



LOCAL IMMIGRATION PARTNERSHIP

COMMUNITY SETTLEMENT STRATEGY

2023



Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada



TABLE OF CONTENTS

Warden's Message	4
Co-Chair's Message	5
Methodology	6
Background	7
Emerging Change	8
Growing Immigration Population	9
International Students	12
Labour Shortages	13
Multicultural Centre - A Place to Call Home	16
Living	18
Working	20
Belonging	23
Community Action Plan	26
Partnership Council	31

WARDEN'S MESSAGE

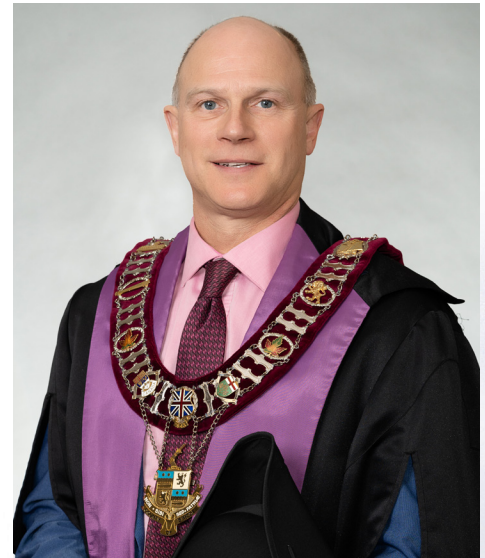
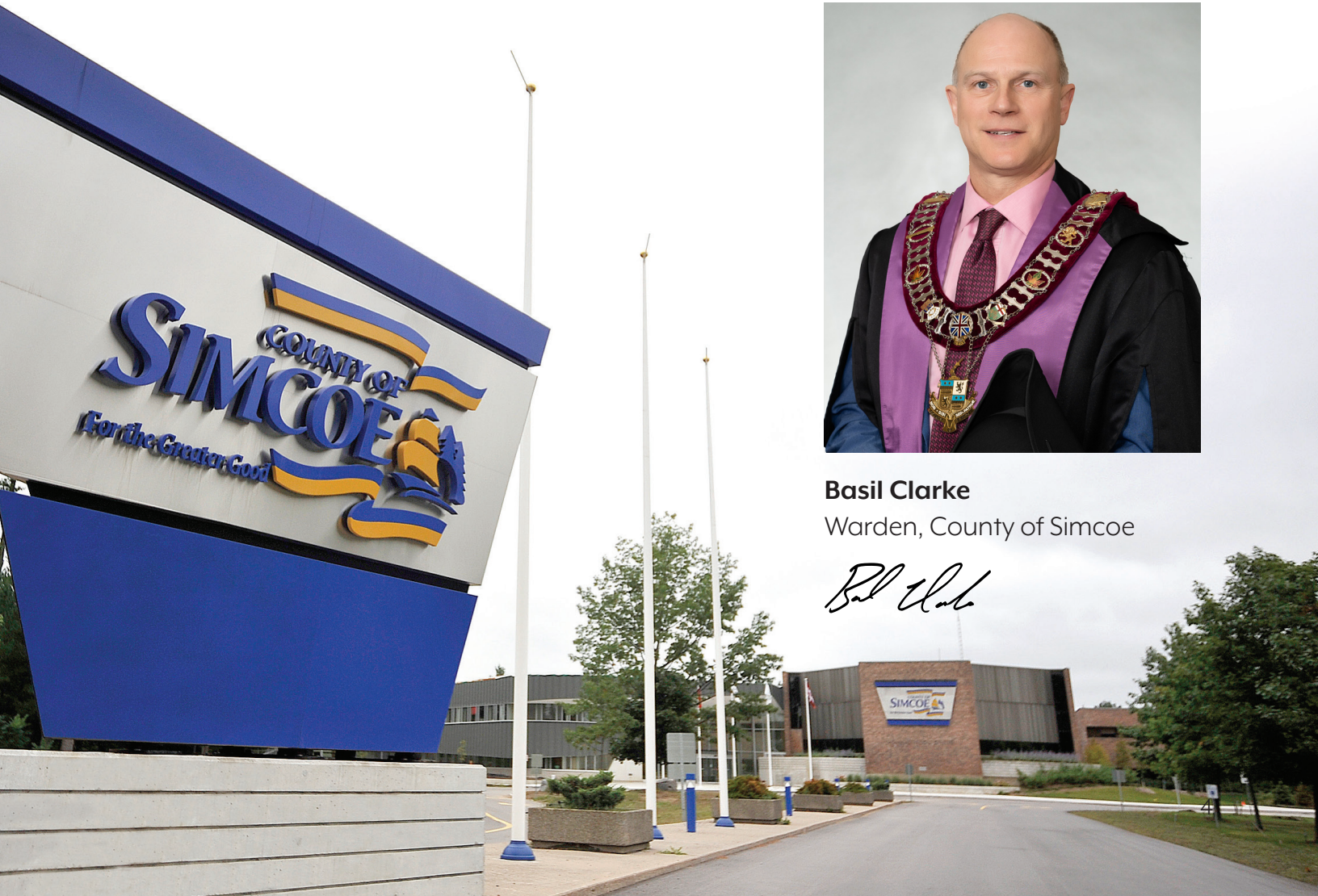
Since 2011, the Simcoe County Local Immigration Partnership has done great work to promote positive relationships and build up supports and resources for local immigrants.

Over the past decade, our #ITSTARTS campaign and the Newcomer Recognition Awards have had a tremendous impact within our communities, and they continue to recognize and highlight the positive influence of immigrants within Simcoe County.

The County of Simcoe's population continues to grow, and as part of this growth we are welcoming an increasing number of newcomers to our region. More than 82,000 immigrants now call Simcoe County home – an increase of more than a third since 2016.

Our 2023 Community Settlement Strategy focuses on making Simcoe County a place where newcomers can live, work and belong. Our staff have worked closely with our partners to deliver a plan that reflects the need and goals of residents, businesses, municipalities, and importantly, newcomers.

Over the next 10 years, we look forward to building on our successes and continuing to work together to build vibrant, healthy, and sustainable communities.



Basil Clarke

Warden, County of Simcoe

CO-CHAIR'S MESSAGE

The Simcoe County Local Immigration Partnership Council is pleased to release the 2023 Community Settlement Strategy, outlining a renewed series of recommendations to support the development of welcoming communities.

Over the past decade, Simcoe County implemented several initiatives outlined in the 2012 Settlement Strategy to attract, integrate, and retain immigrant residents. The new strategy provides a framework that encourages positive momentum, recognizing the need for further collaboration, investment, and action.

