

TOOL FOR ANALYSIS OF FEASIBILITY AND REPRODUCIBILITY OF A PROJECT IN FRANCOPHONE IMMIGRATION

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INTRODUCTION TO THE ANALYSIS TOOL

Among those who have been working in Francophone immigration for many years, how many have encountered obstacles surrounding the realization of innovative projects? How many, after the "Eureka!" phase, have realized that, although it started with a brilliant, beneficial and salutary idea, it was impossible to continue implementing the project?



Understanding the influence of the stakeholders who drive the environment, thereby inducing internal and external factors of the project, becomes fundamental. Indeed, project management, although exciting, is not without challenges! Unforeseen events, changes in dynamics at the economic, political, social and technological levels can quickly influence the trajectory of a project in terms of its realization, the possibilities of adaptation and duplication.



This is where risk management comes into play. It becomes our shield, allowing us to anticipate potential obstacles and reduce the impact of unforeseen events. Risk management is not simply a defensive measure, but a proactive strategy that can pave the way for innovation and success.

The theoretical foundation of risk management comes from the analysis of the macro and micro-environment, very popular in management and illustrated by the famous PESTEL and SWOT models. There are precisely a number of strategies that serve as beacons to support the reflection allowing the detection of project risks.

- PESTEL** > The PESTEL method which is a framework for analyzing Political, Economic, Social, Technological, Environmental and Legal factors that can influence a company or a project.
- VUCA** > The VUCA method which examines Volatility, Uncertainty, Complexity and Ambiguity.
- RECOP** > the TECOP method, which is based on Technical, Environmental, Commercial, Operational and Political analysis

OBJECTIVE OF PROJECT FEASIBILITY AND REPRODUCIBILITY ANALYSIS

" Carry out an upstream analysis of the factors that will influence the continuation or success of the project. "



" Make an informed decision about the feasibility and reproducibility of the project. "

STAKEHOLDER REGISTER

This tool is not intended to be exhaustive and can be adapted to your local reality. The theoretical foundation comes from the analysis of the macro and micro environment, very popular in management and illustrated by the famous PESTEL and SWOT models. To this, we have integrated the knowledge of stakeholders in French-speaking immigration, as well as the external factors often influencing the implementation of projects by community organizations.

Subsequently, it would be a question of taking into account the concomitant advantages and constraints relating not only to the three levels of regulation, municipal, provincial and national; and also those relating to financing or any other essential data that is added to it. This strategic meticulousness of upstream management makes it possible to control, as much as possible, all the external elements that could have an impact on small, medium or large-scale community projects.

With this data in hand, this would allow an informed decision to be made on the continuation, refinement or termination of the project, and therefore, on its feasibility. Furthermore, for organizations that cover a very large geographic area, anticipation of the reproducibility of the project in another geographic area would support the analysis prior to the implementation of the project or a similar project in another region.

ENVIRONMENTAL ANALYSIS OF A FRENCH-SPEAKING IMMIGRATION PROJECT

One of the preliminary steps would be to locally identify all individuals, groups and organizations that directly and/or indirectly influence the French-speaking integration process. Why? Any managed entity cannot operate in isolation. French-speaking organizations are not exempt from the rules of efficient management. Indeed, like any management unit, community organizations also operate in an environment composed of actors and elements that can directly and/or indirectly influence the conduct of their activities.

The term **micro-environment** generally refers to all the external actors and influences on which any management unit can act. In this case, we can cite partner service providers and community leaders.

However, it will also necessarily be subject to either constraints or opportunities originating from its external environment, over which it will have little or no power: this is the **macro-environment**. This is particularly the case for institutions at the municipal, provincial and federal levels of government, as well as donors.

