

To:	Warden McQueen and Members of Grey County Council
Committee Date:	March 12, 2020
Subject / Report No:	EDTC-CW-08-20
Title:	Local Immigration Partnership Agreement with Bruce County
Prepared by:	Savanna Myers, Director of Economic Development, Tourism & Culture
Reviewed by:	
Lower Tier(s) Affected:	All
Status:	Recommendation adopted by Committee as presented per Resolution CW66-20; Endorsed by Council April 9, 2020 per Resolution CC40-20;

Recommendation

1. **That Report EDTC-CW-08-20 regarding the Local Immigration Partnership Agreement with Bruce County be received; and**
2. **That the Warden and Clerk be authorized to enter into an agreement with Bruce County for the delivery of the Grey Bruce Local Immigration Partnership as outlined by the Immigration, Refugees & Citizenship Canada Contribution Agreement and its schedules.**

Executive Summary

In April of 2019, Immigration, Refugees and Citizenship Canada (IRCC) was accepting Local Immigration Partnership applications. This funding would help staff support the retention of immigrants and newcomers across Grey and Bruce – a crucial measure in addressing the current labour stress issues by ensuring services are in place to ease integration and eventual retention. To ensure labour attraction efforts are warranted, retention strategies are critical.

As a result of this funding announcement, Grey County staff proposed a partnership to Bruce County, who quickly agreed to build a program better aligned to the serve the needs in our region. At the end of February 2020, notice of approval was received for

funding to advance the activities and priorities undertaken through a Local Immigration Partnership (LIP) for five years.

Background and Discussion

Grey and Bruce counties are joining forces to address newcomer integration and employment needs in the region. This project will address the isolation of newcomers in a large geographic area (8,587sq. kms.) without settlement services by increasing our capacity for coordination, connection and collaboration to foster a welcoming community.

The project and funding will foster welcoming communities throughout Grey and Bruce counties by developing community-based partnerships and planning based on the needs of newcomers in the region. Service Providers in the region currently struggle to effectively address the unique needs of newcomer communities. By working in partnership, leveraging existing resources and sharing best practices the Grey Bruce LIP will address gaps in the region, allowing partners to deliver responsive and coordinated services.

Local Immigration Partnership Model:

Local Immigration Partnerships (LIPs) are a mechanism through which IRCC supports the development of community-based partnerships and planning around the needs of newcomers. LIPs engage various stakeholders in a locally-driven strategic planning process including employers, school boards, health centres and networks, boards of trades, levels of government, professional associations, ethno-cultural and faith-based organizations and the community and social services sectors.

Specifically, LIPs are community-based partnerships that:

- Foster a systematic approach to engage settlement programs and other institutions to integrate newcomers;
- Support community-based knowledge-sharing and local strategic planning; and,
- Improve coordination of effective services that facilitate immigrant settlement and integration.

LIPs do not provide direct services to newcomers. Instead, they help build community capacity to successfully integrate newcomers by engaging a range of stakeholders and encouraging a collaborative approach to newcomer attraction and retention strategic planning at the grass roots level. The following short- and long-term outcomes advance as a result of the LIP:

Short-term outcomes (year 1-2):

- Enhanced engagement of a diversity of members in settlement and integration of newcomers.
- Broad-based partnerships developed for planning and setting community priorities.
- Community and newcomer needs assessed in a coordinated manner, and enhanced awareness of needs among a wider array of local actors.
- Increased capacity to support the integration of newcomers and foster welcoming communities, including welcoming and receptive labour markets at the community level

Long-term outcomes (years 3+):

- Enhanced responsiveness of non-settlement services to the needs of newcomers and communities.
- Improved coordination of services at the community level and thereby enhanced accessibility and uptake.
- Sustaining partnerships at the community level.
- Improved outcomes for newcomers.

