

Request for Proposals – Consultant- ERNW Program

[World Skills Employment Centre](#), a not-for-profit agency providing employment services to new Canadians, is seeking a seasoned consultant with extensive expertise in women's empowerment and career success, specifically in self-leadership and growth mindset development. The consultant will be responsible for developing and delivering a workshop aimed at empowering participants to navigate career transitions, build confidence, and succeed in the Canadian job market by cultivating self-leadership skills and adopting a growth mindset for professional growth.

Background Information:

The Empowering Racialized Newcomer Women (ERNW) Program by World Skills is an innovative initiative designed to support racialized newcomer women as they integrate into the Canadian labour market. This transformative program is specifically tailored for permanent residents or convention refugees who have a high school diploma or post-secondary degree and a Canadian Language Benchmark (CLB) score of 5 or higher.

The ERNW Program addresses the unique barriers faced by racialized newcomer women by offering customized support to help them navigate the Canadian job market with confidence. Through a comprehensive, multifaceted approach, the program provides a nurturing environment for personal and professional growth, equipping participants with the skills, resources, and knowledge they need to overcome challenges and improve their prospects within the Canadian workforce.

Purpose of the Workshop:

The purpose of the **Women Empowerment & Career Success** workshop is to:

- Equip participants with the knowledge, skills, and strategies to develop self-leadership and a growth mindset to enhance their professional journey.
- Help participants identify their unique strengths, values, and potential as they navigate career transitions and personal growth.
- Provide practical tools and guidance on how to embrace and cultivate a growth mindset to overcome challenges and succeed in the Canadian job market.
- Emphasize the importance of self-leadership in managing career transitions, setting clear goals, and developing resilience in the face of setbacks.
- Enable participants to build confidence, reclaim their professional identity, and create actionable strategies aligned with their career goals and aspirations.

As a result of this workshop, participants should:

- Understand the emotional stages of career and immigration transitions and how to navigate them.
- Identify their strengths, values, and career goals, aligning them with the Canadian job market.
- Cultivate a growth mindset to overcome challenges and setbacks.
- Develop actionable self-leadership strategies to enhance career success and personal empowerment.

Roles and Deliverables of Consultant:

- Deliver 8 workshops, each 3 hours long, between May 2025 and March 2026 as part of the Women Empowerment & Career Success program.
- Design the workshop curriculum focusing on self-leadership, growth mindset, and career success strategies tailored to newcomer women facing career transitions.
- Develop workshop content addressing key themes, including empowerment, critical thinking, overcoming mindset roadblocks, and navigating the immigration process.
- Create interactive activities that reflect the diverse experiences of the participants, encouraging engagement and self-reflection.
- Facilitate culturally sensitive sessions, offering personalized feedback to enhance participants' confidence and career development.
- Collaborate with the World Skills team to ensure workshop content addresses the unique needs of newcomer women in Canada.
- Evaluate workshop effectiveness through participant feedback and adjust as necessary to improve future sessions.

NOTE: World Skills will retain ownership of any material created as part of the contract.

Experience and Qualifications:

- Expertise in career development, self-leadership, growth mindset, and personal empowerment, particularly for newcomer women.
- Proven experience in delivering workshops and training sessions for adult learners, preferably in the context of career transitions and immigration.
- Understanding of the immigration process and the unique challenges faced by newcomer women in the Canadian job market.
- Strong communication and facilitation skills, with the ability to engage diverse groups of participants.
- Experience in culturally sensitive teaching and creating inclusive learning environments.
- Relevant certifications or academic qualifications in career coaching, personal development, or related fields.

Timeline: Materials must be ready by **May 1st, 2025 (or earlier)**

How to Apply: Proposals should not exceed 1 page and must include:

- Information outlining qualifications and experience, as detailed above.
- A brief description on how you would meet the deliverables, as detailed above.
- Please also provide us with your resume and your LinkedIn profile.

Compensation will be \$400 CAD per 3-hour workshop, with a total of 8 workshops to be delivered between May 2025 and March 2026.

Your proposal must be submitted by **Monday, April 14, 2025, via email to fatima@ottawa-worldskills.org**