

The Way Forward

# on immigration

in Newfoundland and Labrador

2019-20 Initiatives

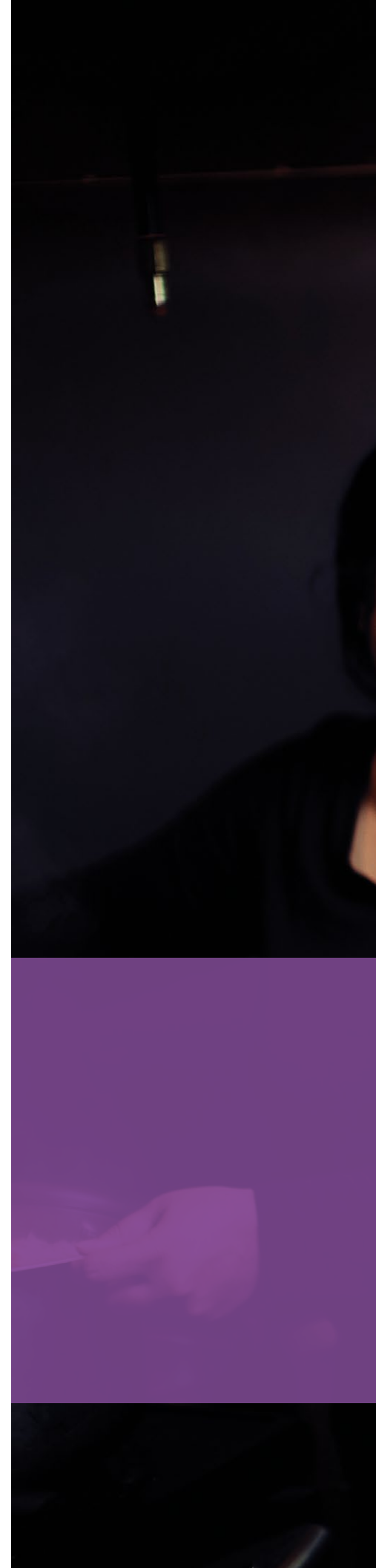
  
Newfoundland  
Labrador

# The Way Forward on Immigration in Newfoundland and Labrador

is a five-year, collaboration- and partnership-driven roadmap for increasing immigration to 1,700 newcomers by 2022. It is premised on the objectives of improving immigration outcomes and immigration services for increased newcomer attraction and retention. Informed by input from employers, industry and sector groups, cultural communities, labour, K-12 and post-secondary, as well as municipal and federal government and other partners, this action plan recognizes that successful immigrant attraction and retention entails leadership on all fronts: increasing immigration to Newfoundland and Labrador is the responsibility of all stakeholders.

Newcomer attraction is the beginning of a journey that ends with retention, which can only be achieved when new residents are able to attain a sense of belonging to the community. This necessarily requires stakeholder engagement and involvement at a very personal level. For example, while a newcomer may come to Newfoundland and Labrador to fill a hard-to-fill position in a rural community, their long-term retention is dependent on their lived experience with their neighbours and wider community. Questions such as the availability of social and recreational activities, opportunities for spousal employment and social engagement, how family members such as children or grandparents are welcomed to the community, availability of culture-specific foods and ingredients, local community openness to learn from newcomers and vice versa, all contribute to the goal of successful retention.

A local grocery store may choose to engage new residents on their cuisine, and whether it could order those ingredients for the store; a local community centre may choose to organize regular social events to facilitate connections between newcomers and long-time residents; a women's community organization may choose to actively invite newcomer women to their activities; the local school may choose to acknowledge cultural or other holidays celebrated by its newcomer students, all in an effort to create inclusiveness and a strong sense of community.







Recognizing the multi-stakeholder roles in increasing immigration to Newfoundland and Labrador, and understanding the need to set the foundation for increased immigration, the Government of Newfoundland and Labrador has launched a series of initiatives in the first two years of the Immigration Action Plan, in partnership with stakeholders and municipal and federal partners. During consultations in 2016, these initiatives were noted as key to building the initial capacity for increasing immigration to Newfoundland and Labrador.

