



# PETERBOROUGH IMMIGRATION PARTNERSHIP

Annual Members Meeting 2019

## AGENDA

8:30am	Breakfast
9:00am	Welcome
9:10am	Working Group updates +Q&A (10 mins)
	A call to action
	Election of Chair, Vice-Chair, Members at Large
10:00am	Professional Development Activity: International Day for the Elimination of Racial Discrimination Angela Connors, Community Race Relations Committee of Peterborough
10:30am	Meeting close

Andy Mitchell – Deputy Warden, County of Peterborough  
Don Vassiliadis – Councillor, City of Peterborough  
Hajni Hös – Executive Director, New Canadians Centre





## DIVERSITY & EQUITY EDUCATION NETWORK OF PETERBOROUGH

Capacity of service providers  
Language training  
Needs of youth 18+

Indigenize.ca	Kylie Fox Corporate Indigenization Consultant; and  Beedahbin Peltier Anishinaabe Educator and Consultant	<a href="http://indigenize.ca">indigenize.ca</a>	Corporate Indigenization Consulting; Indigenous Cultural Safety Training;	Our experienced Indigenization Consultants can help you and your organization strategize and align your corporate responsibilities to Indigenous inclusion by utilizing a variety of recommendations such as: Internal Input, Indigenous staff feedback, local and regional Indigenous communities; as well as the Truth and Reconciliation Commission (TRC) and the United Nations Declaration of the Rights of Indigenous Peoples (UNDRIP) recommendations. In choosing Indigenize.ca, you will receive guidance from Indigenous professionals on how to successfully position your organization to engage all necessary stakeholders in order to ensure meaningful development and implementation of a corporate comprehensive Indigenization plan.	In-person	Non- Indigenous Businesses; Educational Institutions; School Boards; Business Consultants; Municipalities	Training Sessions vary; Consulting as needed or on-going	Contact for quote Sliding Scale.
Fleming College	Debbie Harrison, Fleming International Student Advisor (past Diversity Coordinator) <a href="mailto:debbie.harrison@flemingcollege.ca">debbie.harrison@flemingcollege.ca</a> 705-749-5520 ext. 1179	<a href="http://debbieathome09.wikisite.com/portfolio">http://debbieathome09.wikisite.com/portfolio</a>	Human Rights/Diversity/ Cultural Competency/Anti- racism training	Flexible training using an intersectoral approach for a variety of human rights issues	Workshop		Minimum 2 hours	

Inventory of diversity training in Peterborough currently hosted on

<https://nccpeterborough.ca/peterborough-immigration-partnership/>

- Updates to the toolkit currently being done as part of an experiential learning project with Trent Centre for Community Research
- Goal is also to identify gaps in diversity training in the community
- Newcomer Integration Toolkit training offered by NCC is available for free
- provides resources, practical supports and best practices that will enable you and your organization to better meet the unique needs of newcomer clients and employees, and support immigrant integration and social inclusion. We can assist you in determining priority areas for training and provide customized training sessions.
- Training has been conducted with Peterborough Native Learning Program and Hospice Peterborough this year; to be conducted with YMCA and Four Counties Family Court Mediation in the coming months
- Can be tailored to an hour to a half-day



## EMPLOYMENT

Economic Integration: Food &  
Sewing Skills

1-year non-renewable provincial funding to provide training for refugees and marginalised newcomers facing multiple barriers to employment



## TRAINING

### Sewing Collective

- Sewing for Beginners x 2
- Alterations
- Knitting

### Training partner: Nourish Peterborough

- Youth Culinary Skills Training
- Newcomer Kitchen Peterborough
- PACE/ESL Food Literacy Unit for CLB 1/2 Learners

### Sewing

- Some products available at the Green Up store

### Youth Culinary Skills

- Included basic kitchen skills, mock interview and resume critique by Pete & Elaine McCarthy

### Newcomer Kitchen Peterborough

- Food handling, nutrition, numeracy, business-integrated training, bookkeeping
- Continue to advise the group on a fortnightly basis while they receive support of free space at the Jewish Community Centre and operate as a vendor at the Peterborough Regional Farmers Market
- Training will continue as they learn to work with meat products

