

FEASIBILITY STUDY ON NON-PROFIT ORGANIZATION MENTORING NEWCOMERS

Project Synopsis

Time: 3-6 months

Complexity: High

Cost: \$25,000 - \$100,000

This project studies the feasibility of creating a non-profit organization (NPO) where internationally-trained workers (ITWs) would be supervised and mentored to become certified in a regulated occupation. This NPO would help fulfill a regulator's Canadian work experience certification requirement.

PROJECT DESCRIPTION

Many ITWs looking to become certified in regulated occupations have difficulty finding work without Canadian work experience. This project studies the feasibility of creating a NPO meant to mentor and supervise ITWs seeking relevant work to meet their Canadian work experience prerequisite. This NPO would deliver services, and work directly with regulatory bodies to ensure that an ITW's experience is recognized and validated efficiently. Workplace communication coaches would counsel candidates to develop their cultural competencies for the Canadian workplace and ensure they are following effective job search methods.

KEY OUTCOMES

- ITWs can fulfil the Canadian work experience prerequisite without difficulty.
- Regulators do not have to spend resources investigating and verifying the legitimacy of an ITW's Canadian work experience.

KEY CONSIDERATIONS

- Determine the market need and establish initial partnerships with regulators to create workflow for the NPO.
- Provide an in-depth analysis of financial, operational, legal components of running the NPO with a focus on sustainability.
- Develop a realistic capital and operational budget.

PROJECT COMPONENTS

- Conducting a feasibility study to establish a NPO to mentor and supervisor ITWs in a regulated profession, thus fulfilling the Canadian work experience pre-requisite.
 - Cost-benefit analysis
 - Financial planning
 - Options on operationalizing a sustainable organization

