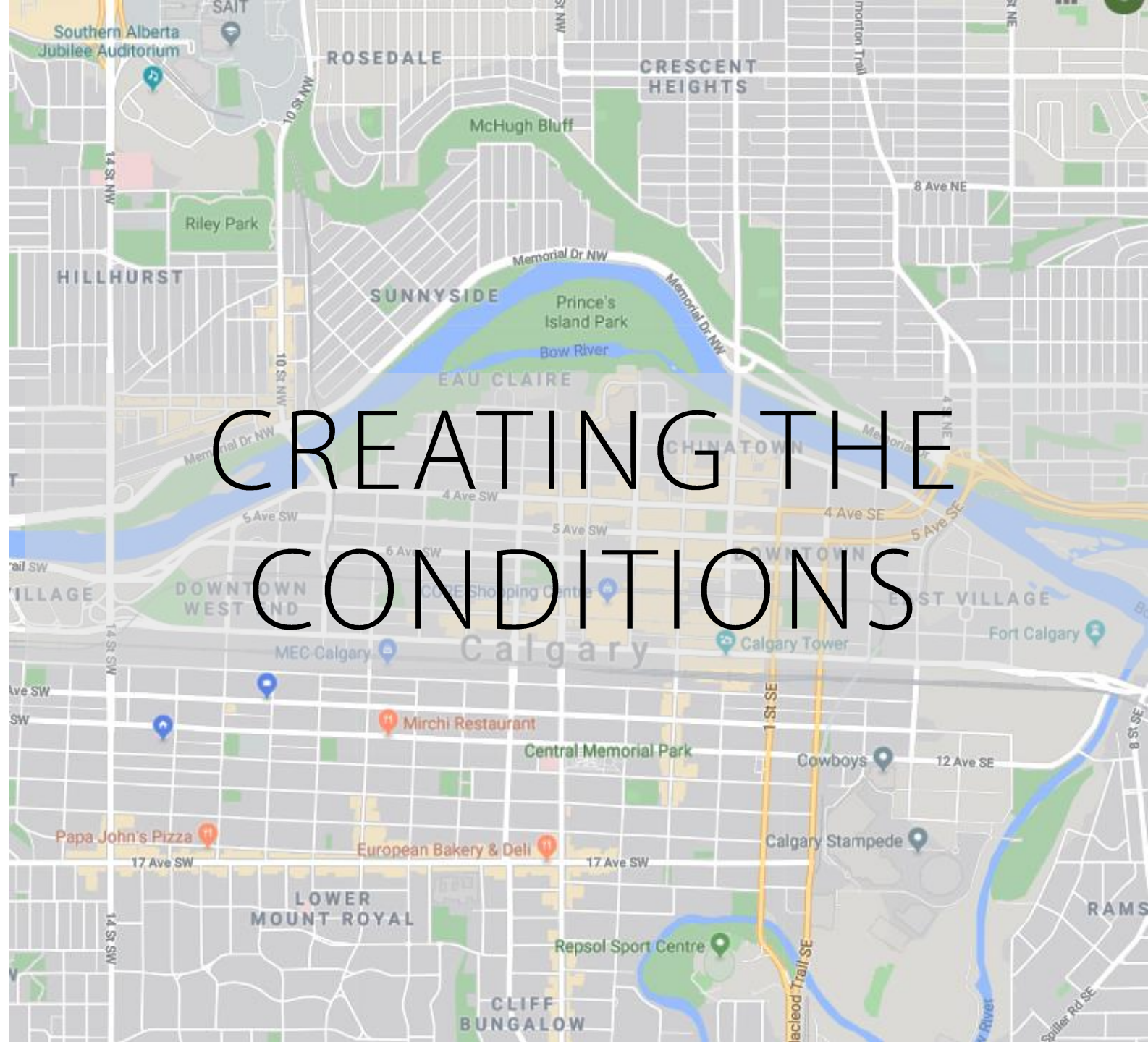




FUNDAMENTALS OF OUTCOME BASED PROGRAMMING

Fariborz Birjandian
CEO | Calgary Catholic Immigration Society
Pathways to Prosperity Project 2019

- Full understanding of client needs
- Environmental Scan
- Stakeholder Engagement
- Research and Data
- Managing Expectations
- Capacity Beyond Funding





CULTURAL BROKERAGE PROGRAM

- Increase the cultural responsiveness of the child protection system
- Support newcomer families that are engaged with the child protection system
- Engage ethno-cultural communities to support families

- Assigned Roles & Responsibilities
- Building In-house Capacity
- Reaction of other Agencies
- Government Contracts and Timelines



CHALLENGES

- Workplace Skills for Refugees
- Non-traditional Training Approach
- In-depth Employer Engagement



EMPLOYMENT FIRST



- Aligning what we do with Government Funding
- Diversity of Clients
- Continuum of Connected Intervention

A background image showing several hands placing red puzzle pieces together against a warm, yellowish-gold background. The puzzle pieces are interlocking, and the hands are visible at the edges, suggesting a collaborative effort.

CHALLENGES



THANK YOU

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