### PACE/ESL

- Culinary numeracy, Canada Food Guide, maple syrup harvesting trip, Emergency First Aid



Local Employment Planning Council  
Conseil de planification de l'emploi local

## EMPLOYMENT

Ashley Fearnall  
Workforce Development Board  
Local Employment Planning  
Council





Local Employment Planning Council  
Conseil de planification de l'emploi local



## Presentation to Peterborough Immigration Partnership Annual Meeting

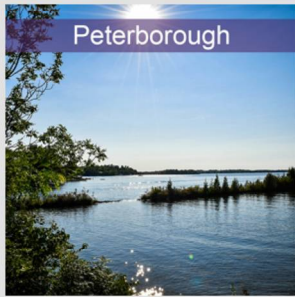


## Agenda

- Overview of Local Employment Planning Council (LEPC) Pilot
- WDB/LEPC Projects – focus on employer education series

- High level update – Peterborough centric group
- We are a non-for-profit, around for over 20+ years. We have been delivering the LEPC pilot project since December 2015, and received good news that the Ontario Government will continuing this pilot for a 4<sup>th</sup> phase (2019-2020)

## WDB/LEPC Catchment Area



\* We do also service three other regions, in addition to Peterborough (City and County) and three indigenous communities (Hiawatha, Alderville, Curve Lake First Nation).

## Five Strategic Themes of LEPC

- Labour Market Information and Intelligence
- Integrated Planning
- Service Coordination for Employers
- Research and Innovation
- Shared Best Practices

- Over the course of the LEPC pilot, the WDB is pioneering new and innovative approaches to local employment planning within five strategic themes.
- All of our projects are informed by our community partners, including the New Canadian Centre that participates regularly on the Central Planning Table.
- CPT is an Advisory team that is focused on delivering the best projects possible.
- since the pilot began we have completed 18 projects across all five themes, all projects are available in English and French on our website.
- That's in addition to our Community Labour Market Plan, which includes the updated 2016 Census Data which is also available on our website under labour market information.

## Labour Market Information and Intelligence

- Labour Market Information User Guide
- Online Job Boards Report
- MyHomeWorks
- Local Industry Information Report

- These are four projects we have completed under the LMI theme. The helpdesk is a great resource for the community, with 65 organizations using this tool since it launched.
- You may be interested in the new Local Industry Information Report – separated into regions, it takes a deeper dive at the four-digit level NOICS code in each area of our region.

## Labour Market Information User Guide

- [Helpdesk@wdb.ca](mailto:Helpdesk@wdb.ca)
- LMI Request Form



\* I want to take a moment to highlight one complimentary service we provide – the Labour Market Information Help Desk

\* We've processed 250 requests for 65 different organizations since launching the helpdesk. Questions range from "what skills are in demand in Peterborough" to "what is the average wage of an administrative employee in my sector", and everything you can imagine in between.

\* If you're interested in accessing the service, or have a colleague who may be interested in it, I do have postcards up with contact information available as well.



## Integrated Planning

- Alignment of Workforce and Economic Development, Project Leads: Kawartha Lakes Community Futures Development Corporation and MDB Insight
- Knowledge Management System (KMS)
- Planning for an Aging Labour Force

- I do want to highlight the aging Labour Force project—it will be released tomorrow (Friday). In this guide there are some fantastic recommendations for employers considering how to move forward with succession planning:
- Start now, decide who will own plan, understand operations, job responsibilities, and resources of the business; identify current and future gaps;
- make a plan to fill gaps; develop policies and processes to support the plan; document and implement plan

## Service Coordination for Employers

- Recruitment Guide for Small to Medium Employers
- Mentorship Guide: Leading the Way
- Entrepreneurship Guide: Charting a Course

Recruitment Info guide—hiring, preparing job descriptions, job evaluation, job posting, candidate screening, interview checklist, interview guide, onboarding, etc.