In March 2017, the Provincial Government and partners released *The Way Forward on Immigration in Newfoundland and Labrador*, the province's collaborative, partnership-driven immigration action plan. Since then, the Provincial Government and partners pursued an ambitious set of initiatives to increase newcomer attraction and retention and support repatriation. Some highlights of the partnership initiatives include:

- ▶ Provision of settlement and integration services in areas outside of St. John's, through a settlement services pilot in five locations in Central (Grand-Falls Windsor), Western (Corner Brook), and Labrador (Happy Valley-Goose Bay, Labrador City, and Forteau) regions (Atlantic Canada Opportunities Agency; Immigration, Refugees and Citizenship Canada; Association for New Canadians);
- ▶ Establishment of Francophone settlement services for French-speaking newcomers (Fédération des francophones de Terre-Neuve-et-Labrador);
- ▶ Development of inclusive and welcoming services in communities interested in increasing immigration, through the WelcomeNL pilot (Municipalities NL);
- ▶ Introduction of empowering pilot projects to enhance the labour market integration of refugees through skill-building initiatives, employment assistance, and work experience programming (Conservation Corps NL, Refugee Immigrant Advisory Council, Association for New Canadians, College of the North Atlantic);
- ▶ Collaboration to increase awareness and appreciation of multiculturalism in the K-12 curriculum through the expansion of Multiculturalism Week celebrations to schools and communities in all regions of Newfoundland and Labrador (Sharing Our Cultures);
- ▶ Assistance to employers who wish to build a culture of inclusion and respect for diversity in the workplace through free cultural competency workshops (Association for New Canadians);
- ▶ Support to regulatory and professional associations to build capacity in order to provide smoother workforce transitions for internationally-trained skilled workers (College of Licensed Practical Nurses of Newfoundland and Labrador; Newfoundland and Labrador Council of Health Professionals; College of Physicians and Surgeons; Association for New Canadians; Centre for Nursing Studies);
- ▶ Access to opportunities for a greater awareness and understanding of diverse cultural communities in the province through an increased number of Multiculturalism Week celebrations (Memorial University Iranians Association, Friends of India, Association for New Canadians, Fédération Francophone de Terre-Neuve-et-Labrador, and others).
- ▶ Expansion of initiatives providing opportunities for newcomer and expatriate jobseekers to connect to colleagues in their field of education or training with the goal of building and expanding professional networks (St. John's Board of Trade, Exploits Regional Chamber of Commerce, Gander and Area Chamber of Commerce, Greater Corner Brook Board of Trade); and
- ▶ Implementation of innovative international graduate internships and international student placements with integration in the local labour market as a key priority (Association for New Canadians and local employers).





In addition to partnerships with external stakeholders, the Government of Newfoundland and Labrador also pursued a set of initiatives to enhance services for newcomers, including celebration of diversity in the province:

- ▶ Implementation of intercultural competency workshops for public service employees, with priority on frontline public service members;
- ▶ Recognition and acknowledgment of cultural and other holidays and commemorations marked by diverse cultural communities;
- ▶ Introduction of an online application system for Newfoundland and Labrador Provincial Nominee Program applicants and employers;
- ▶ Establishment of an Interdepartmental Committee on Immigration, as well as the Minister's Roundtable on Immigration, with a view to ensuring that the newcomer perspective is well understood and represented in public policy development;

- ▶ Launch of two new immigration categories in the Newfoundland and Labrador Provincial Nominee Program, focused on international entrepreneurs and international graduate entrepreneurs;
- ▶ Implementation of the Atlantic Immigration Pilot Program, as an innovative program to help address employers' workforce needs through immigration; and,
- ▶ Partnership with the Federal Government, industry and employer groups to increase employer awareness of provincial immigration programs.

The full list of initiatives implemented since the launch of **The Way Forward on Immigration in Newfoundland and Labrador** is available online at [www.gov.nl.ca/thewayforward](http://www.gov.nl.ca/thewayforward).

The Provincial Government has also been actively supporting industry efforts in meeting their workforce needs through immigration. Efforts include:

- ▶ Prioritizing the agriculture (**The Way Forward on Agriculture**), aquaculture (**The Way Forward on Aquaculture**), and technology (**The Way Forward on Technology**) sectors for provincial immigration supports;
- ▶ Providing sector-specific provincial immigration supports to employers in the technology industry, including seminars on provincial immigration pathways, in collaboration with industry partners;
- ▶ Introducing a Study and Stay Program to attract and retain international students, including in the technology sector, in Newfoundland and Labrador; and,
- ▶ Enhancing immigration pathways for international graduates from technology-related fields and skilled workers with experience in the technology sector.

