

Clause 16 in Report No. 10 of Committee of the Whole was adopted, without amendment, by the Council of The Regional Municipality of York at its meeting held on June 28, 2018.

16

Revised Terms of Reference for the  
Community Partnership Council and Update on the  
2017 to 2021 York Region Newcomer Strategy

Committee of the Whole recommends adoption of the following recommendations contained in the report dated May 28, 2018 from the Commissioner of Community and Health Services:

1. Council approve the revised Community Partnership Council Terms of Reference as set out in Attachment 1.
2. Regional Chair Emmerson send a letter to the Minister of Immigration, Refugees and Citizenship and copied to local Members of Parliament, requesting increased funding to deliver its Local Immigration Partnerships program.
3. The Regional Clerk circulate this report to the local municipalities, local Members of Parliament, the Community Partnership Council, the Human Services Planning Board of York Region, and the Municipal Diversity and Inclusion Group for information.

---

Report dated May 28, 2018 from the Commissioner of Community and Health Services now follows:

1. Recommendations

It is recommended that:

1. Council approve the revised Community Partnership Council Terms of Reference as set out in Attachment 1.
2. Regional Chair Emmerson send a letter to the Minister of Immigration, Refugees and Citizenship and copied to local Members of Parliament, requesting increased funding to deliver its Local Immigration Partnerships program.

3. The Regional Clerk circulate this report to the local municipalities, local Members of Parliament, the Community Partnership Council, the Human Services Planning Board of York Region, and the Municipal Diversity and Inclusion Group for information.

## 2. Purpose

This report provides a progress update on the actions included in the 2017-2021 York Region Newcomer Strategy, and recommends revisions to the Community Partnership Council's Terms of Reference. It also recommends that the Regional Chairman write to the federal government requesting increased funding to deliver its Local Immigration Partnership program. In addition, the report provides information on recent federal and provincial government policy and program directions to support newcomer integration.

## 3. Background and Previous Council Direction

York Region's Local Immigration Partnership and its Community Partnership Council are working together to create welcoming and inclusive communities for all newcomers

In 2009, York Region was selected by the federal government to lead the Local Immigration Partnership initiative, which supports the settlement and integration of newcomers.

Local Immigration Partnerships are required to establish a partnership council that is representative of the community. There are 77 Local Immigration Partnerships across Canada, with 35 in Ontario.

York Region's first Community Partnership Council was established in 2010. It includes diverse representation from municipalities and the settlement, language, job skills and employment training, police, education, health and social services sectors. The Community Partnership Council is co-chaired by Mayor Frank Scarpitti, City of Markham and Nella Iasci, Executive Director, Job Skills. The Community Partnership Council includes provincial and federal partners who support implementation of the 2017 to 2021 York Region Newcomer Strategy through funding, policy development and partnerships to advance the integration of newcomers in York Region.

Local Immigration Partnerships influence large-scale social change through cross sectoral collaboration and coordination

Immigration, Refugees, and Citizenship Canada support and value Local Immigration Partnerships for their work in undertaking community level research, building partnerships and strategic planning to improve coordinated service delivery for newcomers. The work of the Local Immigration Partnerships is done through cross-sector coordination among service providers and other organizations who work together to address challenges facing newcomers.

The York Region Local Immigration Partnership works with service providers to improve settlement and integration. This includes:

- **Working with York Region's Welcome Centres** to update the demographic profile of newcomers in our communities to inform local planning
- **Partnering with York University** as part of their Building Migrant Resilience in Cities project to understand how newcomers access information and the capacity of service providers to provide this information and meet the needs of newcomers
- **Conducting new research to understand the secondary migration** of newcomers into our communities that will allow for evidenced based planning for programs and services that leverages immigrants' rich educational, professional and cultural potential

Immigrants represent 47 per cent of York Region's population

According to the 2016 Census, immigrants account for 47 per cent (515,225) of York Region's population. Much of York Region's population growth since 2006 is the result of immigrants moving to York Region. The growing immigrant population will continue to change the demographic and cultural diversity of York Region in the years to come.

Municipal policies and delivery of services will need to respond to the changing demographics and support the economic and social integration of newcomers into our communities. Additional statistics are provided in Attachment 2.

#### 4. Analysis and Implications

In May 2017, Council approved the 2017 to 2021 York Region Newcomer Strategy which focuses on actions to support the economic and social integration of newcomers

Actions are organized under the following five themes:

1. Strengthen newcomer employability
2. Promote inclusive workspaces
3. Address information needs
4. Increase local service planning
5. Strengthen social cohesion

The first year of implementation of the 2017 to 2021 York Region Newcomer Strategy has been completed

A complete list of actions can be found in Attachment 3. Some examples of this work are provided below.

