in 2023

Settlement Worker In Schools (SWIS) started in 2022

- **3** SWIS workers in **12** different schools
- **127** students accessed services

3 Community Navigators with CK Employment and Social Services (ESS)

WE Speak Language Access Initiative provides translation services to bridge language barriers

- **7** organizations use this service in CK

Early Years Strategy Specialist provided support to international students at St. Clair college through the Early Childhood Education Assistant (ECEA) program



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