Immigrants and international students play an essential role in the future of Simcoe County; their diverse skills, talents, and experiences will make important contributions to our workforces and create vibrancy in our communities. This plan seeks to empower newcomers to reach their full potential and provide them with the resources and supports necessary to thrive.

Together, with support from community members, we look forward to sustaining and expanding meaningful change that reflects our region's changing demographics. Our communities are enriched by immigrant and international student contributions. Community response to this plan will improve the experiences of newcomers working, living, and belonging in Simcoe County.



Stephanie MacLellan, Co-Chair
County of Simcoe Councillor



Kevin Weaver, Co-Chair
President, Georgian College

METHODOLOGY

The Simcoe County Local Immigration Partnership (LIP) relied on various sources of information, data sources, and community feedback to produce the new 2023 Community Settlement Strategy for Simcoe County.

The publication was intentionally postponed by one year to include 2021 census data from Statistics Canada. The most recent data from the federal government contextualizes the recommendations in this report.

The Simcoe County LIP worked with research analysts at the County of Simcoe to develop a survey instrument for distribution amongst newcomers living in Simcoe County. The questions focused on learning about immigrants' experiences living, working, and belonging in Simcoe County. The research team analyzed the information, producing a set of recommendations based on the information collected through this instrument.

Knowing that labour shortages were already occurring in multiple economic sectors, the Simcoe County LIP hosted four consultations with employers. The sessions were held in Collingwood (retail and tourism), Barrie (small and medium-sized businesses), Orillia (health care), and New Tecumseth (manufacturing and skilled trades). These consultations allowed the LIP to share information about immigrants' labour market outcomes, the growth in immigrant residency, and collect key information from employers about their experiences hiring immigrant talent.

Additionally, the LIP hosted two larger community consultations with the broader community in the Township of Springwater and the Town of New Tecumseth.

Lastly, the LIP worked with a consulting firm, Oosterbaan Strategy, to facilitate a dialogue with the existing Partnership Council to identify barriers and challenges in implementing the previous Community Settlement Strategy and collect their recommendations on priorities for the next publication.

The LIP relied on recently available Immigration, Refugees and Citizenship Canada (IRCC) data to inform the growing trend of direct arrivals of permanent residents in Simcoe County.

The 2021 Census Data provided by Statistics Canada confirmed anecdotal information on immigration growth in Simcoe County in the past several years.

We are pleased that the 2023 Community Settlement Strategy has been developed based on recent immigration and language data, and feedback from immigrants, employers, and the broader community. Reflections on the first strategy with the Partnership Council provided wisdom and guidance for future recommendations.





BACKGROUND

The Simcoe County Local Immigration Partnership (LIP) was established in 2011 through a funding agreement with Immigration, Refugees, and Citizenship Canada (IRCC, formerly Citizenship and Immigration Canada). The first Community Settlement Strategy was published in 2012.

The initial Simcoe County Community Settlement Strategy provided a series of recommendations for community actions to shape welcoming communities in Simcoe County.

The publication provided four themes of development:

1. Readiness
2. Opportunity
3. Celebrate
4. Inspire

The County of Simcoe LIP evaluated the progress of the development of welcoming communities based on recommendations in the report. Formal progress reports were published in 2016 and 2020.

Significant accomplishments were achieved during the 10 years following the first settlement strategy, including, but not limited to:

1. The launch of an immigration website, containing over 300 pages of online content to attract, integrate and retain newcomers to the region.
2. The development of welcoming immigrant hubs through the local system of public libraries, providing over 30 additional points of access in Simcoe County.
3. Increased investment supporting additional English language training programs; the development and rollout of a Settlement Workers in Schools (SWIS) program; new Francophone language training and settlement services; and the successful launch and growth of the Immigrant Job Finding Club.
4. The development and growth of the annual #ITSTARTS campaign to reduce racism and discrimination in Simcoe County.
5. The development of an annual Newcomer Recognition Awards ceremony with award categories aligning with the goals of the Community Settlement Strategy.

EMERGING CHANGE

Global, national, and local change over the past 10 years has transformed the makeup of local communities. The changing demographics also informs the need for additional supports and resources. A renewed Community Settlement Strategy is needed to address local labour needs and projected growth in our communities.

Key global changes since the previous Community Settlement Strategy include overseas conflicts and challenges. In 2016, Canada initiated a Syrian Refugee response to aid Syrians fleeing conflict in their country. Hundreds of Syrians were welcomed into our communities through the efforts of many private sponsorship groups. In 2021, Canada prioritized the resettlement of 40,000 Afghanistan refugees and, in 2022, initiated the Canada-Ukrainian Authorization for Emergency Travel (CUAET) to temporarily support Ukrainians.

Humanitarian response makes up approximately 10 percent of Canada's immigration strategy.

Primarily, immigration is an economic strategy to respond to growing labour force needs created by economic growth and an aging baby boom population entering retirement. In 1980, there were approximately six workers for every retired person in Canada, and in 2015, the number had dropped to four workers. Current projections indicate that by 2030, the ratio will be reduced to three workers for every retiree (Government of Canada, 2023).

The federal government has responded by increasing the targets for immigration annually. In 2012, the annual plan for admissions was 259,000 permanent residents. This target has almost doubled to 500,000 permanent residents by 2025. The Government of Canada has emphasized the need for Francophone immigration outside of Quebec. In January 2023, the Minister of Immigration, Refugees, and Citizenship announced that the government had met its 4.4 percent target for Francophone immigration outside of Quebec in 2022, a year earlier than expected (Government of Canada, 2023).