- **Brought together about 500 newcomers, employers, professional associations and government representatives at the 2017 Gateway Conference** for Internationally Educated Professionals on October 30, 2017. The conference helped attendees to gain knowledge of programs, services and employment opportunities in York Region, and to develop skills to help them succeed in the workplace. A 98.7 per cent satisfaction rate was received from survey participants
- **To help newcomers struggling to find employment, the Region is developing a business case that identifies a model of services delivery to improve employability.** Stakeholders and service providers including settlement service organizations, employment agencies, employment and training service providers, employers, newcomers at large and provincial and federal governments will be consulted throughout the project beginning in 2018 to inform this work

Revised Terms of Reference for the Community Partnership Council and update on the 2017 to 2021 York Region Newcomer Strategy Update

- **Work is underway with members of the Community Partnership Council to endorse the Inclusion Charter for York Region.** The Community Partnership Council initially championed the Charter and provided valuable insight as the Charter was developed. The Charter supports and enhances the Region's commitment to communities that are welcoming and inclusive
- **Work is underway to develop a Snapshot of Recent Immigrants in York Region** including their demographics using 2016 Census data. The information will be completed in 2018 and will inform local planning for our service providers, including York Region's Welcome Centres
- **Work is underway to develop a new web strategy** and modernize [YorkWelcome.ca](http://YorkWelcome.ca), the Region's portal, to provide information for newcomers, service providers and employers in a variety of formats. Consultation with users and service providers will be undertaken this summer. The web strategy will be completed in 2018, and the website will be updated in 2019

Recruitment for the 2019 to 2022 Community Partnership Council will begin in the fall of 2018, with the new Community Partnership Council appointed by spring 2019

In 2016, Council re-appointed the Community Partnership Council to a second term, which will finish at the end of 2018. Recruitment for the Community Partnership Council's third term will begin in the fall of 2018. Members will be sought from a cross section of sectors and will be recommended for appointment based on their ability to implement and support the directions of the 2017-2021 York Region Newcomer Strategy's actions. Recommendations will be made to Council for appointments in spring 2019. A selection committee comprised of the Regional Chair, the Chief Administrative Officer and the Commissioner of Community and Health Services are responsible for recruiting the Community Partnership Council members.

The Community Partnership Council Terms of Reference require amendments to align with new membership

The Community Partnership Council's Terms of Reference is reviewed and amended by Council, if needed, in the fourth year of every Council term. The Terms of Reference were last approved and revised by Council in September 2014.

## Revised Terms of Reference for the Community Partnership Council and update on the 2017 to 2021 York Region Newcomer Strategy Update

Staff reviewed the Terms of Reference and recommend revisions. The revised Terms of Reference is included as Attachment 1. Highlights of recommended revisions include:

- **Composition:** Revised to include newcomers with lived experience, consistent with other Community Partnership Councils across Canada
- **Qualifications:** Removal of the requirement for organizations to have been in operation with a Board of Directors, to allow for the participation of residents with lived experience to be members of the Community Partnership Council. This change would better reflect the diversity of York Region.
- **Other Updates:** Several housekeeping changes to update the format of the Terms of Reference

Immigration continues to be a priority for the federal and provincial government

In November 2017, the federal government released a multi-year plan to admit up to one million immigrants by 2020. This would include up to 310,000 individuals in 2018, 330,000 in 2019 and 360,000 in 2020, as show in Table 1.

Economic immigrants are individuals with skills and abilities to contribute to Canada's economy. They will account for the majority (60 per cent) of immigrants under this plan. Economic immigrants include those admitted through the Federal Skilled Workers Program (individuals with arranged employment or experience in the managerial, professional, or technical sectors), Federal Skilled Trades (individuals with experience in a skilled trade), and the Canadian Experience Class (temporary foreign workers or foreign students with Canadian skilled, professional or technical work experience).

The next group, Family Reunification, includes spouses, partners, children, parents and grandparents of permanent residents. The smallest category is Refugees and Humanitarian (individuals seeking asylum and persons selected on humanitarian grounds).

Table 1:  
Future Immigration Targets to Canada

<b>Category</b>	<b>Target 2018</b>	<b>Target 2019</b>	<b>Target 2020</b>
Economic	177,500	201,000	202,500
Family Reunification	86,000	88,500	91,000
Refugee and Humanitarian	43,000	45,650	48,700
<b>Total</b>	<b>310,000</b>	<b>330,000</b>	<b>360,000</b>

A 2017 bilateral agreement on immigration will provide \$91 million for training programs to help newcomers meet provincial requirements to work in their field

The provincial Minister of Citizenship and Immigration and the federal Minister of Immigration, Refugees and Citizenship signed a new Canada - Ontario Immigration Agreement in 2017 to guide a bilateral relationship on immigration until 2023. The new Agreement includes four new areas of focus:

- Recognizing the role of local governments in attracting and retaining newcomers
- Promoting multiculturalism
- Attracting and retaining French speaking immigrants
- Supporting the economic and social integration of immigrants and refugees (in alignment with the federal government plan to increase immigration levels)

Funding is likely to be distributed to service providers through a call for proposals process for bridge training programs to help newcomers reduce challenges in attaining accreditation. Staff will continue to monitor funding opportunities for our community partners.

