

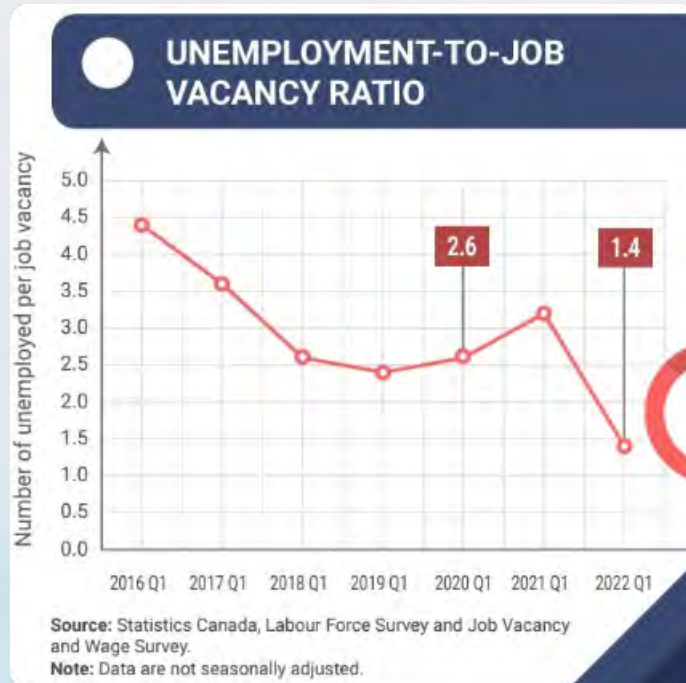
Introduction

Supporting Newcomers: The Atikokan Experience

This presentation provides an overview of a project that supported Ukrainian refugees in Atikokan and its impact on the local community.



Situation



Labour Shortage:

Northern Ontario, including Atikokan, is struggling with a labour shortage exacerbated by a housing deficit.



Housing Deficit

The lack of available housing makes it difficult to attract and retain workers in the region.



International Conflict

The war in Ukraine has disrupted global supply chains and sparked migration to Canada.

Situation



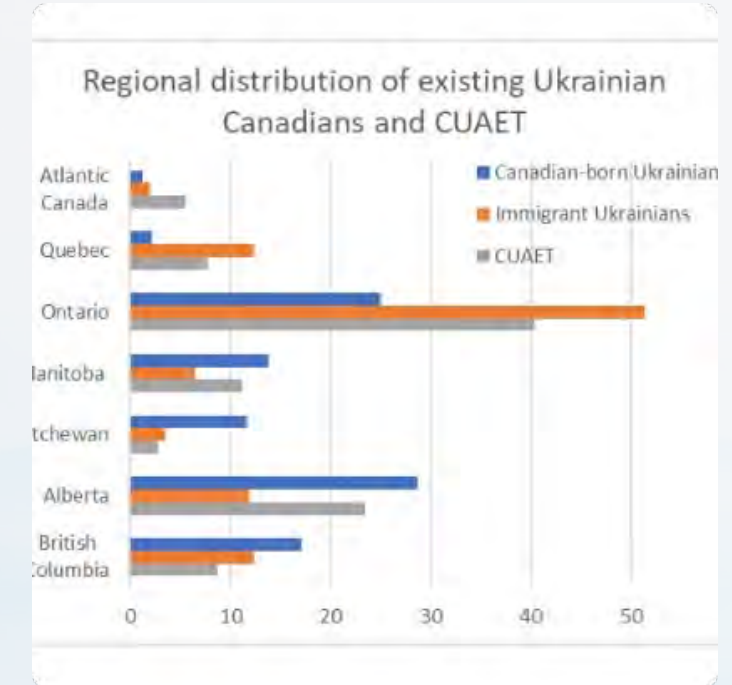
Default and Hotel Closure:

One of our borrowers defaulted, and AEDC had to take over the Old Atikokan Hotel to prevent further deterioration.



Production Expansion

Resolute Forest Products is expanding production but faces challenges like needing a larger workforce.



Displaced Population

Millions of Ukrainians have fled the war, with many finding safe place in Canada.

Opportunities

Vacant Hotel

AEDC saw value in the unused hotel, maintained it for years, and now has the right opportunity to use it.

Safe Accommodation

Atikokan's remote location provides a convenient, safe place for Ukrainians to adapt and resettle.