Mentorship guide—documents mentoring programs in our region

\* LEPC 3.0 saw the release of our Entrepreneurship guide – Charting a Course– it lists numerous organizations and programs for entrepreneurs in our region – organized in alphabetical order not by region. From the feedback we've received, we're also developing a visual aid to help with the pathways of services and information for entrepreneurs.

## Research and Innovation

- Employability Skills Gap, Project Lead: Wakeford & Associates
- Agriculture/Agri-Foods – A report that investigates local strategies addressing employment issues, challenges, and opportunities in the Agriculture/Agri-Food sector
- Technology and Labour in the Local Manufacturing Sector
- Newcomer Employment Integration
- Experiential Learning: The Building Blocks for Employers' Success

Two items I want to highlight here – a reminder about the Newcomer Employment Integration report which was completed as a CFP project by Laridae. There have been some positive work within the community from the recommendations in this report, 19 recommendations across six themes in total. For example, the NCC is working to implement a key recommendation around collaborating with local literacy organizations to train tutors and support learning.

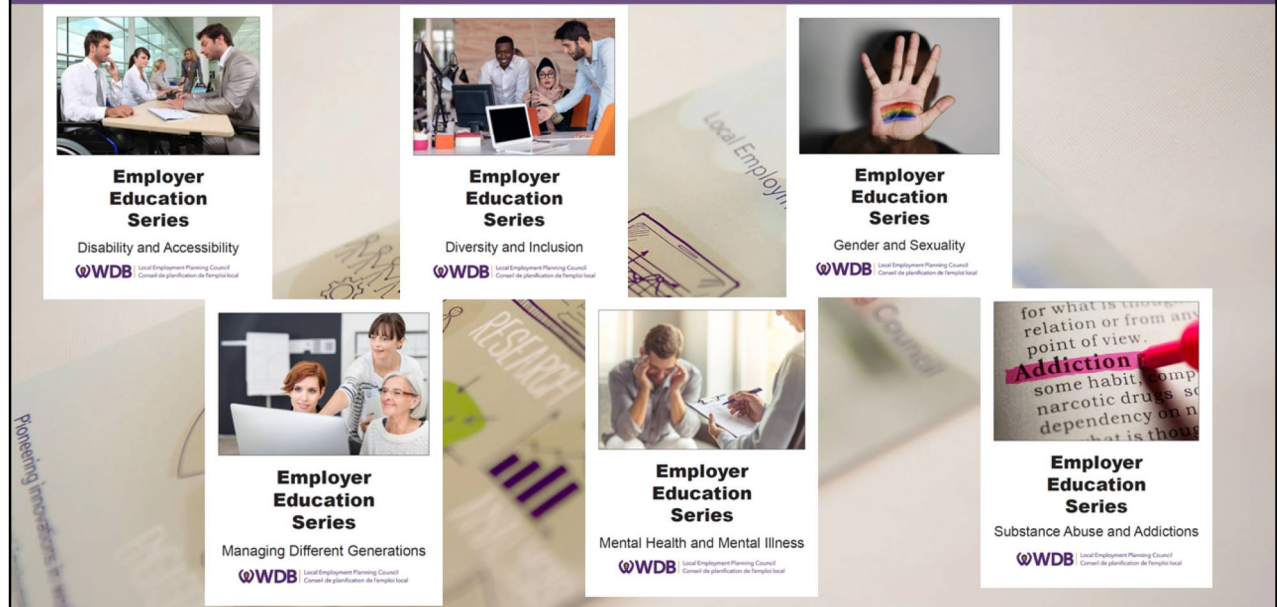
On Monday we released a report on Experiential Learning and the benefits that employers our region.

- What we found is that the overall outlook on experiential learning in the WDB/LEPC catchment area is positive, and we illustrate this positive outlook. And we try to illustrate how these benefits, outlined in research, are shaping positive outcomes for employers in our region through four stories from healthcare, manufacturing, tourism, and agriculture.
- The guide is designed to use the stories to support what the research tells us, that experiential learning offers many opportunities for retention, attraction, capacity building, new innovative practices, among others on a spectrum of benefits and opportunities for both the student and organization.
- The four stories will hopefully spark ideas for employers who have not yet taken advantage of these great opportunities in this region – we have an excellent network of support from employment services and education institutions who have actively collaborated to create these success stories.