2018 Federal and Provincial Budgets support the economic and social integration of immigrants

The 2018 federal budget allocates \$440 million for programs and services to manage the increased immigration target. At the provincial level, Ontario has several programs to address the economic and social integration of vulnerable populations, which includes newcomers. Provincial funding is provided by multiple ministries, including the Ministry of Citizenship and Immigration and the Ministry of Advanced Education and Skills Development.

Although more details on funding allocations and implementation are required to fully assess regional implications, many of the federal and provincial programs that were announced align with York Region's priorities. For example, to improve newcomer employability there will be increased investments through job placement programs for students.

Staff will continue to monitor and leverage funding opportunities especially as they relate to economic integration such as bridge training programs, research to understand barriers to employment, and projects for employers to improve diversity in the workplace, and social integration such as programs to improve English and French language skills, on-line immigration portals and initiatives to promote multiculturalism and diversity in communities.

## 5. Financial Considerations

Funding for the York Region Local Immigration Partnership Program is provided by the federal and provincial governments, and the Region, with occasional corporate sponsors contributions. From 2011/2012 to 2017/2018, Immigration, Refugees and Citizenship Canada contributed \$1.8 million for the York Region Local Immigration Partnership. Federal funding supports two staff positions, but does not fund implementation of actions under the 2017 to 2021 York Region Newcomer Strategy. Over the same period, the Region contributed \$1.1 million for the York Region Local Immigration Partnership.

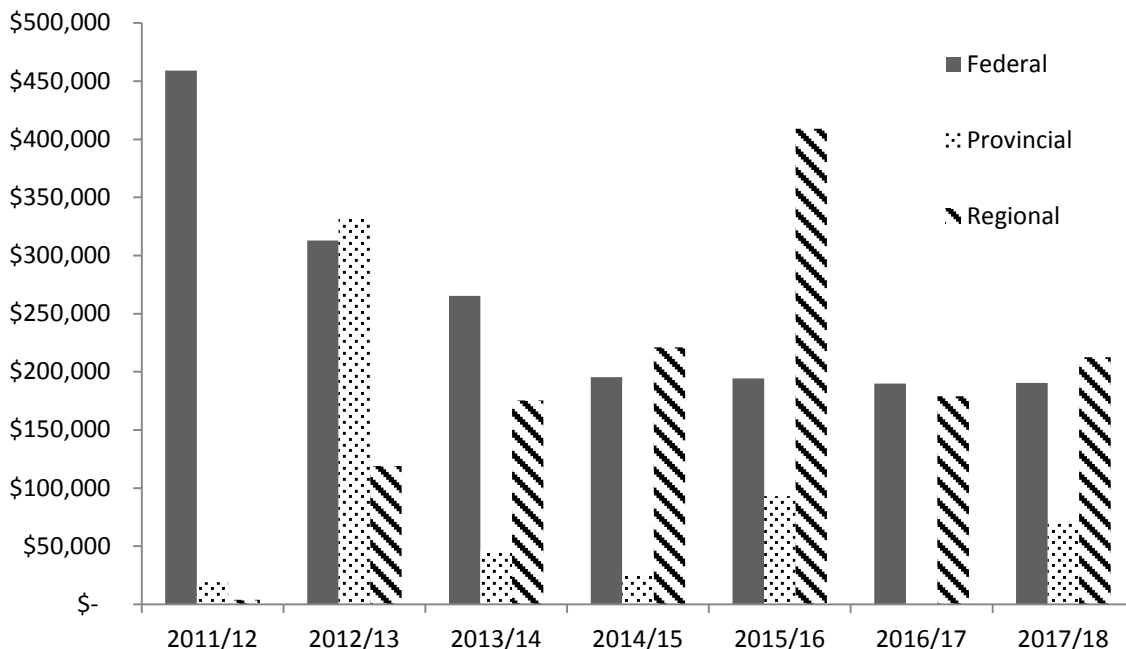
In 2018/2019 Immigration, Refugees and Citizenship Canada is providing \$248,558, representing the first increase in funds since 2011/2012; a 31 per cent increase over 2017/2018. While the increase is welcomed, the total is still well below initial levels. As shown in Table 1, since 2011/2012, there has been a decrease in federal funding, resulting in the need for Regional funding to make up the difference.

Provincial funding has been provided from time to time depending upon provincial priorities. The province has provided some funding to implement actions in the 2017 to 2021 York Region Newcomer Strategy, including \$30,000 from the Ministry of Citizenship Immigration and \$40,000 from the Ministry of Advanced Education and Skills Development for the Gateway Conference for Internationally Educated Professionals. The Ministry of Citizenship and Immigration has also provided \$30,000 towards development of the business case for newcomer employability.



