

# CANADA PHILIPPINES WORKFORCE ALLIANCE



PREPARED FOR BFF

By

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# CANADA-PHILIPPINES WORKFORCE ALLIANCE

## (CAPWA)

### **OVERVIEW**

Meeting the current shortage of skilled workers in Canada as the country recovers after the global pandemic is crucial to the current economic development direction of the country. This concern leads to convening a group of Filipino Canadians who desire to bring Filipino skilled immigrants to Canada. The group met in Toronto to discuss an organized and scaled-up approach to an inclusive training, accreditation, employment, and community immersion facilities.

Realizing that the Canadian Government offers funding assistance for skills training in Canada, the group eventually continued discussing how to explore these opportunities. The challenge of the establishment of training facilities in the Philippines in partnership with Canadian accredited programs whether in Canada and in the Philippines was considered in line with availing of the grants.

The Philippines is a country that has been providing skilled workforce to Canada that started in the mid 1960s. Most of the early immigrants were professionals with college degrees. At present, the health care, agriculture, manufacturing, service, financial, and construction sectors receive most of these Filipino immigrants.

After passing immigration compliance, however, immigrants are not always ensured of decent employment. Particularly among highly skilled professionals, the Philippine academic and professional qualifications have difficulty complying with the Canadian system. This challenge inspired the group to contribute towards smooth transition of Filipino immigrants into the Canadian society, which led to the creation of the Canada Philippines Workforce Development Alliance (CAPWA).

The alliance will provide the structure and order for collaboration between participants from Canada and the Philippines. The inclusive approach to training, immigration, employment, and immersion to the Canadian society is the core strategy that the alliance embraces.

This plan to establish the alliance presents the goal and objectives, the operational strategies, the organization and management, the initial project, which is the establishment of training center for welders, and the start-up budget.

### **GOAL AND OBJECTIVES**

The goal of the alliance is to contribute to satisfying the demand for skilled workforce in Canada through the delivery of integrated training, immigration, job placement, and immersion assistance services for would be immigrants from the Philippines into the Canadian workforce and society.

The specific objectives of the alliance are:

- a) To establish an umbrella organization with an operating system that will be capable of initiating and securing funding for projects in support of the integrated workforce development and immigration services,
- b) To recruit service providers in Canada and the Philippines such as training services company, recruitment companies, trade association, charity service organization, immigration lawyers, and investors to join the alliance through a transparent due diligence and vetting process.
- c) To ensure that the alliance and the projects to be implemented are financially sustainable after the grant has ended,
- d) To forge business collaboration with accredited Canadian training centers for trade and professional certification,
- e) To serve the would-be immigrants to Canada with high efficiency with sufficient support to cope up with the challenges of immigration and job placement, and
- f) To start with existing projects that are in the advanced stage of preparation like the proposed Training Center for Welders.

## **OPERATIONAL STRATEGIES**

### Aligning With the Canadian Demand for Skilled Workforce

The training and recruitment program considers the priority occupations in Canada with high demand. In Ontario Province for instance, the jobs with high demand include Registered Nurse, Software Developer, Electrician, Marketing Specialist, Financial Analyst, Welder, Human Resource Manager, and Occupational Therapist.

Other employment-based visa opportunities like the provincial nominee and the express visa are considered in aligning the training programs.

### Workforce Training Needs Assessment

Based on the jobs with high in demand, the present data available at Technical Education and Skills Development Authority (TESDA) and the Public Employment Service Office (PESO) of the Department of Labor and Employment will be analyzed. The assessment will be used as a guide in formulating the strategic directions of the training program. The assessment, however, will be a continuous process for strategic and operational planning purposes.

### Collaboration with Canadian Partners for Accreditation

To ensure a reliable accreditation process, CAPWA will establish a strategic business unit that will be responsible for accreditation. The unit will collaborate with existing training providers, review the program, and carry out research in the Canada and the Philippines.

However, every unit of CAPWA will contribute to addressing the collaboration and accreditation concerns.

## **ORGANIZATION AND MANAGEMENT**

### A Semi-Autonomous Alliance

CAPWA will be an autonomous unit under the BFF, which is a broad alliance of Filipino Canadians. It will have its own charter as a nonprofit corporation semi-autonomous of the BFF.

### Membership in The Alliance

- a) Service Providers
- b) Individual Members
- c) Trade Unions

### Satellite Offices

The workforce development alliance will have satellite offices in major Canadian cities such as Vancouver, Montreal, Calgary, and Winnipeg in Canada.

### Organizational Structure

- Board of Directors

The Board of Directors is the highest policy making body of the consortium. It performs its function according to the By-Laws of the association. More importantly, the plans and budget of the association presented by the Executive Director must be approved by the Board and the funding approval procedure will be in accordance with the By-Laws of the alliance.

