

Annex B: Project Priorities

Improve Labour Market Access for Newcomers

Projects will ensure that qualified newcomers can secure jobs relevant to their training and interests, improve their short- and long-term labour market attachment, and assist newcomers in achieving economic security and independence. In addition to supporting individual employment outcomes, projects will contribute to broader economic and business development goals, including strengthening rural economies and fostering newcomer entrepreneurship. Project examples include:

- Direct employment opportunities for newcomers within the applicant's organization.
- Efforts toward upskilling and accreditation to support newcomers looking to become employed in high-demand fields, with a focus on sectors critical to regional economic growth.
- Supports to reduce barriers to labour-market access, such as assistance with childminding or transportation services, particularly for newcomers relocating to rural communities.
- Targeted programming to increase labour market participation for refugees, newcomer women, temporary residents, international students or asylum claimants, including pathways into rural employment opportunities.
- Initiatives to improve newcomers' financial literacy, including knowledge of social programs and economic benefits.
- Career-planning services that incorporate regional labour market trends and rural job opportunities.
- Expanding entrepreneurship opportunities for newcomers.
- Information sessions for prospective newcomer entrepreneurs.

Foreign Credential Recognition (FCR) Navigation

Newcomers continue to face challenges related to the recognition of foreign-acquired credentials across Canada. Projects will enable newcomers to connect with employment opportunities that match their skills, education, and experience or provide information concerning alternative occupations that utilize newcomers' existing education, qualifications, and interests. By supporting meaningful employment and career progression, these initiatives aim to enhance newcomer job satisfaction, stability, and retention. Project examples include:

- Promote awareness of career development and training resources for newcomers.
- Foster communication and networking between newcomers and regulatory and/or licensing bodies in relevant industries.
- Assist newcomers in navigating pathways to credential recognition.
- Connect newcomers with opportunities where their training may be utilized.

- Provide resources and supports to newcomers to engage in upskilling programs or to write certification exams.

Job Creation and Labour Market Connections

Gaining meaningful employment, having an opportunity to connect with the workforce, and having relevant Canadian work experience are key factors in the settlement and integration of newcomers. Project examples include:

- Assist organizations and firms to create employment opportunities for newcomers that meet their needs and match their training and competencies.
- Help newcomers and employers alike to identify skills gaps and training needs.

Workplace- and Industry-Specific Language Training

Language competency is one of the largest challenges newcomers face when navigating employment in a new country or community. Project examples include:

- Provide newcomers with industry-specific language supports.
- Increase newcomers' knowledge of workplace responsibilities, including personal and occupational health and safety risks and personal liabilities.
- Provide resources to employers to develop multi-lingual resources for employers.

Capacity-Building Initiatives for Employers

Labour market outcomes for newcomers are improved when employers are knowledgeable about their role in the settlement process, take active measures to ensure a welcoming and accepting environment for newcomer employees, and engage current staff and policies to ensure they are inclusive and accessible to newcomers.

Project examples include:

- Develop and deliver intercultural competency training programs to employers.
- Increase employers' capacities to incorporate Equity, Diversity, and Inclusion principles relevant to newcomers throughout their company policies and practices.

Pre-Arrival Settlement Programming

Pre-arrival settlement supports help newcomers prior to their arrival in Canada. These services are instrumental in providing critical information for newcomers to help them become aware of and set expectations prior to their arrival in the province. Project examples include:

- Activities that promote NL as a settlement destination for newcomers.
Promotional activities for settlement services in NL.
- Information sharing networks for prospective and pre-arrival newcomers to the province.

- Workshops that inform newcomers how to address their immediate settlement needs, such as housing, healthcare, school registration, and navigating the legal system.
- Developing online and multi-lingual resources to increase outreach and share information with prospective and pre-arrival newcomer communities.

Settlement Services

Settlement services are those that help newcomers meet their basic needs and provide support across all stages of the settlement process. Settlement services may work to reduce barriers that prevent newcomers from accessing relevant services, programs, and opportunities. Project examples include:

- Information and orientation services.
- Language assessment and training programs.
- Needs assessments and referrals to relevant organizations.
- Assistance with navigation and registration within Federal and Provincial services and programs.
- Case management services.
- Newcomer health and well-being programs.
- Developing a mentorship program connecting newly arrived newcomers with experienced newcomers of similar backgrounds to enhance integration and retention.
- Addressing food insecurity and access to culturally relevant food.