Figure 1 illustrates the funding for the Local Immigration Partnership from 2011 - 2018.

Figure 1:  
Funding Allocated under the Local Immigration Partnership and Actions (2011 – 2018)



The Regional contribution is from January 1 to December 31  
The federal and provincial contributions are from April 1 to March 31

Over the first four years of the program, federal funding fell from \$313,000 to \$195,000. Since then it has remained stable at around \$190,000 a year. While the 2018/19 increase means that the funding is now sufficient to cover the cost of the two staff positions, it is not enough to cover any implementation costs. In order to help meet current and growing needs in York Region, this report recommends that the Regional Chairman advocate to the federal government for increased funding for the Local Immigration Partnership program.

The York Region Local Immigration Partnership will also continue to work with federal and provincial funding partners to advocate for resources to support the implementation of the 2017 to 2021 York Region Newcomer Strategy's actions.

## 6. Local Municipal Impact

The Local Immigration Partnership has a positive impact on communities across York Region. Local municipalities have an important role in creating communities that are welcoming and in helping newcomers integrate economically and socially. Actions are already underway in local municipalities that celebrate multiculturalism, promote diversity in the workplace, and reduce barriers to employment. As the immigrant population in our municipalities grow, it will become increasingly important for municipalities and local service providers to develop policies and plan for services and programs that address the changing needs of our residents.

The York Region Local Immigration Partnership staff are presenting the 2017-2021 York Region Newcomer Strategy to local municipal staff in 2018 to learn about actions that are underway at the local level, and to identify opportunities to support activities that promote economic and social integration within communities.

## 7. Conclusion

The 2017-2021 York Region Newcomer Strategy aligns with York Region's strategic direction to promote well-being in York Region. Its actions strengthen newcomer employability, support inclusive workplaces, promote multiculturalism and advance social inclusion for our community partners.

With 47 per cent of York Region's population as immigrants, all three levels of government need to work together to help immigrants participate to their full potential, economically and socially. This will strengthen York Region's economy and enhance quality of life.

While the Community Partnership Council's current term ends in 2018, the actions under the 2017 to 2021 York Region Newcomer Strategy will continue to be implemented in partnership with the Community Partnership Council members and other community partners.

The next year will mark multiple advancements that will include: the completion of a business case for a service delivery model to help newcomers who are struggling to find employment, an enhanced web portal for newcomers to access services, the development of a mentoring program, and employment placement opportunities.

Revised Terms of Reference for the Community Partnership Council and  
update on the 2017 to 2021 York Region Newcomer Strategy Update

For more information on this report, please contact Lisa Gonsalves, Director,  
Strategies and Partnerships at 1-877-464-9675 ext. 72090.

The Senior Management Group has reviewed this report.

May 28, 2018

Attachments (3)

#8461837

Accessible formats or communication supports are available upon request

# **York Region Local Immigration Partnership Community Partnership Council Terms of Reference 2019-2022**

---

## **Description**

The York Region Local Immigration Partnership (LIP) is a federally funded program by Immigration, Refugees and Citizenship Canada. LIPs are community partnerships focused on strengthening the role of local and regional communities in serving and integrating immigrants.

LIPs are steered by a council that is responsible for the development and implementation of a strategy that responds to local communities. In York Region, the Community Partnership Council seeks to have a diverse representation of sectors.

Members of the York Region Community Partnership Council will provide a collaborative framework to develop a coordinated, comprehensive and strategic approach to immigrant integration in the Region.

## **Mandate**

The mandate of the Community Partnership Council (CPC) is to advise, support and collaborate with the Region on the development and implementation of the strategy that supports immigrant integration under the following objectives:

- To create a community that is welcoming and inclusive
- To support the economic, social, cultural, and civic/political integration of newcomers living in York Region
- To identify local priorities, assets and gaps and develop solutions to current and anticipated needs of newcomers in York Region

# Membership

## 1. Composition

The CPC will be comprised of sector representatives who will provide input into the implementation of the 2017-2021 York Region Newcomer Strategy and action plan based on their experience, knowledge and sectors that they represent.

The CPC will consist of representatives from a wide cross-section of sector organizations that:

- Provide settlement and integration programs and services to recent immigrants in York Region; or
- Have expertise and knowledge in the areas of research, policy development, and human service planning; or
- Provide a lived experience that represents the diverse newcomer communities within York Region.

