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TO:	<b>CHAIR AND MEMBERS COMMUNITY AND PROTECTIVE SERVICES COMMITTEE MEETING ON MARCH 30, 2016</b>
FROM:	<b>SANDRA DATARS BERE MANAGING DIRECTOR, HOUSING, SOCIAL SERVICES AND DEARNESS HOME</b>
SUBJECT:	<b>UPDATE ON “IMMIGRANTS &amp; THE LABOUR MARKET: A LONDON PERSPECTIVE”</b>

<b>RECOMMENDATION</b>
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That, on the recommendation of the Managing Director, Housing, Social Services and Dearness Home, the following report **BE RECEIVED** for information purposes.

<b>PREVIOUS REPORTS PERTINENT TO THIS MATTER</b>
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Immigrants & the Labour Market: A London Perspective (CPSC, May 20, 2015)

<b>BACKGROUND</b>
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This report provides an update on activities that are occurring to support immigrant employment and builds on the information contained in the *Immigrants & the Labour Market: A London Perspective* report which was submitted to the Community & Protective Services Committee on May 20, 2015.

Since the release of the report, successful employment outcomes and supports to achieve this have continued to be a focus by our community. The report has been used to support community planning and service delivery including the development of the London & Middlesex Immigration Partnership (LMLIP) in the 2016 – 2019 Strategic Plan and the work of Literacy Link South Central’s Labour Market Partnership on Immigration. Our community continues to provide supports and services for immigrants that are responsive to the needs of individuals and to the current environmental context. Key partners include the London & Middlesex Immigration Employment Council (LMIEC), WIL Employment Connections, LMLIP, English as a Second Language and other education providers, employment and settlement organizations. A noteworthy environmental impact has been our response to the Syrian refugee crisis where both our citizens’ response to sponsoring refugees as well as our role as a site for Government Assisted Refugees has resulted in a rapid increase in the number of newcomers settling in our city.

Through our community’s integrated approach to planning and to providing supports for immigrants, progress has been made in addressing gaps and opportunities identified under the four theme areas in the report:

- Theme 1 - Enhanced Focus on timely Economic Integration
- Theme 2 - Enhanced Coordination and Marketing/Outreach of the Service System
- Theme 3 - Enhanced Services and Supports
- Theme 4 - Reduction of Broader System Barriers

Appendix A provides a detailed report on progress. Highlights of community actions include:

- The report has been used to inform the development of the LMLIP 2016 – 2019 LMLIP Strategic Plan
- System partners, including the hospitals, school boards, LEDC, Police, Library, United Way and the City met to explore opportunities to better support successful integration of immigrants

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- One phone number is now set up for employers to call if they are willing to hire Syrian refugees which also provides the opportunity to connect with employers about hiring of any immigrant
- LMIEC & LMLIP held Source Locally – Hire Globally event to increase employers understanding of tools and resources available to help them to hire, recruit, and retain immigrant talent
- Outreach activities have increased to better coordinate the various groups including settlement and employment providers, ethno-cultural and faith groups
- LMLIP has focused on strengthening linkages with and between ethno cultural groups
- LMIEC is actively involved with the development and implementation of the London Community Economic Roadmap which will strengthen access to a top quality workforce and drive newcomer talent attraction

**Moving Forward**

Addressing the employment needs of immigrants is complex and multi-faceted requiring all partners to be actively engaged. The areas of opportunity outlined in the report that are being further developed include:

- Linkages between the employment sector and English as a Second Language sector will be strengthened
- Exploring the piloting a program aimed at job retention
- Advocating with Provincial and Federal governments for consistent sustainable funding for settlement and employment services
- Strengthening awareness by all service providers, immigrants and ethno-cultural groups about available services
- Coordinating work within the context of the London Community Economic Roadmap

We anticipate that updated statistical information about the impact of our work will be available once the 2016 Census has been completed and analyzed (anticipated to be late 2017). The reports will provide data on the about employment outcomes of immigrants compared to the general population.

<b>CONCLUSIONS</b>
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Our community is continuing to work together to support improved employment outcomes for immigrants. This includes the active engagement of employment and training providers, the education sector and settlement providers as well as ethno cultural and faith groups. Leadership is provided by coordinating groups including LMLIP, LMIEC and ESCLM. The opportunities outlined in the *Immigrants & the Labour Market: A London Perspective* report are being addressed.

The City co-chairs LMLIP and through that role will continue to provide leadership to support the improvement of employment outcomes for immigrants.

<b>PREPARED BY:</b>	<b>RECOMMENDED BY:</b>
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- C. Wilma de Rond, Executive Director, WIL Employment Connections  
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