

East Central Saskatchewan Immigration Partnership Action Plan: ZIP 2023-2025 Action Plan

		Advisory Council Priority Action: Attraction & Retention of Immigrants	What we do: • Collaborate to create a welcoming community for newcomers • Research to better understand and meet newcomer needs • Improve the coordination of settlement services • Raise awareness around the benefits of immigrating to the community • Engages with a diversity of stakeholders • Promotes the settlement and integration of newcomers.
Leaders: ECSIP Coordinator	Secondary Leader: ECSIP Action Plan Working group		Team Members: ECSIP Advisory Council
1. Where We Are: Current Situation	2. What Will Influence Our Actions: Effective Practices and Research	3. What Will Be Different	
The East Central Saskatchewan region comprises of diverse, growing, up-coming, developing, and welcoming communities. Small urban communities that serve a larger rural community. Most communities in East Central Saskatchewan are inclusive, safe, great location to provincial and local parks, lakes, and recreation – access to outdoor recreation, with lots to offer in small town living for individuals and families. Areas for growth include: - More accessible and affordable housing and rental. - Lack of accessible public transportation- especially in the rural areas (work, groceries, medical appointments). - Shortage of skilled labour and/or meaningful employment. - Retaining our youth. - A need for an increase in the number of service businesses in our rural communities to reduce the demand for travel (grocery/clothing stores, medical clinics, etc.) - Increase need of support for poverty and addictions.	Work towards... Short Term Goals: • Attraction: Welcome more newcomers to the communities in East Central Saskatchewan. • Continue to grow and become home to many more people and businesses. Long Term Goals: • Retention: • Maintain strong foundations for bright futures, and create a welcoming, caring, and inclusive environment in each of our communities. • Achieve the 17 characteristics of a welcoming community. • Achieve the vision of ECSIP which is “to make East Central Saskatchewan a growing, prosperous and inclusive community for all residents”.	(Areas of Focus) • Meaningful Engagement and Representation: Expand ECSIP partners, across more sectors, including a diversity of lived experiences, prioritizing those underrepresented • Data Collection and evidence-based research Utilization: Conduct evidence-based research and utilize existing research from all sectors to focus on current and emergent barriers to racial equity and the well-being of immigrants, refugees, and those new to East Central Saskatchewan. • Voice and presence at the Local government within communities in East central Saskatchewan: Engagement of the Local/Municipal Government for the endorsement of Immigration Strategy Committee, annual celebration of welcoming week and adopting a ‘welcoming neighbor policy’. Measures How will we measure our success? • Feedback from IAT Success criteria will be ... • Feedback from the Community • Retention of more Immigrants • Population growth Progress Monitoring – Baseline data will be collected during the 2023-2024 year. 1. To gain an understanding of the needs of newcomers to the East Central Saskatchewan region, the ECSIP will use the Welcoming Communities Toolkits: Pathways to Prosperity (P2P) Tool 1 – Environmental Scan to gather baseline data. 2. To conduct a follow-up research to Immigration Partnership in Saskatchewan’s East Central Region: Issues and options	

