

# CALL FOR TENDERS

DEI - Diversity Equity Inclusion consulting services

for the **STEP** project

Skills, Talent and Empowerment through Pathways

AMIF-2023-TF2-AG-CALL

This call is issued by the Federation of Protestant Churches in Italy (FCEI) in the ambit of the project **STEP - Skills, Talent and Empowerment through Pathways**, funded under the AMIF-2023-TF2-AG-CALL. FCEI intends to commission a contract for the provision of external DEI – Diversity Equity Inclusion consulting services for the project itself, in accordance to with the EU Directive on Public Procurement ( 2014/24/EU) and the Italian Public Contract Code as modified by the DLGS 36 of 2023.

## 1. General information

### *Summary of the project*

STEP aims to connect skilled displaced people in need of international protection with employers in Italy, Spain and Ireland, facilitating access to long-term solutions through labour pathways (LPs) into these countries. STEP will provide a foundation for LPs across Europe by assessing labour market needs and the legal, political and settlement frameworks in host countries, by testing accessibility and suitability of relevant EU tools and policy frameworks, by identifying areas for possible policy reform and by engaging and building alliances with the corporate sector and other key national and European stakeholders. STEP will generate new knowledge and partnerships which expand the evidence base needed to build and scale new LPs in other EU member states, and will foster a vibrant refugee labour mobility ecosystem in Europe which contributes to growth of complementary pathways in the medium and long term.

Over three years, STEP expects to:

- Establish and strengthen a supportive ecosystem and policy framework for refugee labour mobility at scale through engagement in Italy, Spain and Ireland, in other EU member states; in selected countries of first asylum; and at EU and international levels;
- Give 200 people in need of international protection effective access to labour opportunities in Italy, Spain and Ireland;
- Offer welcome and settlement support to new hires, equipping them to rebuild their lives



sustainably;

- Generate a solid basis of new evidence on LPs that will promote the development of similar programmes in other countries through exchange of lessons learnt and good practices.

LPs not only offer those in need of international protection a chance to realize their potential and to contribute to their existing and new communities but are also an effective tool for newcomer empowerment and inclusion, feeding into positive migration narratives. STEP's scope to contribute to a step-change in thinking at all levels is therefore significant.

The project will, in the short term, offer employment opportunities and a sustainable solution to a minimum of 200 qualified candidates in need of international protection. STEP will contribute to the implementation of contextualised labour mobility models for persons in need of international protection thanks to its focus on piloting a variety of design approaches and documenting specific challenges and opportunities in multiple contexts. Partners will develop tested and replicable resources, methodologies and tools for effective assessment and recruitment of displaced talents; their matching with employers in third countries; and successful inclusion in destination communities, among others.

In the medium term, labour pathways designed, piloted and implemented in the context of the project should lead to sustainable, permanent, national programmes that work at scale. In addition to structural opportunities for growth in each national context, sustainability will be ensured by building pilots in ways that allow for filling evidence gaps, building stakeholder capacities and cross-sectoral alliances. The project will also nurture a vibrant refugee labour mobility community of practice and ecosystem in the EU and beyond, as partners identify and share policy and operational learnings and good practices across Member States; connect LP alumni, national and EU stakeholders to key global-level processes and players; and invest in building, strengthening and diversifying multi-stakeholder networks.

In the long term, all of the above will create an enabling environment to expand employment opportunities for PINOIP through new LPs in EU Member States; narrow pressing skills gaps in the EU in key sectors; upskill PINOIP, realizing their potential and empowering them as active contributors to their new communities; promoting DEI in the workplace across the Union; and fostering positive public narratives highlighting the talent and skills of migrant and displaced people coming to the EU.

### **Partnership**

The *project partners* are the following:

1. FEDERAZIONE DELLE CHIESE EVANGELICHE IN ITALIA ("FCEI"), the "Coordinator", a faith-based organisation committed to protecting migrants and refugees' rights. It has long-standing experience in supporting migrants' social activation, and in implementing complementary pathways programmes for people in need of international protection.
2. CARITAS ITALIANA ("CARITAS"), a faith-based organisation committed to protecting migrants and refugees' rights. It has long-standing experience in supporting migrants' social activation, and in implementing complementary pathways programmes for people in need of international protection.
3. ACADEMIE AVIGNON ("SME ACADEMY"), a technical scientific body in framework agreement, at European level, with the European Organisation of Small and Medium-sized European enterprises (SMEUnited) and, at national Italian level, with the National Confederation of Craft and Small and Medium Enterprises (CNA) having over 621.000 members and employing over 1.2 million workers in the tourism, services and industrial



sectors, all across Italy.

4. REFUGEE HUB EUROPE (“REFUGEE HUB”), is a world leader in supporting the introduction and implementation of protection pathways for refugees. They provide strategic policy support to partners and key stakeholders to develop, document and expand safe and legal routes for displaced people.

5. INCLUSIVE STRATEGIES SL (“INSTRATEGIES”), is a “think & do” specialized in European and international affairs, focusing on mobility, migration and diversity management. They offer strategic support to institutions, companies and organizations that want to develop policies, strategies and projects related to these fields and optimize their European and international presence.

6. TALENT BEYOND BOUNDARIES (“TBB”), is a nonprofit organisation committed to opening up safe and regular pathways to ensure displaced people have equitable access to skilled migration by working with governments, the private sector, impacted communities, and refugee-serving organisations.

