

## #ImmigrantsWork Phase Two: Call for Expressions of Interest

World Education Services (WES) is launching an opportunity for communities across Canada to leverage support from WES and expert partners and to join a growing network of communities working to create locally driven workforce development solutions to mobilize employers and foster immigrant inclusion.

### Overview

**#ImmigrantsWork** is a community engagement initiative that seeks to activate local employers and facilitate the co-creation of practical and easy-to-implement community-driven solutions to address the barriers that local businesses face when seeking to hire and retain immigrant talent. The initiative will be co-led by local stakeholders together with WES.

WES is issuing a call for Expressions of Interest (EoI) to identify up to five new communities and Community Partner organizations interested in creating, evaluating, or expanding employer engagement initiatives to address the challenge of immigrant inclusion in the workforce. Selected Community Partners will become part of a 2023–2024 #ImmigrantsWork program. Each will have the opportunity to access customized training, coaching, and technical assistance (TA) to advance their work.

### #ImmigrantsWork Program Benefits

- Selected communities will receive consultation with WES staff to:
  - Define issues facing local employers
  - Scope a collaboration that includes measurable objectives and achievable outcomes
  - Co-create strategies that may include (but are not limited to) employer workshops, the development of localized playbooks for hiring and retaining newcomers, refugee hiring events, and communication campaigns
- One-on-one coaching and a technical assistance package (TA) from the WES team and subject matter experts to support your local efforts
- Bi/weekly check-ins to support the work through the duration of the program
- Three interactive training sessions with WES and other partners on topics related to immigrant, international student and refugee socio-economic inclusion and workforce development.

- Recognition as a community partner in #ImmigrantsWork
- Participation in a two-day summit (location TBD) to connect communities in Canada and the US and share ideas and solutions

## **Program Criteria and Commitment**

The #ImmigrantWork initiative requires a Community Partner (lead organization) in each community. The Community Partner will act as the primary local point of contact for WES and will engage with WES staff, and champion, coalesce, convene, and support the local #ImmigrantsWork network.

### **Eligible Community Partner organizations**

Community Partners may come from:

- Municipal and regional governments
- Regional Economic Development Agencies
- Regional Workforce Development Agencies
- Local Immigration Partnerships
- Community-level not-for-profit organizations
- Local educational institutions
- Chamber of Commerce

### **Selection criteria**

The Community Partner will be chosen based on criteria including:

- Direct experience working with local employers, including small and medium enterprises
- Community characteristics such as:
- Demonstrable readiness to engage employers in addressing barriers to immigrant inclusion
- Evidence of critical, sector-specific labour supply and demand challenges
- Ties to a network of strong locally engaged partners and stakeholders that is inclusive of immigrant- and refugee-led organizations
- Evidence of strong leadership and commitment to innovative initiatives
- Strategic alignment to this work and capacity for sustainable impact
- Willingness to commit time and effort (estimated at 4 hours per week to dedicate to the

project)

### Community Partner Commitment

The Community Partner (lead) will commit to:

- Achieving the shared outputs and outcomes developed in the community workforce solution co-creation process.
- Developing, mobilizing, and maintaining the local community partner and stakeholder network.
- Designating an experienced and knowledgeable community builder as Community Lead. Community leads must commit to engaging fully in the training and technical assistance provisions outlined above. Leads will be expected to actively exchange ideas, share best practices, and engage with TA providers and other communities participating in the program.

### Program Timeline

The provision of training and technical assistance will begin in April 2023 and end in March 2024. Overall program duration, however, may be extended through December 2024.

Key Milestone	Anticipated Timing
Call for Expressions of Interest: Application Period Begins	November 15, 2022
Informational Calls	November 28 – December 9, 2022
Application Deadline	December 14, 2022
Communities Selected	December 21, 2022
Program Documentation Distributed to Partner Communities	January 16, 2023
Program kick-off Meeting	February 1, 2023



Initiative Implementation and TA Program	April 2023 – October 2024
Initiative Wrap-up and Evaluation	December 2024

WES will communicate any changes to this timeline by email.

### How to Apply

If you are interested in submitting an Expression of Interest, please fill out the [Application Form](#) by **December 14, 2022**.

Please include your community, lead organization, lead contact, and the partner/stakeholder organizations who will be part of your community initiative.

You will receive a confirmation of receipt of your application within 48 hours. We will use the email address provided in your application.

We may contact you to describe in greater detail our potential partnership.

### Contact

If you have any questions about this process or the #ImmigrantsWork initiative please contact **David Yan, Manager, Employer Solutions** ([dyan@wes.org](mailto:dyan@wes.org)).