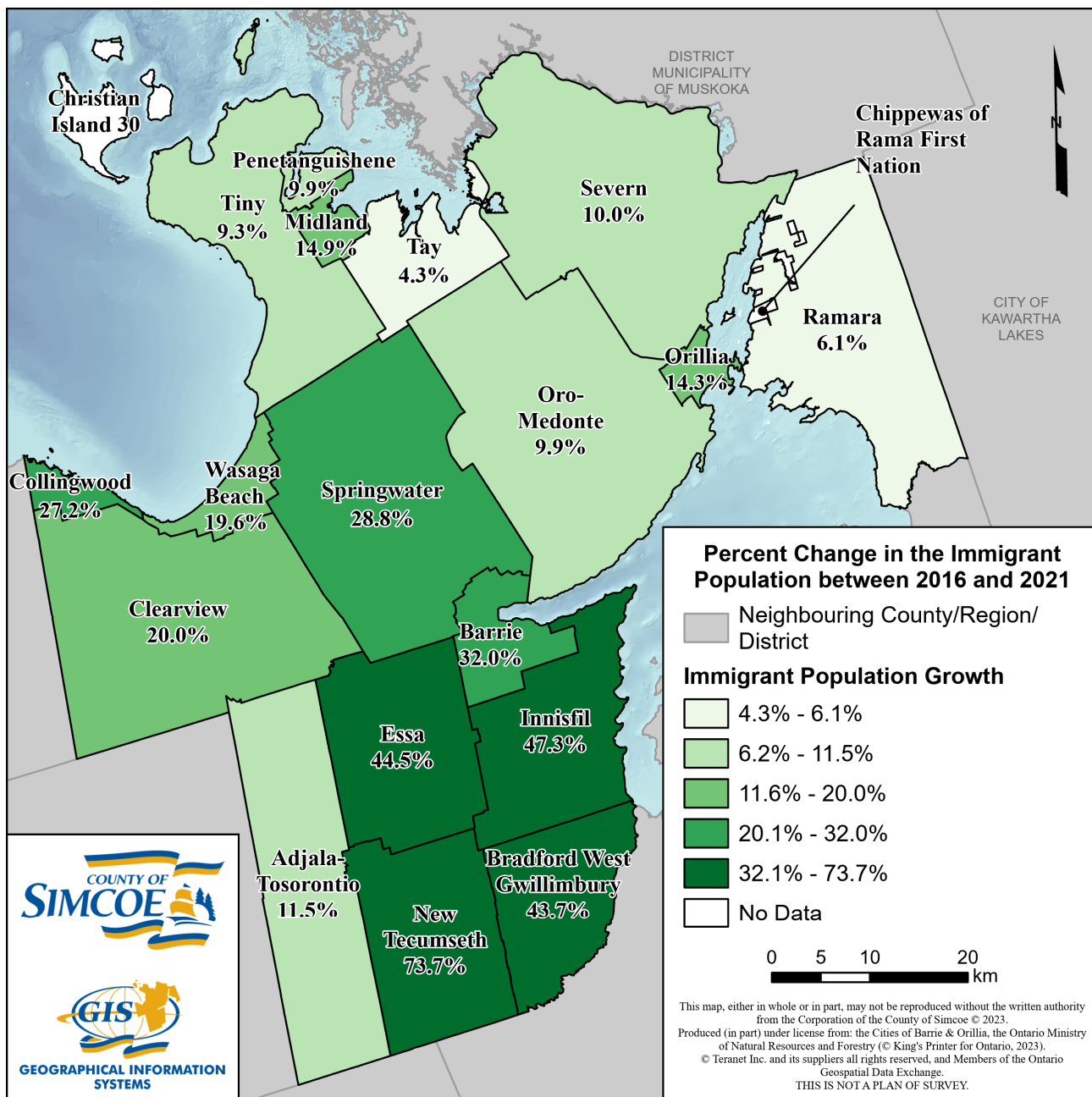
Internationally, the COVID-19 pandemic affected economies, and similar impacts were felt nationally, provincially, and locally. In 2023, while economic challenges remain, many industries are reporting ongoing challenges filling labour vacancies. The pandemic increased outward migration from the Greater Toronto Area (GTA), increasing the racialized population in Simcoe County. Between 2016 and 2021, the racialized population in Simcoe County increased by 92.1 percent from 32,965 residents to 65,245 residents. This increase can be attributed to intraprovincial migration and increased direct landings of permanent residents in Simcoe County.



Immigrants and other racialized individuals and families report challenges in securing housing, finding employment, accessing healthcare and human services, building social connections, and integrating within the school system. Consideration must be given to creating welcoming communities that support diversity and create equitable opportunities and inclusive environments. These initiatives support not only immigrants, but second- and third-generation racialized residents living and working in our communities.

GROWING IMMIGRATION POPULATION

The immigrant population is growing in Simcoe County. Between 2016 and 2021, the foreign-born population of permanent residents increased by 33.6 percent in Simcoe County. Communities in South Simcoe and Barrie experienced the highest pace of immigrant population growth, and change has touched every community in Simcoe County.



Changes in immigrant population is accompanied by growth in the number of individuals reporting a non-official mother tongue (language other than English or French). In 2021, 40.6 percent more residents reported a non-official mother tongue (12.7 percent of the total population in Simcoe County). Since 2016, businesses, schools, health care agencies, and places of employment are communicating with people whose first language is not English or French. Language needs should be considered by organizations when planning for annual business operation cycles.

“LINC is really helpful to me. This program is free if you have a PR card. When I started LINC class I had two children. They also took care of my children so I could study English comfortably. I was so nervous before going to the bank, service centres and the hospital but now I have more confidence than before I came here to study. I am still nervous about talking with English people but I am getting better with LINC. Thank you to the LINC program. “

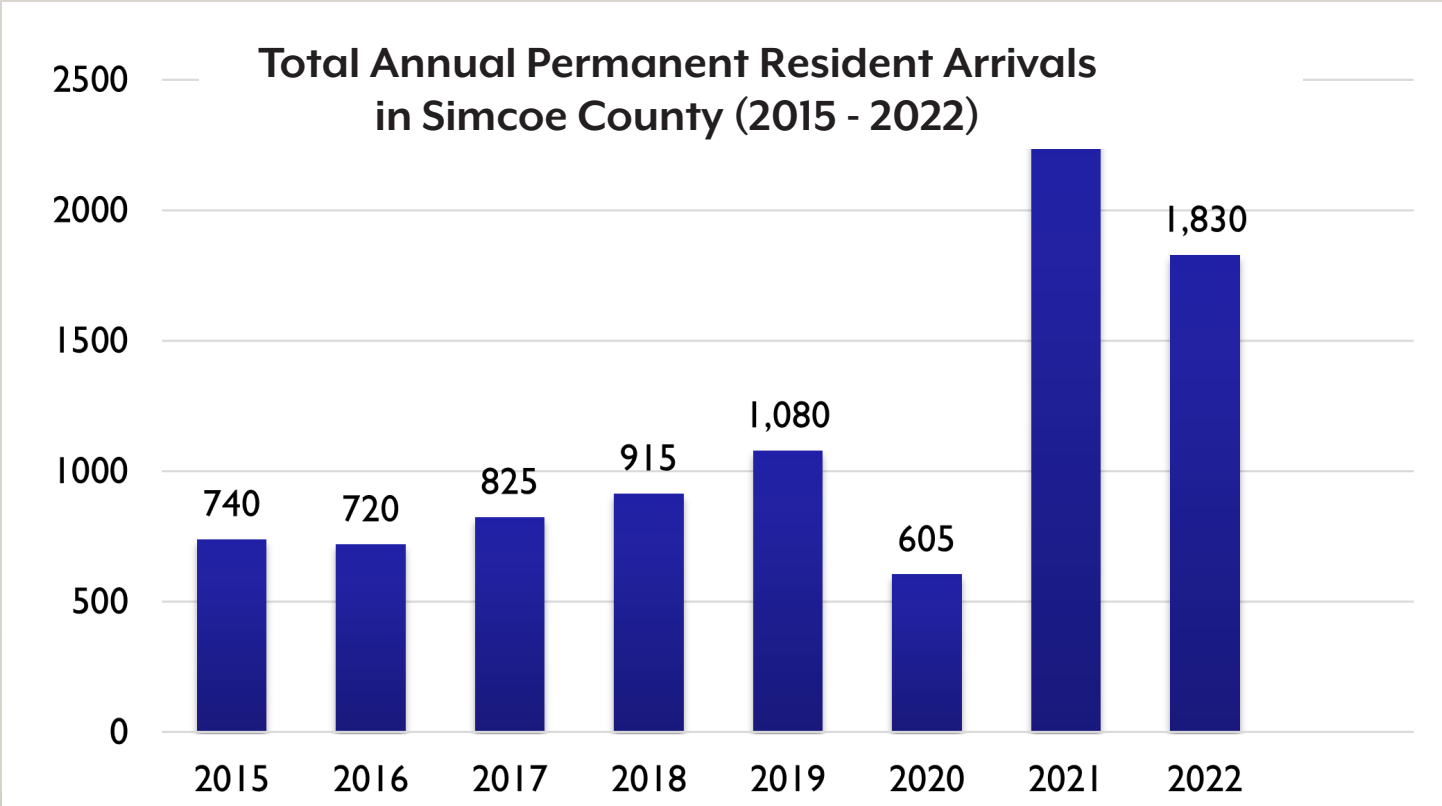
– **JiHye Kim**, LINC Student supported by YMCA of Simcoe/Muskoka