- Executive Director

The Executive Director is principally in-charge of the day-to-day operations of the organization is the Executive Director. The Board of Directors elects the Executive Director.

The Executive Director will be principally responsible for the preparation of the plans and budget in consultation with the Directors of the different units.

The Executive Director will then present the plan and budget to the Board of Directors for approval.

The Executive Director will be responsible in the execution of the plan, monitor the performance of the different units, oversee fund generation, promote external investment, oversee membership affairs, promote external relations, and institute an efficient fund control management through the different Directors.

- Director for Recruitment and Immigration

The recruitment and immigration affairs of the consortium focus on identifying qualified applicants for work and immigration, as well as those who are waiting to immigrate based on approved petition. The Director under this is proficient of the existing immigration laws in Canada but is flexible to be creative in dealing with Canadian immigration matters.

- Director for Training

The Director for Training will be responsible for the overall execution of the training program in accordance with the training needs and the job market niches the training programs are designed for. The Training Director must be proficient on policies of the accreditation authorities in Canada.

- Director for Membership and Collaboration

The harmonious relationship in the consortium depends on a transparent and efficient system of interaction and integration among members for harmonious collaboration. The recruitment of members and the transparent vetting system are crucial to the consortium, which the Director of this unit must manage.

- Director for Fund Management and Control

The Director for Fund Management and Control is responsible for budget preparation, accounting, and auditing of the fund.

- Director for Project Development, Grants, and Investment

The Director for Project Development, Grants, and Investment is responsible for preparing proposals, applying for grants, and seeking private sector investment and donations.

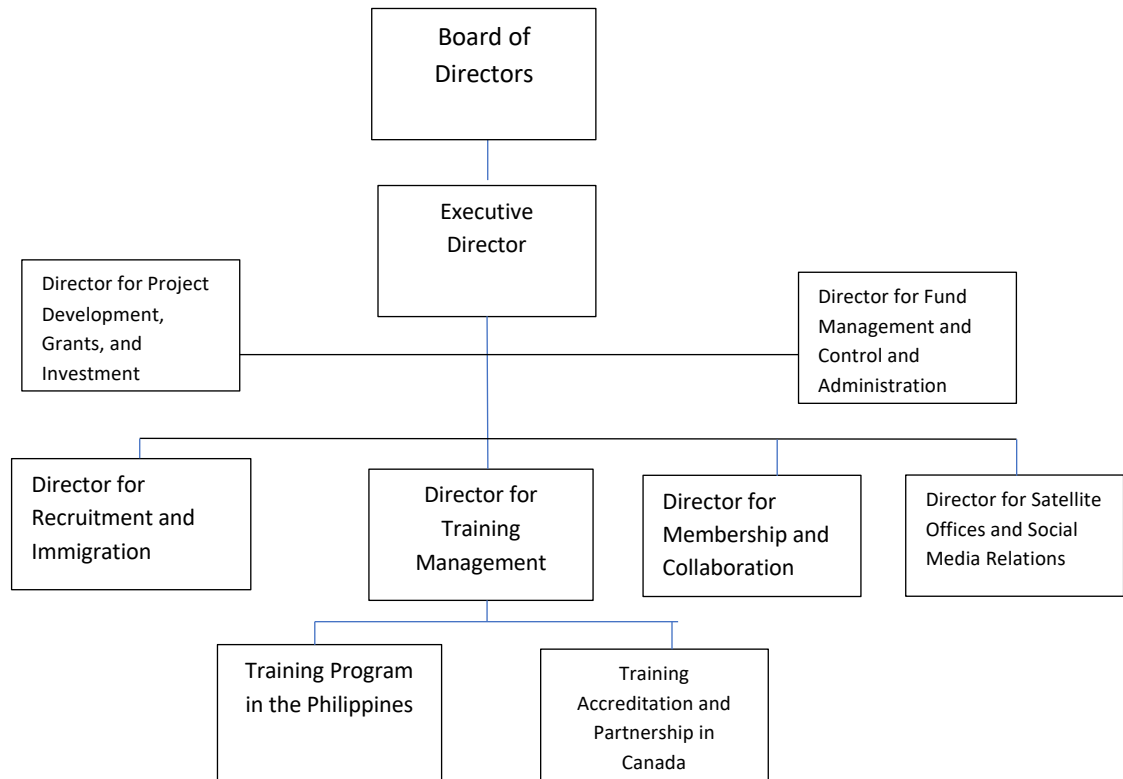
- Director for Satellite Offices and Social Media Relations

To gain the support and participation of the alliance and its donors and benefactors, the Director for Satellite Offices and Social Media Relations must be responsible in managing the brand of the alliance. The establishment of satellite centers within Canada and the Philippines, and the holding of forum and social gathering, the management of the social media contents posted in different social media platforms are the principal tasks of the Director.

