



Request for Proposals

The Toronto Region Immigrant Employment Council (TRIEC), through its BUILD IT project invites prospective proponents to submit proposals to evaluate the BUILD IT project.

About TRIEC

The Toronto Region Immigrant Employment Council (TRIEC) was established in September 2005 to promote the integration of 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 IT Project Background

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

BUILD IT, aims to ensure that employers recruiting for IT 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 IT 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 internationally trained IT professionals;
- 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 IT project is two years in length, May 2009 – May 2011.

Project Structure:

The project will be implemented in seven phases:

1. Research and development of program delivery model: May - Sept 2009
2. Program delivery year 1: Oct 2009 - 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 3, 5 and 6.