

# ATLANTIC IMMIGRATION PROGRAM (AIP)



## AN EMPLOYER'S GUIDE TO SUPPORTING THE SETTLEMENT OF NEWCOMER EMPLOYEES

**There are many ways you can support and retain your newcomer employees.**

### **1 In addition to taking Intercultural Competency Training (ICT), you can...**

1. Encourage your staff to take ICT.
2. Build social connections through mentoring and team building.
3. Establish a workplace diversity and inclusion committee.



### **2 In addition to helping newcomers integrate by connecting them with a Service Provider Organization (SPO), you can...**

1. Help them find housing and feel at home.
2. Help them with transportation:
  - ↳ pick them up from the port-of-entry;
  - ↳ help them get to work, using a local SPO and other essential services;
  - ↳ give them public transit information.
3. Refer them to key services in the community (i.e. health card and school registration)
4. Connect them with local groups of interest.



### **3 In addition to facilitating/providing language training for newcomers whose official language is below a Canadian Language Benchmark level of 5, you can...**

1. Ensure all newcomer employees have access to the language assessment and training services they need.

