



partenariat local d'immigration  
**windsor essex**  
local immigration partnership

# **WE LIP 2024 Winter Council Meeting**

February 15, 2024

Funded by:



Immigration, Refugees  
and Citizenship Canada

Financé par :

Immigration, Réfugiés  
et Citoyenneté Canada

# LAND ACKNOWLEDGMENT

We would like to acknowledge the land on which the Windsor Essex Local Immigration Partnership (WE LIP) and its member organizations work and gather is comprised of the traditional territories of the Three Fires Confederacy made up of the Ojibway, Odawa, and the Potawatomi Nations and the ancestral and unceded territory and waters of Caldwell First Nation whose people are the original people of Pelee Island and Point Pelee.

The Ojibway, Odawa, and Potawatomi Nations agreed to share this territory with the British Crown by way of the 1790 Treaty referred to as the McKee Purchase/Treaty of Detroit. This territory is the home of the Anishnaabeg who are represented by the Walpole Island First Nation and the Lunaapeew who are represented by the Delaware Nation.

This acknowledgement is intended to show recognition and respect for First Nation Peoples and their presence on this land in both the past and present. The WE LIP further recognizes that the impacts of colonization upon First Nations, Inuit and Métis peoples of this land are very much present, pervasive and woven into the fabric of Canadian institutions, governments, laws and systems. This recognition and respect is vital to continuing to establish healthy and reciprocal relationships with First Nation peoples, which is key in our journey towards truth and reconciliation



**Stephen Lynn**  
WE LIP Manager |  
Manager, Social Policy and Planning  
City of Windsor



**Stephen Lynn**

WE LIP Manager |

Manager, Social Policy and Planning

City of Windsor



# APPROVAL OF THE 2023-2024 TERMS OF REFERENCE

**Stephen Lynn**

WE LIP Manager |

Manager, Social Policy and Planning

City of Windsor



**Stephen Lynn**

WE LIP Manager |

Manager, Social Policy and Planning

City of Windsor





# ACCLAIMED

**Ronnie Haidar**  
WE LIP Vice Chair |  
Student Engagement and  
Outreach Coordinator  
Faculty of Arts, Humanities and  
Social Sciences  
University of Windsor



University  
of Windsor



- Dr. Riham Al-Saadi, Transparency Counselling Services



# NOMINEE

## WE LIP MEMBER AT LARGE



### **Marion Fantetti**

WE LIP Member at Large |  
Business Ombudsman  
Invest WindsorEssex



# NOMINEE WE LIP MEMBER AT LARGE



# NOMINEE

## WE LIP MEMBER AT LARGE



### **Hussein Kawas**

Human Rights and Equity Officer  
Conseil scolaire catholique  
Providence



# NOMINATIONS MEMBER AT LARGE

- Marion Fantetti, Invest WindsorEssex
- Hussein Kawas, Conseil scolaire catholique Providence



## Charlotte LeFrank

WE LIP Chair |

Equity, Diversity & Inclusion (EDI)

Specialist

Windsor-Essex Children's Aid Society





- **WE LIP Chair** – Ronnie Haidar, University of Windsor
- **WE LIP Vice Chair** – Dr. Riham Al-Saadi, Transparency Counselling Services
- **WE LIP Member at Large** – Yasmine Joheir, Centre Communautaire Francophone Windsor-Essex-Kent
- **WE LIP Member at Large** – Rama Musharbash-Kovacs, Windsor-Essex Catholic District School Board
- **WE LIP Member at Large** – Marion Fantetti, Invest WindsorEssex
- **WE LIP Member at Large** – Hussein Kawas, Conseil scolaire catholique Providence

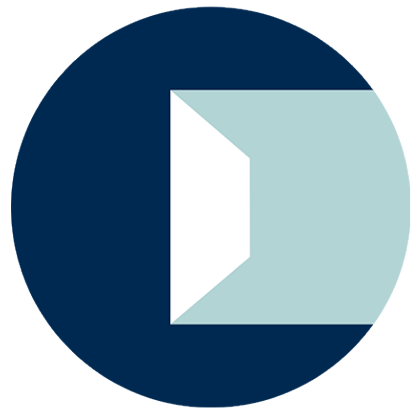


**Sarah Robson**

Communications Lead |  
Workforce WindsorEssex







**OPEN DOORS**  
**PORTES OUVERTES**

The goal of the **Open Doors** project is to close the barrier between students and employers for experiential learning opportunities.

**Supporting educators and students as they  
explore future career opportunities in  
Windsor-Essex.**

**Open Doors** – is a campaign and online platform that identifies employers that have the interest and capacity to welcome students for placement, co-op or experiential learning opportunities, and/or who can make themselves available for presentations, tours, or informative interviews.

Funded by the  
Government of Canada's  
Community Services Recovery Fund

**Canada** 

## Become An Open Doors Workplace!

Open the doors to your future workforce!!

