



***Helping Immigrants Succeed: A Federal-Provincial-Territorial Action Plan***

Lessons Learned Meeting

June 27-28, 2016, Alberta



## Purpose

Provide an overview of progress made by Federal-Provincial-Territorial Settlement Working Group on ***Helping Immigrants Succeed (H.I.S): An FPT Action Plan.***

# History / Context

## 2012

- The Pan-Canadian Settlement Outcomes Survey is administered to over 20,000 newcomers to better understand how they are faring in Canada.

## 2013

- The FPT Settlement Working Group (SWG) receives survey results and employs them to develop a roadmap to improve settlement outcomes in areas to be strengthened. Roadmap is approved by FPT Senior Management.

## 2014

- FPT Immigration Ministers approved the roadmap *Helping Immigrants Succeed: A Federal-Provincial-Territorial Action Plan* and asked officials to focus efforts on improving settlement outcomes in three priority areas identified as key challenges by newcomers in the Survey: 1) Social Connections, 2) Official Languages for Newcomers Outside the Labour Force and 3) Employment Fit/Foreign Qualification Recognition.

## 2015

- FPT ADMs approved an implementation plan for *Helping Immigrants Succeed* on May 1, and FPT Ministers were briefed on the plan on May 22.
- FPT SWG created a governance structure to implement the plan, which emphasizes collaboration with other FPT tables (Foreign Qualification Recognition Working Group, Internationally Educated Health Professionals Task Force, FPT Language Forum and FPT Research Working Group) and includes detailed workplans, performance measures and templates/questionnaires to scan FPT programming.

## 2016

- FPT ADMs approved a performance measurement framework for the H.I.S. action plan in January 2016.

## Goals and Priorities of the H.I.S. Action Plan

- **Ultimate Outcome:** Immigrants understand life in Canada and experience inclusion, a sense of belonging, and life satisfaction, having fully realized the social and economic benefits of immigrating to Canada. Canadians embrace immigrants and their contributions to building communities and a prosperous Canada.
- FPT governments support immigrants in achieving the ultimate outcome through stronger partnership in the following areas:
  - On **Social Connections**, the plan endeavors to strengthen the social networks of newcomers and foster welcoming communities.
  - On **Official Languages**, efforts will focus on strengthening collaborative efforts to facilitate awareness of, and access to language learning opportunities by newcomers outside of, and not immediately destined for, the labour force.
  - On **Employment Fit/FQR**, efforts will seek to strengthen employer engagement to facilitate newcomers' labour market integration. The plan will also seek to improve immigrants' awareness and usage of services for employment and foreign qualification recognition, both pre-arrival and in Canada. This work will be closely coordinated with the FPT FQR Working Group.
  - The FPT SWG will also be engaging with stakeholders (e.g., academics, settlement sector, other federal departments) that work towards newcomer settlement and integration.
- The priorities of the FPT Settlement Working Group, FPT FQR Working Group, the Internationally Educated Health Professionals Task Force, FPT Research Working Group and the FPT Language Forum include program alignment to maximize resources, **avoid duplication**, ensure optimal outcomes and reflect national and jurisdictional contexts in their respective work plans.

# Scanning Methodology: Consolidated and Coordinated Approach to Gather Information

Classification (if any)

- Workplans include a scan of existing programming in Social Connections, Employment Fit/FQR and Official Languages for those outside of the Labour Market.
- A single template consolidating all requests for information was sent to FPTs.

## **Approach for information gathering:**

- Phase I (March-May 2016):
  - SWG gathering information from federal/provincial/territorial governments and publically available sources to undertake analysis.
  - SWG gathering information from other stakeholders (e.g., service provider organizations; regulators, chambers of commerce).
  - SWG will complement the scans with information from project reports, LIPs and RIFs reports, innovation pilots, the FPT FQR WG, the FPT Research WG and the Research Partnership Table.
- Phase II (June - July 2016):
  - SWG will undertake a comprehensive analysis of data gathered and draft reports.
- Phase III (August-September 2016):
  - SWG will develop report and recommendations to implement new initiatives that replicate best practices, respond to gaps and eliminate areas of duplication.

## Service Mapping: A Foundation for Stronger FPT Coordination of Settlement Services

Mapping of FPT settlement services in selected areas will:

- Facilitate coordination of FPT efforts;
- Allow identification of gaps, areas of duplication and best practices worth replicating across jurisdictions;
- Inform effective use of FPT settlement funding;
- Help build a multilateral approach to settlement programming;
- Contribute towards stronger bilateral relations;
- Inform future Call for Proposals, both by IRCC and PTs.