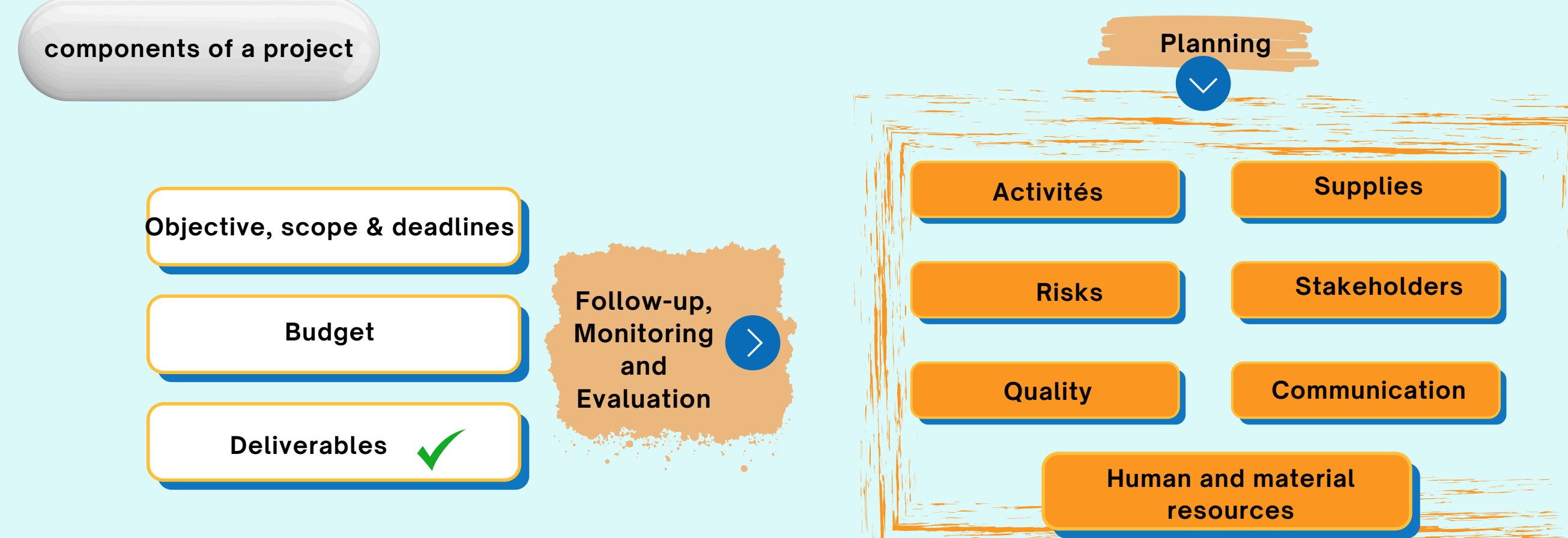
We could even add the **meso-environment**, which in this case consists of all organizations with similar mandates, such as organizations with respect to English-speaking countries.

Once this information has been recorded, we would then proceed to an in-depth analysis of the requirements, constraints, possibilities and opportunities provided by the involvement of the partners. Only then can we make a decision on the **feasibility** and **reproducibility** of the community project initiated.

FEASIBILITY AND REPRODUCIBILITY ANALYSIS TOOL FOR AN IMMIGRATION PROJECT

The Excel tool presented allows to compile and quickly analyze relevant data, to clearly visualize the results and to make informed decisions regarding the initiatives/projects developed, particularly with regard to **feasibility** and **reproducibility**.

As professionals committed to delivering successful community projects, we know that project management is a delicate balance between careful planning and the flexibility to navigate the unexpected, all the way to delivering on time.



STAKEHOLDER REGISTER

Stakeholder Register										
Stakeholder categories										
Classification, # Name	Description of mandate/ Role(s)	Services offered / Project tasks	Geographic reach/ Reproducibility to another region	Funding/ Donors (requirements and eligibility)	Municipal/ Provincial/ Federal Regulatory body	Constraints	Benefits	Impact	Feasibility/ Reproducibility	
									Feasibility	Reproducibility
Organismes										
Institutions										
Private Sector										
Government										
Individual										
Basis for decision										
Continuation/ Pilot project- Reductions/ Transfer/ Stop										