**The Way Forward on Immigration in Newfoundland and Labrador** is a living document, enriched by initiatives the Government of Newfoundland and Labrador and partners identify to enhance immigration supports in the province.

In addition to partnering with stakeholders on immigration-related initiatives, the Government of Newfoundland and Labrador engaged regulatory and professional organizations, international students and graduates, newcomers, newcomer-serving agencies, and community and cultural organizations, with a view to receiving ongoing input for introducing initiatives to support immigration. This engagement, coupled with input received from members of the Minister's Roundtable on Immigration and the Interdepartmental Committee on Immigration, informed the development of additional 2019-20 initiatives supporting immigrant attraction and retention. These additional initiatives further complement 39 initiatives (25 from year one and 14 from year two) the Provincial Government and its partners implemented or introduced since 2017-18 through two focus areas:



1. **Providing Better Immigration Services:** Requires maximizing the effectiveness and efficiency of our resources and business processes. Actions related to this focus area are premised on enhancing efforts to better serve individuals who avail of immigration programs, including applicants and their families and employers ; and
2. **Achieving Better Immigration Outcomes:** These actions focus on initiatives the Provincial Government and partners pursue to increase newcomer attraction and retention in the province, and pursue related priorities.

In 2019-20, the Provincial Government and partners will introduce an additional 24 new initiatives to support newcomer attraction and retention.



# Better immigration Services





## 1. Support the Workforce Needs of Dairy Farmers through Immigration

The dairy industry represents the largest category of agricultural products in the province, producing tens of millions of litres of milk annually, and representing a sector with much opportunity for growth. Despite this potential, challenges in finding local labour continue to represent a barrier for increased production. Dairy farmers in Newfoundland and Labrador avail of temporary foreign worker (“migrant worker”) programs, but their needs are long-term and in some cases, permanent in nature.

To support the sector in sustaining its workforce needs, and with the aim of increasing immigration, the Office of Immigration and Multiculturalism and the Department of Fisheries and Land Resources, in collaboration with the Dairy Farmers of Newfoundland and Labrador, will work with dairy farmers throughout the province to promote immigration as an option for addressing longstanding labour shortages.

**Lead:** Office of Immigration and Multiculturalism

**Partners:** Department of Fisheries and Land Resources, Atlantic Canada Opportunities Agency, and Dairy Farmers of Newfoundland and Labrador

## 2. Incorporate the Atlantic Immigration Pilot Program in the Online Application System

The Atlantic Immigration Pilot Program represents a growing share of provincially-supported applicants seeking to permanently settle in Newfoundland and Labrador. As the provincial application processes are streamlined and accessible online, the Office of Immigration and Multiculturalism will incorporate the Atlantic Immigration Pilot Program on its web platform to make the process easier for employers and internationally-trained workers.

**Lead:** Office of Immigration and Multiculturalism

**Partner:** Office of the Chief Information Officer

### 3. Expand Eligibility for Provincially-funded Settlement and Language Services to Migrant Workers

The Temporary Foreign Worker Program is governed and led by the Federal Government. Presently, migrant workers approved through this program to address hard-to-fill positions in Newfoundland and Labrador are ineligible for settlement and language services. Recognizing the important contributions of migrant workers in addressing workforce needs in Newfoundland and Labrador, the Provincial Government will expand eligibility for provincially-funded settlement and language services to assist them in advancing language skills and community integration. Such services will assist both internationally-trained workers and the communities in which they work.

**Lead:** Office of Immigration and Multiculturalism

**Partners:** Atlantic Canada Opportunities Agency, community and settlement organizations

### 4. Support Migrant Workers in their Efforts to Become Permanent Residents in Newfoundland and Labrador

Becoming a permanent resident carries numerous privileges, and for many, it represents the culmination of a long journey toward stability, settlement, and belonging.

The Office of Immigration and Multiculturalism has welcomed applications from migrant workers filling longstanding, hard-to-fill positions, provided they had work experience in Newfoundland and Labrador before applying, and were attached to a job in the province.

