



2024 to 2027 Business Plan

Service: Immigration Services

\$1.45

Annual cost for the
average rate payer
(2024 to 2027)

0.04%

Of the 2024 to 2027
City of London Net
Property Tax
Supported Budget

Who we are:

- Immigration Services aims to address needs of the workforce, foster economic growth and promote a welcoming, inclusive and accessible city for all newcomers. This is accomplished through community partnerships, strategic planning, and by improving our ability to attract, integrate and retain newcomers to and into the community.

What we do:

- Immigration Services seeks to ensure that the City's resources with respect to attracting, integrating, and retaining newcomers are maximized, as well as to ensure that newcomer residents have access to information, services, programs, and opportunities they need to succeed.
- The City supports the implementation of the community driven London Newcomer Strategy and its activities geared to the attraction, integration, and retention of newcomers with a focus on international students, skilled workers, and entrepreneurs.
- The City co-chairs the London & Middlesex Local Immigration Partnership, a community collaborative designed to strengthen the community's ability to successfully integrate newcomers and immigrants into our region.
- The City participates in the Consultative Community Committee, a Francophone working group, to support and raise awareness of the Welcoming Francophone Community initiative.
- Immigration Services coordinates the Asylum Seeker Community Network to share information and discuss emerging issues with community partners on an as-needed basis.

Why we do it:

- **Traditional** – Single and upper tier municipalities participate in federally funded programs involving the implementation of local immigration partnerships, and strategies to attract, retain and integrate newcomers.

The following table provides an overview of the budget for this service:

Budget Summary (\$000's)	2024	2025	2026	2027	2024 to 2027 TOTAL
Gross Operating Expenditures	\$667	\$686	\$778	\$791	\$2,922
Other Revenues	-\$379	-\$391	-\$400	-\$410	-\$1,580
Net Tax Levy Supported Operating Budget	\$287	\$295	\$378	\$382	\$1,342
Total Capital Expenditures	\$0	\$0	\$0	\$0	\$0
Full-Time Equivalents (FTE's)	2	2	2	2	N/A

Reflects 2024 to 2027 adopted City budget as of December 1, 2025

Linkage to the 2023 to 2027 Strategic Plan

This service supports the following Strategic Areas of Focus in the 2023 to 2027 Strategic Plan:



**Reconciliation, Equity,
Accessibility, and
Inclusion**



**Economic Growth, Culture,
and Prosperity**



**Housing and
Homelessness**



**Mobility and
Transportation**



Wellbeing and Safety



**Climate Action and
Sustainable Growth**



**Safe London for Women,
Girls, and Gender-Diverse
and Trans People**



Well-Run City

Environmental, Socio-economic Equity and Governance (ESG) Considerations

Environmental, Socio-economic Equity and Governance Profile for this service:

Environmental:

- Among the newcomers that London receives are those who are fleeing regions where climate change has negatively impacted their living circumstances or has contributed to conflict and competition for scarce natural resources. Additionally, the impact of the climate emergency in London will disproportionately impact equity-denied groups including newcomers.

Socio-economic Equity:

- Newcomers are among equity-denied groups who face several barriers to full integration and active participation in the London community. As Co-chair of the London & Middlesex Local Immigration Partnership, the City is working to improve the access and coordination of services to immigrants, increase community awareness of immigrant needs, reduce racism and discrimination, and create a welcoming community for all. The City of London website and the London and Middlesex Immigration Portal highlight London as a welcoming, inclusive and diverse community which values the contributions of newcomers to the culture and economy.

Governance:

- The City has prioritized Immigration Services through the 2023 to 2027 Strategic Plan including the Reconciliation, Equity, Accessibility, and Inclusion area of focus. Many commitments have been made to create a more welcoming, inclusive, and safe community for all Londoners including all equity-denied groups. At the same time, London has prioritized the Economic Growth, Culture and Prosperity area of focus with the expected outcome that London is a destination of choice. London has grown rapidly due in large part to an influx of immigrants who contribute significantly to London's prosperity and economic growth.

The following section provides an overview of the key activities the service plans to undertake from 2025 to 2027 to implement the Corporation's Strategic Plan, as well as an overview of the risks and challenges the service is anticipated to experience during this period:

Service Highlights 2024 to 2027

- Implement activities of Phase II of the London Newcomer Strategy including hosting the annual London Newcomer Day, maintaining the London & Middlesex Local Immigration Portal, ensuring greater visibility of Francophone settlement services, increasing job seeker awareness of employer practices and job seeker preparation for employment success, and identifying opportunities for London's major institutions to include Newcomers' perspectives and to address effective community planning and service delivery.
- Create inclusive engagement opportunities that: bring together newcomers with London residents, celebrate and honour diversity, support events to welcome international students, and address barriers to full engagement of newcomers in the community.
- Creating positive stories about newcomers and educating receiving community on the contributions of immigrants
- Hosting community conversations on key themes such as the attraction of entrepreneurs, the support of international students, and access to services for families and skilled workers prior to their arrival.
- Host and support activities to strengthen connections between employers and immigrants and newcomers and to reduce barriers to full employment of newcomers.
- Working with community partners to understand the trends and needs of asylum seekers.
- Improve access and coordination of services for immigrants and newcomers and reduce barriers that impede their successful integration into the community and the economy.
- Undertake surveys, data collection and analysis to identify critical issues and understand the City's role in creating a welcoming community and in increasing newcomer retention.
- Continue to advocate with the federal and provincial governments for immigration pathways to address the workforce needs of the London Regional Economy.
- Support the Welcoming Francophone Community initiative to improve conditions for francophone newcomers in the following areas: employment and entrepreneurship, civic engagement and participation, equitable access to reception and settlement services.
- Raise London's level of prominence internationally as a welcoming, inclusive and diverse community.

Risks and Challenges Anticipated in 2024 to 2027

- Potential arrival of large numbers of asylum seekers would impact staff resources and budget.
- Cuts to immigration levels in the next two years (2026-27) and ongoing changes to study/ work permits eligibility cast uncertainty to the local education institutions and employers in terms of recruitment and long-term planning. Staff have

been working with community partners to identify the unintended consequences of these policy changes and take appropriate actions.

- City's application for London & Middlesex Local Immigration Partnership funding by Immigration, Refugees and Citizenship Canada (IRCC) for 2025 to 2030. IRCC funding has been reduced, staff have worked to see how we can mitigate the impact on the program in partnership with WILL Employment Solutions.

Other reference information and links:

- [London Newcomer Strategy](#)
- [Update on London's Newcomer Strategy: Choose London – Innovative, Vibrant and Global](#)
- [Moving to London](#) (includes London & Middlesex [Immigration](#) Portal)
- [LMLIP Plan 2022 - 2025](#)
- [Discrimination Strategic Experienced by Immigrants, Visible Minorities and Indigenous Peoples in London and Middlesex. An Empirical Study by the London and Middlesex Immigration Partnership](#)
- [An In-Depth look at Discrimination experienced by Immigrants and Racialized Individuals in London and Middlesex, and Strategies for Combatting this Discrimination](#)

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