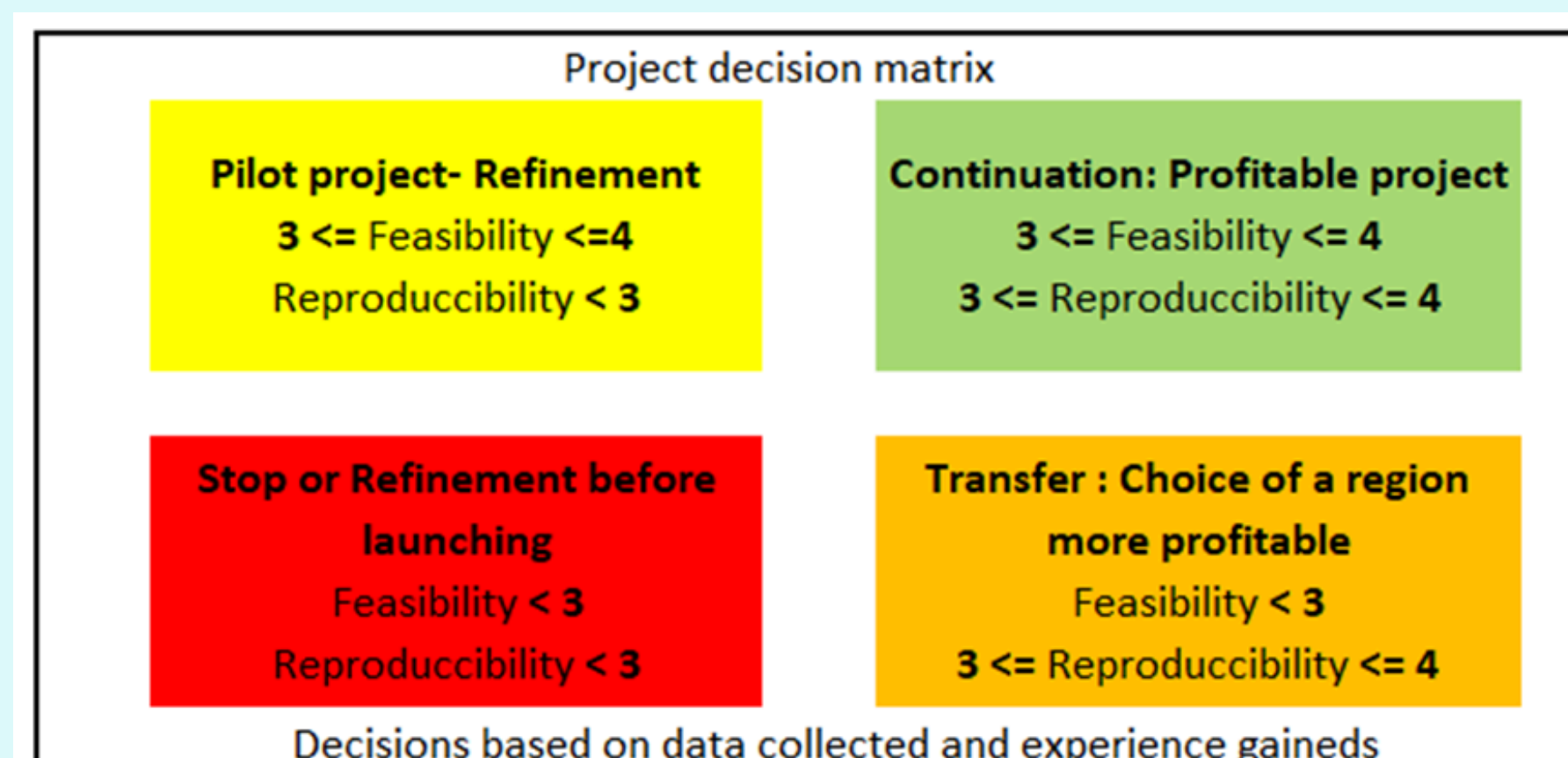
STAKEHOLDER MEASUREMENT SCALE ON FEASIBILITY AND REPRODUCIBILITY

Stakeholder's weight

Stakeholder weight	
LI	Little Influence
MI	Moderately Influential
I	Influential
VI	Very Influential

Levels of stakeholders' involvement

Scale: Levels of stakeholder involvement			
Feasibility		Reproducibility	
1	Not feasible	1	Not reproducible
2	Not very feasible	2	Not very reproducible
3	Quite feasible	3	Quite reproducible
4	Very feasible	4	Very reproducible



PRACTICAL APPLICATION

Feasibility Study of the Niagara Region Employer Outreach Project for the OINP (Ontario Immigrant Nominee Program)

Drawing on our experience in the field, through our **CLIFs** (Local Francophone Immigration Committees), and inspired by the **Francophone Integration Pathway of IRCC** (Immigration, Refugees and Citizenship Canada), we analyzed this project, which is part of the **Socio-Economic Integration Pathway in Ontario**.