### Who can list an Open Doors opportunity?

- ✔ A company or organization offering placement opportunities (ex: co-op student, apprenticeship, or internship).
- ✔ A company or organization who is willing to provide tours to student groups looking to learn more about their industry.
- ✔ An individual who wishes to participate in speaking events for students (ex: on a panel events or in an informational interviews).

## Open Doors Home Page



[www.workforcewindsorEssex.com/open-doors](http://www.workforcewindsorEssex.com/open-doors)

- **Register your Opportunity on the Board**
- **Blog posts**
  - Benefits of Experiential Learning for Employers
  - Benefits of Experiential Learning for Students
  - Experiential Learning Programs
- **FAQs**

## Open Doors Registration Page Preview

Local Board WE LIP WEskills WE Value TeaMWork Contact WE Jobs Login Select Language

workforce WindsorEssex WORK IN WINDSOR-ESSEX RESOURCES ABOUT

### Participate in Open Doors Windsor–Essex

Open the doors to your future workforce!

Become an Open Doors Employer by submitting your interest to host students for placements, apprenticeships, and coop, or by making yourself available for tours and presentations. From there, students and educators can browse your opportunities and connect with you directly for next steps as you work together.

If you have questions about using this form or need to edit your existing Open Doors listing, please contact: [srobson@workforcewindsoressex.com](mailto:srobson@workforcewindsoressex.com).

**\* What type of Open Doors opportunity are you interested in offering?**  
(Check all that apply)

Available for Student Tours

Placement Opportunities

Speaking Engagements

Next

## Participate in Open Doors Windsor–Essex

If you have questions about using this form or need to edit your existing Open Doors Employer listing, please contact: [srobson@workforcewindsoressex.com](mailto:srobson@workforcewindsoressex.com).



[< Previous](#)

### Who is providing the opportunity?

The phone numbers and email address you provide will remain confidential and will not be published or shared with any third parties.

\*YOUR NAME

Tell us your first and last name

\*JOB TITLE

\*EMAIL ADDRESS

Please provide your email address

\*PHONE

What number can we reach you at?

\*COMPANY PHONE

What is your company's phone number?

\* I understand that this contact information will not be made public, but that it is regularly monitored and will be notified of incoming Open Doors requests from educators, coordinators and students.

\*COMPANY

Search for a company...

Next

## Participate in Open Doors Windsor–Essex

If you have questions about using this form or need to edit your existing Open Doors Employer listing, please contact: [srobson@workforcewindsoressex.com](mailto:srobson@workforcewindsoressex.com).



[< Previous](#)

### Preview your Open Doors listing(s):

Review the listing below to confirm the information you've supplied is correct. If you would like to adjust any information you provided, use the "< Previous" link above to go back.

Available for Student Tours

**Workforce WindsorEssex** [Show company details](#)

**Location of Tour:** 3295 Quality Wy suite 150, Windsor, ON N8T 3R9, Windsor

**Sector:** Information and cultural industries

**Number of Students that can be accommodated:** 10

**Age Groups:** Elementary (JK - Grade 3), Elementary (Grades 4 - 8), Secondary, Post Secondary, Adult and Newcomer learners and jobseekers

**French Speaking:** Yes

Speaking Engagements

**Sarah Robson**

**Company:** Workforce WindsorEssex

**Age Groups:** Elementary (JK - Grade 3), Elementary (Grades 4 - 8), Secondary, Post Secondary, Adult and Newcomer learners and jobseekers

**Related Occupation:** Advertising, marketing and public relations managers, Professional occupations in advertising, marketing and public relations, Graphic designers and illustrators

**Related Sector:** Professional, scientific and technical services

**French Speaking:** No

[Show additional details](#)

I'm not a robot



reCAPTCHA  
Privacy · Terms

Submit

## PREVIEW OF PAGE

### Search the Opportunities Board by:

- Type (Tours, Placements, Speakers)
- Audience (Elementary, Secondary, Post-Secondary, Adult and Newcomer Learners/Jobseekers, French, Indigenous)
- Sector (20 sectors)

**Users can select as many or as few filters as needed.**

## Open Doors Opportunities

Showing 10 of 57 results

Type ▾ Audience ▾ Sector ▾

Speaking Engagements

Contact

**Byron Monstrey**

**Company:** AIS Technologies Group

**Age Groups:** , Elementary (Grades 4 - 8), Secondary, Post Secondary, Adult and Newcomer Learners/Jobseekers

**Related Occupation:**

**Related Sector:** Manufacturing

**French Speaking:** No

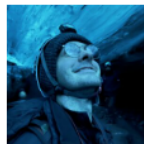
[Show additional details](#)

Suggest a Change

Speaking Engagements

Contact

**Aaron Fauteux**



**Company:** Workforce WindsorEssex

**Age Groups:** , Elementary (Grades 4 - 8), Secondary, , Adult and Newcomer Learners/Jobseekers

**Related Occupation:** Producers, directors, choreographers and related occupations

**Related Sector:** Arts, entertainment and recreation

**French Speaking:** Yes

[Show additional details](#)

