

The County of Lambton

# Sarnia -Lambton Local Immigration Partnership

Settlement Strategy



Immigration, Refugees  
and Citizenship Canada

Immigration, Réfugiés  
et Citoyenneté Canada

# A Message from our Warden

---



On behalf of Lambton County Council, I wish to acknowledge the work undertaken by the Local Immigration Partnership Council over the past twelve years to create a more welcoming community for all newcomers, immigrants and refugees and the significant impact it has made in Lambton County.

Lambton County Council shares a commitment to the core values of diversity, equity and respect and recognizes the potential of all Canadians. Council encourages the integration of new immigrants through involvement in social, cultural, economic and political affairs and is in full support of this community plan to foster more welcoming and inclusive communities in Lambton while improving settlement and integration outcomes.

This strategy is reflective of the input provided by local newcomers, the general public, and community stakeholders.

Additionally, the strategy complements the Sarnia-Lambton Economic Partnership's Resident Attraction Strategy and the Sarnia-Lambton Workforce Development Board's Community Workforce Plan. SL-LIP Council and supporting staff continue to foster existing and new partnerships throughout various sectors of the community as they move forward in implementation of the Settlement Strategy.

A handwritten signature in black ink that reads 'Kevin Marriott'. The signature is fluid and cursive, written in a professional style.

Kevin Marriott  
Lambton County Warden

# Introduction

---

The Sarnia-Lambton Local Immigration Partnership (SL-LIP) was established in 2009 and is a federally funded initiative through Immigration, Refugees, and Citizenship Canada (IRCC). Housed with the County of Lambton, SL-LIP is a leader in immigrant research and knowledge sharing and is a community-wide, multi-sectoral partnership that works to increase collaboration between settlement agencies and assist the settlement and integration experiences of newcomers.

An established Council, which oversees immigrant resettlement activities and working groups to identify and study gaps in immigration and settlement, governs SL-LIP and implements activity based strategies to fill them.

The SL-LIP Council sits squarely between frontline service providers, non-settlement services and regional umbrella bodies to fill information gaps by bringing forward up-to-date knowledge of service needs at the community level, as well as effectively conveying information between governments and partnering agencies.

“  
*The overall purpose of the Sarnia-Lambton Local Immigration Partnership is to create positive settlement outcomes for immigrants and newcomers locally and to achieve this through collaborative and comprehensive community effort.*  
”

