



Targeted call for FSC Project Partners

Instructions to complete the application form

Please refer to the Future Skills Centre's (FSC) **Targeted Call for FSC Project Partners Guidelines** document when preparing your application.

This application form is structured to help you address the selection criteria for this call and give reviewers easy access to your project information. This form is divided into the following sections:

- Part 1 - General information
- Part 2 - Project summary
- Part 3 - Project details
- Part 4 - Project work plan and budget
- Part 5 - Declaration

If you would like to request accommodations or other types of support, please contact Maysa Mourad by email at targetedcall@fsc-ccf.ca or by phone at 437-331-0613.

If you have any questions while compiling your application, you may contact our team at targetedcall@fsc-ccf.ca. We would be happy to answer any questions.

PART 1 - GENERAL INFORMATION

1. Lead organization

Name of lead organization

Canadian Council For Youth Prosperity

Name of project lead

Christopher Duff

Project lead's preferred method of contact (email address and/or phone number)

Email: chris@ccyp-ccpj.org

2. Proposed project

Project title

Strength In Structure

Project start and end dates

April 4, 2022 – September 29,2023

Projects must end no later than September 30, 2023.

Amount requested from FSC (total)

\$562,339.00

Project partners and their location

CCYP – 61 Alness Street Toronto ON M3J 2H2
CAMH – 1000 Queen Street West, Toronto ON M6J 1H4
CEE - 75 Thermos Rd, Scarborough, ON M1L 0E6

PART 2 - PROJECT SUMMARY

1. Proposed project “one-liner”

How would you describe your new project in one sentence?

A project that supports black-led and black serving organizations to build and enhance their research and intelligence gathering capacity.

(30 words maximum)

2. Proposed project summary

How would you describe your new project and how it builds on the testing and learning of your current project to date?

We suggest that this summary covers the main information about how your new project addresses all selection criteria of this targeted call.

CCYP’s Strength in Structure Project (working name) seeks to improve the employment experiences and outcomes of Black youth by acknowledging and enlisting the expertise of Black-led organizations to build the capacity of Black-serving organizations. This project seeks to improve the in-service experience and programmatic outcomes of Black youth. To achieve this, CCYP will work with Black-led and Black serving organizations to develop culturally-informed and culturally-safe standards of practice and support Black-serving organizations with the implementation and adoption of the standards. Strength in Structure is both a research project as well as an opportunity to engage in implementation experimentation. Our project team will be hosting focus groups for Black youth and service providers across the country. The compiled research will support our Implementation Working Group, to test our new approaches and best practices in real time. We anticipate this will provide up-to-date and relevant learnings for all organizations involved as well as relevant stakeholders.

(250 words maximum)

3. Additional scope

How does your new project go beyond the scope of your current FSC-funded project?

The additional scope may include expanding or extending a project model, its principles and/or components. For example, it may include expanding the project to new regions or jurisdictions, including new or larger target populations, and testing different delivery formats to understand what works to address demands. This would assume the potential for bringing additional

partners to deliver the project at a broader scale. The additional scope must be grounded in new concrete learning questions to contribute to your work and of others in the skills ecosystem.

In the current iteration of the project, CCYP worked with Black-led organizations to develop culturally-informed and culturally-safe standards of practice and support Black-serving organizations with the implementation and adoption of the standards. In this new iteration of the project, we will focus on providing further support to black-serving, black-led organizations by offering capacity-building, training, research and intelligence gathering services. For this project, we will also be looking to further expand our target population and deliver the project a broader scale.

(150 words maximum)

4. Importance of the additional scope

Why is the additional scope of your project important to your organization, sector and target populations? Why is it timely?

The additional scope of our project is important to the sector, as well as, target populations because, at present, the level of capacity-building service that we're looking to offer, specific to the organization, does not exist. Many, if not all, of the capacity-building services that do exist are direct-to-youth offerings. We're attempting to enhance the research capacity of the organization.

(150 words maximum)

PART 3 - PROJECT DETAILS

In this section, please provide information about how your new project supports each of the selection criteria of this targeted call.

We provide prompting questions to help you address all criteria in the application guidelines. You may prepare this section following the prompting questions in sequence or using your own sections and narrative.

Although you have flexibility regarding the format for this section, please make sure that you address all criteria according to the prompting questions. Reviewers will assess your application by scoring each criterion individually.

This section should not exceed **seven** pages. We anticipate that most proposals will present this section in **five** pages.