Representatives would include the following areas:

Regional Representatives	Regional Council
Municipal	Local municipalities with rapid immigrant growth and experience with newcomer programs and services
Settlement Services	All five York Region Welcome Centres
Language Training	An organization that provides English-as-a-Second-Language training and can identify service gaps
Employment Skills and Training	An organization that works with immigrants and provides skills training for the labour market; understands the challenges that immigrants face with integration and accessing employment
Labour Market Development	An organization that understands employer challenges, opportunities, educational needs, attraction and retention issues
Academic	A least one academic institution that can identify key issues impacting the integration of immigrants
Police Services	York Regional Police (YRP) to help understand diverse needs and the YRP programs to address them
Health Services	Various health services to help increase access for immigrants
Education	Both Regional and Catholic school boards as they deliver a number of settlement supports directly to students
Francophone Community	An organization or agency to share knowledge and awareness about the needs of York Region’s Francophone community

Social Services	At least one organization that is familiar with integration of new immigrants and their families and provides social services specific to newcomers
Lived Experience	Immigrant(s) who can provide a lived experience.

## 2. Ex-officio members

Ex-officio members will be invited to attend CPC meetings but attendance is not a requirement and will not affect quorum. Ex-officio members may provide advice to the CPC on funding opportunities and policy developments from the ministries or organizations they represent, which includes:

- Regional Municipality of York – represented by York Region Chairman and CEO
- Immigration, Refugees and Citizenship Canada
- Ontario Ministry of Advanced Education and Skills Development
- Ontario Ministry of Citizenship and Immigration
- Human Resources and Skills Development Canada
- Central Local Health Integration Network
- Any others designated by the York Region Chairman and Chief Executive Officer

## 3. Qualifications

To support the mandate of the CPC preference will be given to individuals and organizations that meet one or more of the following criteria:

- Have been providing services or programs for immigrants living in York Region;
- Have extensive experience in settlement and integration through service delivery, research or have a lived experience;
- Be familiar with the challenges faced by employers to integrate immigrants into the labour force;
- Are able to engage and consult with representatives from the broader sector that they represent.

## 4. Terms of Office

Members appointed to the Community Partnership Council will serve for a term of up to four years to coincide with the terms of the York Regional Council. Members remain eligible for reappointment after each municipal election.

## 5. Recruitment

A selection committee comprised of the Regional Chair, the Chief Administrative Officer and the Commissioner of Community and Health Services are responsible for recruiting the Community Partnership Council members. The Region will identify organizations that will be invited to participate on the CPC. Recommendations for CPC sector representatives will be made to Regional Council who will make the final appointment.

Upon invitation, organizations that wish to participate on the CPC will be asked to complete a nomination form that identifies the individual or organization, and describes that individual or organization's qualifications and availability to participate on the CPC.

## **6. Appointment of Co-Chairs**

Regional Council or the Regional Chair will appoint a member of Regional Council and a member of the CPC to act as Co-Chairs of the CPC. Chairing of the meetings will rotate between the Co-Chairs.

## **7. Membership Review**

The membership may be reviewed annually by Regional Council or the Regional Chair. The Regional Chair can amend the Terms of Reference, appoint new members to the CPC or request the resignation of a CPC member. Membership will be reviewed and evaluated based on the following criteria: ability of members to carry out duties, attendance, and whether the current membership meets the current requirements of the CPC.

## **8. Resignation of Members**

Resignation from the CPC during the term of the CPC must be given in writing to the Co-Chairs of the CPC.

To maintain a high level of commitment and consistency, members may be required to resign if they have been absent from three consecutive meetings without good cause and did not provide a designate.

Community representatives may also be asked to resign from the CPC if they no longer meet the Qualifications or are in breach of the Membership Responsibility Agreement (Appendix 1).

## **9. Reimbursement of Expenses**

CPC members will serve without any kind of remuneration. Members who are persons with disabilities will be provided with the resources related to their disability and that are deemed necessary for them to fully participate on HSPB.

## **Meetings**

There will be up to four CPC meetings per year. Additional meetings may be called by the Co-Chairs if required or upon the advice of the Local Immigration Partnership team.

A quorum of the CPC is half the number of members plus one, including one Co-Chair or the Alternate Co-Chair. If a quorum is not present at a meeting of the CPC thirty (30) minutes after the scheduled commencement time, the members present may continue to meet but the CPC shall not make any decisions until such time as quorum is achieved.

## **Structure**

The Region will oversee the administration of the York Region LIP and be solely responsible for its deliverables to Immigration, Refugee and Citizenship Canada. The establishment of the CPC and the final approval of the strategy will require approval by Regional Council.

### **1. Governance**

CPC is a collaborative model that advises on strategic priorities and the implementation of the strategy. CPC members will help determine priorities, issues and activities to meet the objectives of the strategy by providing input through:

- CPC meetings
- Community consultations, and
- Research and analysis

The responsibilities of the Co-Chairs include working with Regional Staff to:

- Review agendas and minutes
- Attend York Regional Committee and Council meetings and make deputations on behalf of the CPC as needed
- Be available for media contact as spokesperson for the strategy and the work of the LIP

### **2. Working Groups**

The development and implementation of a strategy and action plan may require the establishment of working groups. CPC members may be asked to participate as well as other community stakeholders. The establishment, coordination and deliverables of these working groups will be supported by the LIP Team. Results of working groups will be shared with CPC members and Regional Council as appropriate.

