



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 healthcare 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 healthcare, 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

"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 healthcare, settlement services and more."

Dr. Tim Holland, MD

Physician, Halifax Newcomer Clinic, Halifax, NS

"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

FUNDED BY



Immigration, Refugees
and Citizenship Canada

FINANÇÉ PAR

Immigration, Réfugiés
et Citoyenneté Canada

HOSTED BY



EDUCATIONAL PARTNER



UNIVERSITÉ
SAINT-PAUL
UNIVERSITY



NATIONAL NEWCOMER
NAVIGATION NETWORK

RÉSEAU NATIONAL DE
NAVIGATION POUR
NOS NOUVEAUX ARRIVANTS

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

MEETING PLACE: Online discussion forum for members to connect and exchange ideas and resources.

MEMBER DIRECTORY: Searchable and sortable contact database of N4 members.

MOBILE APP: Download the mobile app and access N4 tools, resources and training.

SUBJECT-MATTER EXPERTS: Vetted SMEs who are accessible to help our members' work.

NEWSLETTER: Monthly email to keep our network up to date with the latest news, events, and learning opportunities.

IEHPs EMPLOYMENT MAP: Visual tool to support IEHPs (Internationally Educated Healthcare Professionals) and employers in understanding the pathway to optimal employment.

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



LEARN

E-LEARNING: Webinars, videos, and short learning bites.

RESOURCE TOOLKIT: Library with patient education and professional education tools.

DATA TOOLS: Facilitates evidence-based decision making by providing key public and member-driven data.

WEBINARS: List of free upcoming and on-demand webinars.

IEHPs RESOURCES: Support for IEHPs and intersectoral stakeholders.

N4/SPU PROGRAMS: One program helps established professionals adapt their services to support equity for their patients/clients. Our second program helps IEHPs overcome barriers to optimal employment.

AFGHAN/UKRAINIAN TOOLKITS: Resources for professionals supporting Afghan and Ukrainian newcomers.



COLLABORATE

EVENTS: A calendar featuring upcoming N4 and partner events

CONFERENCES: Access to past conference recordings and information about upcoming events

COMMUNITY OF PRACTICE (CoP): Led by a steering committee and facilitated by N4, the CoP time-limited working groups produce evidence-based, outcome-driven, and impact-focused deliverables to address the root causes of inequities for newcomers

ADVISORY COMMITTEE: Support, guidance, and oversight to the N4 project team.

ACCESS TO INTERPRETATION POSITION PAPER: A pan-Canadian standard which promotes safe and equitable healthcare.



newcomernavigation.ca/network

FUNDED BY



Immigration, Refugees
and Citizenship Canada

FINANCÉ PAR

Immigration, Réfugiés
et Citoyenneté Canada

HOSTED BY



EDUCATIONAL PARTNER



UNIVERSITÉ
SAINT-PAUL
UNIVERSITY



NATIONAL NEWCOMER
NAVIGATION NETWORK
RÉSEAU NATIONAL DE
NAVIGATION POUR
NOS NOUVEAUX ARRIVANTS

N4 NETWORK



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

The N4 network includes over 250 organizations from:

- 10 Provinces
- 2 Territories
- Representation from urban, rural, remote and northern communities

There are currently over 1100 members of N4. There are over 30 subject-matter experts supporting our members.

FUNDED BY



Immigration, Refugees and Citizenship Canada

FINANCÉ PAR

Immigration, Réfugiés et Citoyenneté Canada

HOSTED BY



EDUCATIONAL PARTNER



UNIVERSITÉ
SAINT-PAUL
UNIVERSITY