Suggest a Change

Speaking Engagements

Contact

**Sandra Wolf**



**Company:** Discovery School-Based Childcare Program of Kingsville Inc. Main Office

**Age Groups:** , , Secondary, Post Secondary, Adult and Newcomer Learners/Jobseekers

**Related Occupation:** Early childhood educators and assistants

**Related Sector:** Educational services

Suggest a Change



# Open Doors Project





## Register your Opportunities

- Tours
- Placements
- Speakers



**OPEN DOORS**  
**PORTES OUVERTES**

## **Alanna Oddoye** WE LIP Project Lead



# WE LIP MEMBER SURVEY



Login: Other Place Catering

Password: walkerrd

<https://survey.fynzo.com/u/gsjb04>



## **Tashlyn Teskey**

Manager of Research Projects |  
Workforce WindsorEssex





2023/2024

# LOCAL LABOUR MARKET PLAN WINDSOR-ESSEX



This Employment Ontario project is funded in part by the Government of Canada and the Government of Ontario.



# Welcome



To view the full report visit:

**[workforcewindsorsex.com/LLMP](https://workforcewindsorsex.com/LLMP)**





# Our Community



# Population

## 2021 POPULATION OF WINDSOR-ESSEX BY AGE AND GENDER

| Age   | Men+   | Women+ | Total   | Growth from 2016 |
|-------|--------|--------|---------|------------------|
| 15-24 | 27,695 | 25,260 | 52,960  | 1%               |
| 25-54 | 77,800 | 78,390 | 156,690 | 2%               |
| 55+   | 65,725 | 72,105 | 137,825 | 9%               |

# Education

## 2021 POPULATION EDUCATIONAL ATTAINMENT BY DEMOGRAPHIC GROUP

|                    | No Certificate | High School Diploma | Apprenticeship | College, CEGEP | University |
|--------------------|----------------|---------------------|----------------|----------------|------------|
| General Population | 18%            | 32%                 | 6%             | 21%            | 24%        |
| Newcomer           | 31%            | 19%                 | 3%             | 8%             | 38%        |
| Indigenous         | 19%            | 35%                 | 6%             | 25%            | 15%        |
| Racialized         | 21%            | 26%                 | 3%             | 15%            | 36%        |

# Migration

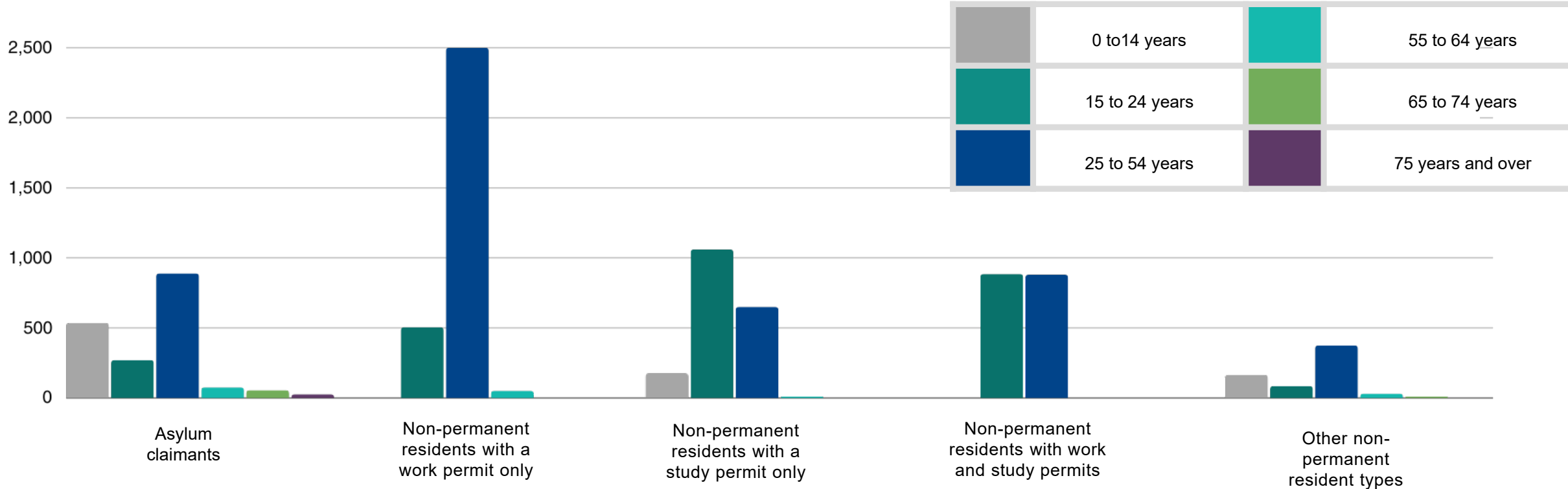
## WINDSOR-ESSEX MIGRATION CHARACTERISTICS BY AGE GROUP

|                   | Immigrants | Net Temporary Emigration | Net Interprovincial Migration | Net Intraprovincial Migration | Net Non-Permanent Residents |
|-------------------|------------|--------------------------|-------------------------------|-------------------------------|-----------------------------|
| All Ages          | 4,632      | 551                      | -1,237                        | -203                          | 7,793                       |
| 0-14 Years        | 887        | 114                      | 39                            | 711                           | 112                         |
| 15-24 Years       | 784        | 62                       | -588                          | -728                          | 6,040                       |
| 25-44 Years       | 2,395      | 243                      | -472                          | -526                          | 1,601                       |
| 45-64 Years       | 361        | 91                       | -93                           | 132                           | 8                           |
| 65 Years or Older | 200        | 37                       | -126                          | 161                           |                             |