Mother Tongue in Simcoe County, 2021		
	Total	
	#	%
Single Responses	514,970	97.5%
English	438,385	83%
French	9,485	1.8%
Non-official languages	67,085	12.7%
Multiple Responses	12,970	2.5%
English and French	2,870	0.5%
English and non-official languages	8,780	1.7%
French and non-official languages	165	0%
English, French, and non-official languages	235	0%
Multiple non-official languages	920	0.2%
Simcoe County	527,940	100%

Source: Statistics Canada. 2022. (table). Census Profile. 2021 Census of Population. Statistics Canada Catalogue no. 98-316-X2021001. Ottawa. Released August 17, 2022.

In 2012, when the first Community Settlement Strategy was published, the immigration population in Simcoe County was primarily influenced by secondary and tertiary migration from the GTA. Outmigration from the GTA continues to be an important element of population growth in Simcoe County. Direct landings of new permanent residents have spiked in recent years, and the growth aligns with Canada’s national immigration targets. In 2021, the number of direct arrivals in Simcoe County more than doubled following several years of moderate increases. This trend is expected to continue, and Simcoe County needs to plan for illustrated growth in newly-arrived permanent residents requiring more in-depth settlement supports.



Source: IRCC, 2023





INTERNATIONAL STUDENTS

Georgian College and Lakehead University play an important role in educating young adults and supporting the needs of the local labour market through cooperative education studies and graduates seeking employment opportunities.

In 2022, nearly 60 percent of Georgian College's total student registrations were international students, made up of 4,582 students from 82 countries. International students learn across every program area and play an important role in sustaining educational program viability for domestic students.

The number of international students at the Lakehead campus is lower, but growing (400 percent increase in five years). As new degree programs become available at the Orillia campus, the community can expect to see growth in international students pursuing program offerings.

International students' experiences in local communities inform their decisions on job seeking post-graduation.

If students are able to find housing, access health care, easily access transit, and secure part-time employment and cooperative education opportunities, they are more likely to become rooted in the community where they are learning. Employment opportunities that meet National Occupation Classification (NOC) eligibility for permanent residency are needed to retain international student talent.

Supporting local students to learn about municipal and social supports, as well as connections to ethnocultural groups, is key to supporting their community integration off campus.

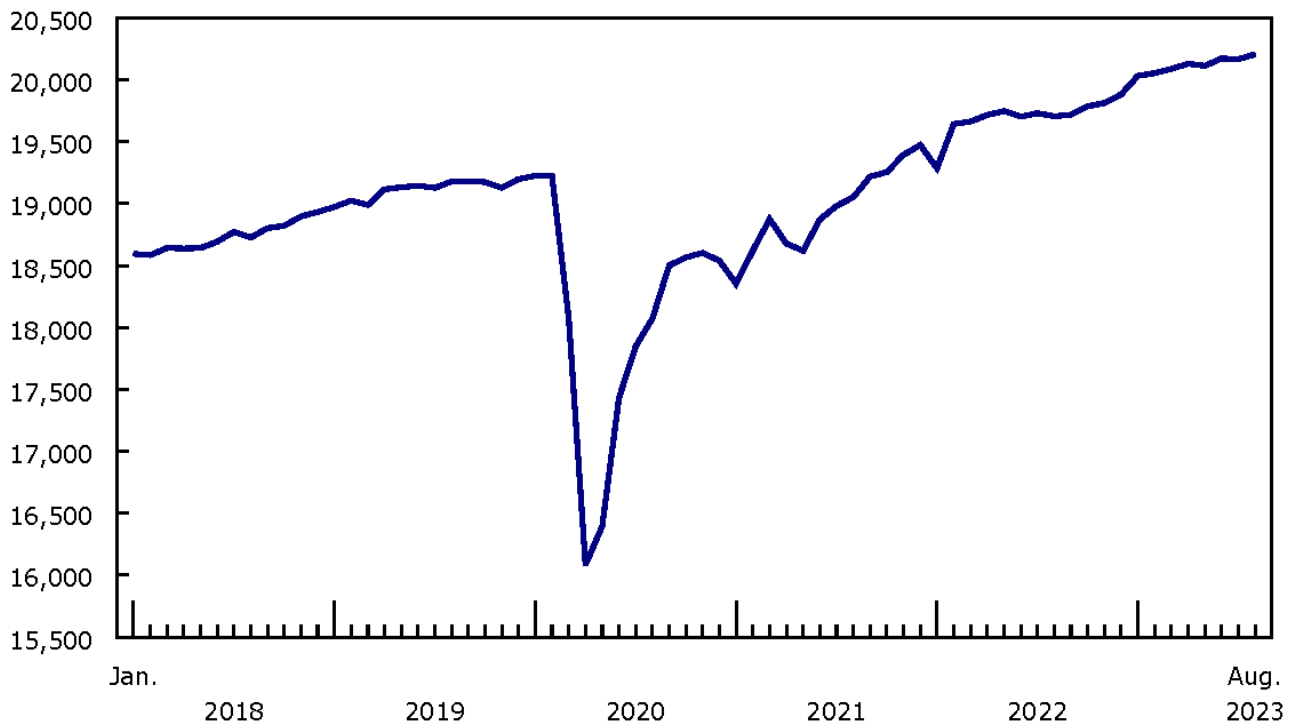
The retention of international graduates is reinforced by a solid business case. International graduates have attained Canadian credentials that do not require a lengthy recognition process, and they typically have three years of experience living in local communities. They have accomplished official language proficiency to complete their post-secondary studies. Many international students wish to stay in Canada to become permanent residents and are issued open work permits upon graduation. Employers' recruitment and selection of international students in occupations that support permanent residency applications increases the likelihood of their decisions to work and live in Simcoe County.