7. THE OPEN COMMUNITY COMPANY LIMITED BY GUARANTEE (“THE OPEN COMMUNITY”), is the national support organisation for Ireland’s Community Sponsorship Programme for Refugees. The Open Community engages and supports people all over Ireland to welcome refugees into their local communities.

8. FUNDACION CEPAIM ACCION INTEGRAL CON MIGRANTES (“CEPAIM”), is a nonprofit organisation aiming to promote an inclusive, cohesive, egalitarian and intercultural society that facilitates full access to citizenship rights for the most vulnerable people, especially migrants and refugees.

9. FONDATION MIGRATION POLICY INSTITUTE EUROPE (“MPIE”), is a nonprofit, independent research institute that aims to provide a better understanding of migration in Europe and thus promote effective policymaking. MPI Europe provides authoritative research and practical policy design to governmental and nongovernmental stakeholders who seek more effective management of immigration, immigrant integration, and asylum systems as well as successful outcomes for newcomers, families of immigrant background, and receiving communities in Europe.

The *associated partners* are the following

1. SPANISH MINISTRY FOR INCLUSION, SOCIAL SECURITY AND MIGRATION, responsible for planning and carrying out the government policy on social security, foreigners, immigration and emigration.
2. DEPARTMENT OF CHILDREN, EQUALITY, DISABILITY, INTEGRATION AND YOUTH - IRISH REFUGEE PROTECTION PROGRAMME (“IRPP”), a distinct programme of tailored support for persons granted refugee status.
3. FRAGOMEN LLP, an immigration law firm, with extensive knowledge of the international mobility sector.
4. INTERNATIONAL ORGANIZATION FOR MIGRATION (IOM), the leading intergovernmental organization in the field of migration.

**Starting date:** 01/03/2024

**Duration in months:** 36 months

**Funding:** STEP Project is funded under the EU Asylum, Migration and Integration Fund (AMIF)

## 2. Tasks of the DEI consultant

The DEI consultant will carry out, in consultation and collaboration with FCEI:

- **Desk review** of the Italian labour market, needs, gaps and opportunities by selected location and occupational sector;
- **In-depth interviews** (one to one or focus groups) with companies to assess private sector needs and engagement in order to evaluate feasibility of piloting innovative financing models e.g. train to hire models, traineeship, scholarships;
- **Online survey** of up to 40 Italian company representatives to explore companies' interests and obtain information and requirements to define standardized job inclusion for the Italian job market;
- Minimum of **2 online or in person public events** to promote the project among corporate partners; bilateral meetings with new potential corporate partners to broaden pool of engaged companies and delivery of networking activities with other existing projects to encourage exchange of opportunities, circularity of information, and exchange of good practices;
- **Diversity Talks** (online training) for company employees on intercultural communication and DEI best practices;
- Tailored **mentoring activity** within companies' departments involved in welcome, reception and inclusion of new hires;

## 3. Time schedule

The consulting service will follow the STEP project life, starting in March 2024 and ending in February 2026.

	TASKS	TIME FRAME
1	Desk review of the Italian labour market	Mar – Dec 2024
2	In-depth interviews with companies	Mar – Dec 2024
3	Online survey	Mar 2024 – Jun 2025
4	Public events (on line or in person)	Sep 2024 – Aug 2026
5	Diversity talks	Sep 2024 – Aug 2026
6	Mentoring activities for companies	Mar 2025 – Feb 2026



## 5. Selection and eligibility criteria

Tenderers shall demonstrate that they fulfil the following criteria:

- Being a not-for-profit, third-sector entity;
- Having proven experience in labour inclusion of refugees, with particular reference to vocational guidance, training design and corporate partnerships in a DEI perspective;
- Making use of a solid methodology based upon persons' needs and personalized interventions;
- Having previous experience on EU- funded projects;
- Having direct access to insights and primary data from territorial branches, company / client requests and online job searches;
- Having a track record of collaboration with companies/Public Administration/not for profit organisations;
- Having proven, long-standing collaboration with companies, including multi-site companies, third-sector organisations and Public Administration, nationwide;
- Having an extensive portfolio of contacts with companies and trade associations, nationwide.

Applicants must have excellent knowledge of the English language, be able to work within specified deadlines and respect budgetary limits.

The above criteria can be proven by the applicants' profiles and/or CVs of key staff involved in the offer. Potential candidates may still be interviewed for further assessment.

## 6. Award Criteria

The contract will be awarded to the tender offering the best value for money on the basis of the quality and price, taking into account the specific requirements and selection criteria of the tender. The principles of transparency and equal treatment will be respected with a view to avoiding any conflicts of interest.

## 7. Submission of tenders

This call for tenders will be published on FCEI website on 07/03/2024 and will be kept open for 10 calendar days. The deadline for the submission of bids is on 17/03/2024.

Tenders must be written either in English or Italian. They must be signed by the tenderer's legal representative.

All tenders must include the following documents and information:

- Description of professional experience with relevant examples of evaluation work performed;
- CV of key staff / consultant(s) involved in the offer, and/or organisational chart showing the organisational structure designed to carry out the requested tasks;
- Financial proposal with prices quoted in euros and VAT included.



**Offers must be submitted by 17/03/2024 at the latest** to the following e-mail address:

[fcei@pec.it](mailto:fcei@pec.it), marked for the attention of Giulia Gori.

Please state “Call for tenders STEP Project” in the subject line of your email

