



Newcomer
Employment
Outreach

Program Goals

Employer engagement:
advocacy,
resources,
education, training,
referrals

Newcomer support:
coaching, training,
resources,
referrals

Community partnerships:
collaboration
and referrals



Goal: Reduce
barriers to
newcomer
employment

Newcomer Supports

Individual support

- Resume and cover letter coaching
- Interview practice
- Application review
- Job search coaching
- Information, resources, and referrals

Offered by appointment or drop in; virtual and in-person

Group support

- Workshops and courses
- Job fairs
- Sharing information and resources

Offered in-person and virtually

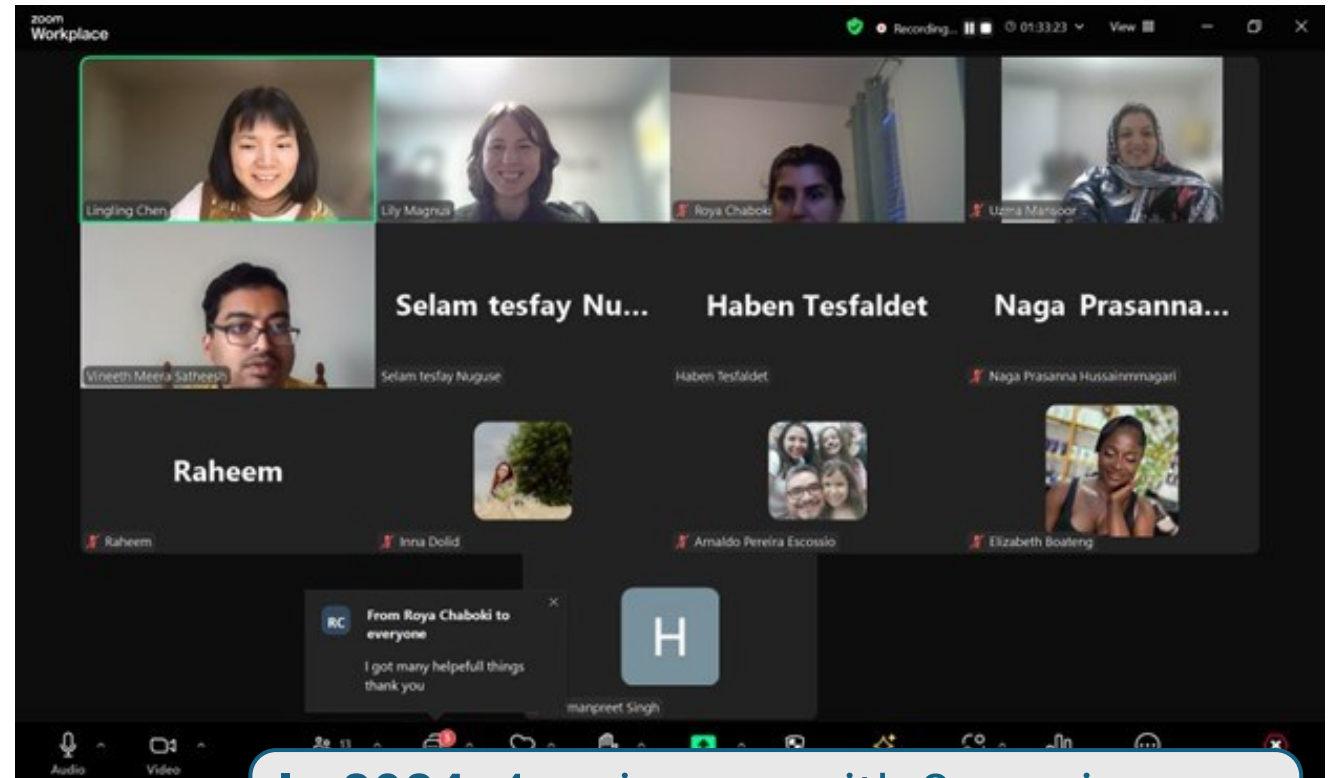
In 2024:

Over 135 received 1:1 support

Over 380 attended programs/events

Employment Readiness Workshops

- Address common gaps: workplace culture, communication style, job search strategies, interviews
- Guest speakers: subject matter experts and community partners
- Increase participants' confidence and ability to navigate new workplace and culture



In 2024: 4 series run with 8 sessions each

Soft Skills Solutions



- 25 - 30-hour course from Simcoe-Muskoka Skillforce
- Topics include communication, conflict resolution, problem solving, personal management, collaboration and teamwork, and workplace expectations



Soft Skills Solutions

- Highly interactive small group format
- Emphasizes group discussion and personal reflection



Employer Supports



- Consultations
- Networking opportunities
- Training
- Resource sharing
- Referrals (to other services or to candidates)

Employer Roundtables



- Virtual and in-person small group discussion

Goals:

- Peer-to-peer discussion
- Build connections, explore and discuss challenges, solutions, and strategies
- Raise awareness of barriers newcomers face
- Develop practical strategies to reduce barriers for each individual workplace
- Share resources

“Navigating Global Englishes” Employer Training

- Developed in response to gap in awareness around language differences
- Teaches strategies for “standard English” speakers to improve communication in linguistically diverse teams

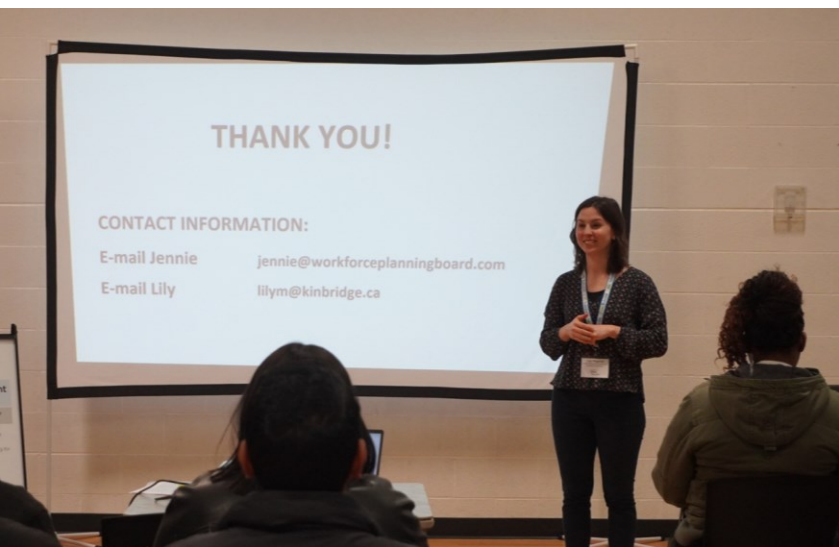


Job Fairs

- 2 job fairs annually focusing on different demographics
- Designed in response to feedback from both jobseekers and employers
- Emphasizes preparing and coaching job seekers for better experience



Oct 2024 job fair:
135 job seekers
10 employers



Professional job fair



Youth/Student job fair

Looking ahead

- Mobilize community and employer volunteers
- Increase capacity to provide more support for newcomers
- Expand employer training offerings
- Continue to develop community partnerships and connections