## Shared Best Practices

- Economic Development Best Practices, Project Leads: Explorer Solutions and Amer and Associates Economic Development
- Building Bridges, Breaking Barriers
- Employer Education Series Social Issues Guides

## Employer Education Series



The Employer Education Series – focused on six social issues.

- Each guide provides a high level look at items for employers, tries to frame the issue around what is happening, national/provincial information
- The guides are designed to meet employers at their level, in the language and information shared. It's also bite-sized, most land around 6-7 pages.
- The guides start by introducing the topic briefly, give a small piece of local context, and move on to discuss the federal and provincial frameworks.
- The second part of each guide is the introduction of entry level, easy to digest, information and tools for employers that we hope will help frame the conversation in their own workplace and to think about how they can approach it.
- We also recognize there are some wonderful employers who are beyond this starting point, we're hoping to build on this information and opportunities for further support employer's education in these key areas in LEPC 4.0.
- We'll have more details to share around what this 4.0 deliverable will look like in the future.



WDB4LEPC



@WorkforceDB



@WorkforceDB\_LEPC



Workforce Development Board

## Questions



705-749-3250



workforce@wdb.ca

Visit **WDB.ca** for more info

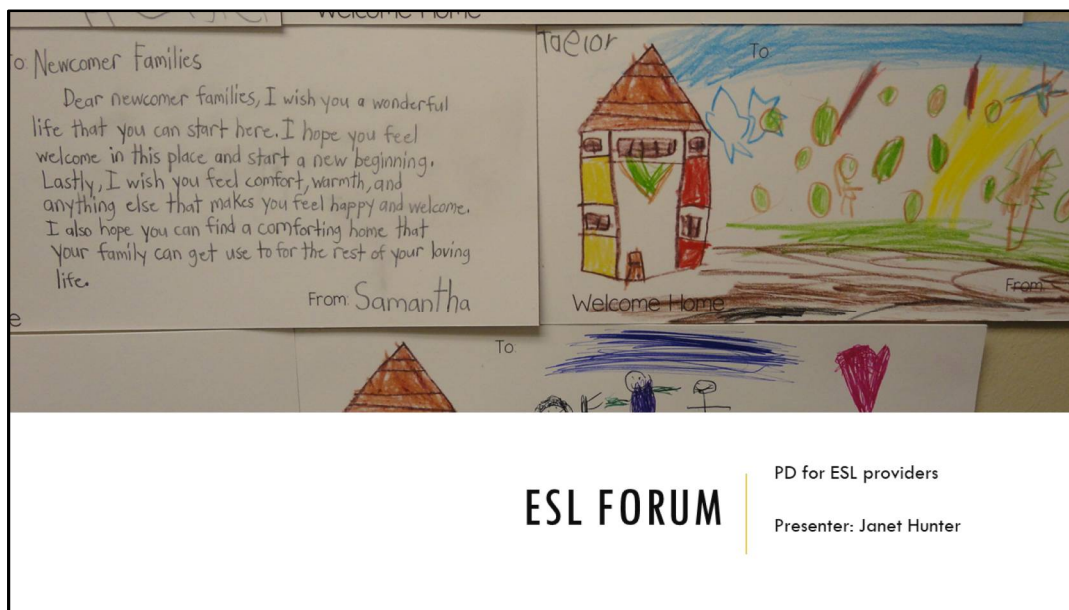


Local Employment Planning Council  
Conseil de planification de l'emploi local



Ontario





The ESL Forum is comprised of LINC and ESL providers, volunteer tutors and representatives from English Languages Programs in the community. The group meets to develop language training opportunities for newcomers and refugees and to plan professional development events for individuals engaged in the work of delivering English language instruction.

TVLA has delivered a binder with activities for CLB level 2 ESL learners to be used as a template to establish binders for other CLB levels.