Place-Based Immigration Initiatives

Rural, remote, and northern communities face particular barriers to newcomer attraction, integration, and retention. Projects will improve or increase the breath of available settlement services across the province. Project examples include:

- Demonstrate knowledge of the local settlement context, including locally and regionally available settlement services and established communities.
- Clearly describe any relevant challenges to service delivery and outline strategies to address them.
- Connect proposed activities with short- and long-term community growth.
- Emphasize inter-organizational partnerships or municipal-organizational partnerships where feasible.

Building Welcoming Communities

Integration is a mutual process where both newcomers and host communities adapt to each other. This involves taking meaningful actions by communities, governments, and regional organizations to help newcomers feel a sense of belonging and connection. Project examples include:

- Initiatives that foster relationships between newcomers, established immigrant communities, native-born Canadians, Indigenous peoples, and other groups to enhance social unity and cultural sharing.
- Community-driven efforts to identify and combat systemic racism and other interlocking systems of oppression.
- Developing municipal features and services tailored to the needs of newcomers.
- Creating opportunities for newcomers to form and join social and community networks.
- Ensuring public spaces, facilities, and programs are culturally appropriate and accessible to diverse groups, including those with multiple barriers (e.g., racialized women, youth, seniors, 2SLGBTQI+, refugees, and individuals with disabilities).
- Promoting understanding and collaboration between Indigenous communities and newcomers.
- Establishing Local Immigration Partnerships in rural municipalities or regions to foster welcoming communities.
- Intergenerational programming that fosters social integration, cultural exchange, and mutual support among newcomers by bridging generational gaps and building stronger community connections.

Projects to Improve or Expand Access to Settlement Services

Project examples include:

- Initiatives that increase the availability of remotely accessible services, including those accessible online or via phone.
- Developing remote and on-demand programming and information that is accessible at the convenience of the client.
- Provision of technical infrastructure and equipment for newcomers.
- Activities that increase service-providing organization's capacity to design and deliver remotely accessible programming.
- Initiatives that expand current programming to be accessible to a wider population base.
- Projects that enhance the settlement and integration by addressing the unique needs of a target group, such as seniors, to foster social inclusion, language acquisition, mental health support, and/or access to community resources.

Capacity-building initiatives for Service Provider Organizations (SPOs)

Project examples include:

- External training programs, workshops, and conferences that improve SPOs' knowledge of and ability to work within the settlement services sector effectively.

- Initiatives to increase SPO capacity to incorporate Equity, Diversity, and Inclusion, Gender-Based Analysis Plus (GBA+), and Truth and Reconciliation principles into their programming and operations.

Intercultural Competency and Public Outreach

Project examples include:

- Develop activities that provide opportunities to learn about different cultures and share newcomers' integration journeys.
- Establish training modules on Intercultural Competency.
- Engage communities across the province in celebrating and learning about the newcomer population in Newfoundland and Labrador.

Elimination of Racism and Discrimination

Racism is an action or institutional practice that causes prejudice, hostility, discrimination and/or violence, consciously or unconsciously, against persons of a specific race or ethnic group. While racism is one form of discrimination, there are many other types of discrimination, including religious discrimination (anti-Semitism and Islamophobia). Racism and discrimination directly impact the everyday lives of the residents of Newfoundland and Labrador. Project examples include:

- Developing new programs, policies and services responsive to diversity or combatting racism and discrimination.
- Develop new learning materials, tools, and training sessions.
- Leadership programs and mentorship activities for racialized youth to enhance their sense of belonging.
- Community groups collaborating to create art projects to share their experiences and tell their stories or a digital campaign to change the stereotypical images portrayed of affected groups.

Addressing Systemic Racism and Advancing Racial Equity

Projects that identify, address and dismantle systemic racism and inequities within programs, organizations and service delivery systems and support organizations to strengthen internal capacity and contribute to broader systems change.

Project examples can include:

- Supporting systemic racism audits of programs, policies and organizational practices to identify and remove structural barriers faced by racialized and newcomer communities.
- Reviewing and reforming organizational policies, procedures, and services delivery to ensure equitable access and outcomes.
- Embedding culturally responsive and trauma-informed approaches across services and programs.

Volunteer Connections and Community Integration

Projects that engage newcomers in meaningful volunteer opportunities to support community integration, skill development, and social connection

- Help newcomers feel welcomed and informed through volunteering.
- Promote language learning through volunteer-based community engagement activities that encourage conversational practice and cultural exchange.
- Foster personal and professional networks by creating volunteer experiences that build relationships and expand social capital.
- Provide opportunities for newcomers to learn new skills that enhance employability and confidence in the Canadian workforce.
- Expose newcomers to employment pathways by connecting volunteer experiences with career exploration, mentorship, and sector-specific knowledge.