In 2019-20, the Provincial Government will engage employers currently employing migrant workers to encourage the workers to transition to permanent residency, with a view to supporting them toward permanently settling in Newfoundland and Labrador, and building lives, families, and their futures in the province.

**Lead:** Office of Immigration and Multiculturalism

**Partners:** Atlantic Canada Opportunities Agency; sector groups, including the Newfoundland and Labrador Association of Technology Industries (NATI); Hospitality Newfoundland and Labrador (HNL); the Newfoundland Aquaculture Industry Association (NAIA); the Newfoundland and Labrador Federation of Agriculture (NFLA); the Newfoundland and Labrador Environmental Industry Association (NEIA); the Atlantic Canada Aerospace and Defence Association (ACADA); and Canadian Manufacturers & Exporters Newfoundland and Labrador (CME-NL)



## 5. Actively Reach Out to Newcomers in Public Engagement Processes to Incorporate their Perspectives in the Public Policy Development Process

The role of public engagement is to ensure that members of the public have an opportunity to feed into important public policy issues and ultimately help improve government programs and services. Public engagement leads to better policy outcomes by ensuring the views of the public – with their diverse and changing needs – are available to decision makers.

In 2019-20, the Provincial Government will lead a project that aims to increase the number of newcomers participating in the government's public engagement activities. With this project, the Provincial Government aims to achieve better policy outcomes through more inclusive public engagement practices that may include a greater role for external partners and networks, alternate engagement venues, and alternate communications and media strategies. The project may also result in raising greater awareness among newcomers of the concept of public engagement and the influence they can have on public policy in their new home province.

**Lead:** Public Engagement Division of the Communications and Public Engagement Branch, Executive Council  
**Partner:** Office of Immigration and Multiculturalism

## 6. Better Understand Diversity in the Provincial Public Service

Understanding the composition of a workforce can provide useful insight into the needs of employees and opportunities for inclusion and growth.

To support diversity and inclusion, the Provincial Government will research best practices for collecting information to understand how the provincial work force is, or can be, better representative of diverse groups in comparison to the population we serve. The working group will examine these results and solicit feedback from the public service work force on ways and means to strengthen diversity in the workplace.

The Provincial Government will also establish measures to promote diversity and inclusion in the workplace, through the accommodation of diverse cultural, religious, and other needs of provincial public service workers.

**Lead:** Human Resource Secretariat, Executive Council  
**Partner:** Office of Immigration and Multiculturalism



## 7. Launch an International Forum on the Provincial Government Career Centre Website

Where applicable, internationally-trained workers may fill high-demand, hard-to-fill, technical positions that may not be possible to fill through permanent residents or Canadian citizens. In an effort to address labour needs, and provide uninterrupted provincial public services, the Provincial Government is in the planning and development stage of creating an International Applicants Job Posting Forum for provincial public service vacancies. The purpose of the forum is to create a well-defined pathway for foreign nationals to be eligible for hard-to-fill job vacancies. This initiative will improve on existing practice by increasing procedural consistency, enhancing clarity of eligibility and participation requirements, managing participant expectations, and improving related messaging.

**Lead:** Human Resource Secretariat, Executive Council

**Partner:** Office of Immigration and Multiculturalism





## 8. Build Capacity for Social Enterprise Among Newcomer-Serving Organizations

Newcomers of refugee, immigrant, international student and graduate backgrounds bring a wealth of knowledge, education, training, and lived experience – their perspectives can bring innovative ideas to Newfoundland and Labrador communities.

Social enterprise activities have the potential to build the capacity of newcomer-serving organizations, while providing valuable goods and services to the general public.