# Migration

## NON-PERMANENT RESIDENTS BY AGE AND IMMIGRATION STATUS

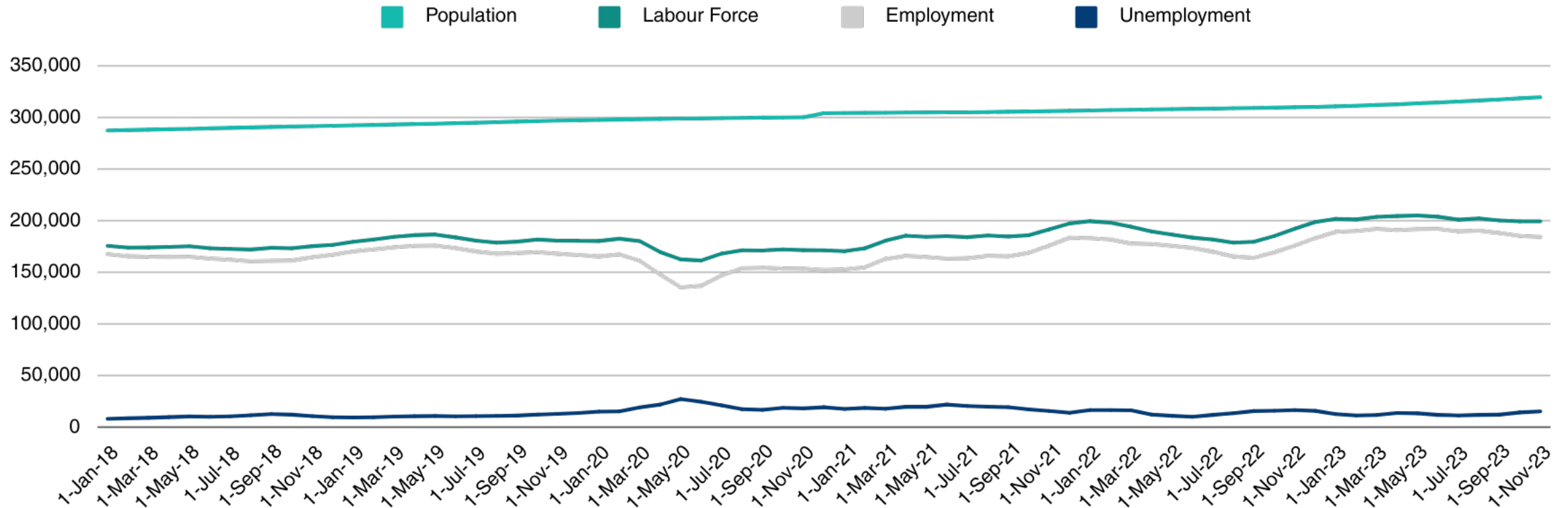


A blue-tinted photograph of a classroom. In the foreground, a young woman with her hair in a bun is sitting at a desk, looking down at a book. To her right, a young man with glasses and a patterned shirt is also sitting at a desk, looking down. In the background, a teacher in a striped shirt is leaning over a desk, talking to a young woman. Another student is visible at a desk further back. The text "Labour Force" is overlaid in the center in a large, white, bold font.

# Labour Force

# 5-Year LFS

## LABOUR FORCE CHARACTERISTICS IN WINDSOR CMA, 2018-2023



# 5-Year Employment

| NAIC   | 2018              | 2019 | 2020 | 2021 | 2022 |
|--|-------------------|------|------|------|------|
|  | Persons (x 1,000) |      |      |      |      |
| <u>Agriculture</u>   | 2.1               | 2.5  | 1.7  | x    | x    |
| <u>Forestry, Fishing, Mining, Quarrying, Oil and Gas</u>   | x                 | x    | x    | x    | x    |
| <u>Utilities</u>   | x                 | x    | x    | x    | x    |
| <u>Construction</u>  | 8.8               | 11.4 | 12.8 | 11   | 11.6 |
| <u>Manufacturing</u>                                       | 41.4              | 36.7 | 37   | 33.6 | 35.8 |
| <u>Wholesale and Retail Trade</u>                          | 22.3              | 22.8 | 18.7 | 23.6 | 23   |
| <u>Transportation and Warehousing</u>                      | 6.6               | 8.6  | 6.9  | 9.3  | 9.7  |
| <u>Finance, Insurance, Real Estate, Rental and Leasing</u> | 6.1               | 11.2 | 8.2  | 11.1 | 9.3  |
| <u>Professional, Scientific and Technical Services</u>     | 7.9               | 6.9  | 8.2  | 10.5 | 10   |
| <u>Business, Building and Other Support Services</u>       | 4.9               | 6.5  | 5.2  | 4.2  | 6.2  |
| <u>Educational Services</u>                                | 13                | 11   | 9.8  | 11.4 | 12.5 |
| <u>Health Care and Social Assistance</u>                   | 22.8              | 22.4 | 19.1 | 25.6 | 24.8 |
| <u>Information, Culture and Recreation</u>                 | 4.3               | 7.1  | 3.4  | 4.6  | 5.5  |
| <u>Accommodation and Food Services</u>                     | 13                | 12.1 | 9    | 10.8 | 10.4 |
| <u>Other Services (Except Public Administration)</u>       | 6.6               | 5.4  | 4.4  | 5.8  | 6.9  |
| <u>Public Administration</u>                               | 5.8               | 5.9  | 6.4  | 5.7  | 6.7  |