## ***Sarnia-Lambton Local Immigration Partnership Team***



**Stephanie Ferrera**  
Project Coordinator



**Aruba Mahmud**  
Social Planner



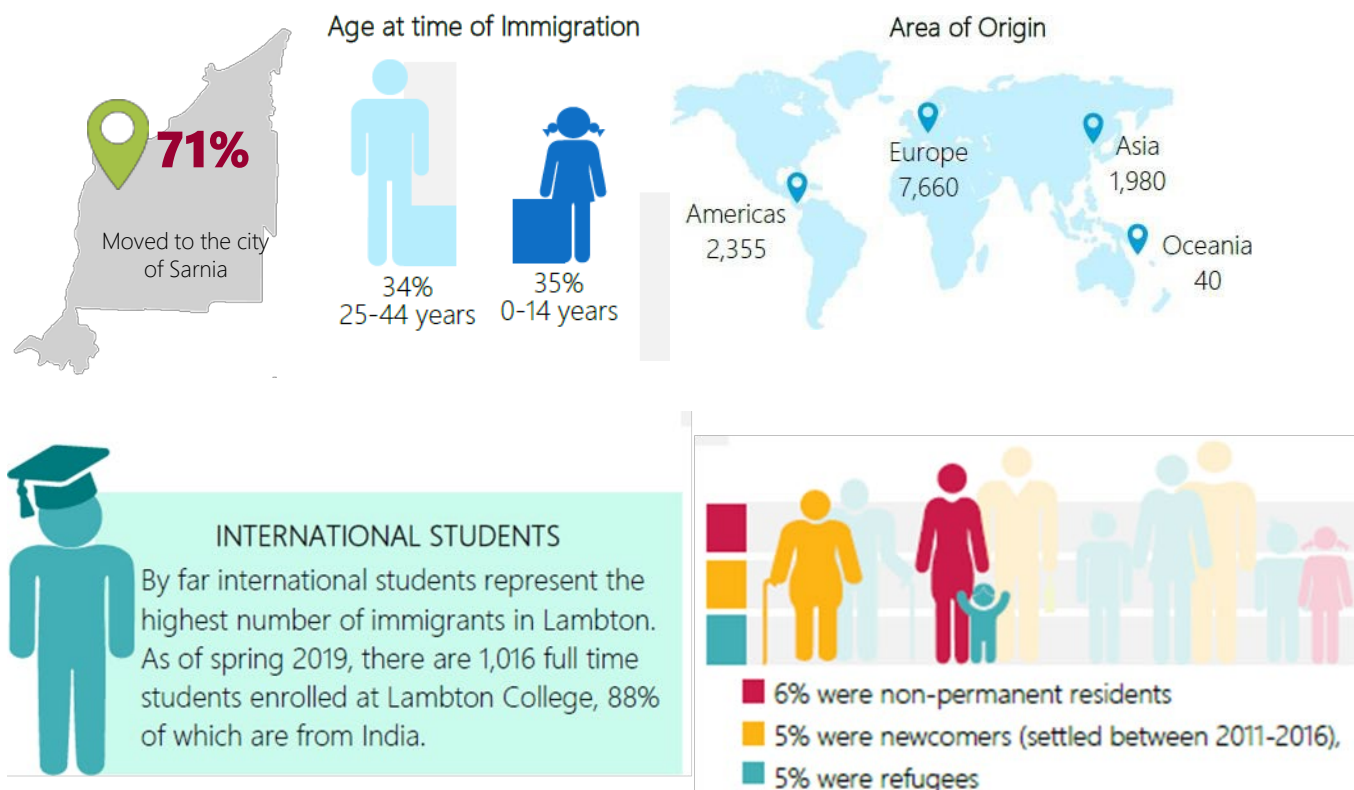
**Dane Hansen**  
Project Assistant

# Community Profile

## Building a Healthy, Strong Thriving Community

Similar to numerous communities across Canada, Lambton County is experiencing some demographic challenges; the population is continuing to age, birthrates are decreasing, and youth are emigrating in pursuit of education and employment opportunities. While immigration is often thought of as a viable solution to lagging population growth, Sarnia-Lambton is experiencing difficulty in attracting and retaining immigrants to the area. Over the past twenty years, immigration has been slowly declining. However, the recent increase in the number of international students enrolled at Lambton College has begun to change the local landscape. As the community is changing, it is imperative to evaluate the local landscape, to ensure Sarnia-Lambton is creating a welcoming, diverse and prosperous community, and to identify initiatives that provide the opportunity for all members of our community to thrive and grow. According to IRCC Census Data, the following highlights immigrants, newcomers and refugees in Lambton County in 2016:

## 12,390 Immigrants live in Lambton County



# Settlement Strategy

---

*The Settlement Strategy is a coordinated and comprehensive plan that supports Lambton County in becoming a thriving and prosperous community that values diversity and innovation.*

To date, the SL- LIP has taken the lead role in the development of the Settlement Strategy and through community engagement has: 1) determined the community's capacity to assist and support immigrants and newcomers; 2) identified challenges and barriers immigrants and newcomers face when settling in Lambton County and; 3) established strategies and actions to identify solutions to these challenges.

Over the next five years, the SL-LIP will facilitate the implementation of the Settlement Strategy, which is comprised of thirteen interrelated strategies organized by four priority areas of focus.

## **Employment**

*Increase positive outcomes for immigrants, international students and refugees seeking employment and entrepreneurial opportunities in Lambton County.*

## **Community Engagement**

*Increase newcomer, immigrant and refugee participation within the community through improved community integration supports.*

## **Coordination of Services**

*To create a coordinated approach to service provision in both settlement and non- settlement service organizations.*

## **Resource Development and Facilitation**

*Provide ongoing support for community initiatives and organizations through consultation, facilitation, research and evaluation.*



# Employment

---

*Objective: To increase positive outcomes for immigrants, international students and refugees seeking employment and entrepreneurial opportunities in Lambton county.*

Immigrants and newcomers identified finding employment as the greatest barrier in their settlement process. To address these challenges, the following strategies have been recommended to improve employment outcomes for newcomers and to provide support to employers.

## Strategy # 1

*Organize events for employers and newcomers to provide information on hiring and retaining immigrants and to increase employment networking opportunities.*

**A number of activities include:**

- Organize training events for employers
- Establish a point of contact where employers can direct questions related to hiring and retaining immigrants and newcomers.
- Implement placement programs within the community.
- Increase internships and employer subsidies for internationally-trained professionals.