Available Job Positions

The labour shortage and influx of Ukrainians create new job opportunities, benefiting both employers and job seekers.

Productivity Increase

Integrating Ukrainians can enhance the production capacity of local enterprises through dedicated workers.

Negotiations

Leasing Premises and Resources

AEDC and Resolute signed lease agreement for Old Atikokan Hotel to house Ukrainian workers.

1

Food Organization

AEDC took responsibility for providing meals for Ukrainian residents at the hotel.

3

Infrastructure Repair

AEDC and Resolute invested \$100,000 each to upgrade hotel to meet safety standards.

2

Transportation

Partner organized regular transportation from hotel to Resolute workplace and back.

4

Collaboration

European Partners

Resolute established contact with DELOITTE, helping find and connect with Ukrainians seeking new opportunities.

Immigration Initiatives

Resolute closely worked with the IRCC on the CUAET program to integrate Ukrainians into the organization.

Life Skills Support

The Atikokan Adult Learning Centre assisted Ukrainians with documentation, medical exams, banking, and other daily needs.

Laundry and Gyms

Basic amenities like laundry and fitness facilities were provided to help Ukrainians feel at home. The beginning of the chain of events of the second phase

Operations

Safety First: The Old Atikokan Hotel was upgraded to meet Ontario's rigorous safety standards, including new fire-resistant doors and safety systems. Resolute also thoroughly trains all newcomers on workplace safety.

Nourishing the Community: Full-time chefs prepare meals 3 times per day to feed the 27 residents of the hotel. A dedicated cleaner maintains the hotel's cleanliness, fostering a comfortable living environment.

Personalized Support: Beyond the project's main tasks, each newcomer receives tailored assistance, from transportation to resolving personal issues, ensuring a smooth transition.

Program Impact



50+%

Production Workers

New Ukrainian employees make up over half of Resolute's expanded workforce.

Most of them are quickly trained and promoted, and to date, Ukrainians resettled under our program have been appointed to positions of all types in the production process, from laborer to shift supervisor.

Program Impact



30%

Women Employed

- An unprecedented ratio of women now work at the sawmill.
- The program has been shown to ignore and break stereotypes.
- All activities at the enterprise are organized in such a way that the lack of desire to work is the only limiting factor.
- Which just in a few cases was registered.

Program Impact



Productivity Increase

Resolute added multiple shifts, setting new production records.

- To the 2 existing planer shifts, they launched 2 full shifts.
- The launch of another shift for Sawmill is being prepared.
- Employee turnover is down dramatically.
- The company's productivity has increased significantly, and production records have been registered

100

New Residents

Around 100 Ukrainians, including families, have resettled in Atikokan.

- Town population growth was more than 3 % in less than 2 years.
- Ukrainian children have enrolled in local schools, integrating into the community.
- Resolute has purchased land to construct 10 new homes, which will be available for purchase by all employees, including the Ukrainian newcomers.



Local Spending

New residents' incomes are boosting the local economy.

- Each family of newcomers is financially secure. At least one family member has a full-time job.
- Some of them have started buying cars.
- Many of the families have moved into rented houses, contributing to the real estate market in the town.
- New residents take advantage of Atikokan's recreational centers.

Lessons Learned

Communication

Open communication and cultural understanding fostered a harmonious, productive environment.



Lessons Learned

Respect and Trust

Respect and trust between the participants ensured effective cooperation of all links and smooth integration of Ukrainians.



Lessons Learned

- Anything is possible if you work at it !

This project demonstrated that with sufficient desire and perseverance, any goals, even the most ambitious, can be achieved.



A person's hands are holding a small, square chalkboard with a light-colored wooden frame. The chalkboard is black and has the words "ANY" and "questions?" written on it in white chalk. The word "ANY" is in all caps and is positioned above the word "questions?", which is in lowercase and ends with a question mark. The background is a solid, light blue color.

ANY
questions?



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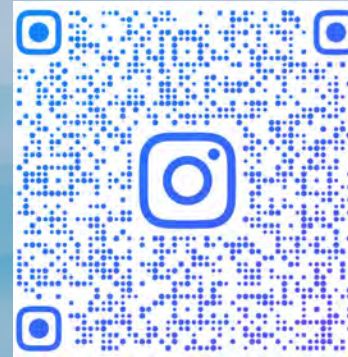
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