Combined PD event with Trent University, Fleming, PACE and NCC ESL Tutors on Oct 24:  
9am – 3.30pm at PACE

Guest Speaker: Kerstin Okubo – Lead Instructor, Academic Listening and Speaking at IFP, University of Toronto

The NCC supported the organizing committee of Family Literacy Day, held on January 26<sup>th</sup> from 9 am to 12 pm at Peterborough Square.

Tutor training for volunteer ESL tutors at NCC

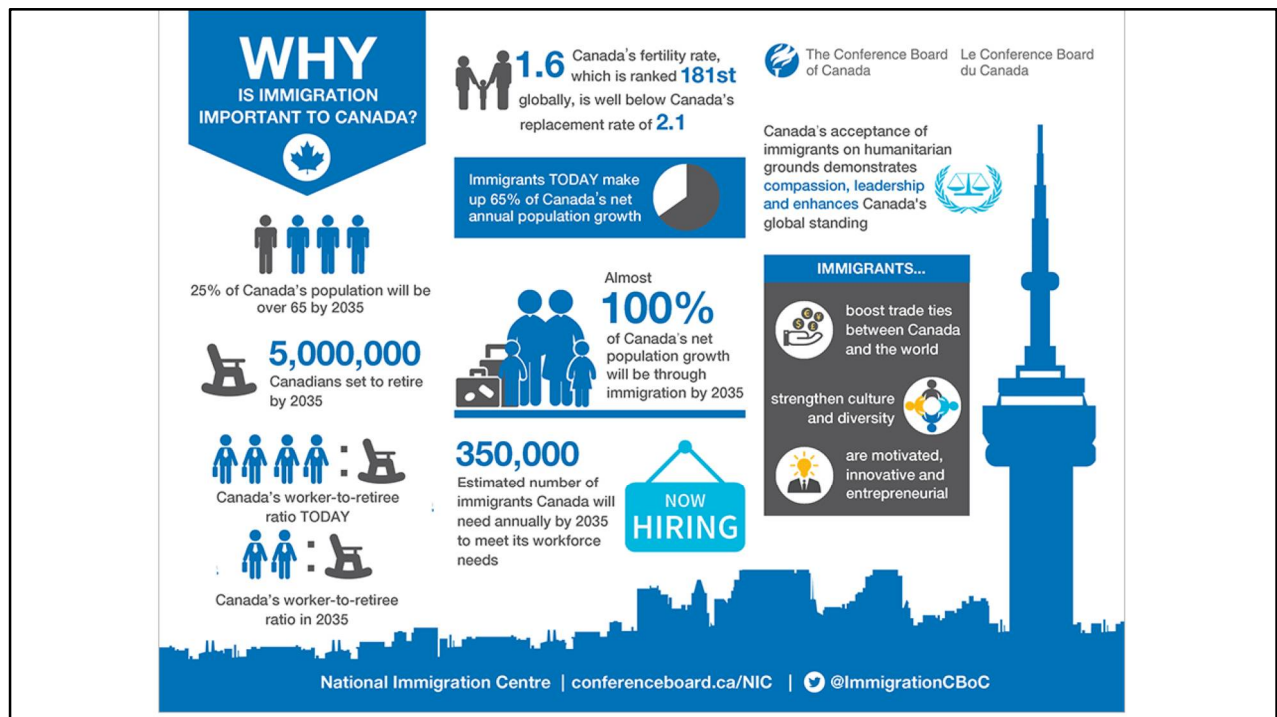
Resource cupboard available for all ESL tutors and organisational subscription to [esllibrary.com](http://esllibrary.com)

## OCT 2019: COMBINED ESL PD DAY

- 9:00 - 9:30 am Registration & Networking
- 9:30 - 10:30 am Intro to Portfolio-Based Language Assessment (PBLA)  
Session by Tracey McConnery and Michelle McNair from Fleming College
- 10:30 - 10:45 am Coffee Break
- 10:45 - 12:00 pm The Forgotten Skill: Building Vocabulary for Spoken Production (details below)  
Session by Kerstin Okubo from University of Toronto
- 12:00 - 1:00 pm Lunch
- 1:00 - 2:15 pm Exploring the Connection Between Listening & Pronunciation (details below)  
Session by Kerstin Okubo from University of Toronto
- 2:15 - 2:30 pm Coffee Break
- 2:30 - 3:30 pm Use of Online Resources in teaching ESL  
Session by Christine Fayek and Ron Jewer from PACE