#### Organizational Chart

The organizational chart shown below draws the operational structure of the consortium. The importance of training for an efficient job placement and workplace and community immersion are displayed in the chart.

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### INITIAL PROJECT

The consortium decides to use the training center for welders training model developed by Global Green Technologies Corporation, the mother company of Globalgreen Workforce and Immigration Services, for Oriental Ship Management. The project proposes an international training center for welding to contribute to further preparing the skills of Filipino workers towards addressing the demand for specialized skilled workers, specifically welders in the domestic and global manufacturing, heavy equipment, mining, oil refinery, shipyard, and construction industries.

The main components of the welding center project include project preparation and funding negotiation, building construction, procurement and installation of equipment, computing, and communications facilities, construction of dormitory and food facilities, training of trainers, upgrading of training curriculum, recruitment of trainers, labor placement assistance in the domestic and international labor market, and training management based on modern information and communications technologies.

The project adopts strategies capable of training specialized skilled welders that are highly qualified in the international labor market. These strategies include the establishment of a modern training center with state-of-the-art building, equipment, training facilities, and dormitory, upgrading of the training curriculum and training of trainers and support staff, hiring of Canadian experts, on the job apprenticeship training program, active promotional and marketing campaign, and labor placement assistance.

The estimated cost to establish the center, with the training program to use accredited by the Canadian authorities is estimated to be around 3 million CDN.

## START UP BUDGET

### Cost

The cost computed for two years of operation is 1,357,380 CDN. These costs include both operations in Canada and the Philippines. Grant or external assistance for the two-year period is enough for the consortium to stand on its own without the benefit of grant assistance after the grant financing has ended.

Particular	Assumption	Cost (CDN)
<u>Canada Operations</u>		
Organizational Cost		
a) Registration	Registration as a legal entity	500
b) Organizational meeting	Remote and face to face meeting	500
c) Business planning	Professional services, BFF, and external consultant	10,000
d) Website building	Website establishment, 200 CDN; creation of content, 500 CDN; maintenance expenses 20 CDN per month for two years	1,180
Office management and administration		
a) Office space rental	Office in Toronto, 1,200 CDN per month for 24 months	28,800
b) Office furniture and fixtures	Office tables, chairs, conference tables, coffee maker, cutlery set, lump sum at 5,000 CDN	5,000
c) Computers	1 desktop and 1 laptop, 1,500 CDN each.	3,000
d) Software	100 CDN per month, 24 months	2,400
e) Utilities	Electricity, water, and communication, 500 CDN per month, 2 years	12,000

f) Office supplies	500 CDN per month, 2 years	12,000
<b>Personal Services</b>		
a) Executive Director	90,000 CDN, 2 years	180,000
b) Researchers	2 researchers, 50,000 CDN, 2 years	200,000
c) Administrative support	1 full time administrative staff, 35,000 CDN per year including benefits, 2 years	70,000
d) Honoraria of volunteer Director	10 volunteers, 5,000 CDN per year, 2 years	100,000
<b>Travel</b>		
a) Canadian travel	5 trips per year, 1 week, 2,000 CDN per trip	20,000
b) Travel to the Philippines	4-man trip per year, 4 weeks, 10,000 CDN per trip for airfare, hotel, and subsistence allowance	80,000
<b><u>Philippine Operations</u></b>		
<b>Office management and administration</b>		
a) Office space rental	1,200 per month, two years	28,000
b) Service vehicle	2 service vehicles, 40,000 CDN	80,000
c) Service bus	2 units, 54-seater, 70,000 CDN per unit	140,000
d) Fuel and toll expenses	2,000 USD per month, 2 years	48,000
e) Utilities	Electricity, water, and communication, 500 CDN per month, 2 years	12,000
f) Office supplies	500 CDN per month, 2 years	12,000
<b>Personal Services</b>		
a) Manager	2,500 CDN per month, 2 years	60,000
b) Recruitment officer	1500 CDN per month, 2 staff, 2 years	36,000
c) Training officer	1500 CDN per month. 2 staff, 2 years	36,000



d) Administrative staff	1,000 CDN per month, 1 staff, 2 years	24,000
e) Driver	4 drivers, 1,000 CDN per month, 2 years	48,000
Marketing campaign	1,500 CDN per month, 2 years	36,000
Local Travel	2 trips per month, 400 CDN per trip	72,000
TOTAL		1,357,380

Financial Sustainability

The alliance, which will serve as the clearing house for Canadian job placement and immigration in the Philippines, will become financially sustainable based on the 3,000 CDN to be received per job placement from the Canadian Government. The target in the first two years is 50,000 job placements.

**CONCLUSION**

The consortium for an integrated training, immigration, and immersion services is an ideal operational structure that will contribute to improving workforce development in Canada. The projection shows that the consortium is financially sustainable, which will provide a model how grants will be administered.