This is the **feasibility** and **reproducibility** study of the project to raise awareness among employers in the **Niagara** region about the **OINP**, which is part of the actions aimed at **integration and economic autonomy**, one of the 5 areas of intervention resulting from the **RIFCSO** mandate, included in the **RIFCSO operational plan**, from which also stems the **Niagara CLIF action plan**, reproduced in the **Durham region**.

#	Nom	Description de mandat / Rôle(s)	Services offerts / Tâches du projet	Portée géographique / Reproductibilité dans une autre région	Financement / Donateurs (conditions et éligibilité)	Corps réglementaire municipal / provincial / fédéral	Contraintes	Avantages	Impact	Feasibilité	Reproductibilité
1	Association francophone d'immigrants (AFI)	Communauté d'immigrants francophones de la région de Niagara	Services de soutien, ateliers de formation, événements communautaires	Local / Régional	Financement communautaire	Local / Régional	Manque de ressources	Renforcement de la communauté	MI	2	3
2	Local Francophone Immigration Committee (CLIF)	Association francophone d'immigrants de la région de Niagara	Services de soutien, ateliers de formation, événements communautaires	Local / Régional	Financement communautaire	Local / Régional	Manque de ressources	Renforcement de la communauté	MI	2	3
3	Local Francophone Immigration Committee (CLIF)	Association francophone d'immigrants de la région de Niagara	Services de soutien, ateliers de formation, événements communautaires	Local / Régional	Financement communautaire	Local / Régional	Manque de ressources	Renforcement de la communauté	MI	2	3
4	Local Francophone Immigration Committee (CLIF)	Association francophone d'immigrants de la région de Niagara	Services de soutien, ateliers de formation, événements communautaires	Local / Régional	Financement communautaire	Local / Régional	Manque de ressources	Renforcement de la communauté	MI	2	3
5	Local Francophone Immigration Committee (CLIF)	Association francophone d'immigrants de la région de Niagara	Services de soutien, ateliers de formation, événements communautaires	Local / Régional	Financement communautaire	Local / Régional	Manque de ressources	Renforcement de la communauté	MI	2	3
6	Local Francophone Immigration Committee (CLIF)	Association francophone d'immigrants de la région de Niagara	Services de soutien, ateliers de formation, événements communautaires	Local / Régional	Financement communautaire	Local / Régional	Manque de ressources	Renforcement de la communauté	MI	2	3
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10	Local Francophone Immigration Committee (CLIF)	Association francophone d'immigrants de la région de Niagara	Services de soutien, ateliers de formation, événements communautaires	Local / Régional	Financement communautaire	Local / Régional	Manque de ressources	Renforcement de la communauté	MI	2	3

CONCLUSION

Equipping **settlement service providers** with similar **management tools adapted to local realities** would promote **capacity building for settlement workers**, whose gradual **professionalization** is desired, for the benefit of **French-speaking immigrants** who flock to settle in Francophone **Minority Communities (FMCs)** in Canada. This tool is also useful for any other **community settlement project**.

APPLY THIS THOUGHT PATH TO A PROJECT IN YOUR FIELD

Environmental analysis of a project

ANALYSIS TOOL

- Use the environmental analysis tool of a project
- Determine the list of stakeholders
- Classify the stakeholders into appropriate categories
- Fill in the fields in the column
- Determine the weight of the stakeholders

Evaluation

- Assess the degree of feasibility by stakeholder
- Assess the degree of reproducibility by stakeholder

Result

- Consult the result displayed for the project

RIFCSO PROJETS

- **SÉRINITI**: Raising awareness of skilled trades as a path to socio-economic integration
- **Tool for stakeholder analysis** on the feasibility and reproducibility of a community project in a settlement
- **Local Committee and Francophone Immigration Working Groups (CLIF and GTIF)**
- **GuideMoi**: Application on mapping Francophone services
- **Infographic of the Francophone Integration Pathway in Ontario**
- **Coordination of the Welcoming Francophone Communities (CFA)** of Hamilton and London
- **Caravans in settlements: A New Life in Sarnia. Why not?**
- **Elan F**: business incubator
- **Making the invisible visible**: anti-racism strategy of the Francophone Immigration Networks of Ontario
- **The blue line**: urban route to discover the city of Hamilton in French
- **RIFCSO/ethnocultural associations and groups collaboration platform**