



## Skilled Immigrant Integration Program Request for Proposals

### Overview

WES Global Talent Bridge's Skilled Immigrant Integration Program (SIIP) offers communities an opportunity to leverage technical assistance (TA) from WES and its national partners and join a network of communities to further their state and local skilled immigrant integration initiatives.

WES Global Talent Bridge seeks communities committed to accelerating the creation and expansion of tested and promising approaches to immigrant professional integration. This program will provide high potential communities with customized training, coaching and technical assistance to advance concrete initiatives and build sustainable networks to advance local skilled immigrant integration efforts.

This opportunity is intended to serve local communities already engaged in supporting immigrant professional success through local programs and initiatives.

Selected communities will receive:

- 12 hours of coaching and advising (per community) provided by WES Global Talent Bridge
- 12 hours of additional customized technical assistance (per community) from national experts (see list of TA provider and their areas of expertise attached)
- Sponsorship for 3 delegates to participate in a convening in Toronto, Canada (spring/summer of 2019); WES Global Talent Bridge will fully reimburse all travel and lodging costs
- Four interactive web-based training sessions with WES Global Talent Bridge and other national partners on topics related to skilled immigrant professional integration
- Monthly calls with WES Global Talent Bridge and participating states and/or cities to share ideas and provide updates on the progress of local efforts
- A platform to regularly collaborate with peers on immigrant professional integration

### Program Criteria and Expectations

Communities must commit to engaging fully in the training and technical assistance provisions outlined above. Communities will be expected to exchange ideas, share best practices, and learn from TA providers and other communities participating in the program.

Selected communities must demonstrate meaningful participation in a robust network of multi-sector stakeholders with a strong commitment to continue engaging as a community of practice after the conclusion of the program.

The network should include at least one stakeholder from each of the following categories:

Categories				
Stakeholders	Service Providers	Educators	Private Sector	Public
	Refugee Resettlement	Adult Ed/ESL Providers	Employers	State Govt.
	Immigrant Service Providers	Community Colleges	Chambers of Commerce	Local Govt.
	Libraries	Four Year Institutions	Professional Association	Workforce Dev.
	CBOs			

The program will require a lead organization to take responsibility for coalescing, convening, and supporting the work with WES Global Talent Bridge and the other TA providers.

Applications with a lead agency anchored in local government will receive preference.

- Each community will commit to achieving 2-3 outcomes over the course of the year that will advance skilled immigrant integration efforts locally. These outcomes can center around (but are not limited to) workforce and/or ESL provision, public education, expanding multi-sector partnerships or improving local policies. Examples of outcomes from the previous program year included:
  - Developing career pathways resources for internationally-educated immigrants
  - Developing employer engagement strategies
  - Strengthening local and regional partnerships
  - Engaging community colleges in skilled immigrant integration
  - Developing strategies to address local and state policy
  - Developing workforce development strategies to better serve skilled immigrants

- Creating public education campaigns and convenings to raise awareness
- Selected communities will be required to participate in all program activities including monthly calls, quarterly training, and the in-person convening in Toronto.
- Communities must also agree to participate in a rigorous program evaluation process over the course of the program, including participation in focus groups, submission of program logs and quarterly check-ins.

### **Project Timeline and Support**

WES Global Talent Bridge will select a limited number of communities for this program. The provision of training and technical assistance will begin in January 2019 and end December 2019. Customized technical assistance from WES Global Talent Bridge and national partners can be accessed throughout the year as mutually agreed by the communities and the TA providers. TA is limited to 24 hours per community (12 hours from WES Global Talent Bridge and 12 additional hours from one or more of the national partners). In addition to the customized technical assistance, communities will receive support and coaching through monthly calls and trainings. Finally, WES Global Talent Bridge will reimburse travel and lodging expenses for 3 delegates to attend a three-day convening in Toronto in the late spring/early summer of 2019. Communities must send a delegation to the convening.

### **Questions and Updates**

WES Global Talent Bridge will host a Call for Information on November 7th, 2018 from 2:00-3:00pm Eastern Standard Time. Interested communities are encouraged to join the call. To register, send an email to Senay Gebremedhin ([sgebreme@wes.org](mailto:sgebreme@wes.org)) with the subject line "SIIP Call for Information". To apply for the program, please submit this [questionnaire](#) by November 30th, 2018.

### **About WES Global Talent Bridge**

WES Global Talent Bridge is committed to the academic, professional, and economic integration of immigrants into local communities. Global Talent Bridge is a program of World Education Services (WES), a non-profit organization that for over 40 years has helped immigrants gain recognition for their academic qualifications earned abroad. In pursuit of WES's stated mission to advocate for the recognition of international educational qualifications, and enable individuals to fully utilize their education in the US, WES Global Talent Bridge offers support and expertise through programming and partnerships with government agencies, academic institutions, immigrant service organizations, and others working in the field of immigrant integration.

## National Technical Assistance and Coaching Providers

### Community College Consortium for Immigrant Education (CCCIE)

- Providing best-practice on ways to leverage community colleges to help in the integration of immigrants through education
- Advising communities on ways to build relationships with community colleges to better serve immigrants
- Developing programs at community colleges targeted toward immigrant professionals

### National Skills Coalition (NSC)

- Understanding state and federal public investments (funding streams) in workforce development, job training, and adult education
- Developing model language for a state legislative or Governor's administrative policy proposal related to immigrant skills development issues
- Learning about examples of how other states or localities have implemented an adult education or workforce policy that is inclusive of immigrants and/or English learners
- Advocating with state or local policymakers to encourage them to advance policies that will help immigrant workers and adult learners to build skills and access better jobs
- Building coalitions that bring advocates for US-born workers and adult learners together with immigrant advocates in joint efforts on skills policy issues

### Upwardly Global

- Developing direct career services for skilled immigrants and refugees
- Building industry-specific programming, including re-licensing and re-credentialing support
- Creating an employer engagement strategy
- Understanding online learning platforms for reskilling initiatives
- Understanding data analytics to improve and create effective programs
- Using technology for optimization and innovation
- Building volunteer programming

### Welcome Back Center

- Building healthcare career pathway programs
- Navigating healthcare licensing and certification as well as overcoming regulatory barriers in the healthcare sector
- Developing contextualized ESL for immigrant healthcare professionals
- Developing multi-sector partnerships to support immigrant healthcare professionals

### Welcoming Center for New Pennsylvanians (WCNP)

- Creating immigrant-centered workforce development programs
- Developing immigrant career pathway planning tools
- Leveraging WIOA funding to support immigrant professionals
- Building an **International Professionals Program**

### WES Global Talent Bridge

- Understanding credential assessment and recognition by leveraging WES staff to share their expertise
- Leveraging international education to pursue professional licensing and certification
- Developing career pathways that utilize international credentials
- Connecting communities to skilled immigrant serving programs and initiatives in Canada
- Providing data and talking points to help 'make the case' to develop skilled immigrant integration strategies
- Sharing examples of successful state and local measures that address brain waste
- Providing technical assistance on communications strategies about immigration, brain waste, economic development and best practices for ESL and workforce instruction
- Developing contextualized ESL workforce programs and supporting and training staff working with skilled immigrant professionals