4. Implementation, Evidence and Progress Monitoring

Milestones What sequence of milestones are required to complete the outcome and move the project forward?	Steps/Deliverables What are the key actions/deliverables that will be taken to achieve the milestones and lead to the achievement of the outcome?	Timeline for completing the action and meeting all milestones and deliverables.		Actions /Accomplishments
		Start Month/Year	End Month/Year	
1. Indirect - Community engagement 1.1. Partnership Council 1.2. Immigrants Advisory Table	1.1.1 Establish an inclusive Partnership Council that is broad based and representative of the community,	01/2023	2025	Partnership Council established
	1.1.2 Create terms of reference for the Partnership Council	01/2023	12/2023	Terms of reference Created
	1.1.3 Actively uphold the Partnership Council. The Partnership council will review the terms of reference and Schedule 1 at the beginning of each fiscal year, maintain an up-to-date member list and conduct a minimum of 4 meetings per year (preferably quarterly).	01/2023	Ongoing, Quarterly	Meeting regularly - 4 meetings per year
	1.2.1 Establish an inclusive Immigrant Advisory Table with members representing a diversity of backgrounds, ages, cultures, languages, genders, education and varying stages of settlement.	01/2023	12/2023	IAT established
	1.2.2 Create terms of reference for the Immigrant advisory Table	01/2023	12/2023	Terms of reference Created
	1.2.3 Actively maintain the inclusive Immigrant Advisory Table. The Immigrant Advisory Table will review the term of reference at the beginning of each fiscal year, maintain an up-to-date demographics table of the members and conduct a minimum of 4 meetings per year (preferably quarterly).	01/2023	Ongoing, Quarterly	Meeting regularly - 4 meetings per year
2. Indirect – Research Activities 2.1 Research 2.2 Quantitative Survey 2.3 Assessment of the current state of the community at a specific level	2.1.1 Conduct research on newcomer needs and community’s assets and gaps.	2023	2024	IAT informed needs
	2.1.2 Raise awareness of these needs with the Partnership members and the wider community.	2023	2025	Completed
	2.1.3 Identify priorities based on research findings.	2023	2024	Completed
	2.2.1 Emphasize on experience of recent newcomers who have not accessed settlement services as well as those who have.	2023	2024	Two Surveys created
	2.2.2 Conduct a large-scale quantitative survey of newcomers to the community and their settlement experiences.	2023	2024	Two Surveys created
	2.3 2.3.1 Environmental scan to assess the current state of the communities in East Central Saskatchewan. (Use Pathways to Prosperity (P2P) Welcoming Communities Toolkits: Tool 1 Environmental scan data).	2023	2024	Completed
3. Create and implement action plans with specific, measurable and time bound activities to implement community’s strategic priorities.	3.1.1 Support the implementation of action plans and report on the results achieved.	2023-2025	Ongoing	Engagement of the Local/Municipal Government for the endorsement of Immigration Strategy Committee
	3.1.2 Raise awareness around newcomers’ needs and engage a wide range of local actors in fostering welcoming communities.	2023-2025	Ongoing	
	3.1.3 Identify gaps in service and barriers that prevent immigrants and newcomers from participating fully in the community.	2023-2025	Ongoing	Engaging Municipal partners to address skills gaps through immigrant-informed planning.
	3.1.4 Improve accessibility and coordination of services that facilitate newcomer settlement and integration, such as, improving newcomer labour needs and helping newcomers build more social supports within the city.	2023-2025	Ongoing	
	3.1.5 Identify barriers and challenges that prevent employers from hiring and retaining newcomer employees, suggest solutions to overcome these barriers.	2023-2025	Ongoing	Hosted an Employers Business luncheon.
	3.1.6 Provide employment-related supports through information Sharing to help address current labour shortages.	2023-2025	Ongoing	
	3.1.7 Increase the community’s readiness for newcomers by promoting awareness about the benefits of diversity and providing opportunities for locals and newcomers to learn about and share with each other; and	2023-2025	Ongoing	Annual celebration of welcoming week.
		2023-2025	Ongoing	

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	3.1.8 Evaluate and see which of the characteristics of a welcoming community need to be made a priority to ensure we are attracting and retaining immigrants in our communities throughout East Central Saskatchewan.	2025	Ongoing	Adoption of ‘welcoming neighbor policy. Awareness initiatives and strategic presentations during stakeholder AGMs. Reference 17 characteristics of welcoming community.
4. Evaluation An approach to measurement and evaluation	4.1 Conduct yearly evaluation surveys with the partnership council, Immigrants Advisory Table, working groups.	2023	2025	
	4.2 Conduct bi-yearly evaluation surveys with the community and newcomers.	2023	2025	
5. Professional Development	5.1 Actively participate in the Local Immigration Partnerships regional calls for PNT region.	2023-2025	Ongoing	Attending PNT calls
6. Advertising, Publications and Website Development	6.1 Establish public communications and engagement strategy.	2023-2025	Ongoing	Logo created, Facebook account and Website created and updated regularly
	6.2 Development of a website and logo	2023-2025	Ongoing	