



NATIONAL NEWCOMER
NAVIGATION NETWORK

RÉSEAU NATIONAL DE
NAVIGATION POUR
NOS NOUVEAUX ARRIVANTS



ABOUT N4

NEWCOMERNAVIGATION.CA

N4 is a national network for the diversity of providers who assist newcomers in navigating the complex Canadian health care and social service systems. We provide opportunities for professional development, education, virtual discussions, networking, and the sharing of data and resources. We aim to promote best practices in the field of newcomer navigation, with the ultimate goal of improving the experience of newcomers to Canada.

From 2019 – 2022, N4 successfully built a robust network of professionals from diverse sectors and geographies passionate about advancing health equity and improving their services to meet the needs of those newest to Canada. In April 2022, IRCC expanded N4’s mandate to target inequities for newcomers in being optimally employed within health care, a key strategy in tackling the health human resource crisis in Canada. N4 is currently leveraging its platform and tools to address the barriers for internationally educated health professionals (IEHPs) in being optimally employed.

In order to assure all stakeholders can benefit from N4, membership and access to our tools are fully sponsored by our funder and therefore free.

VISION

For Canadian newcomers to have a consistent and equitable experience in navigating health and social services during their settlement.

MISSION

To create a national platform for newcomer serving professionals to connect, learn, and collaborate around system navigation.

OUR VALUES

- Diversity
- Collaboration
- Inclusion
- Innovation

IMMIGRATION IS A KEY ECONOMIC STRATEGY FOR CANADA. BY 2025, WE PLAN TO WELCOME 500 000 IMMIGRANTS AND REFUGEES EACH YEAR.

NEWCOMERS FACE MANY BARRIERS TO EQUITABLE HEALTH AND SOCIAL SERVICES. DURING THE FIRST WAVE OF COVID THIS WAS HIGHLIGHTED AS NEWCOMERS WERE TWICE AS LIKELY TO BECOME INFECTED.

DESPITE HAVING HIGHLY-VALUED SKILLS, LESS THAN HALF OF INTERNATIONALLY TRAINED NURSES AND PHYSICIANS ARE OPTIMALLY EMPLOYED IN CANADA

FUNDED BY



Immigration, Refugees and Citizenship Canada

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Our network tools and resources help N4 members connect, learn and collaborate. They provide opportunities for professional development, education, virtual discussions, networking, and the sharing of data and resources.

N4 TOOLS



CONNECT

MEMBER DIRECTORY:
Searchable and sortable contact database of N4 members

MEETING PLACE:
Online discussion forum to exchange ideas and resources

EVENTS CALENDAR:
Upcoming N4 and partner educational offerings

"If you work with newcomer patients, you understand how health needs intersect with sectors beyond health care and how the gaps between sectors create barriers for patients. N4 seeks to overcome those gaps by creating a one-stop platform to assist physicians in newcomer navigation within health care, settlement services and more."

Dr. Tim Holland, MD
Physician, Halifax Newcomer Clinic, Halifax, NS



LEARN

N4-HOSTED WEBINARS AND PROFESSIONAL DEVELOPMENT SERIES:
Live sessions and access to recorded ones

E-LEARNING LIBRARY:
Catalogue of N4 and partner trainings

RESOURCE LIBRARY:
Catalogue of news, research articles, and service delivery tools

DATA TOOL: Key public and member-driven data to facilitate evidence-based decision making

N4/SAINT PAUL UNIVERSITY PROGRAMS: Online certificate programs to enhance clinical skills with those needed to promote newcomer equity

CONFERENCES: Intersectoral knowledge mobilization events

RSS FEED: News from organizations involved in the recruitment/retention of IEHPs



COLLABORATE

N4 COMMUNITY OF PRACTICE: Time-limited working groups producing evidence based, outcome-driven, and impact-focused deliverables to address the root causes of inequities for newcomers

SUBJECT MATTER EXPERTS (SMES): Volunteers providing expertise to N4 members

"The N4 platform has been an amazing connection tool that we are so lucky to have. N4 provides us with that national connection, especially with the high needs of settlement and health services."

Rebecca Rafca Saad
CSS Case Manager,
The Multicultural Council
of Windsor and Essex County,
Windsor, ON

The N4 network includes professionals from health care organizations and individual practitioners, settlement and social sector organizations, academia, and other stakeholders such as education, legal and government.

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