# H.I.S. Performance Measurement Framework: Areas of Focus

## 1. FPT Partnerships

- **Expected Results:** Better knowledge of existing programs and information sources; and stronger partnership to address gaps and duplications.
- **Activities:** Scanning; consultations; analysis of information and development of recommendations for new or enhanced settlement programs/initiatives.

## 2. Newcomers including refugees and Canadian Society

- **Expected Results:** Improved socio-economic integration of newcomers, including refugees, by increasing their awareness and use of settlement services; improved understanding and appreciation of newcomers' assets by Canadians.
- **Activities:** Assess newcomer outcomes through internal data and information (i.e., iCARE and PT data sources) and Statistics Canada National Household Survey and General Social Survey.

# H.I.S. Measuring and Reporting Timelines

Classification (if any)

FY 2015-2016	FY 2016-2017	FY 2017-2018	FY 2018-2019
Scans of current programming	Development and implementation of bilateral/multilateral initiatives		Pan-Canadian Settlement Outcomes Survey/other sources of information
<ul style="list-style-type: none"> <li>- Distribute templates and questionnaires to collect info across jurisdictions;</li> <li>-Collect information from stakeholders;</li> <li>- Complement scan with data from the FPT FQR WG, the FPT Research WG and the Research Partnership Table;</li> <li>-Report on scan progress.</li> </ul> <p><u>Responsibilities:</u></p> <ul style="list-style-type: none"> <li>- <i>PTs</i>: To collect jurisdictional information</li> <li>- <i>IRCC</i>: To collect federal information and stakeholder information, using own databases and Project Reports, LIPs reports and RIFs reports.</li> </ul>	<ul style="list-style-type: none"> <li>-Complete scans on social connections and employment fit and FQR (Language scan completed 2014);</li> <li>-Analyze scan reports to identify best practices that can be scaled up and critical gaps that may be addressed through FPT bilateral and multilateral collaboration; innovation pilots undertaken by IRCC and PTs to be considered in the analysis.</li> <li>-Provide recommendations for new initiatives, enhancements to existing ones and ways to eliminate duplication.</li> </ul> <p><u>Responsibilities:</u></p> <ul style="list-style-type: none"> <li>- <i>IRCC</i>: To analyze Federal and PT information and write reports.</li> <li>- <i>PTs</i>: To validate analysis.</li> <li>- <i>IRCC and PTs (via SWG)</i>: Jointly develop recommendations for bilateral/multilateral initiatives.</li> </ul>	<ul style="list-style-type: none"> <li>-Upon Senior Management approval, implement recommendations of bilateral and multilateral initiatives and FPT levels of engagement;</li> <li>-Monitor and report on implementation of initiatives.</li> </ul> <p><u>Responsibilities:</u></p> <ul style="list-style-type: none"> <li>- <i>IRCC and PTs</i>: To implement multilateral and bilateral initiatives, and monitor and report on progress.</li> </ul>	<ul style="list-style-type: none"> <li>-Evaluation of initiatives implemented through H.I.S.</li> <li>- Measuring the settlement experience of newcomers (Possible sources: a new Pan-Canadian Settlement Outcomes Survey; Settlement Program Client Outcome Survey; or future federal sources such as the 2016 National Household Survey and General Social Survey – various cycles e.g.: Canadians at work and at home (2016); Giving, Volunteering and Participating (2018) )</li> </ul> <p><u>Responsibilities:</u></p> <ul style="list-style-type: none"> <li>- <i>IRCC and PTs</i>: To evaluate and report on bilateral and multilateral initiatives.</li> <li>- <i>IRCC and PTs (via SWG)</i>: To assess newcomer settlement outcomes.</li> </ul>

## Sector Engagement in H.I.S.

- FPT SWG provides regular update to the National Settlement Council on progress made on H.I.S.
- At February 2016 National Settlement Council meeting, FPT SWG held a workshop on H.I.S. to collect sector input on gaps in programming, areas of duplication and best practices in social connections and employment fit/FQR. This input will be fed into the scan.

## Moving Forward

- Data collected through the scan will be analyzed and FPT SWG will develop report and recommendations for senior management approval to implement new initiatives that replicate best practices, respond to gaps and eliminate areas of duplication.
  
- Upon Senior Management approval, recommendations from the scans will be implemented using the following mechanisms:
  - Bilateral:
    - Bilateral Settlement Arrangements
    - IRCC-PT Local Coordinating Committees
    - Joint Initiatives/Pilots
  - Multilateral
    - Information and Program Design Sharing Fora
    - Joint, multi-partner pilots