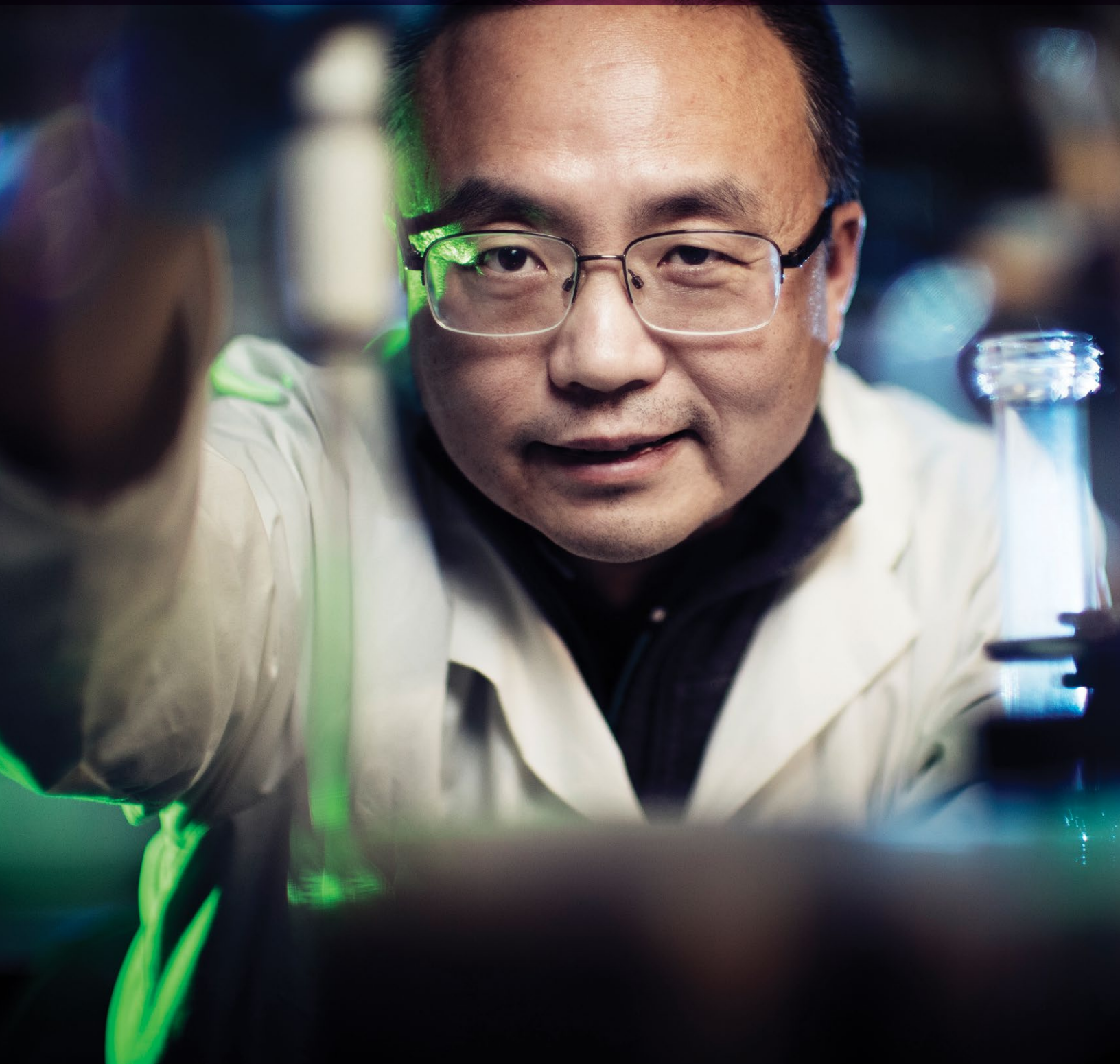
In an effort to promote social enterprise among newcomer-serving organizations, the Provincial Government will organize engagement activities, workshops, and presentations to promote social enterprise, focusing on how the model can help deliver upon social, community economic, cultural and environmental mandates.

**Lead:** Department of Tourism, Culture, Industry and Innovation

**Partners:** Office of Immigration and Multiculturalism; Atlantic Canada Opportunities Agency; newcomer-serving organizations



# Better immigration Outcomes





## 9. Partner with Stakeholders to Organize Newcomer Employment Fairs

In 2017, over 6,700 internationally-trained individuals were in Newfoundland and Labrador – approximately 45 per cent (3,000) of these individuals were international students, 40 per cent (2,700) were migrant workers, followed by over 1,100 permanent residents.

Beginning in 2019, the Government of Newfoundland and Labrador will partner with service providers and industry groups to organize newcomer employment fairs in areas of the province with a high concentration of newcomers, to better facilitate connections with local employers experiencing workforce shortages.