Grey Bruce Local Immigration Partnership:

Successful newcomer attraction and integration requires a thoughtful approach to the individual and their families. Attraction begins with opportunity and retention and ends when individuals feel a part of a community. This is true for any new community member but has particular obstacles to address when attracting and retaining people from other Countries. It is with this in mind that the establishment a Grey Bruce Local Immigration Partnership is built on. To ensure that newcomers across the region are supported and can access a variety of services seamlessly, it makes sense for these two Counties, jointly connected through a variety of services and supports, work together. What enables successful retention is the resources and supports in place to foster their journey from newcomer to neighbor. This partnership will leverage the existing resources from both Counties and make it possible to address gaps through a strong partnership with parallel goals.

Specifically, the Grey Bruce Local Immigration Partnership shall:

- Establish a regional Local Immigration Partnership for the Counties of Grey and Bruce that will develop community-based partnerships and planning around the needs of newcomers (40 representatives, four meetings per year).
- Enhance community capacity and open access to supports for newcomers by identifying the needs and assets in the region of Grey-Bruce. This includes the barriers to full participation, and the actions needed to improve integration outcomes for newcomers.

- Improve access to labour markets and community services for newcomers by engaging employers, service providers and community members in educational and training opportunities to attract, retain and integrate all newcomers.
- Improve awareness of the social and economic benefits of newcomers and to foster welcoming communities in Grey and Bruce Counties by engaging newcomers, employers and communities in strategies and actions that support welcoming and two-way integration.
- The Local Immigration Partnership will establish and maintain an inclusive Partnership Council in Grey-Bruce, conduct regular research to determine Newcomer needs and trends and gaps in the community and establish a Local Immigration Strategy and Action Plan to advance community priorities. This will be done through the use of continuous developmental evaluation to support the community's capacity to respond to emerging needs throughout life of project.

Funding provided for this initiative allows for one full time staff person in year one, with an additional part time staff added in year two. Consultants will be hired to develop a strategy and action plan as well as a marketing plan and brand. The activities required as per the agreement include the partnership council and subcommittees leading community engagement, research, organizational training and employer engagement. This initiative provides indirect services, meaning staff are unable to assist newcomers directly, rather build capacity through community organizations and employers to enhance settlement services.

The YMCA was successful in receiving the other half of this program which will provide direct settlement services to newcomers in the region which means together, we will have full settlement services available beginning in spring 2020.

Partnership Execution Summary

The following outlines the arrangements of the partnership between Grey and Bruce.

- Grey County has taken the lead on the application. The funds support the hiring of one full time and one part time staff who will work half time in each County and have workspace available in each office. Funds appropriated from IRCC will be run through Grey County since it is the lead applicant.
- Grey and Bruce have constructed an agreement (see “Grey Bruce LIP Agreement” attached) that details the partnership roles and responsibilities and how the LIP will operate in terms of activities, outcomes and expectations.
- Projects will be aligned to the region as most of the issues are similar across both counties, however, the projects would be slightly customized to respond to local county needs.

By entering into a partnership with Bruce County to support the establishment of a Local Immigration Partnership the two Counties will be able to pool resources to strengthen

the entire region as welcoming area for newcomers. In doing so, this will have economic benefits across the Grey Bruce region benefitting the newcomer and setting a successful landscape for attraction and retention. This includes addressing some of the labour force challenges felt across sectors by our local businesses, advance the area in attracting a multi-faceted set of skills, abilities and education to advance the region as a diverse centre for innovation.

Legal and Legislated Requirements

There are no legal or legislated requirements with this report.

Financial and Resource Implications

The Grey Bruce Local Immigration Partnership is fully funded by the IRCC and has been included in the 2020 budget.

Relevant Consultation

- Internal – Economic Development Officer, Clerk, Deputy Treasurer.
- External – Bruce County Economic Development, Immigration, Refugees and Citizenship Canada (IRCC)

Appendices and Attachments

[Grey Bruce LIP Agreement](#)