

ICP-AGIR Cooperation Action Plan for Halifax (Canada) / Fuenlabrada (Spain)

Cooperation Data		
	Halifax (Canada)	Fuenlabrada (Spain)
Departments / Institutions involved	Labour and Workforce Development and The National Connector Program	Employment and Training Department
ICP AGIR City Coordinator	Nancy Phillips Vice President Investment and International Partnerships, Halifax Partnership	Juan Carlos Hernández Navas Technical Director for City Projects jchernandez@ayto-fuenlabrada.es
ICP AGIR Pairing Manager	Raul Dausa rd@ramboll.com	
Description of the partnership	<p>The cooperation took off with introductory meetings with Halifax and Fuenlabrada on 20 January. The first meeting of the teams took place on 2 February where the cooperation action plan and best practices document were introduced. On 17 February, the second meeting of the partnership took place with the presence of Mr. Mike Savage – Mayor of Halifax and Mr. Javier Ayala - Mayor of Fuenlabrada, followed by a presentation of the team and city priorities from the cities.</p> <p>During the kick-off meeting break up rooms on 3rd March, Halifax presented the Connector Program and potential dates for the study visits were discussed.</p> <p>After several online meetings where presentation on the MILMA project and Halifax Partnership Connector Program were shared, and the study visit agenda shaped to meet the expectations of Fuenlabrada, the visit to Halifax took place from 20 to 23 June.</p> <p>The partnership advanced positively and two activities were identified in the action plan and 4 best practices captured.</p> <p>The visit to Fuenlabrada took place in September 2022 and the refining of the action plan was conducted via online meetings.</p>	

Best practices or Challenges identified in the questionnaire and during the first meetings

Topic	Halifax (Canada)	Fuenlabrada (Spain)
Employment	<p><u>CONNECTOR PROGRAM</u></p> <p>This program provides communities with a turn-key solution that increases talent retention through the process of networking. Currently based in 35 communities and growing, the National Connector Program is a successful model to help retain talent, engage employers, and create a more welcoming community.</p> <p>The programme in essence matches, connects, and refers migrants seeking employment</p> <p>Match - (e.g., help with preparing a resume that is adapted to the needs, or language skills)</p> <p>Connect – this consists of a database of 67,000 connectors from Halifax, that can help newcomers provide advice and share his/her network</p> <p>Refer – Each Connector refers to 3 other Connectors to help build the newcomer's professional network in the field in which they hope to establish their career. Since covid the connector is done through virtual meetings and are now done either virtually or in person.</p> <p>National Connector Program</p> <p>Established to provide turnkey programs in cities hoping to launch their own Connector Programs.</p> <p>Atlantic Immigration Program</p> <p>Employers in Nova Scotia can use the Atlantic Immigration Program (AIP) and the Global Talent Stream to hire international workers to fill immediate labour needs. We guide employers to determine which immigration program best suits their needs and guide and support employers through this process.</p>	<p><u>MILMA project</u></p> <p>This program aims to facilitate inclusion processes through teamwork and retraining, raising employment opportunities.</p> <p>163 collaborating companies co-managed the itineraries</p> <p>28 training itineraries were developed.</p> <p>506 unemployed participants.</p> <p>168 immigrants/refugee people took part in the MILMA Project.</p> <p>(35,7%) 60 immigrants/refugee people found a job in the 3 following month after the training.</p> <p>(51,80%) 87 immigrants considered that improved their job opportunities.</p> <p>154 long-term unemployed took place in the training programs. (35%) 35 long-term unemployed people found a job.</p>

<p>Integration processes</p>	<p>www.newinhalifax.ca is a website with advice for newcomers on living, education, working, community and immigration settlement created by the Halifax Local Immigration Partnership (LIP). Halifax Partnership is a founding member of the LIP Advisory group along with immigrant settlement organizations, community not-for-profits, provincial and municipal governments. LIP is funded by the Federal government and is part of a national network.</p> <p>AIP requires a settlement plan for the principal applicant and all family members resulting in a high retention rate.</p>	<p>Experience in international cooperation projects that foster urban inclusion of immigrant people: (INCLUCITIES Project with Greek city) and URBELAC (Urban European and Latin American and Caribbean cities)</p> <p>Additionally, the Municipality of Fuenlabrada has been implementing integration process through:</p> <ul style="list-style-type: none"> - The Coexistence Board, facilitating participatory process for immigrants in the city. - The Anti-Rumours Strategy, raise awareness campaign focused on fighting fake rumours about integration and migration.
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Confirmation of Priority Areas	
<p>Key focus of cooperation themes following the idea generation online workshop</p>	<p>The key focus will be on employment and successful integration of newcomers.</p>
<p>Short description of main actions and key outputs</p>	<p>Halifax will share successes and learnings from the Connector Program. We will share the unusually high retention rate for newcomers resulting from customized settlement plans with Atlantic Immigration Program. Halifax Local Immigration Partnership and the role it plays in attraction and retention of immigrants and international graduates</p> <p>Fuenlabrada will share the successes and learnings from the MILMA project and could it be an opportunity for Halifax. They will share their integration projects such as INCLUCITIES Project and urban action with Latin American cities, but mainly Fuenlabrada will focus on: how we attracted potential participants, how soft skills and team-work fostered inclusion and the role of the collaborating companies.</p>
<p>Expected results and benefits</p>	<p>Both cities will gain new knowledge of successful programs to attach immigrants to the local labour market and successful methods of creating a sense of community inclusion. Both cities can determine if the programs could work in their home cities.</p> <p>Continue to collaborate to ensure success.</p>