**Lead:** Office of Immigration and Multiculturalism

**Partners:** Human Resource Secretariat, Executive Council; Atlantic Canada Opportunities Agency; industry and sector groups

## 10. Promote Mentorship Opportunities Between Employers who Have Successfully Used Immigration Programs, and Employers Contemplating Immigration as a Means of Addressing Workforce Shortages

While bringing an internationally-trained worker to Newfoundland and Labrador can be a relatively simple process for an employer, it can be an intimidating experience for first-time employers to undergo.

In 2017, nearly 40 per cent of all employers who registered with the Office of Immigration and Multiculturalism to address workforce shortages availed of immigration programs for the first time. Many of these employers were small businesses with limited human resource capacity. This action will assist employers seeking to address workforce shortages through immigration by providing mentorship opportunities to learn from employers who have previously used immigration programs.

**Lead:** Office of Immigration and Multiculturalism

**Partners:** Atlantic Canada Opportunities Agency; sector groups such as NATI, NEIA, ACADA, CME-NL, Hospitality NL, NAIA, and NLFA



## 11. Collaborate with Rural Communities to Organize a “Live in Rural Newfoundland and Labrador” Fair

Our province’s communities are aging at a fast pace, and recognize the need for attracting new residents in order to sustain local services and grow to reach their full potential. Since 2007, approximately 49 per cent of permanent residents who settled in Newfoundland and Labrador made areas outside of the St. John’s Census Metropolitan Area their home. In 2017, the majority of the 3,000 international students in Newfoundland and Labrador, including international students and migrant workers, settled in the St. John’s area. Given appropriate employment and community settlement opportunities, many students and migrant workers could settle in other regions of the province.

Rural communities offer a relaxing, affordable lifestyle close to nature, where individuals and families alike can find a place to belong. The Provincial Government will collaborate with communities in organizing a “Live in Rural Newfoundland and Labrador” Fair, with a view to highlighting the advantages of settling in rural communities for newcomers to the province.

**Lead:** Office of Immigration and Multiculturalism

**Partners:** Department of Municipal Affairs and Environment; Professional Municipal Administrators; Atlantic Canada Opportunities Agency; Municipalities Newfoundland and Labrador



## 12. Establish an Introductory Orientation to Newfoundland and Labrador's Indigenous Peoples

In December 2015, reflecting on the violent history of Canada's treatment of Indigenous Peoples, the Truth and Reconciliation Commission released 94 calls to action, with a view to facilitating reconciliation with Indigenous Peoples for future generations.

The spirit of the calls to action is for all people in Canada, whether long-time residents or newcomers, to build a future together with Indigenous People. For newcomers to Newfoundland and Labrador, building this future must begin with a better understanding of the province's Indigenous history, cultures, and identities.

In collaboration with the Intergovernmental and Indigenous Affairs Secretariat and community partners, the Provincial Government will provide newcomers to Newfoundland and Labrador with an orientation to Indigenous history, cultures, and identities, to lay the foundation for a future of mutual respect and support between Indigenous Peoples and immigrants.

**Lead:** Office of Immigration and Multiculturalism

**Partners:** Intergovernmental and Indigenous Affairs Secretariat; Atlantic Canada Opportunities Agency; Friendship Centres

## 13. Partner with Indigenous Service Providers to Facilitate Engagement and Connections Between Newcomers and Indigenous Peoples of Newfoundland and Labrador

The best way to build understanding amongst people is to facilitate connections that allow for the free flow of ideas, challenges, and opportunities. When newcomers meet Indigenous Peoples of Newfoundland and Labrador, they are often struck by the commonalities they share. They also learn to celebrate differences, and to better understand the unique history of Indigenous presence in Newfoundland and Labrador.

In partnership with Indigenous service-providing organizations in the province, and in collaboration with the Intergovernmental and Indigenous Affairs Secretariat, the Provincial Government will provide opportunities for newcomers to meaningfully get to know Indigenous residents of the province, in an effort to build a more inclusive, respectful future for all people of Newfoundland and Labrador.