## Strategy # 2

*Raise community awareness on the importance of local business succession planning while increasing the networking opportunities for newcomer entrepreneurs.*

**A number of activities include:**

- Organizing monthly events for immigrants and employers with a focus on employment.
- Partner with local employers and entrepreneurs.
- Host events that celebrate 'employer champions'.

## Strategy # 3

*Access existing programs designed to connect immigrants to rural communities.*

**A number of activities include:**

- Connect with leaders of municipalities in Lambton to solicit endorsement of employment opportunities for immigrants.
- Identify initiatives or programs to improve entrepreneurship in rural and urban Lambton.
- Increase access through virtual mentorship and social media to connect employers with pools of employees.

# Community Engagement

---

*Objective: To increase newcomer, immigrant and refugee participation within the community through improved community integration supports.*

Engagement and inclusion constitutes an important element of successful immigrant and newcomer settlement. Increased engagement in activities, sports or recreation, food, music and arts events, by both immigrants and local populations, will increase the community's capacity to share culture and tradition.

## **Strategy # 1**

*Develop opportunities for multicultural exchange for youth by connecting with cultural groups, networking hubs and Multicultural Councils in schools.*

**A number of activities include:**

- Establish relationships with cultural groups in Lambton.
- Enhance and increase volunteer opportunities for youth.
- Create a Community Cultural Cookbook using local ethnic recipes.
- Build Multicultural Student Councils in Lambton County's schools.

## **Strategy # 2**

*Identify volunteer opportunities as a means to include and assimilate newcomers and to enhance their integration into the community.*

**A number of activities include:**

- Implement an online volunteering tool.
- Partner with local employers, volunteer organizations and newcomer volunteers to support local campaigns.
- Increase volunteer opportunities for newcomers within the community.

## **Strategy # 3**

*Encourage newcomer participation in and remove barriers to accessing local recreation and sporting opportunities.*

**A number of activities include:**

- Increase programming for the Immigrant Youth Engagement Program.
- Increase awareness and accessibility of local programming and events.
- Host annual events to increase sport and recreation opportunities and awareness.
- Provide administrative and marketing support to the Diversity and Inclusion Committee.

# Coordination of Services

---

***Objective: To create a coordinated approach to service provision in both settlement and non-settlement service organizations.***

The largest challenge cited in service provision is access to accurate and comprehensive information of services. Despite Sarnia-Lambton's admirable settlement programs and services, services are not being accessed to full capacity. Furthermore, while services and programs exist in the City of Sarnia, the rural communities of Lambton County lack available and accessible services and supports.

## **Strategy # 1**

***Educate local service providers about the services of organizations to ensure streamlined referrals and to increase positive settlement outcomes for immigrants, newcomers and refugees.***

**A number of activities include:**

- Develop a comprehensive referral system, using online databases and tools, for community agencies whose service is relevant to the settlement and integration needs of newcomers to Lambton.
- Work with school boards to assist teachers and staff in supporting culturally diverse programming and extracurricular activities.
- Develop a virtual tool to connect local service providers and newcomers, immigrants and refugees to increase awareness and accessibility to services.

## **Strategy # 2**

***Remove the barriers for local not for profit organizations to access interpretation and translation services.***

**A number of activities include:**

- Identify and map top five languages in Lambton being requested by service providers.
- Develop cost effective interpretation strategies. i.e. CIAP (The Community Interpreter Access Program).
- Work with regional translation and interpretation service organizations to ensure access to language services for not for profit organizations.

## **Strategy # 3**

***Increase communication and engagement between settlement and non-settlement organizations to identify barriers to effective services and learn about newcomer needs.***

**A number of activities include:**

- Disseminate and promote the use of the Immigrant Specific Services Resource for all social service organizations in Lambton.



- Provide resources and promote opportunities that support healthy living for newcomer, immigrant and refugee children and youth.



## Resource Development and Facilitation

---

*Objective: Provide ongoing support for community initiatives and organizations through consultation, facilitation, research and evaluation.*

SL-LIP is a leader in immigrant research and knowledge sharing that works to increase collaboration between settlement agencies and smooth the settlement and integration experiences of newcomers. SL-LIP continues to develop and guide sustainable solutions for the integration and well-being of newcomers that will continue to lead Lambton County towards being a community in which all community members can prosper and grow.

### Strategy # 1

*Continue to lead the community toward building a diverse and welcoming community by providing overarching governance, administrative and strategic planning support.*

**A number of activities include:**

- Develop a work plan to guide sustainable solutions for the integration and wellbeing of newcomers, immigrants and refugees.
- Strengthen the connection between cultural or religious groups and supports and newcomers in the community.
- Seek funding sources and apply for available grants to build the development of strategies within the community in response to emerging needs.