LABOUR SHORTAGES

Canada's labour market has favoured demand for decades, and employers are facing labour shortages across many sectors. Unemployment rates are currently low, and participation rates (+3.6 percent) and employment rates (+4 percent) have increased as the labour market recovers from closures during the pandemic. The labour market has fully recovered and is experiencing growth.

Canadian Employment

thousands



Source: Labour Force Survey (3071), 2023 (Government of Canada) table 14-10-0827-01



In June 2023, the unemployment rate for the Census Metropolitan Area (CMA) of Barrie was 4.4 percent, lower than the provincial average of 5.4 percent in the same reporting period (Statistics Canada, 2023). Barrie's labour force grew by 9,800 from June 2022 - June 2023 (Statistics Canada, 2023).

Immigration is primarily an economic program to support Canada's labour markets. Effective integration of immigrant talent at the local level capitalizes on federal programs to help local businesses and organizations function and allow all residents to earn incomes for their families.

The County of Simcoe's 2021-2025 Economic Development Strategic Plan acknowledges that immigrants' rare and underutilized employee base represents an opportunity to fill labour needs, which was noted by 70% of local stakeholders interviewed (County of Simcoe, 2022). The plan also identifies employment barriers faced by international students, such as affordable housing, transportation and finding employment that enables permanent resident status. Additionally, the plan emphasizes the importance of creating welcoming communities to help with the attraction and retention of immigrant talent.



A labour market research study (County of Simcoe, 2022) undertaken by the County of Simcoe highlighted several gaps that impact effective economic integration of immigrants and suggests strategies to overcome challenges. These include providing credential recognition supports through Bridge Training programs, improving access to language assessments, providing intercultural communication workshops for employers, and creating a welcome/multicultural centre in Simcoe County.

Labour force vacancies are created by both business and population growth and the exit of an aging baby boom population. The increased senior population further erodes the dependency ratio needed to sustain social programs like public health and education. The dependency ratio is the combined youth population (0-19 years) and senior population (65 years and older) to the working age population (20-64 years) (Statistics Canada, 1991).

“In 1980, there were approximately six workers for every retiree. In 2015, the number of workers had dropped to four workers. Current projections indicate that by 2030, the ratio will be reduced to three workers for every retiree.”

-Immigration Matters, 2023



MULTICULTURAL CENTRE

One of the key unfilled recommendations from the 2012 Community Settlement Strategy is the development of a multicultural centre in Simcoe County. This recommendation was built into the previous strategy in both the readiness and celebrate themes to provide a centralized location for access to important services and supports and a venue to host multicultural celebrations and build the capacity of ethnocultural groups.

Several steps have been undertaken in pursuit of this goal, and while the community is closer to achieving this outcome, much remains to be done to turn this idea into a reality.



2015 Multicultural Centre Community Consultation

In 2015, the Simcoe County Local Immigration Partnership (LIP) hosted a community consultation at the Southshore Centre Barrie to discuss community interest in developing a multicultural centre. Approximately 80 people attended the consultation and engaged in discussions on governance, funding, partnerships, programming, and facilities/location.

Overwhelmingly, participants identified the need to have a self-governance model where immigrants were in charge of making decisions about their programming needs and partnerships.

The vision of a multicultural centre in Simcoe County would be a self-sustaining facility with leased space for newcomer programming during the day, while providing space on evenings and weekends for ethnocultural groups' meetings, multicultural events, and learning.

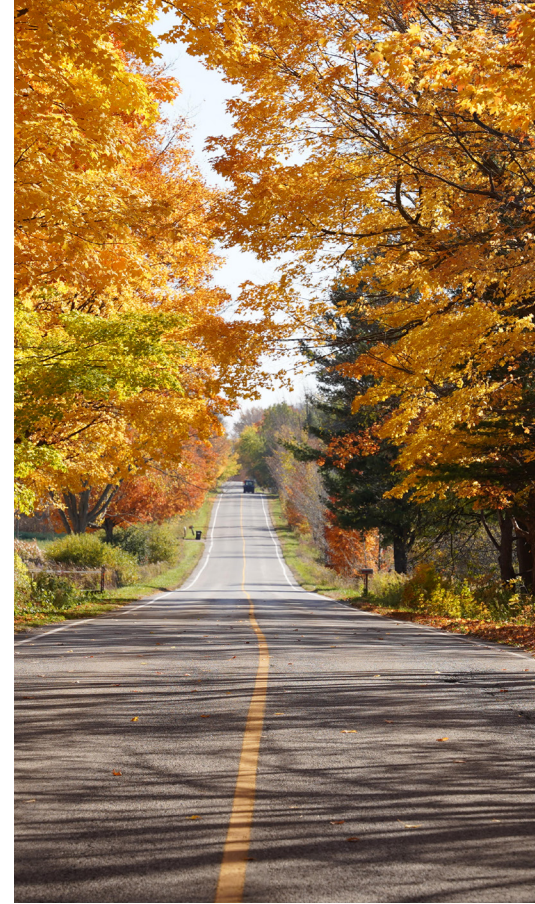
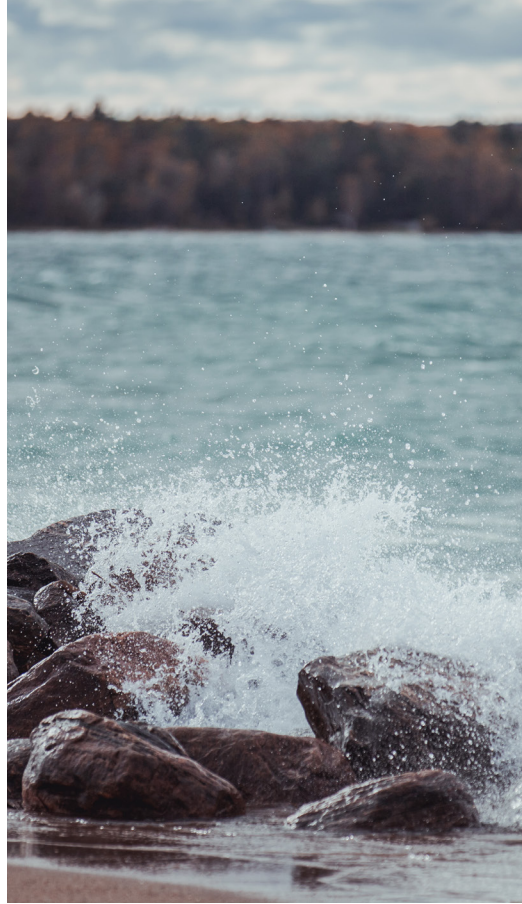
In 2019, a group of immigrant residents and invested community members incorporated a new not-for-profit agency, the Ethnic Mosaic Alliance. Their goals include enriching our community by embracing, promoting, and celebrating cultural diversity and building a multicultural centre in Simcoe County.

