

# Toronto West Local Immigration Partnership Theory of Change

## Intended Impact Statement

Newcomers to Canada (arrived in last 5 years) who have accessed services from TWLIP member agencies are on track to reach their economic, social, and wellbeing goals (including awareness of their rights & responsibilities) since arriving in their new home. [Target: 80% of newcomers annually]

### Long Term Outcomes for Newcomers

**Financial Means to Cover Basic Needs**

**Employment that is Consistent with Goals**

**A Sense of Belonging**

**Awareness of Rights and Responsibilities**

**Sufficient Official Language Skills to Meet their Settlement Goals**

**Accessing health and wellbeing supports when needed**

### Strategies

- **Building capacity** for member partners to make **effective referrals** to assist newcomers to apply for and secure benefits

- Developing **diversity trainings** to **employers** and **newcomers**

- **Leveraging Existing social capital** – engaging more and different associations and community groups to support newcomers

- **Building capacity of organizations** to assist newcomers to become aware of their rights & responsibilities

- **Identifying gaps and barriers** (that prevent access to **language training**) to inform service providers and funders. Support local community groups and service providers in **closing the gaps**

- **Identifying gaps and barriers** that prevent newcomers from accessing health and wellbeing supports in the community

- **Informing community of pre-employment programs** and **networking opportunities** that newcomers can access

- **Engaging employers** through employment service providers to **dispel myths and perceived risks of hiring newcomers**

- **Strategic outreach to newcomers** to ensure they know of the availability of services **through joint marketing ventures**

- **Promoting language training** to newcomers

- **Promoting** health and wellbeing supports, resources, and services for newcomers

### Intermediate Outcomes

- Newcomers are aware of the financial supports and have the ability to navigate the complexities
- Newcomers have knowledge of job search strategies and networking opportunities that lead to employment

- Employers understand the benefits of hiring newcomers
- Employers and newcomers understand Canadian workplace culture
- Employers are not biased against hiring newcomers

- Newcomers participate in associations and community groups
- Newcomers know about community resources (free or fee)

- Service providers have the resources and information to support newcomers on their rights & responsibilities

- Newcomers have access to support services (e.g. childcare, support for people with disabilities, transportation) so that they can attend language classes
- Official Language proficiency

- Newcomers are aware of services and resources in the community that can support their health and wellbeing

### Assumptions

- Funding for TWLIP is maintained
- Policies & legislation exist to support programming for newcomers

- Toronto West continues to welcome newcomers
- Newcomers continue to be in need of settlement and support services