## INTERNATIONAL STUDENT SUPPORT & RETENTION



Why support & retain international students? Important to take a look back at why immigration is important to Canada

- Facing an aging population, a shrinking of our workforce and a reduction in our worker to retiree ratio
- Newcomers arriving in Canada in various ways
- International students are skilled talent who choose to study in Canada

StatsCan: The number of international students enrolled in Canadian postsecondary institutions has been on the rise for two decades, with their numbers increasing at a higher rate than that of Canadian students.

International students totalled 245,895 in 2016/2017, representing 12.0% of overall enrolments.

Tremendous value in encouraging them to stay in the communities in which they are educated by providing social and economic opportunities

## ECONOMIC IMPACT OF INTERNATIONAL STUDENTS

2016

- each international college student was spending \$36,400
- each international university student \$38,800
- including tuition fees, other fees, books, accommodations and meals, transportation, and discretionary spending)
- Based on 2018 enrollment in Peterborough: \$114,760,000 in our local economy (estimated)

Working group comprised of representatives from Trent International, Fleming International Program, International Coffee House, New Canadians Centre

How do we promote Peterborough as a destination for international students?

How can we work together as a community to integrate international students in our social and economic landscape?

How do we keep their skill and talent in our City?

How do we grow their sense of belonging and inclusion?

## Keeping international students in Peterborough could lead to healthier businesses

International student Devanj Swami says he'll likely leave Peterborough after graduating since he doesn't expect to find a local employer who needs his skills

NEWS Nov 21, 2018 by [Taylor Clysdale](#) Peterborough This Week

## International students: An untapped resource in Peterborough

Their skills are vastly under-utilized, retired businessman says

NEWS Nov 26, 2018 by [Jason Bain](#) Examiner Staff Writer

Group has met to discuss the supports needed for international students in Peterborough

- June 14 presentation to Rotary Club of Peterborough Kawartha
- Nov 21 presentation to DBIA on supporting international students

Winter 2019: Trent student Jo Ong will be working with PIP on a research project to look at strategies for student retention in a similar-sized community and social supports for international students leading up to their post-graduation work permit

2019-2020 goal: to reach out to more employers to share the value of hiring international students (have September Chamber breakfast already booked)

- Ultimate goal to work together to host an event to inform/educate employers about the benefits of hiring international students and explain the process/tools needed to hire them





## OUTREACH & COMMUNICATION

## LIVING LIBRARY PROJECT

Five newcomers with unique and compelling stories of transition, settlement, and belonging

Organizations and individuals can book a featured newcomer to share their story at a gathering, staff event, or classroom and learn more about their newcomer experience and culture

The Living Library will introduce new speakers and stories every four months.



### **Bhisham K. Ramoutar**

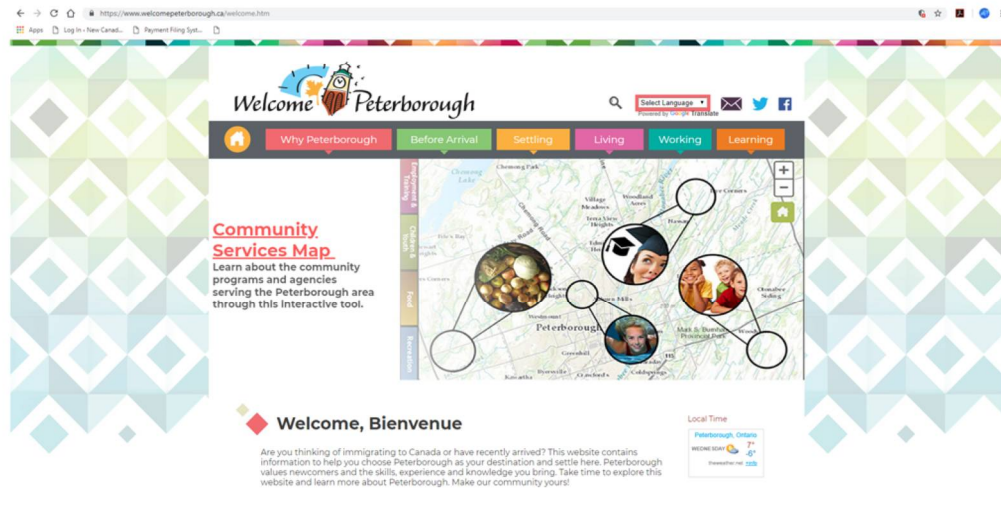
3 Countries. 5 Cities. 11 Houses. A Journey in Redefining "Home" and "Belonging"