The Fuenlabrada-Halifax Internship Bridge	
Counterparts	Halifax Partnership – Fuenlabrada Municipality
Objective	Improve Employment and training activities among cities improving MILMA and Connector Project
Activities	<ul style="list-style-type: none"> - Interchange of methodology (MILMA – Connector) among technicians. - Promote interchange of practical experience (training in Fuenlabrada practise in Halifax) - Promote international exchange (companies and work force) - Creation of a stable network of cooperation between both cities
Outcomes	<ul style="list-style-type: none"> - Guide/manual/video of MILMA and Connector methodology - 5 Participants trained in Fuenlabrada and gain work experience in Halifax - Formal agreement of cooperation about cities (future cooperation in several areas of mutual interest)
Indicators	<ul style="list-style-type: none"> - Numb. Of participants - Survey on interest/results/motivations of participants - Edition of guide
Sustainability of the action	Formal cooperation between cities
Time and Resources	1 year program <ul style="list-style-type: none"> - Training cost (assumed by Fuenlabrada) - Travel (eventually by the prize award) - Maintenance and travel cost for participants in Halifax (has yet to be determined) - Edition of guide (assumed by any of the cities)

Adaptation of connector programme to MILMA project – employment / integration	
Counterparts	Connector Program MILMA
Objective	Generating a network of “Connector” people during the implementation of the MILMA Project.
Activities	<ol style="list-style-type: none"> 1. Identify and share key actions of the Connector Program that can be implemented in the MILMA Project. 2. Learning experience in Halifax about the Connector Program: <i>in situ</i> experience about how it works, how should it be managed, communication strategy, among other relevant issues.

Adaptation of connector programme to MILMA project – employment / integration	
	<p>3. Implementation of the Connector Programme through the MILMA Project:</p> <ul style="list-style-type: none"> - Identification of local/immigrants volunteers that would like to become a Connectee. - Identification of key areas of integration that facilitate the inclusion of the immigrants' participants like same neighbourhood, introduction of local associations and the Coexistence Board, introduction of the Anti-Rumours network. - Developing of a database with the people who would like to become Connectors. - Following up of the inclusion and integration process of the newcomers and their experience in the "MILMA&CONNECTOR Project". - Identification of the expected results. <p>4. Expert monitoring. The Halifax team will monitor the following up of the Connector Program, identifying improving areas. It will include an onsite visit for training.</p> <p>5. Developing of a roadmap that specify how to develop the Connector Program during the implementation of the MILMA Project.</p> <p>6. Communication activities: it will include the activities related to the attraction of potential Connectors, ensuring the viability of the program implementation as well as the final communication activity: a testimonial video.</p>
Outcomes	<ul style="list-style-type: none"> - Generation of a Connector network. - Development of a Connector database. - At least two technicians trained <i>in situ</i> for the development of the Connector program. - Identification of the main areas that most facilitate inclusion processes, for example: associations, companies, neighbourhood, culture events, etc. - Developing of a roadmap that identify the needed steps to replicate these both best practices.
Indicators	<ul style="list-style-type: none"> - At least 20 people become Connectors. - At least 50% of the newcomers that participated in the "MILMA&CONNECTOR Project" consider that it facilitates their inclusion process. - At least 30% of the newcomers that participated in the "MILMA&CONNECTOR Project" are taking into consideration get involved in any local association/in the Coexistence Board/in the Anti-Rumours network. - The experience and the results of this initiative are spread out in other cooperation networks like INCLUCITIES Project or URBELAC.
Sustainability of the action	<p>The MILMA Project is a methodology developed and implemented by the Municipality of Fuenlabrada with the aim of facilitate</p>

Adaptation of connector programme to MILMA project – employment / integration	
	<p>integration of immigrant and local people as well as labour inclusion of these unemployed people.</p> <p>The Municipality of Fuenlabrada is financing this action through its own resources and including, the Connector Program into the MILMA Project will not affect to its sustainability since, at the end, this new action will more rapidly promote social inclusion processes.</p> <p>Last but not least, the Connector Program will be implemented on the scale of the MILMA Project, which will ensure its sustainability during the mentioned period until its results could be proved. At this moment, the Municipality of Fuenlabrada would think about implementing the Connector Program on the scale of the city.</p>
Time and Resources	<p>Implementation period: 1 year</p> <p>Human resources for the implementation of the Connector Program: 2 technicians, 1 Technical Director.</p> <p>Human resources for the communication activities: 1 technician, 1 camera, 1 Technical Director.</p> <p>Costs to time and resources TBD</p>