### **3. Staff Support**

The Commissioner of Community and Health Services has been authorized by Regional Council to oversee the implementation of the LIP initiative in York Region. Under the authority of the Commissioner, the Community and Health Services Department will establish a team that will:

- Manage the work of the CPC to develop and implement the strategy to advance immigrant integration in York Region
- Conduct necessary research related to the development and implementation of the strategy and outcome measures
- Coordinate and support community consultations
- Coordinate media relations related to LIP
- Meet reporting requirements and financial accountability to Immigration, Refugee and Citizenship Canada



## **Conduct and Procedures**

### **1. General**

The CPC will be guided by the following values and ethics: Respect, Integrity, Commitment, Equity, and Fairness.

### **2. Conflict of Interest**

Member conflict of interest matters will be addressed through the Membership Responsibility Agreement (Appendix 1).

### **3. Amendments to the Terms of Reference**

The Regional Chair can review and amend the Terms of Reference in the fourth year of every Council term. York Regional Council will have the authority to make changes to these Terms of Reference as required.

## **Membership Responsibility Agreement**

I, \_\_\_\_\_, understand that I have the following responsibilities as a member of:

- Community Partnership Council
- A working group of the Community Partnership Council

My role is to provide Regional Council and staff with advice regarding human services matters in York Region.

As a member of the Community Partnership Council or one of its working groups, I understand and agree to carry out the responsibilities set out in this Membership Responsibility Agreement and further detailed in the Terms of Reference.

I understand that if I fail to fulfill those responsibilities, I may be removed as a member of Community Partnership Council or one of its working groups.

## **Responsibilities**

1. It is considered a conflict of interest if I give advice, in the course of carrying out my duties, that directly benefits my personal, financial or business interests, or the personal, financial or business interests of my immediate family, being my parent, my spouse or my child.
2. I am ultimately responsible and accountable for using good judgment in the course of carrying out my duties.
3. If I am asked to speak publicly to an organization or professional association as a member of the Community Partnership Council or one of its working groups I must notify the Region.
4. If I choose to speak as a private citizen at a conference, meeting or other public forum and I am not speaking as a representative of the Region, I understand that I do not appear to represent the opinion or policy of the Region and may not present any information I have received or reviewed as a result of my membership on the Community Partnership Council or one of its working groups.
5. If I am approached by the media I will refer all inquiries to the Region's Community and Health Services Department.
6. I understand that the information discussed at the Community Partnership Council meetings may become public record.
7. I will not use confidential information shared with the Community Partnership Council or one of its working groups for personal, financial or business use without written consent from the Region.
8. I will not use the Community Partnership Council mail, phone or email communication list, or those of its working groups, for personal or business purposes and understand that this information must only be used to conduct the business of HSPB or one of its working groups.
9. I will not use my personal email, listserv, social media accounts, or other modes of communication to represent the opinions or policies of the Region.

I understand and agree that I will be a member of the Community Partnership Council or one of its working groups starting on [DATE] and ending on [DATE] unless my membership ends early for any of the reasons outlined in this Membership Responsibility Agreement or the Terms of Reference.