## TOP 25 OCCUPATIONS BY NUMBER OF LOCAL JOB POSTINGS

| NOC Code | National Occupation Classification (NOC) Label                                  | Posting Count | 2022 Median Hourly Wages | 2022 Median Wages |
|----------|---|---------------|--------------------------|-------------------|
| 64100    | <u>Retail Salespersons and Visual Merchandisers</u>                             | 266           | \$15.31                  | \$31,839.87       |
| 65102    | <u>Store Shelf Stockers, Clerks and Order Fillers</u>                           | 166           | \$14.42                  | \$29,987.13       |
| 75101    | <u>Material Handlers</u>  | 112           | \$20.80                  | \$43,254.98       |
| 65201    | <u>Food Counter Attendants, Kitchen Helpers and Related Support Occupations</u> | 106           | \$14.67                  | \$30,504.02       |
| 21301    | <u>Mechanical Engineers</u>   | 100           | \$40.38                  | \$83,982.10       |
| 60020    | <u>Retail and Wholesale Trade Managers</u>                                      | 99            | \$36.03                  | \$74,944.37       |
| 63200    | <u>Cooks</u>  | 90            | \$15.87                  | \$32,999.65       |
| 64409    | <u>Other Customer and Information Services Representatives</u>                  | 81            | \$18.67                  | \$38,826.67       |
| 73300    | <u>Transport Truck Drivers</u>  | 80            | \$25.27                  | \$52,561.80       |
| 13100    | <u>Administrative Officers</u>  | 76            | \$24.11                  | \$50,143.34       |
| 21310    | <u>Electrical and Electronics Engineers</u>                                     | 74            | \$46.54                  | \$96,799.07       |
| 13110    | <u>Administrative Assistants</u>  | 65            | \$23.49                  | \$48,869.28       |
| 75110    | <u>Construction Trades Helpers and Labourers</u>                                | 64            | \$22.76                  | \$47,345.70       |
| 31301    | <u>Registered Nurses and Registered Psychiatric Nurses</u>                      | 60            | \$38.57                  | \$80,228.79       |
| 95109    | <u>Other Labourers in Processing, Manufacturing and Utilities</u>               | 60            | \$17.64                  | \$36,695.49       |
| 62020    | <u>Food Service Supervisors</u>   | 58            | \$17.03                  | \$35,421.45       |
| 42201    | <u>Social and Community Service Workers</u>                                     | 54            | \$27.97                  | \$58,184.70       |
| 72100    | <u>Machinists and Machining and Tooling Inspectors</u>                          | 51            | \$28.40                  | \$59,081.15       |
| 62010    | <u>Retail Sales Supervisors</u>   | 50            | \$19.98                  | \$41,568.28       |
| 54100    | <u>Program Leaders and Instructors in Recreation, Sport and Fitness</u>         | 46            | \$14.59                  | \$30,340.94       |
| 32101    | <u>Licensed Practical Nurses</u>  | 44            | \$28.22                  | \$58,688.81       |
| 65310    | <u>Light Duty Cleaners</u>  | 43            | \$17.64                  | \$36,694.94       |
| 10010    | <u>Financial Managers</u>   | 42            | \$47.42                  | \$98,625.10       |
| 90010    | <u>Manufacturing Managers</u>   | 42            | \$48.00                  | \$99,845.10       |
| 14200    | <u>Accounting Technicians and Bookkeepers</u>                                   | 41            | \$25.40                  | \$52,834.18       |