In October 2019, the County of Simcoe, in partnership with the Ethnic Mosaic Alliance, submitted a funding application for an infrastructure grant funded from the provincial and federal governments to support 67% of the costs of building a 20,000 square-foot centre.

The Ethnic Mosaic Alliance, in its fundraising role, issued an expression of interest to local municipalities seeking land donations for a multicultural centre. Six communities expressed interest. Unfortunately, in 2021, the County of Simcoe learned that the infrastructure grant application was unsuccessful.

Ethnic Mosaic Alliance remains committed to its mission and its goal to develop a multicultural centre in Simcoe County. Without a multicultural centre, Simcoe County's vision for welcoming communities will be incomplete.

In the research and consultation phase leading up to this publication, the need for a centralized location for immigrant residents to meet, learn, integrate, and celebrate was consistently highlighted.

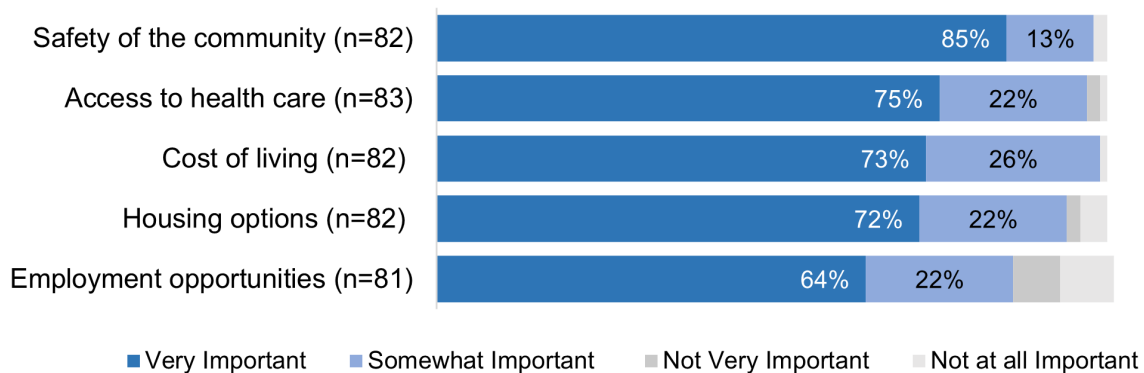


LIVING

Newcomers to Simcoe County consistently comment on the positive quality of life that is part of living in our communities. Small-town feel, community safety, and access to lakes, parks and forests were rated as the top-three attributes that encouraged immigrants to settle locally.

Once living in Simcoe County, different priorities emerged. Meeting these needs is key to retaining immigrant residents.

Importance of Community Attributes



Source: County of Simcoe, 2022. (table). Immigrant Survey Report. Released September 2022.

Anti-racism Initiatives

Community safety is important in both attracting and recruiting newcomers. Developing institutions, workplaces, and public spaces that address racism and discrimination is integral to newcomers' safety experiences. Since 2017, the annual **#ITSTARTS** campaign has promoted awareness and education about racism and discrimination. The campaign reach has increased with a growing number of community champions. It is important to further awareness with strategies that support diversity, create equitable outcomes, and encourage inclusion.

Interpretation

Access to health care was rated very important by 75 percent of respondents. This becomes increasingly complicated in communities with limited access to family practitioners and after-hours clinics. Newcomers to Canada are limited in their health-care options and international students on private insurance plans frequently encounter challenges accessing care.

Communication is the primary tool of human and social service practitioners. The pandemic increased awareness of the growing immigrant population in Simcoe County, but the use of certified interpretation supports is limited outside of public health. Organizational risk is increased when certified interpretation is not used in crisis situations.

Affordability

Decreasing supply of labour requires local employers to consider competitiveness not only within the region, but with other employers across Canada. Immigrants and international students require living wages that allow them to secure housing and look after their families.

In 2023, the living wage for Simcoe County has increased to \$22.75 per hour (Ontario Living Wage, 2023).



“City of Barrie welcomed us, very friendly, we feel at home here. We are very grateful to everyone who helped us. Without all this help this wouldn’t have happened. Thank you.”

– **Kristina Beznos**, CUAET holder supported by YMCA of Simcoe/Muskoka and local volunteers



Housing

Affordability and available housing stock are challenges in local communities. This is exacerbated for newcomers who may face racism and discrimination, and are unable to provide Canadian credit scores and Canadian landlord references. Supporting newcomer housing through housing settlement workers, landlord education, and designated properties to support initial housing needs can facilitate their pathway through the continuum of housing outcomes.

WORKING

Despite reported labour shortages in Simcoe County, a survey conducted by the County of Simcoe in 2022 indicated that the biggest settlement challenge experienced by immigrants living in Simcoe County was finding work (48 percent of respondents). There is a significant disconnect between employers’ recruiting outcomes and immigrants’ lived experiences finding employment.

Immigration is a competitive process based on a points system that favours highly-educated and skilled applicants arriving in Canada. Despite their qualifications, 50 percent of local immigrants indicated challenges in having their credentials recognized by employers.



Employer Training

One of the important aspects of bridging the gap between immigrants' job-seeking experiences and employers' labour market perceptions is employer training. A series of learning activities for employers will facilitate improved outcomes for newcomers in Simcoe County. This education will become increasingly important as employers compete for immigrant talent with employers across Ontario and Canada in a tightening labour market. Based on the series of employer consultations, training is recommended in the following areas:

- Understanding Immigrant Employees
 - Pathways to living in Canada
 - Experiences and challenges
 - Settlement supports and resources in Simcoe County
 - National Occupational Classification (NOC) codes and their importance in recruiting
 - Developing Labour Market Impact Assessments (LMIA)
- Equity, Diversity, Inclusion
- Recruiting Practices
- Retaining and Promoting Immigrant Talent

Immigrant Supports

Employers frequently suggested the need for a centralized location for them to connect with newcomer talent and international students. A multicultural centre in Simcoe County would provide a space to host job fairs and connect with ethnocultural groups and their memberships. Increasing immigrants' awareness of local employment supports is an important goal. Immigrants indicated they frequently rely on family and friends to learn about employment opportunities, and lacked awareness of employment supports like Employment Ontario agencies, Job Finding Club for Immigrants, and workinsimcoecounty.ca.