**Acceptance of Appointment to Community Partnership Council or one of its working groups:**

Signature: \_\_\_\_\_

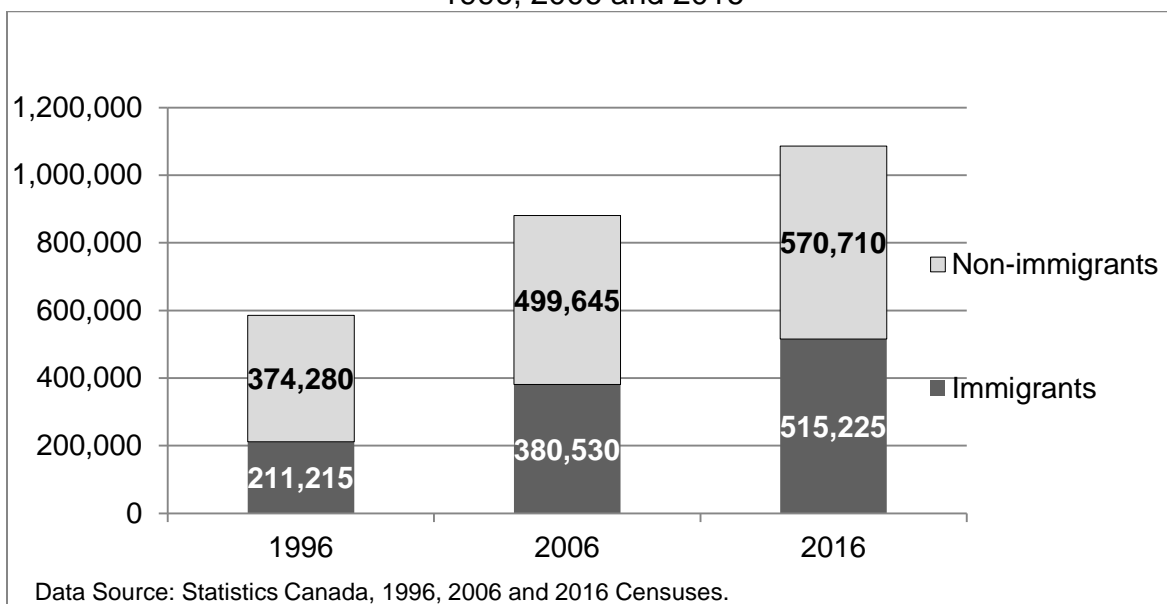
Name: \_\_\_\_\_

Date: \_\_\_\_\_

## York Region's Immigrant Population

The following figure shows York Region's immigrant and non immigrant populations for the years 1996, 2006 and 2016.

Figure 1  
Immigrant and Non-Immigrant Population in York Region  
1996, 2006 and 2016



Between 1980 and 2016, 403,235 landed immigrants chose to live in York Region, 56 per cent of whom were economic immigrants. Economic immigrants include individuals who were selected for their ability to contribute to Canada's economy; their ability to meet labour market needs, to own, manage or build a business, to make a substantial investment, to create their own employment or to meet specific labour market needs (Source: Statistics Canada, 2016 Census Profile).

Between 2006 and 2016, the population of recent immigrants in York Region (immigrants who have been in Canada for five years or less) grew by 10.6 per cent, the second highest in the Greater Toronto Area after Halton Region at 56.3 per cent. During the same time, the City of Toronto and the Region of Peel's recent immigrant population declined.

Table 1 shows the growth rate of recent immigrants by municipality between 2006 and 2016. The majority of recent immigrants reside in the City of Markham, the Town of Richmond Hill and the City of Vaughan. While fewer recent immigrants reside in York Region's smaller, northern municipalities during this period, migration into these areas grew substantially. According to the Region's long term planning policies and population and development forecasts, this growth is expected to continue.

Table 1  
Recent Immigrant and Total Population including Growth in York Region by Local Municipality

Municipality	Recent Immigrants, 2006	Recent Immigrants, 2016	Recent Immigrant Growth, 2006-2016	Total Municipal Population, 2016
Aurora	1,285	1,855	44.4%	55,445
East Gwillimbury	115	280	143.5%	23,991
Georgina	325	385	18.5%	45,418
King	150	175	16.7%	24,512
Markham	18,875	20,660	9.5%	328,966
Newmarket	1,985	2,295	15.6%	84,224
Richmond Hill	12,360	14,000	13.3%	195,022
Vaughan	11,120	10,790	-3.0%	306,233
Whitchurch-Stouffville	255	975	282.4%	45,837
<b>York</b>	<b>46,470</b>	<b>51,410</b>	<b>10.6%</b>	<b>1,109,909</b>

Source: Statistics Canada, 2006 and 2016 Censuses.

Note: Due to random rounding by Statistics Canada, the total value may not match the individual values since totals and sub-totals are independently rounded. Similarly, percentages, which are calculated on rounded data, may not necessarily add up to 100 per cent.

**Update on Implementation of the 2017-2021 York Region Newcomer Strategy  
May 2017-April 2018**

<b>Economic Integration</b>	<b>Strengthen Newcomer Employability</b>	
	<b>Host 3<sup>rd</sup> Gateway Conference for Internationally Educated Professionals</b>	<ul style="list-style-type: none"> <li>• <b>Brought together about 500 newcomers, employers, professional associations and government representatives at the 2017 Gateway Conference for Internationally Educated Professionals</b> on October 30, 2017</li> <li>• Thirteen workshops were offered on marketing, networking and communications skills and other sector specific topics. Over 30 marketplace exhibitors shared information</li> <li>• Attendees gained knowledge of programs, services and employment opportunities in York Region. They also learned skills to help them succeed in the workplace. A 98.7 per cent satisfaction rate was received from survey participants</li> <li>• Secured \$70,000 from the Ontario Ministries of Citizenship Immigration and Advanced Education and Skills Development and an additional \$26,000 through corporate sponsorships to support the conference</li> </ul>
	<b>Develop a business case to Enhance Newcomer Employability</b>	<ul style="list-style-type: none"> <li>• To help newcomers struggling to find employment, <b>the Region is developing a business case that identifies a model of services delivery to improve employability.</b> Stakeholders and service providers including settlement service organizations, employment agencies, employment and training service providers, employers, newcomers at large and provincial and federal governments will be consulted throughout the project beginning in 2018 to inform this work.</li> </ul>
<b>Advocate for additional bridging programs, language training and accreditation opportunities</b>	<ul style="list-style-type: none"> <li>• Skills Catalyst Fund. <b>Worked with Toronto Region Conservation Authority (CPC member) to secure provincial funding for the Newcomer Youth Green Economy Project.</b> This project provides employment opportunities for newcomer youth to build technical and soft skills for employment in the environment sector. A total of 40 student placements will be provided that will include 20 students in 2018 and an additional 20 in 2019.</li> <li>• <b>Mentorship Program. Seneca College (CPC member) secured funding for a mentoring program for newcomers in York Region.</b> The project aims to recruit five employer</li> </ul>	