## **Strategy # 2**

*Continue to support community agencies and initiatives to enhance services and supports for newcomers, immigrants and refugees.*

### **A number of activities include:**

- Continue to work with Lambton College to develop a plan to support international student integration and retention.
- Support and promote culturally relevant training opportunities for service providers, refugees and community members including anti-racism campaigns and any activities/events.

## **Strategy #3**

*Provide community awareness and build a more diverse and welcoming community through a range of community wide campaigns and events.*

### **A number of activities include:**

- Continue to support ARAP's newly formed Diversity and Inclusion Committee by providing administrative and strategic planning support.
- Partner with the City of Sarnia to organize annual swearing in ceremonies for new citizens.
- Partner with South West Film Festival Committee to bring immigrant focused films to Sarnia.

## **Strategy # 4**

*Strengthen connections with rural Lambton to develop supports for migrant and temporary foreign workers.*

### **A number of activities include:**

- Access current demographics to identify countries of origin of migrant workers in Lambton and conduct needs assessment.
- Connect with relevant stakeholders, employers and service providers in rural Lambton to create projects or resources that offset isolation for migrant workers.
- Convene rural support groups to oversee migrant worker safety and integration efforts and continue to update online and print resources and materials.

# Measurement and Evaluation

*Anticipated outcomes of this strategy include the development of sustainable solutions for the integration and well-being of newcomers to Sarnia-Lambton. An outcomes-based measurement framework will be used to evaluate the work of the SL-LIP and its activities:*



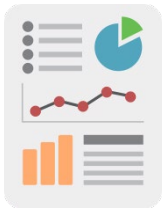
## Objectives

Will be outlined for each event or activity and will demonstrate a clear alignment with the overall strategy.



## Performance indicators

Will be included and tailored to each event or activity and will demonstrate increased outcomes.



## Data Collection

A description of data collection methodologies will be included for each activity and will involve methods such as evaluation forms, pre and post surveys.



## Evaluation plan

Will contain a detailed description of how the data will be used and how the SL -LIP will share the findings among the community.

To measure the overall impact of the SL-LIP initiative within Lambton County, a common set of measures to track the progress, monitor performance and understand what is working through our efforts will be evaluated through the following components:



### INPUTS

- Funds
- Expertise
- Commitment
- Tangible Assets

### OUTCOMES

- Increased Knowledge
- Increased Satisfaction Rating
- Increased Users
- Increased Services

### OUTPUTS

- People Served
- Events Hosted
- Community Activities

### SOCIAL IMPACT

- Positive Settlement Outcomes
- Increased Collaboration
- Increased Community Effort

# Next Steps

---

***“Our research indicates that a diverse and welcoming community must continue to be cultivated so that it may grow and thrive.”***

Strong and solid partnerships become the foundation upon which a prosperous community can stand. Facilitating and nurturing the development of these partnerships has been, from the beginning, the cornerstone of the LIP initiative and will continue to be so in the future. The LIP will work to sustain these partnerships locally, through the ongoing existence of the Partnership Council and collaboration with existing economic development strategies. It will also tap into the broader region so that the community can utilize all of its resources more effectively and efficiently. In the end, the Sarnia- Lambton Local Immigration Partnership Settlement Strategy will increase this community's capacity for positive change and will lead us towards a community in which all of its members can prosper and grow.

Far from being a standalone document, the Strategy is meant to provide a foundation for current and future community planning and economic development initiatives. Working together, these initiatives can strengthen the local economy by meeting local labour needs, bring entrepreneurial talent, and offset demographic decline to build a healthy, strong and thriving community.

The development of this Settlement Strategy could not have been completed without the participation of organizations from every corner of the community who took part in research and shared their time and thoughts with the Project Team over the past several years.

Those contributors have made this initiative a true community effort and for that, we offer our sincerest thanks.

---

***For more information on the implementation of the LIP Settlement Strategy, please see the Strategy's companion publication, A Welcoming & Diverse Sarnia-Lambton: Implementing our Settlement Strategy, available in both print and electronic formats.***

***To obtain a copy of this or any of our publications or for more information on the Sarnia-Lambton Local Immigration Partnership (LIP) in general, please visit us on the County of Lambton's website at [www.lambtononline.ca](http://www.lambtononline.ca)***