# Underserved Groups

## LABOUR FORCE CHARACTERICS BY DEMOGRAPHIC GROUP

|  | Total Population<br>(Over 15 Years Old) | Indigenous Identity | Racialized Population | Newcomers<br>(2016-2021) | Immigrants<br>(2011-2015) |
|--|---|---------------------|-----------------------|--------------------------|---------------------------|
| Percent of Population<br>Over 15 Years Old | 100%                                    | 3%                  | 22%                   | 4%                       | 3%                        |
| Total                                      | 346,975                                 | 9,730               | 76,205                | 12,200                   | 9,765                     |
| In the Labour Force                        | 203,690                                 | 5,780               | 45,245                | 6,805                    | 5,570                     |
| Employed                                   | 171,710                                 | 4,695               | 36,910                | 5,495                    | 4,665                     |
| Employed Part-Time                         | 67,170                                  | 2,090               | 16,250                | 2,360                    | 2,155                     |
| Employed Full-Time                         | 93,980                                  | 2,310               | 16,660                | 2,495                    | 1,995                     |
| Unemployed                                 | 31,990                                  | 1,080               | 8,335                 | 1,310                    | 910                       |
| Participation Rate                         | 59%                                     | 59%                 | 59%                   | 56%                      | 57%                       |
| Unemployment Rate                          | 16%                                     | 19%                 | 18%                   | 19%                      | 16%                       |
| Employment Rate                            | 49%                                     | 48%                 | 48%                   | 45%                      | 48%                       |
| Median Employment Income                   | \$32,800                                | \$ 27,400           | \$ 25,400             |                          |                           |



A blue-tinted photograph of a desk setup. On the left is an open laptop. To its right is a tablet with a white coffee cup in front of it. The background shows a desk with papers and a chair. The text 'Priorities and Proposed Solutions' is overlaid in white.

# Priorities and Proposed Solutions

## Priority #1 Attracting Underrepresented Groups to the Skilled Trades

- Women represent 10% of skilled tradespeople
- Newcomers account for 1% of apprenticeship certification holders

### Solution – Advocate to Employers

- Raise awareness of resources and supports available to employers to approve recruitment and retention of employees from federal and provincial government and local service providers
- Improved connections between industry and settlement service providers to connect jobseekers to employers and show talent experience and potential in-person
- Greater support for newcomers to take trades equivalency exams

## Priority #2 Improve Retention of Employees and Increase Use of Training Programs

- 55% of local employers feel negatively of their ability to retain employees
- 77% of the reasons why employees leave are preventable by the employer

## Solution – Regional information sharing for HR best practices leading to shared resources

- Streamline HR resources and develop an online database of shared forms, resources, grants and funding opportunities and best practices
- Open to all locally in HR and to SMEs without designated HR staff, in partnership with local HR associations

## **Priority #3 Increased Attraction of High School Tech Teachers**

- Limited success in pulling skilled trades workers out of industry to train and teach
- Teachers often lead trades they don't have familiarity with or multiple trades

### **Solution – Provincial Advocacy**

- Advocate for higher wages and better benefits and pensions to persuade skilled trades workers to transition to teaching
- More short-term training options for tradespeople to transfer into education while remaining employed

## **Priority #4 Improve Regional Attraction of New Talent**

- We continue to lose working age residents to other regions
- Multiple campaigns exist but not all are cohesive

### **Solution – Shared Story for Regional Attraction**

- Compile and share Windsor-Essex's unique traits through one online resource, utilizing visual media to better promote the region
- One website to link to others for more information, organized by area of interest, with promotion of cost of living benefits of the region

## Priority #5 Reduce the Local Tech Brain Drain

- The brain drain has been exasperated by rise of remote work and proximity to U.S. border
- Seemingly a lack of a local tech network

### Solution – Pathfinding for students following co-op placements, showing how they can continue a career with the company or sector

- Demonstrate to students how and when they can change their role or take on more responsibility following a co-op placement to highlight opportunities with the company and improve the onboarding process
- Create internal pathways for growth and mentorship programs that facilitate and expedite advancement for new hires, and upskilling and reskilling programs for current employees

## **Priority #5 Reduce the Local Tech Brain Drain**

- The brain drain has been exasperated by rise of remote work and proximity to U.S. border
- Seemingly a lack of a local tech network

### **Solution – Career navigator/career advisor to broaden student interest. Increase student connection to career services and industry**

- Expand career navigator and advisors capacity and use
- Attract students with more visual resources, such as a map of supports/pipeline opportunities, and activities, such as co-op fairs and information sessions from industry associations
- Develop a systematic outreach plan that can aid in spreading consistent information to all co-op students at one time



## Priority #6 Improve Retention in the Tourism and Hospitality Sector

- The primary causes of high turnover in the industry are a lack of flexibility, limited opportunities for growth, a toxic work environment, and a lack of recognition
- Perception of limited of full-time positions and employment benefits

### Solution – Regional information sharing for HR best practices leading to shared resources

- Address employment barriers by developing better access to transportation, offering employment benefits for part-time staff, and adapting work schedules to fit the flexibility needs of staff
- Increase awareness of full-time positions within the industry and pathways to growth, and promote the value of developing transferable skills through part-time employment
- More employer participation in Ontario Tourism Education Corporation programs

To view the full report visit:  
**[workforcewindsorsex.com/LLMP](https://workforcewindsorsex.com/LLMP)**



**Aaron Fauteux**  
Project Lead |  
WE Value Partnership

**WE Value Partnership**  
Settlement success. Together.



**WE Value Partnership**

Settlement success. Together.



partenariat local d'immigration  
**windsor essex**  
local immigration partnership