**Lead:** Office of Immigration and Multiculturalism

**Partners:** Intergovernmental and Indigenous Affairs Secretariat; Atlantic Canada Opportunities Agency; Friendship Centres; Municipalities



## 14. Promote a Greater Awareness of Human, Workplace, Immigration, and Tenancy Rights and Responsibilities for Newcomers to Newfoundland and Labrador

Coming from different social and political systems can present challenges for newcomers undergoing the integration journey – lack of familiarity with local laws and regulations can make newcomers especially vulnerable to abuse and potential misunderstanding.

Awareness of and the ability to navigate existing legal structures to seek remedies to injustice or misunderstanding can have positive impacts on immigrant retention in the long term.

Recognizing the diversity of economic, social, and cultural backgrounds of newcomers who settle in Newfoundland and Labrador, the Provincial Government will partner with service providers to promote a greater awareness of human rights, workplace standards, immigration laws, and tenancy rights and responsibilities for newcomers, especially in rural areas of the province.

**Lead:** Office of Immigration and Multiculturalism

**Partners:** Labour Standards Division, Department of Advanced Education, Skills and Labour; Newfoundland and Labrador Human Rights Commission; Public Legal Information Association of Newfoundland and Labrador

## 15. Introduce a Mentorship Program to Grow Agriculture in Labrador

Labrador represents significant potential for agricultural growth in the province. With a view to supporting immigration and growing local food production, the Department of Fisheries and Land Resources, in collaboration with the Department of Advanced Education, Skills and Labour, will pilot a three-year Mentorship Exchange Program for Labrador farmers and new entrants, including newcomers interested or with experience in farming, allowing both farmers and new entrants to learn from one another.

**Lead:** Department of Fisheries and Land Resources, and other agriculture sector stakeholders  
**Partner:** Office of Immigration and Multiculturalism, Atlantic Canada Opportunities Agency

## 16. Promote Crown Land Available for Lease to Newcomers

The Provincial Government regularly posts land available for agricultural use through a Request for Proposals (RFP) process posted on its [website](#). This land includes, but is not limited to land within agricultural areas of interest; agriculture land returned to the Crown; farmland development projects' and land consolidation properties. Candidates include existing commercial farmers, part-time commercial farmers, or new farmers seeking land to operate and develop a property as an Agricultural Crown Land Lease.

In 2019-20, the Provincial Government will target promotion of lease-ready land to prospective newcomers abroad, and newcomers already in Newfoundland and Labrador, with the aim of increasing land use for food production and growing immigration in the province.

**Lead:** Department of Fisheries and Land Resources, and other agriculture sector stakeholders  
**Partner:** Office of Immigration and Multiculturalism

## 17. Collaborate with Service Providers to Address Social Isolation for Newcomer Families

Newcomers who settle in Newfoundland and Labrador are more likely to remain in the province in the long-term if they are joined by family members. Five-year retention rate data released from Statistics Canada concluded that Newfoundland and Labrador's family class retention rate was approximately 75 per cent, meaning three in four individuals joining their family members in the province remained here five years later, compared to the 55 per cent overall immigration retention rate.



Newfoundland and Labrador is experiencing more immigration than ever before; in 2017, nearly 1,200 individuals settled in the province. In the same year, on average, internationally trained workers who came to the province were accompanied by at least one family member.

In every consultation and engagement session conducted with cultural communities, the Office of Immigration and Multiculturalism heard a resounding call to support the social integration of newcomer spouses and family members. The Office heard comments from community members noting that social isolation has a real cost: workplaces can lose employees and communities can lose members when spouses and other family members are unable to establish employment, community, and cultural connections in their new neighbourhoods.

Through a collaborative partnership with communities, service providers and other stakeholders, and with a view to increasing the labour market and community integration, the Provincial Government will implement programming, particularly in rural communities, to encourage connections between newcomers and long-time residents.

**Lead:** Office of Immigration and Multiculturalism

**Partners:** Community organizations

## 18. Pilot a Workplace-based Language Training Program for Newcomers

Employment is a key motivation for newcomers who come to Newfoundland and Labrador. Most newcomers who come to the province have an intermediate level of written and spoken English. For any newcomers who wish to advance their current level of English – specifically technical vocabulary related to their occupation – there are limited options, often requiring time away from the workplace.

In an effort to support employers and newcomer workers, the Provincial Government will partner with employers and service providers to pilot an innovative program for newcomers, focusing on workplace-based language training.