“My journey as an immigrant to becoming a registered nurse in Canada has been filled with hard work, obstacles, sacrifices, and unwavering perseverance. With faith as my guiding light, I overcame challenges, embracing my dream. I almost quit but pressed on and conquered. Today, I proudly wear the nurse’s cap, ready to make a difference, one patient at a time.”

Language proficiency is important to finding and keeping work. Access to language training programs can be challenging in Simcoe County. Language assessments are currently completed by an agency located in the GTA, providing itinerant service delivery into Simcoe County (Barrie and Bradford). Additionally, in the 2022 County of Simcoe Labour Market Research study, providing additional language assessment services locally was recommended. A local service delivery network would provide more flexibility and efficiency to increase the pace of language learning and labour force integration. Changes that enable efficient credential recognition will also improve labour market integration in key occupation vacancies like healthcare.

Entrepreneurship

Many immigrants choose self-employment as a viable option to economic self-sufficiency. Local immigrant entrepreneurs frequently start businesses while they are employed. Access to local supports is key to their success.

In 2023, at Week of Welcome events, 15 immigrant entrepreneurs spoke about their self-employment journeys, including their successes, challenges, and the supports they relied on in their local communities. Entrepreneurs identified the need for:

- A thorough market research study and business plan be done prior to opening a business
- Mentorship for marketing, research and development
- Connections to their community and family
- A centralized location to provide all services available to newcomers to facilitate access and integration



“Nottawasaga Futures has been an invaluable partner to us at 9Round Fitness Innisfil, offering unwavering support from our startup phase to navigating the unprecedented challenges posed by the COVID-19 pandemic. Their commitment to us, responsive assistance, and understanding have been instrumental in not only ensuring our thriving but also in propelling us towards ongoing success in today’s dynamic business landscape.”

– **Olumakinde Bolarinwa & Titi Akinsanmi,**
Owners of 9Round Fitness Innisfil

BELONGING

Social inclusion is an important aspect of human life. Statistics Canada evaluates Canadians' social inclusion through a number of survey instruments, including the General Social Survey and the Canadian Community Health Survey. Isolation is greater for immigrants who move thousands of miles from family and friends, and lack local social and professional networks.

Asked about their sense of belonging in Simcoe County, 12 percent of respondents indicated that they had a very strong connection, followed by 47 percent reporting a somewhat strong connection. More than one-third of respondents indicated their sense of belonging was somewhat weak or very weak. Immigrant respondents most frequently identified five factors that would improve their sense of belonging in the community:

- Increased understanding of immigrant needs when receiving services from public agencies
- A central location to receive settlement and employment services
- Opportunities to improve social connectedness with other immigrants
- A central location to participate in multicultural celebrations and programming
- Greater voice or involvement in community leadership and planning





Positive steps have been made to increase community awareness of racism and discrimination. Current equity, diversity, and inclusion training frequently overlook the experiences of newcomers to Canada, as illustrated in the number one factor identified by immigrants in the local survey. Cultural intercommunication and awareness for employees in public service delivery will be an important goal to achieve through this strategy.

Libraries were the primary place where immigrants identified in visiting Simcoe County communities. Local libraries have made concerted efforts in providing welcoming hubs, and earlier successes should be maintained and built upon.

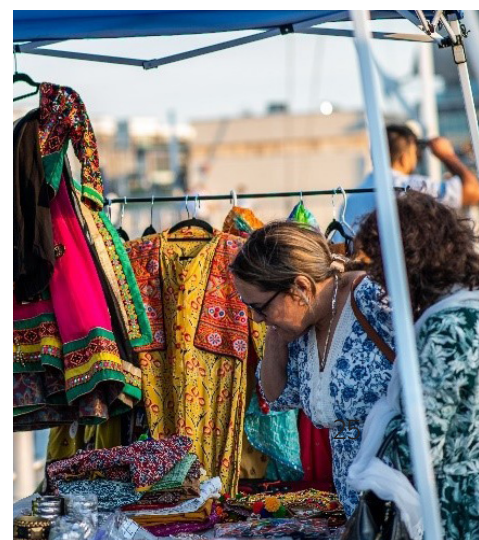
A multicultural centre is repeatedly identified as an important place where newcomers can access services, connect with other immigrants, and celebrate the multiple ethnicities residing in Simcoe County.





“The Mosaic Night Festival was launched in 2022 and was an extremely successful event. It serves as a platform for diverse voices and unique perspectives to be showcased, encouraging cultural exchange, artistic exploration, and fostering a deeper understanding of inclusiveness. It was a series of international films.”

– **Shelley Sarin**, Ethnic Mosaic Alliance, Board Chair





COMMUNITY

Action Plan

Goals

Provide a centralized location for service delivery access, social connections, and multicultural celebrations

Actions

- Secure land
- Feasibility Study
- Aggressive local fundraising campaign
- Pursue infrastructure grants
- Pursue partnerships

Key Organizations

- Municipalities
- Ethnic Mosaic Alliance
- Service Organizations
- Financial Institutions
- Settlement Services
- Language Services
- Employment Services
- Ethnocultural Associations

Goals

Increase access to local human and social service delivery

Actions

- Promote planning for immigrant demographics in annual program design
- Include budget lines for certified interpretation in operational planning process
- Provide intercultural communication and awareness training to public service delivery staff
- Encourage agencies to host focus groups on immigrants' needs in their service delivery
- Compensate immigrants for their participation
- Facilitate the growing settlement service delivery network referrals to streamline service delivery

Key Organizations

- Municipalities
- Healthcare Organizations
- Human and Social Service Agencies
- Emergency Services
- Libraries
- Settlement Agencies

Increase use of interpretation and translation supports in mainstream service delivery

- Increase pool of local resources (funding, centralized interpretation access)
- Offer workshops focused on how to access certified interpretation and why it is the safest and most ethical option

- United Way Simcoe Muskoka
- Simcoe County Coalition
- Association of Translators and Interpreters of Ontario (ATIO)
- Libraries
- Human and Social Service Agencies
- Emergency Services
- Healthcare Organization

Goals

Decrease immigrants' lived experiences of racism and discrimination

Actions

- Build on existing anti-racism awareness activities and develop programs that provide equitable outcomes for immigrant residents