# 2024 Data Sharing & Community Consultation Events

February 29 & March 1

Funded by:



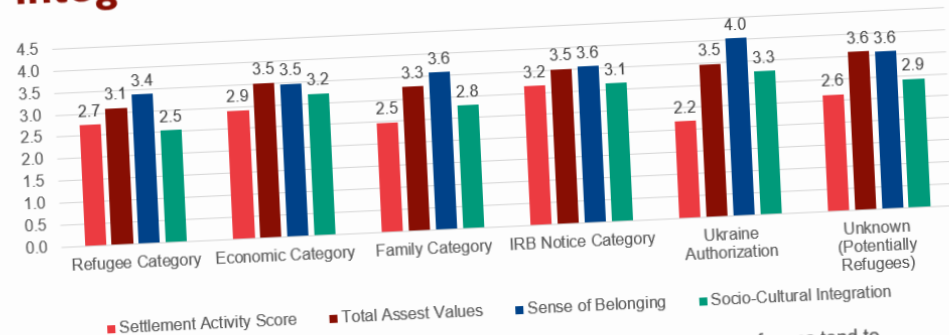
Immigration, Refugees  
and Citizenship Canada

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et Citoyenneté Canada

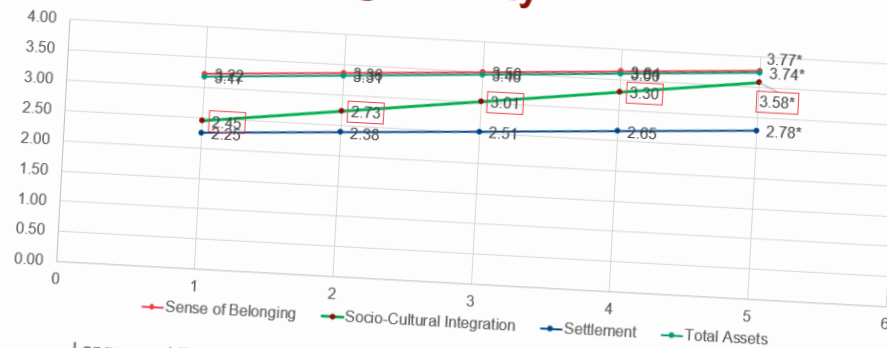
Visit [wevalue.ca](https://wevalue.ca) to view past presentations & reports, and to learn more!

## Integration Scores by Admitted Class



All groups score higher in sense of belonging than other categories; refugees tend to have lower levels of integration, except for settlement activities; Ukraine Authorization have the have the lowest score for settlement activities and highest score for

## Impact of Language Ability



Language ability improves settlement and integration, particularly in terms of socio-cultural integration (\* = Sig.)

**Dr. Reza Nakhaie**, Professor of Sociology at the University of Windsor, will guide participants through an exploration of data trends in the thematic groups of Health & Social Cultural Integration, Education & Employment, Housing & Neighbourhood, and Recreation, Capacities & Hobbies.

Participants will have the opportunity for discussion with practitioners in their sector as well as other sector organizations in the Windsor-Essex region. We will explore the relationships between actions included in settlement plans, settlement outcomes, and how your organization contributes to settlement success.

# Visit our Eventbrite page to Register!



## WHEN?

DAY 1: February 29, 9am-1pm

*Continental breakfast & light refreshments*

DAY 2: March 1, 9am-2pm

*Continental breakfast & light refreshments + Lunch*

## WHERE?

Other Place Catering, 1395 Walker Road, Windsor

## WHO?

This event is designed for practitioners involved in supporting newcomer settlement through organizations in community services, education, employment, healthcare, housing, and settlement services.

We highly encourage front-line staff from across settlement and community organizations to attend as the content will be particularly relevant to this audience.

Visit [wevalue.ca](https://wevalue.ca) to view past presentations & reports, and to learn more!



## Monica Champagne

WE LIP & TeaMWork Project Supervisor



View the feedback from the conversation on our [Community Conversation Twitter Moment](#)

Irek Kusmierczyk Retweeted

**Nelson Santos** @NSantos007

Some impressive leads into securing stronger network here as part of this much needed community conversation today. Thank you @WindsorEssexLIP & @Irek\_K and all the members of the working committee to get us all together.

**Irek Kusmierczyk** @Irek\_K · Nov 12

Honoured to help facilitate a Community Conversation between 120+ local community organizations & leaders to unpack and celebrate the social and economic contributions of Migrant Workers in #WindsorEssex

@WindsorEssexLIP @ONgreenhouseVeg @WEEcDev @ESHcCare @SorayaMartinezF



12:13 PM · Nov 12, 2020 · Twitter for Android

3 Retweets 1 Quote Tweet 13 Likes

**Irek Kusmierczyk** @Irek\_K

Honoured to help facilitate a Community Conversation between 120+ local community organizations & leaders to unpack and celebrate the social and economic contributions of Migrant Workers in #WindsorEssex

@WindsorEssexLIP @ONgreenhouseVeg @WEEcDev @ESHcCare @SorayaMartinezF



Unemployed Help Centre of Windsor and 7 others

11:54 AM · Nov 12, 2020 · Twitter Web App

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**Leamington Chamber** @Leam\_Chamber · Nov 12

Replying to @Irek\_K @WindsorEssexLIP and 10 others

Great information and presentations!