Themes: Post-Secondary Education; International Education; Home; Belonging; Community

Story Available in: English

<https://nccpeterborough.ca/livinglibrary/>

# WELCOMEPETERBOROUGH.CA



Useful resource for the community, beyond newcomers

- College and university recruitment, realtors, business investors, tourism, anyone looking to move to Peterborough and interested in finding out about the resources that are available
- Content managed by PIP staff
- Facebook: <https://www.facebook.com/WelcomePtbo>

## USAGE STATISTICS — 1 APRIL 2018-1 MAR 2019

- 34,875 page views
- Top languages: English, French, Chinese, Korean, Portuguese, Spanish
- Top countries: Canada, United States, India, United Kingdom, France, Australia, Philippines, South Korea, Germany, Brazil
- Most viewed pages
  - Housing
  - Canadian values
  - Elementary and secondary school
  - Learning or improving your English
  - Lifelong learning
  - International students
  - Diversity in Peterborough
  - Transportation
  - Labour market information.

## PETERBOROUGH WELCOME PASS

Look through this booklet for free or discounted events, activities, or services for you and your family.

To Redeem: Tear away the coupon you would like to use and present it to the participating partner.  
*There are conditions on some coupons. Please read carefully.*

This pass is valid for one year. The expiry date is noted on the cover of this booklet.



### Update and relaunch of Peterborough Welcome Pass

Through the Peterborough Immigration Partnership and the support of generous partner agencies, we offer clients new to the community free access to local cultural activities and gain an awareness of local Canadian heritage and culture.

One year pass for free or discounted admission to cultural organizations in the City of Peterborough

Clients need to identify as a newcomer and sign up at the NCC



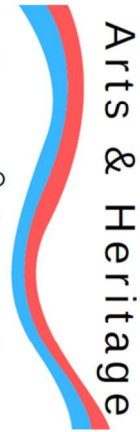
Market Hall Performing Arts Centre is a non-profit organization which hosts a wide range of performing arts activities and community events. Please visit the website for their 2018-2019 schedule.

140 Charlotte St., Peterborough  
(approximately 1 block walk from bus station)  
705-749-1146  
[www.markethall.org](http://www.markethall.org)




Present this coupon for up to **2 free tickets** to any show.

*Only valid on shows that state: "Presented by Market Hall"*



4 Fleming Students are working on developing a Mobile App to accompany the Welcome Pass. To be released in Sept 2019.





Thursday, October 4, 2018  
Market Hall Performing Arts Centre  
5.30-6.00pm Reception  
6.00-7.30pm Film Screening  
7.30-8.30pm Panel Discussion  
(facilitator: James Onusko)

Nice people live in the Swedish town of Borlänge, if you believe the town's motto. But not all the locals appreciate the presence of a large group of Somali immigrants who fled the war. Integration is tough and something needs to be done. Local entrepreneur Patrik Andersson gets an idea - why not use sport as a bridge to get people closer to each other?

The goal: to create the first-ever Somali national team in bandy and make it to the World Championship in Siberia. Count on having some fun: they do for sure!

Directors: Anders Helgeson & Karin af Klintberg; Swedish with English subtitles

## Who Gets to Tell My Story


Documentaries are known for being catalysts for social change. They also have a long history of exploitation and appropriation. This panel showcases three filmmakers working to infuse family history, cultural identity, stories of migration and assimilation, and personal experience into their work. What are the risks in sharing your story? How does collaboration change when it is a member of your family, your community, a close friend, or a complete stranger? Documentaries are unique in their objective to represent the truth, who tells the story matters.