**Lead:** Office of Immigration and Multiculturalism

**Partners:** Atlantic Canada Opportunities Agency; community organizations

## 19. Pilot Programs to Support Newcomers in Pursuing Entrepreneurship in Newfoundland and Labrador

Newcomers to Newfoundland and Labrador come for various reasons; some come to study, others to work in specific positions, and a small share settle in Newfoundland and Labrador in search of safety and security.

Regardless of the journeys and pathways that bring them here, newcomers of various immigration backgrounds are often interested in pursuing entrepreneurship as a means of realizing their passions and ambitions, often resulting in the creation of new opportunities and jobs for long-time residents.

In collaboration with service providers, the Provincial Government will pilot programs to support newcomers in pursuing entrepreneurship in Newfoundland and Labrador.

**Lead:** Office of Immigration and Multiculturalism; and Department of Tourism, Culture, Industry and Innovation

**Partners:** Atlantic Canada Opportunities Agency; community organizations

## 20. Collaborate with Industry and Sector Organizations to Promote Entrepreneurship Categories in the Newfoundland and Labrador Provincial Nominee Program

The International Entrepreneur and International Graduate Entrepreneur categories in the Newfoundland and Labrador Provincial Nominee Program launched in December 2018. The two categories pave the way for immigrant entrepreneurs to create, join, or take over businesses in Newfoundland and Labrador.

With a view to increasing linkages between immigrant entrepreneurs and opportunities in various sectors and industries, the Provincial Government will partner with industry organizations to promote entrepreneurship categories in the Newfoundland and Labrador Provincial Nominee Program.

**Lead:** Office of Immigration and Multiculturalism; and Department of Tourism, Culture, Industry and Innovation

**Partners:** Atlantic Canada Opportunities Agency; Sector groups such as NATI, NEIA, ACADA, CME-NL, Hospitality NL, NAIA, and NLFA

## 21. Introduce an Empowerment-focused Employment and Self-Employment Initiative for Former Refugee Women

Former refugee women often face multiple barriers to employment and may experience additional challenges in finding employment in their area of interest, education, or experience. With a view to empowering former refugee women toward independence and social and economic integration, the Provincial Government will partner with service providers to provide programming to facilitate direct transitions to employment.

**Lead:** Office of Immigration and Multiculturalism; Office for the Status of Women, Executive Council  
**Partners:** Community organizations

## 22. Partner with Service Providers to Promote Newfoundland and Labrador as a Destination of Choice to Francophone Immigrants

In an effort to support Francophone immigration to Newfoundland and Labrador, the Provincial Government will partner with service providers to promote the province as a destination of choice for Francophone immigrants. The Provincial Government will also make its promotional immigration resources available in English and French.

**Lead:** Office of Immigration and Multiculturalism; and Office of French Services, Department of Service NL  
**Partners:** Atlantic Canada Opportunities Agency; Francophone Service Providers

## 23. Increase English-as-a-Second-Language (ESL) Supports in the K-12 System to Support Newcomer Students

The Newfoundland and Labrador Education Action Plan includes initiatives focused on ESL supports in our K-12 education system. As more newcomer children attend schools throughout the province, the Provincial Government will focus on increasing the level of supports accordingly, by expanding the number of ESL teachers in regions with higher numbers of newcomer students.

**Lead:** Department of Education and Early Childhood Development  
**Partners:** Office of Immigration and Multiculturalism; English School District





## 24. Introduce intercultural competency training for K-12 teachers throughout Newfoundland and Labrador

Over the first two years of The Way Forward on Immigration in Newfoundland and Labrador, the Provincial Government focused on launching initiatives to support employers, community organizations, and frontline provincial public service workers in building intercultural competency.

Understanding the diversity of students in the K-12 system and the need for inclusive, supportive, respectful learning environments where multiculturalism is celebrated, the Provincial Government will collaborate with the English School District of Newfoundland and Labrador and the Conseil scolaire francophone de Terre-Neuve-et-du-Labrador to provide intercultural competency training for teaching staff.

**Lead:** Department of Education and Early Childhood Development

**Partners:** Office of Immigration and Multiculturalism; English School District; Conseil scolaire francophone de Terre-Neuve-et-du-Labrador

Available in alternate formats

[gov.nl.ca](http://gov.nl.ca)

