

East Central Saskatchewan Immigration Partnership Action Plan: ZIP 2025-2028 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 mental wellbeing.	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 was collected in 2023–2024; starting in 2025 ECSIP will continue with monitoring and follow-up research to track changes, address barriers, and measure newcomer inclusion in East Central Saskatchewan. 1. To gain an understanding of the needs of newcomers to the East Central Saskatchewan region, using 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	
4.1 Indirect - Community engagement - Partnership Council - Immigrants Advisory Table	4.1.1 Uphold an inclusive Partnership Council that is broad based and representative of the community,	04/2025	03/2028	Partnership Council established
	4.1.2 Review terms of reference for the Partnership Council	04/2025	03/2028	Annual review of the Partnership Council's Terms of Reference
	4.1.3 Actively maintain the inclusive 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).	04/2025	03/2028	Ongoing, regular quarterly meetings - 4 meetings per year
	4.1.4 Uphold an inclusive Immigrant Advisory Table with members representing a diversity of backgrounds, ages, cultures, languages, genders, education and varying stages of settlement.	04/2025	03/2028	IAT Membership Confirmation – Annual Commitment Acknowledgement
	4.1.5 Review terms of reference for the Immigrant advisory Table	04/2025	03/2028	Annual review of IAT's Terms of reference
	4.1.6 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).	04/2025	03/2028	Ongoing, regular quarterly meetings - 4 meetings per year
4.2 Indirect – Research Activities - Research - Quantitative Survey - Assessment of the current state of the community at a specific level	4.2.1 Conduct research on newcomer needs and community's assets and gaps.	04/2025	03/2028	IAT informed needs
	4.2.2 Raise awareness of these needs with the Partnership members and the wider community.	04/2025	03/2028	Ongoing
	4.2.3 Identify priorities based on research findings. Emphasize on experience of recent newcomers who have not accessed settlement services as well as those who have.	04/2025	03/2028	Ongoing
	4.2.4 Conduct a large-scale quantitative survey of newcomers to the community and their settlement experiences.	04/2025	03/2028	Research initiated through Suncrest College Applied Research
	4.2.5 Assess the current state of East Central Saskatchewan communities by analyzing baseline data gathered through the Pathways to Prosperity (P2P) Welcoming Communities Toolkit: Tool 1 – Environmental Scan.	04/2025	03/2028	Ongoing, use Pathways to Prosperity (P2P) Welcoming Communities Toolkit: Tool 2&3.
4.3 Create and implement action plans with specific, measurable and time bound activities to implement community's strategic priorities.	4.3.1 Support the implementation of action plans and report on the results achieved.	04/2025	03/2028	Ongoing, Engagement of the Local/Municipal Council for the endorsement of Immigration Strategy Committee
	4.3.2 Raise awareness around newcomers' needs and engage a wide range of local actors in fostering welcoming communities.	04/2025	03/2028	Ongoing, INVOLVE training and mentorship
	4.3.3 Identify gaps in service and barriers that prevent immigrants and newcomers from participating fully in the community.	04/2025	03/2028	Engaging Municipal partners to address skills gaps through immigrant-informed planning.
	4.3.4 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.	04/2025	03/2028	Engaging and collaborating with employers to align hiring practices with emerging skills categories.
	4.3.5 Identify barriers and challenges that prevent employers from hiring and retaining newcomer employees, suggest solutions to overcome these barriers.	04/2025	03/2028	Ongoing, Awareness initiatives and strategic presentations during stakeholder AGMs.
	4.3.6 Provide employment-related supports through information Sharing to help address current labour shortages.	04/2025	03/2028	Annual celebration of welcoming week. Adoption of 'welcoming neighbor policy'. Awareness initiatives and strategic presentations during stakeholder AGMs.
	4.3.7 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	04/2025	03/2028	Reference 17 characteristics of welcoming community.
	4.3.8 Collaborate with community partners to identify which characteristics of a welcoming community should be prioritized to effectively attract and retain immigrants across East Central Saskatchewan.	04/2025	03/2028	

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	
5 Evaluation An approach to measurement and evaluation	5.1 Conduct yearly evaluation surveys with the partnership council, Immigrants Advisory Table, working groups.	04/2025	03/2028	Ongoing, feedback from ECSIP council and IAT
	5.2 Conduct bi-yearly evaluation surveys with the community and newcomers.	04/2025	03/2028	Ongoing, feedback from outreach to communities and newcomers.
6 Professional Development	6.1 Actively participate in the Local Immigration Partnerships regional calls for PNT region.	04/2025	03/2028	Ongoing, Hosting and attending PNT calls
	6.2 Actively participate in national LIP activities	04/2025	03/2028	Ongoing, Attend P2P national conference for LIPs Ongoing, Attend NLS meetings, PDs and initiatives
7 Advertising, Publications and Website Development	7.1 Maintain public communications and engagement strategy.	04/2025	03/2028	Ongoing, updates on Facebook and Website
	7.2 Development of a website and logo	04/2025	03/2028	Ongoing, logo created, website updated regularly