**CANADA** April 2, 2018 9:29 pm Updated: April 2, 2018 9:39 pm

### New Canadians put Peterborough in focus at annual Spark Photo Festival

By Greg Davis and Caley Bedore Global News

Comments Facebook 70 Twitter Email Print ...



#### April 2019: Spark Newcomer Youth Photography Project

- Goal to provide newcomer refugee youth with opportunity to learn about their community through photography

#### Sept 2019: Podcasting as a tool for communication

- Training by Peterborough Independent Podcasters

#### Oct 4 2018: Nice People Live Here [Nice People Live Here](#)

- Film screening & panel discussion on sport and inclusivity
- Panel video available here: <https://www.youtube.com/watch?v=VjIGDcEtvic>

#### Jan 2019 ReFrame sponsorship of ["Who Gets to Tell my Story" panel](#)



## RESETTLEMENT TASK FORCE

Photo here is of the gymnasium at St James United Church where we are housed (over 400 community members responded in Feb 2016 to our call for volunteer support team members to support government-assisted refugees)

## 2018-2019

12 families arrived 2 from Iraq and 10 from Syria

62 people with 28 adults (18 male and 10 female) and 34 children (15 male and 19 female)

Family of 7 (5 children aged 7-15) will be arriving from Syria on March 27

Housing

Interpretation

English Language learning

Volunteer Support Team

Potential loss of temporary housing as St John's Anglican may want to repurpose Glebe House

### Interpretation

- Strong partnership with Family Health Team to increase knowledge about interpretation services available to family doctors and for Client Support Services to work directly with clients

### Language

- 7 LINC classes running at Fleming; ESL classes running at PACE
- Strong support from TASS ESL staff and both boards in supporting students

Same number of families moving out of Peterborough versus moving to; moving is more likely motivated by family reunification

Volunteer support team model continues to be a strong factor influencing successful integration

- Now recruiting as soon as we receive a Notice of Arrival from IRCC versus recruiting beforehand and having people wait in the wings



## PETERBOROUGH IMMIGRATION PARTNERSHIP: A CALL TO ACTION

10  
40  
21  
49

Thank you for your patience as we provided a year in review of the major accomplishments on the Peterborough Immigration Partnership workplan.

As we look ahead to the next year, I'd like you to keep some numbers in mind:

10 – 2019-2020 marks the tenth year of the formation of the Peterborough Immigration Partnership. Some of our founding members are in the room today. As we look back over the past 10 years, has our partnership made a positive impact on our community and brought us closer to being welcoming?

40 – this year also marks the 40<sup>th</sup> anniversary of the New Canadians Centre. As the lead agency in the Peterborough Immigration Partnership, it is sobering to remember that we were formed in response to refugees fleeing the communist regime in Vietnam and find ourselves in a similar state of global unrest today.

21 – today is March 21, the International Day for the Elimination of Racial Discrimination. 59 years after the day where 69 people were killed for peacefully demonstrating against apartheid in South Africa, we mourn the recent loss of innocent lives in Christchurch, Quebec City and Pittsburgh.

I would like to leave you with this comment from one of our members from our September consultation with PIP partners to inform IRCC about community priorities for the upcoming call for settlement proposals.

“We can't just state that we are a welcoming community and expect newcomers to feel welcome.

We need to show it.

We need to do this on an everyday basis, by offering interpretation and translation up front rather than waiting for it to be requested. By including services for newcomers in budget, mandates and operational plans rather than retro-fitting existing services into makeshift services for newcomers.”

A welcoming and supportive community is an asset for everyone living within it.

In a time where we are all facing fiscal pressures and uncertainty, we can count on the value of our partnership and a coordinated response.

As we look ahead to this new year, how can we #bringpeopletogether towards the goals of social inclusion and economic success?





**Community Race Relations  
Committee of Peterborough**

**PROFESSIONAL DEVELOPMENT:  
ANGELA CONNORS  
COMMUNITY RACE RELATIONS COMMITTEE**