



# Alberta Immigrant Mentorship Innovation Grant

2021-22 Call for Proposals

Applicants' Inquiries Factsheet

## Application Process:

- As per the [Application Guidelines](#) (page 3), the January 12, 2022 Applicant's Information Call was the last opportunity to directly ask questions pertaining to the 2021-22 call for proposals to the Alberta Immigrant Mentorship Innovation Grant. Questions submitted to [FQRPlan@gov.ab.ca](mailto:FQRPlan@gov.ab.ca) after the call were reviewed. This fact sheet was developed to provide additional information to address new questions received after the applicants' call, up to and including February 2, 2022.
- Applicants should review the [Application Guidelines](#) and [fact sheet](#) in detail. They may also wish to consider visiting [www.albertamentorship.ca](http://www.albertamentorship.ca) for current information and resources on mentorship. There are sections of the website dedicated to creating a mentorship program, being a mentor, and employers. Exploring this information may help applicants to identify whether developing a mentorship project is right for their organization.
- An organization can submit multiple proposals, either individually or as a partner in a group proposal. In theory, there is no limit to the number of proposals that can be submitted, but it is recommended that applicants limit themselves to three proposals in total to ensure that all proposals submitted are fully developed. Applicants should indicate in their cover email if they would have capacity to deliver more than one proposal if selected; or if they intend the multiple proposals to be alternatives to each other.
- Government of Alberta staff are unable to meet with proponents about the call for proposals.

## Application requirements – supporting documents ([Application Guidelines](#), page 7)

- Application information can be found at <https://www.alberta.ca/alberta-immigrant-mentorship-innovation-grant.aspx>

## Eligibility of Applicants:

- Temporary Foreign Workers are not eligible recipients of services under this program – recipients must be permanent residents or citizens of Canada. The program would therefore not be suitable for employers seeking to recruit workers from outside of Canada.

## Service Design and Eligible Activities:

- Grant funding is not intended to support the recruitment of workers to specific workplaces, but to provide mentorship to newcomers to help them find work commensurate with their skills, education, and experience.
- Business owners or their staff could be eligible mentors and provide advice to immigrants seeking employment in a sector related to the skills, education, and experience of the mentees. Business owners might want to partner with an immigrant-serving organization to identify suitable immigrants.
- Bearing in mind that grant funding is not intended to support the recruitment of workers, projects could be considered in which employers partner with organizations to design mentorship programs that provide an opportunity for work placement and on-the-job mentorship.
- Wage subsidies are not eligible costs. Wage subsidies refer to financial supports to employers to help them with the cost of hiring a newcomer. They can also refer to honoraria paid to training program participants while they are in work or practicum placements. In other words, if an applicant were to propose a program in which they hired a number of newcomers or encouraged employers to hire them, or arranged a short-term work placement with an employer, they could not apply to have the newcomers' wages paid or supplemented using grant funds.
- Eligible mentees are immigrants living in Alberta who have some post-secondary education and/or related work experience in their field or chosen occupation. Given the requirement for post-secondary education and/or related work experience, the

younger subset of youth would not be eligible, if youth is defined as ages 8-24. However, it is possible that youth in the older age range (e.g. 18-24) could be eligible mentees.

## **Budget and Financial Considerations:**

- The intent of the Alberta Immigrant Mentorship Innovation Grant is to provide mentorship opportunities to a considerable number of internationally trained Albertans over an extended period (ideally close to the maximum of 36 months). The recommended budget was set at \$200,000 to \$300,000 to allow substantial projects to be developed; however, smaller projects will be considered on their merits. Factors that will be considered in evaluating proposals include return on investment, number of newcomer clients served, overall impact, and innovation (for example applying new methodologies or reaching previously underserved groups).
- If the administrative burden of running a mentorship project requires a proponent to hire an additional staff member to coordinate it, they could include this as a budget item in their application. The person hired could be, but need not necessarily be, a newcomer. In the Excel Budget spreadsheet, the applicant would include it under Salaries and Wages for the required position title. Please note that the project must not rely on future Government of Alberta funding for sustainability beyond the timeframe of the grant.

## **Intellectual Property:**

- Albertans have an interest in ensuring that intellectual property generated using public funds is used for the broader benefit of all Albertans. This is the reason for including the following intellectual property clause *The recipient shall grant the Minister an irrevocable, worldwide, royalty-free, perpetual, non-exclusive, fully paid-up license to copy, publish, translate, adapt, distribute or otherwise use the intellectual property in any medium, mode or format for any lawful purpose.* Sometimes projects involve the use of intellectual property that was created before the project began and/or does not actually belong to the grant recipient. For this reason, it is also stated: *Ownership of any intellectual property developed through the project will follow the policies and practices of the recipient and agreements to which the recipient is a party.* The Alberta Government would respect any agreement a grant recipient had made with an external contractor or project partner and we would not seek to legally assert any control over the intellectual property owned or generated by them. If it is in the best interests of Albertans, grant recipients (and their contractors or partners) might be asked if they would be willing to share some of their content in a general way (for example as a best-practice model) with others who are interested in establishing mentorship programs. If necessary, a separate agreement could be drawn up to govern how content might be shared.