Key Organizations

- Municipalities
- Broader Public Sector Organizations
- Employers
- Small Medium Enterprises (SME)
- Chamber of Commerce

Goals

Increase equitable access to local housing

Actions

- Create and support immigrant settlement housing navigators to develop a pool of local landlords
- Provide immigrants and international students with tenant rights learning
- Provide landlords with Ontario Human Rights Commission (OHRC) training related to accommodation
- Create a centralized online inventory of housing rentals in Simcoe County

Key Organizations

- County of Simcoe
- Settlement Agencies
- Housing Resource Centres
- Georgian College
- Lakehead University
- City of Barrie
- City of Orillia
- County of Simcoe, Social Housing

Goals

Increase labour force recruitment and retention of immigrants and international students

Actions

- Provide training to improve employers' understanding of immigrant pathways and streams
- Raise awareness of immigrant settlement experiences and community resources

Key Organizations

- Employers
- Simcoe Muskoka SkillForce
- County of Simcoe, Economic Development Office (EDO)
- Employment Services
- The Greater Barrie Chamber of Commerce
- Georgian College
- Lakehead University
- Collège Boréal

Goals

Actions

Key Organizations

- Increase employers' recruitment of international talent, specifically their understanding of National Occupational Classification (NOC) codes and Labour Market Impact Assessments (LMIA)
- Promote the value of multilingual employees to employers
- Create capacity to maintain currency on sector-specific licensure requirements and maintain relationships with regulatory bodies and associations
- Increase employment programming opportunities for immigrant residents, including bridge training programs, mentorships, network development, and credential recognition
- Develop and support sector-specific international talent networking events
- Develop marketing materials in English and French to attract newcomers to Simcoe County
- Raise awareness of careers through the Work in Simcoe County website

- Georgian College Newcomer & Employment Services
- Welcome Centre Accreditation and Qualification Information Services (AQIS)
- Regulatory Bodies and Associations
- County of Simcoe EDO
- Groupe de travail en immigration francophone comté de Simcoe (GIF)

Increase pace of newcomers' official language learning

- Advocate for local service delivery of English and French language assessments to decrease delays in access
- Advocate for increased language learning funding at all levels with a focus on lower and higher language learning levels
- Provide language learning opportunities in growth communities including New Tecumseth, Collingwood, and Orillia

- Immigration, Refugees, and Citizenship Canada (IRCC)
- Ministry of Labour, Immigration, Training and Skills Development (MLITSD)
- Simcoe Muskoka SkillForce
- Settlement Services
- Language Services
- The Greater Barrie Chamber of Commerce
- Ontario Chamber of Commerce
- Canadian Chamber of Commerce

WORKING (continued)

Goals	Actions	Key Organizations
<p>Increase the success of local immigrant entrepreneurs</p>	<ul style="list-style-type: none"> • Provide opportunities for immigrant entrepreneurs to develop social connections • Create marketing and outreach campaigns to immigrant entrepreneurs to increase access and understanding of supports 	<ul style="list-style-type: none"> • County of Simcoe EDO • Henry Bernick Centre • Sandbox Centre • Community Futures • Development Corporations • Business Help Centres • Financial Institutions

BELONGING

Goals	Actions	Key Organizations
<p>Increase multicultural celebrations</p>	<ul style="list-style-type: none"> • Provide space and funding to support increased multicultural celebrations 	<ul style="list-style-type: none"> • Municipalities • Educational Institutions • Libraries
<p>Introduce immigrants and international students to local communities</p>	<ul style="list-style-type: none"> • Continue learning from and expanding Week of Welcome pilot project. • Promote Francophone services in public events • Increase community engagement for second-and third-year post-secondary international students 	<ul style="list-style-type: none"> • Municipalities • Ethnic Mosaic Alliance • Settlement Services • Employment Services • Libraries
<p>Increase leadership opportunities for immigrants and international students</p>	<ul style="list-style-type: none"> • Increase immigrant representation on Boards of Directors • Increase immigrant representation on Parent-Teacher Associations • Develop and deliver newcomer leadership program 	<ul style="list-style-type: none"> • School Boards • Broader Public Sector • Settlement services • United Way Simcoe Muskoka
<p>Connect immigrants and international students to volunteer opportunities</p>	<ul style="list-style-type: none"> • Create a centralized database of volunteer opportunities • Facilitate process for police and vulnerable sector checks for those recently arrived in Canada • Develop and share workshops on value of volunteering in Canada 	<ul style="list-style-type: none"> • Community Connections/211 • Barrie Public Library • Police Services • Libraries • Settlement Services • Ethnocultural Groups

2023-2027 PARTNERSHIP COUNCIL CO-CHAIRS

Councillor Stephanie MacLellan, County of Simcoe
President Kevin Weaver, Georgian College

2023-2027 PARTNERSHIP COUNCIL MEMBERS

Agema, Michael - AGEMA Work
Brooke-Bisschop, Darcy – City of Barrie, Invest Barrie
Cook, Lisa - YMCA of Simcoe/Muskoka
Corbett, Matthew - Bradford West Gwillimbury Public Library
Cousins, Claudine - Empower Simcoe
Dalton, Chantel - United Way Simcoe Muskoka
Fellows, Amanda - Catholic Family Services of Simcoe County
Feytout-Eward, Mylène - Collège Boréal
Foster, Natalie - Simcoe County District School Board
Goldman, Kylee - CMHA York Region and South Simcoe
Hie, Holly - Georgian College
Kallio, Adam - County of Simcoe, Economic Development Office
Kuzma, Martin - Nottawasaga Futures
Markle, Paul – Greater Barrie Chamber of Commerce
Marshall, Amy - County of Simcoe, Ontario Works
McIntosh, Emily - CONTACT Community Services
McLinden, Tim - Welcome Centre Immigrant Services - Newmarket
Menard, Shari - Simcoe Muskoka SkillForce
Oliveira, Isabel - Bradford Immigrant and Community Services
Palson, Leslie - Georgian College
Rajalingam, Jonathan - Simcoe Muskoka Catholic District School Board
Sarin, Shelley - Ethnic Mosaic Alliance
Schroeder, Alison - Barrie Public Library
Scuccimarri, Erin - Innisfil ideaLAB & Library
Stevenson, Katie - Lakehead University
Sutton, Sheryl - South Simcoe Police Service
Tumilowicz, Viktoria - Barrie Police Service
Wiggins, Angela - Georgian Bay General Hospital
Zuercher, Samantha - County of Simcoe, Children Services

EX-OFFICIO MEMBERS

Gagnon, Chantale – Government of Ontario



IMMIGRATION.SIMCOE.CA