



Request for Proposals – BUILD I.T. Workplace Integration Network

The Toronto Region Immigrant Employment Council (TRIEC), through its BUILD I.T. project invites prospective proponents to submit proposals for development and delivery of the Workplace Integration Network (WIN).

About TRIEC

The Toronto Region Immigrant Employment Council (TRIEC) was established in September 2000 to promote the integration of skilled immigrants into the GTA labour market. Since its formation TRIEC has worked collaboratively with a diverse group of stakeholders, including employers, post-secondary institutions, service providers, community organizations, regulatory bodies and all three orders of government to find and implement solutions and remove the barriers immigrants face when entering the labour market.

BUILD I.T. Project Background

Business Utilizing Immigrant Skills and Leveraging Diversity (BUILD) I.T. in York seeks to create a systemic approach to the successful integration of newly hired skilled immigrants in Canadian workplaces.

BUILD I.T. aims to ensure that employers recruiting for I.T. positions in York Region are able to fully utilize the skills, education and experience of internationally trained individuals through improved recruitment, hiring, integration, and employee retention strategies.

The approach will be developed and piloted on a small scale in York Region for I.T. specific occupations. It will be highly scalable and transferable to other sectors and regions.

The project will:

- Introduce employers to tools for assessing and screening skilled immigrants;
- Link them to recruiting sources;
- Provide a suite of services to support both employers and new hires in ensuring successful integration and retention;
- Develop a model for embedding these services within existing service delivery and funding programs

The BUILD I.T. project is two years in length, May 2008 – May 2011.

Project Structure:

The project will be implemented in seven phases:

1. Research and development of program/delivery model: May - Sept 2008
2. Program/delivery year 1: Oct 2008 - April 2010
3. Evaluation & revisions to program/delivery model: April - May 2010
4. Program/delivery year 2: June 2010 - Jan 2011
5. Evaluation: Jan - Feb 2011
6. Development of a sustainability model: Jan - Mar 2011
7. Embedding program via sustainability model into existing service delivery framework: Mar - May 2011

This RFP relates directly to phases 1 and 2.