**Stephanie Lyanga** @Stephlyan · Nov 12

Replying to @Irek\_K @WindsorEssexLIP and 11 others

Great to hear about all the work being done!





## Action Plan: Temporary Foreign Worker Engagement

On November 12, 2020 the Windsor Essex Local Immigration Partnership (WE LIP), in collaboration with the Office of Irek Kusmierczyk, and with the support of the municipalities of Leamington and Kingsville, the City of Windsor, the Ontario Greenhouse Vegetable Growers, the WindsorEssex Economic Development Corporation, the Migrant Worker Community Program, and C.A.R.E for International Workers, held a Community Conversation on the Economic and Social Impact of Temporary Foreign Workers in Windsor-Essex.

During the conversation, both live and in the concurrent group chat, as well as through outreach and a survey that followed, WE LIP asked partners to help identify priorities for next steps in our Temporary Foreign Worker (TFW) initiatives. Planning partners had the opportunity to review draft results, and worked together to craft the priorities listed in the tables below. Included are potential ways in which WE LIP can continue working with current and future partners to help advance this very important work.

|   |   |  |  |  |
|---|---|--|--|--|
|  <h3>Increase earliest access to equitable health care</h3> <ul style="list-style-type: none"> <li>Continue to facilitate Workplace Wellness for Agri-Food Workers &amp; HUB Connect Task Forces</li> <li>Inform the Ontario Health West Seasonal Worker Strategy</li> <li>Continue partnership with CMHA &amp; other mental health programs</li> <li>Community Conversations around TFW Health Care</li> <li>Support funding applications for TFW Health initiatives</li> <li>Share information with the community, employers, and TFWs</li> <li>Coordinate the development of resources for culturally responsive messaging</li> </ul> |  <h3>Safe employer-provided &amp; private housing</h3> <ul style="list-style-type: none"> <li>Share key findings of the Government of Canada's minimum accommodation requirement survey</li> <li>Task Force around TFW Housing</li> <li>Host Housing Information sessions</li> <li>Share information with the community, employers, and TFWs</li> <li>Coordinate the development of resources for culturally responsive messaging</li> <li>Coordinate the production of a multi-lingual (Spanish/English/Thai) manual for workers</li> </ul> |  <h3>Healthy &amp; safe working conditions</h3> <ul style="list-style-type: none"> <li>Coordinate a TFW Healthy &amp; Safe Working Conditions Task Force</li> <li>Coordinate the development of resources for culturally responsive messaging</li> <li>Share information with the community, employers, and TFWs relevant to Healthy &amp; Safe Working Conditions</li> <li>Host Information sessions on Healthy &amp; Safe Working Conditions</li> </ul> |  <h3>Worker &amp; community informed collaborations</h3> <ul style="list-style-type: none"> <li>Facilitate integration of migrant worker support organizations with eligible settlement services</li> <li>Survey TFW &amp; Agri-food employees</li> <li>Continue partnerships with TFW support organizations to support initiatives, &amp; strengthen operations, such as: Develop &amp; facilitate training for support organizations to deliver integration/settlement programs; Strategies to encourage TFW participation on solution focused task forces &amp; committees;</li> <li>Education &amp; Social Supports for quarantined/isolated workers, such as: Phone a friend program; COVID-19 testing &amp; vaccination protocols; How to access health care - prevention &amp; primary care; On line ESL classes</li> <li>Messaging Task Force</li> <li>Support services in first-language initiatives</li> <li>ESL supports for farm workers</li> </ul> |  <h3>Linguistic &amp; cultural safety</h3> <ul style="list-style-type: none"> <li>HUB Connect App Sub-Committee to increase utilization build capacity as a messaging tool</li> <li>TFW Linguistic and/or Messaging Task Force.</li> <li>Continue Economic &amp; Social Impact of TFWs Task Force and positive messaging campaign</li> <li>Survey to identify language needs</li> <li>Develop resources for TFW messaging</li> <li>Support TFW Language resources &amp; ESL for TFWs</li> <li>Support second language programs for community members</li> </ul> |
|---|---|--|--|--|

= Community Integration

Funded by:

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Immigration, Refugees and Citizenship Canada

Immigration, Réfugiés et Citoyenneté Canada

9am - 1 pm  
March 7th, 2024

## Temporary Foreign Worker Community Conversation Forum

**@ the Links of Kent Golf Club**

120 Indian Creek Rd W, Chatham, ON N7M 2E2



Doors Open & Breakfast at **9am**  
Project Updates start at **10am**

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Tea**M**Work  
Project ●●●

**workforce**  
WindsorEssex

## Random Acts of Kindness Day – Feb 17, 2024



*be kind.*



## Next Meeting

2024 WE LIP Spring Council Meeting  
May 16, 2024