Relevance

The Black population in Canada numbers 1.198 million people, making up 3.5% of the overall Canadian population and 15.6% of the visible minority population. Having doubled in population between the 1996 and 2016 censuses, Black Canadians are projected to represent 5% to 5.6% of Canadian population by 2036. In addition to growing quickly, the Black population is also a young one, with an average age of 29, much younger than the national average of 40. Conversely, only 7.3% of the Black population is aged 65 years+, compared to 15.9% of the general population. Even more notable is that almost half of Black Canadians (48%) are in the 15-29 age groups. As a crucial period in youths' development as they transition through education, employment and/or other training that sets them up for their future. As such, it is crucial that there be enough support for Black youth to ensure they are not left behind during and post-Covid pandemic economic recovery.

Employment program outcomes for Black youth have been historically low. COVID-19 and the Black Lives Matter movement have further exposed significant gaps in the capacity of organizations to provide, acknowledge and appropriately address the experiences of Black youth. Through the Strength in Structure project, CCYP seeks to improve the in-service experience and programmatic outcomes of Black youth. This project addresses the direct need for new approaches to workforce development for Black and BIPOC youth. Black-led organizations, due to their specific focus have long struggled for adequate funding to improve and scale their services. At times of crisis, however, they are excessively called upon to offer insights, absorb investments and provide training. Their value is temporary and short-lived. They are over-extended and grossly undervalued. What we've heard through our focus groups are that black-serving and black-led organizations are seeking this type of research, intelligence gathering and analytical support, the challenge is that they are typically underfunded and under-resourced, thus preventing them from attaining this service and hiring the talent to host these competency internally.

Innovation and Evidence

Our project demonstrates innovation in that we are seeking to raise the profile and re-position black-led organizations as critical community resources. We are designing and prototyping and intermediary assistance service to assistance to address systemic and structural racism. We will be testing an implementation science approach for enhanced practice and accountability in the workforce development space. Our research has indicated that there is no other organization addressing racism in workforce development from an ecosystem perspective. We also know through our research and planning with CAMH that in most sectors, the consistent and sustainable implementation of evidence-based guidelines, programs and services remains challenging. Many organizations and agencies require supports to approach implementation with the required rigor and resources to ensure their efforts have an impact. With this in mind, we believe that training on equity, diversity and inclusion is insufficient for true impact. True impact requires an expectation of improved practice and the supports to facilitate that.

Learning

Through our current iteration of the FSC project, we've:

1. Learned how to establish technical assistance requirements for youth workforce development
2. Introduced and determined the use of workforce incubator/intermediaries in the Canadian context

3. Improved knowledge mobilization and exchange within the ecosystem
4. Enhance professional practice of youth workforce development with the provision and implementation of new tools

1. Project Advisory

We would welcome the expertise of Consortium partners on the Project Advisory team. The group will be comprised of Council members, Consumers and Expert advisors. We aim to host 6 meetings over the duration of the project.

2. Knowledge Exchange

CCYP is excited about the opportunity to work and learn along with the team leading FSC's incubation initiative.

3. Knowledge Mobilization

For design and development, this phase will focus on 2 key groups:

- Black-led and Black-serving organizations
- Publicly funded employment agencies serving the Black and Indigenous communities

Equity, diversity and inclusion

End users will play a significant role in this project. Organizations, service providers and job seekers will contribute to establishing a "brain trust" of understanding to inform the project. They will also be engaged to help prioritize and build the capacity building sessions as required.

This project has tremendous potential to further equity, diversity and inclusion in the youth workforce development ecosystem. Not only does the project seek to build capacity, it will do so by drawing on the critical expertise of those typically consulted in times of crisis. The project will also shore up organizations by assisting them to move their training into practice. We believe that by approaching anti-Black racist practices through implementation and technical assistance, new approaches to inclusiveness will become standards or practice in the workforce development ecosystem.

By way of our mandate CCYP aims to address structural barriers to economic participation of youth. As such our programs are designed to enable design, development, and testing for the purpose of introducing promising practices into the youth workforce development space.

Operationally, our practices are guided and governed by a commitment to:

- EDI – equity, diversity, and inclusion policy
- Governance – commitment to diversity of Council and Board membership by 50%
- Anti-racist practice – Guiding Principles and Anti-racism policy
- CCYP People Strategy – a component of our HR strategy focussed on ensuring appropriate youth engagement, including recognition and compensation of youth advisors/participants

Capacity

The Canadian Council for Youth Prosperity (CCYP) is a national, non-profit, cross-sector collaboration of community and corporate leaders (26), driving coordination and boosting the infrastructure that supports the youth workforce development ecosystem. Our work addresses system standards, system navigation for young job seekers and employers, and enhancing system capacity to support youth living with trauma, mental health or disability challenges. We currently have a strong research and policy that will be able to support. In addition to the

capacity of CCYP, we will also be working with CEE Centre For Young Black Professionals, which is a Toronto based charity that is dedicated to addressing the economic and social barriers that affect Black youth ages 14 and over who are not in employment, education, or training (NEET). Much of the programming is 12+ weeks, allowing time for meaningful interaction with youth to help overcome their barriers to entry into the workforce. CEE will support the project in a variety of ways:

- Supporting CCYP in identifying key implementation partners as part of a community of practice.
- Co-development of a communications plan and strategy
- Co-chairing of the Anti-Black Racism in Workforce Development Taskforce to provide strategic advice to initiative.
- Bring information gathering sessions to inform training and implementation needs, service preferences and experiences. This includes consultation with Black youth about their experience of the employment service system, publicly funded employment service providers. Community organizations about their challenges/successes in serving Black youth.
- Support in identifying and engaging Black-led organizations to develop key capacity building offerings in response to the knowledge and capacity gaps identified through key informant consultations above.

CAMH

The Provincial System Support Program (PSSP) at the Centre for Addiction and Mental Health works with communities, service providers and other partners across Ontario to move evidence to action to create sustainable, system-level change. With offices in Toronto and across the province, PSSP is on the ground, collaborating with stakeholders to build a better system through our work in implementation, knowledge exchange, evaluation and data management, and health equity and engagement. CAMH will support the Strength in Structure project with the following Deliverables:

- Mentorship and coaching support for CCYP's Implementation Specialist Role
- Orientation to Regional Implementation Teams (RITs), including roles and responsibilities of members.
- Evaluation mentorship and coaching support
- Engagement support for focus groups as needed
- Co-design of Implementation Science training for CCYP team
- Co-design of logic model and evaluation planning, including participation in focus groups and support with analysis of results
- Collaboration with CCYP on communication planning throughout the project

Our project is currently in good standing with FSC and also has a good track record. The key challenge we've experienced thus far is with the Research Ethics Board Exemption. It was brought to our attention in late spring/early summer that the focus groups that we had hosted over the course of the project were not eligible for use. We then had to conduct a series of new focus groups in lieu of the unusable focus groups. We have filed for an extension and are currently waiting to hear back.

Coherence

The main components that will enable us to meet the project goals are:

- Convene project partners and further define workplan, key activities, resource needs and deliverables. This will also address communication and working styles between partners.

- In partnership with CAMH Implementation Consultant continue to examine the practice of implementation science, required components and its' benefits for youth workforce development
- Research & discovery: continue to hold information gathering sessions to inform training and implementation needs, service preferences and experiences. This includes consultation with Black youth about their experience of the employment service system, publicly funded employment service providers. Community organizations about their challenges/successes in serving BIPOC youth.
- Identify and prioritize critical areas of need and opportunity.
- Shortlist and engage Black-lead organizations to develop key capacity building offerings in response to the knowledge and capacity gaps identified through key informant consultations above.
- Develop an implementation support plan/structure to boost the delivery and adoption of the Capacity Building offerings
- Take offerings to market and test
- Modify offerings based on experiences
- Work with Black-led and Black-serving organizations to design “terms of engagement” to guide further requests for consultative services of Black-led organizations
- Provide consulting research and intelligence-gathering services to black led, black-serving organizations.

(3,500 words maximum)

PART 4 - PROJECT WORK PLAN AND BUDGET

1. Please submit a **one-page work plan** with key milestones and their timeline. **Do not** include detailed activities at this time. If your proposal is selected, we will work with you to develop a detailed work plan.
2. Please complete the project budget template provided to you as part of the application material.
 - a. Include only **new funding** associated with your new project and its additional scope. Please do not include the existing funding that is already part of your current funding agreement with FSC.
 - b. If applicable, identify new funding pending or confirmed for this project from other sources. **This funding should be included as in-kind contributions.** (Please note that funding from other federal sources cannot be counted towards in-kind contributions)
3. Please submit your work plan and budget by sending these files, along with this completed form, to targetedcall@fsc-ccf.ca.

4. You may use the space below to provide comments to accompany your work plan and/or budget.

(100 words maximum)

PART 5 - DECLARATION

By submitting an application, the lead organization and its partners agree to the requirements of the following sections, detailed in the guidelines outlined for this funding call, and they affirm that they comply with and/or commit to the following:

- Organization eligibility.
- Active support for co-creating and carrying out an evaluation with an FSC-approved evaluator, if FSC decides an evaluation is appropriate for this project.
- Active engagement in knowledge mobilization activities related to the project.
- Compliance with the Tri-Council Policy Statement on the Ethical Conduct of Research Involving Humans.
- Confidential due diligence inquiries from Future Skills Centre into the applicant.

Signature



Name of signing authority

Christopher Duff

Date

November 2 2021