Appendix A: Host Program Logic Model

	Program and Project Design and Management	Program Delivery			
		Volunteer Selection & Support	**Newcomer Assessment**	**Client Matching**	**Volunteer-Client Activities**
Activities	Policy/Program/Project planning and development Promoting Host Program and projects Planning, negotiating and managing funding Supporting and coordinating program delivery Monitoring, auditing, evaluating, reporting (including monitoring matches by SPOs) Development of new approaches and activities Sharing of innovations/best practices/lessons learned	•Volunteer outreach •Holding community events •Advertising •Reviewing applications •Delivering orientation sessions •Conducting volunteer assessment (interviews, security checks) •Conducting volunteer training •Volunteer support/ recognition	•Newcomer outreach •Interviews with newcomers •Assessing newcomer eligibility and readiness for Host Program •Providing orientation to Host services •Defining newcomer needs to be addressed by Host Program	•Matching newcomer with volunteer •Matching newcomer with group activities •Setting objectives/expectations for activities	Delivery of individual (one-on-one) activities Delivery of family-based activities Delivery of group activities
Outputs	Policies, ARAF, Ts&Cs, operation manuals Promotional materials, events, websites CFPs / Contribution Agreements / claims Guidelines, tools, training, advice, support Monitoring tools and systems (e.g. iCAMS) Monitoring, audit, evaluation reports New types of Host activities Meetings / consultations / conferences / papers	•Outreach events and advertisements •Volunteers' applications •Accepted volunteers •Host Program orientation sessions •Agreements with volunteers •Training •Volunteer recognition events	•Newcomers applications •Interviews •Referrals •Needs assessed •Host Program Orientation sessions	•Volunteer-Newcomer match •Group activity match •Agreements	Field trips Participation in community activities Networks Conversation Circles (English/French) Skills/Training/Homework Clubs Recreational/Hobby Groups/Circle of Friends Business mentoring Membership/participation in Youth groups (Buddy Program, Drop-ins, Clubs), Women's/Men's Groups Other social events
Immediate Outcomes	Policies, program and projects are needs- and evidence-based Stakeholders know Program objectives, benefits and requirements Clear roles and responsibilities and effective accountability mechanisms Established information sharing and partnerships to support learning Program stakeholders have the capacity (tools, resources, support) to deliver the Program	•SPO have a pool of interested and qualified volunteers •Volunteers understand the Host Program and their roles and responsibilities •Volunteers are aware of newcomers' challenges and are prepared to guide Host clients	•Clients understand benefits of the Host Program •Client's Host Program-specific needs identified	•Timely matches and group activities provided to clients and volunteers •Individual matches and group activities are appropriate to the client's needs •Reasonable expectations for individual matches and/or group activities	Facilitation of client's settlement (i.e. lowering settlement-related stress, meeting basic settlement needs, confidence, gaining knowledge about available services, resources, Canadian civics; practising English or French; dealing with educational, health and other issues; learning about community). Clients develop social and professional contacts and networks. Volunteers and clients relate on a personal level and develop an understanding of their respective cultures.
Intermediate Outcomes		•Clients ability to function independently accessing and using resources, communicating in English/French, addressing upcoming challenges. •Clients are engaged in and use diverse social/professional networks developed •Clients are engaged in life of their community and feel sense of belonging to their communities and to Canada •Volunteers are more knowledgeable about immigration and immigrants contributions to Canada.			
Long-Term Outcome		•Newcomers contribute to the economic, social, and cultural development needs of Canada •Newcomers are integrated and engaged in Canadian life			
PAA		R Q2 : Successful integration of newcomers into society and promotion of Canadian citizenship			