		partners, 175 mentors, and 382 newcomers within their fields by 2021
	<b>Promote Inclusive Workplaces</b>	
	<b>Promote existing diversity and inclusion tools to employers</b>	<ul style="list-style-type: none"> <li>• <b>Promoting Inclusivity.</b> Planning is underway with Workforce Planning Board and the Human Services Planning Board to host a forum for employers to be held in 2018 to promote the benefits of inclusivity for employers through learning opportunities, tools and resources to assist employers with their workforce needs</li> </ul>
	<b>Support the implementation of the Inclusion Charter for York Region</b>	<ul style="list-style-type: none"> <li>• <b>Implementing the Inclusion Charter for York Region.</b> Work is underway with members of the Community Partnership Council to endorse the Inclusion Charter for York Region. The Community Partnership Council initially championed the Charter and provided valuable insight as the Charter was developed. The Charter supports and enhances the Region's commitment to communities that are welcoming and inclusive</li> </ul>

<b>Social Integration</b>	<b>Address Information Needs</b>	
	<b>Update YorkWelcome.ca</b>	<ul style="list-style-type: none"> <li>• <b>Developing a new web strategy to modernize YorkWelcome.ca,</b> the Region's portal, to provide an integrated suite of information for newcomers, service providers and employers. Consultation with users and service providers will be undertaken this summer. The web strategy will be completed in 2018 with an update to the website in 2019</li> <li>• YorkWelcome.ca provides information on living, working and learning in York Region as well as providing information on how to access services</li> </ul>
	<b>Develop resource of services available to newcomers</b>	<ul style="list-style-type: none"> <li>• <b>One stop shop resource for newcomers.</b> Research is underway to develop a one stop resource that is available for newcomers, service providers and front line staff. The goal is to ensure easier navigation of the services available which is integrated with other sources of information such as Access York and Welcome Centres</li> </ul>
	<b>Map community assets including formal and informal services</b>	<ul style="list-style-type: none"> <li>• <b>Connecting with informal services.</b> Research and stakeholder consultation is underway to identify formal and informal services that newcomers use. A database will be developed to help Welcome Centres market their services, with an anticipated launch in 2018</li> </ul>

<b>Increase Local Service Planning</b>	
<b>Advocate for Welcome Centre community hub model</b>	<ul style="list-style-type: none"> <li>• <b>Advocated for Welcome Centres as Community Hubs</b>, the Local Immigration Partnership and Richmond Hill Welcome Centre hosted the provincial Special Advisor on Community Hubs</li> <li>• Five Welcome Centres across York Region provide integrated services for our newcomers. Core services including employment supports, language classes, and settlement services such as assistance with housing, health care are offered in each location providing a one-stop shop for clients. The Welcome Centre model has been recognized as a leading practice in the delivery of integrated services</li> </ul>
<b>Develop local capacity to respond to newcomers needs</b>	<ul style="list-style-type: none"> <li>• <b>Work is underway to develop a Snapshot of Recent Immigrants in York Region</b> including their demographics and the information will inform local planning for our service providers, including York Region's Welcome Centres. Updated Newcomer Profiles will be completed in 2018</li> <li>• <b>Community Research with York University.</b> The Building Newcomer Resilience in Cities research aims to understand how immigrants get information about services they need and use to inform development of a one stop resource for newcomers, service providers and front line staff. The research will also engage service providers to understand how they share information with their clients and their capacity to respond to their changing needs</li> <li>• <b>Developing local resources.</b> Information on police and transit services has been shared through workshops at the Welcome Centres. The Region is working with York Regional Police and Transit Services to develop videos to share this information to a wider audience. This supports our newcomers in understanding of the services that are available to them in their communities</li> </ul>
<b>Strengthen Social Cohesion</b>	
<b>Identify and support local opportunities to strengthen social cohesion within</b>	<ul style="list-style-type: none"> <li>• <b>Presentations are being delivered to local municipal staff in 2018</b> to better understand what actions are underway at the local level and where there may be opportunities to support activities to promote these social connections within communities</li> </ul>



	<b>communities</b>	<ul style="list-style-type: none"><li>• <b>Sharing current demographic information</b> including recent immigrant distribution and growth in municipalities and at the census tract level with municipalities, staff and service providers to support local planning</li><li>• The <b>Library Settlement Partnership</b> which began under the first strategy continues to provide programming across the region at 15 branches. Meetings are being undertaken with the Library Settlement Partnership to explore opportunities to provide programming at local community centres</li></ul>
--	--------------------	---