



Issue #1:  
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## Newcomer Workforce: An Employer Resource

This quarterly newsletter exists to support Regina's employers in the recruitment, hiring, training and retention of newcomer populations in the workforce, through information and education.



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### Local Immigrant-Serving Agencies

Local immigrant-serving agencies exist to support newcomer settlement and integration. A key part of the settlement and integration process is access to employment-related training and education that prepares the newcomer for employment in Regina. Resume and cover letter development, interview preparation, credential assessment, job preparation, job-specific language training, and job mentorship are examples of the programs and services available.

To view a listing of the service agencies in the community, a recently developed service map can be [accessed here](#).

### Inclusivity in the Workplace: Recognizing Diverse Religious and Cultural Holidays

- As the 2020 Christmas holiday has just ended, it is important to recognize that not all of your staff may celebrate Christmas in the way many North Americans do.
- When you start planning for next year's holidays, consider ways to acknowledge all religious and cultural holidays celebrated by your employees: One policy (suggested in a [socialchorus.com](https://www.socialchorus.com) blog post) is to offer "designate your holiday" days to your employees. This would allow employees to choose which holiday is most important for them and your business or organization could have the added benefit of being able to stay open with a rotating holiday schedule!

# CANADA-SASKATCHEWAN JOB GRANT FOR EMPLOYERS



## Up to \$10,000 to help train your employees

As a local employer, you may be wondering how to support a new or existing employee with the training they need to be successful in their workplace role.

The Canada-Saskatchewan Job Grant is accepting applications from eligible employers, pending available funding. The Canada-Saskatchewan Job Grant is an employer-driven program that:

- Helps businesses and non-profit organizations train new or existing employees for available jobs; and
- Provides more opportunities for unemployed or underemployed workers to receive training.

Through the program, the employer contributes one-third of the training cost, while the federal and provincial governments contribute the remaining two-thirds.

### Trainees:

Must be a Canadian Citizen or Permanent Resident (PR) with a Social Insurance Number. Both existing and potential employees are eligible. Temporary Foreign Workers are not eligible.

### Training:

Training is flexible. Employers choose the training program and mode of delivery that will meet their needs, within certain requirements.

**For more information, consult the [Canada-Saskatchewan Job Grant Page here.](#)**

This newsletter is an initiative of the RRLIP-convened **Labour Market Working Group** (which is comprised of newcomer-serving agencies, and other local supports). For more details and a complete list of working group members, visit <https://rrlip.ca/pages/labour-market-working-group>

The Regina Region Local Immigration Partnership (RRLIP) is a federally-funded project designed to strengthen and support the community's capacity to welcome, settle and integrate newcomers. The Project is guided by a multi-sector Partnership Council and informed by an Immigrant Advisory Table. Its Action Plan highlights priorities determined through community consultation, research findings, input from RRLIP-convened tables, etc.

Employment has always been, and continues to be a major priority in the 2020-2022 Action Plan and can be [accessed here.](#)

## Language Skills in the Workplace

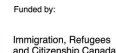
(adapted from County of Simcoe Immigration)

Effective communication in the workplace is critical to successful business operations. Recognizing and supporting cultural and language differences will help retain new immigrant employees. Most immigrants come to Canada with strong English or French language skills; however, further language training, or minor workplace accommodations, may be required to improve oral and/or written communication.

### To Improve Workplace Communication Employers can...

- Review and establish best practices for writing emails, reports, memos, and other documents. Best practices may be as simple as using plain language, ensuring instructions are clear, and avoiding extensive use of slang, jargon, idioms, and acronyms.
- Provide regular check-ins with new immigrant employees to ensure they have full comprehension of expectations, duties, and understanding of the workplace environment.
- Ensure staff (including senior staff and supervisors) are aware of cultural communication differences and encourage cultural sensitivity training.

THANK YOU TO OUR PROJECT PARTNERS AND FUNDER



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