

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.

