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# Building Professional Pathways For New Americans

## Partnership Across Sectors



**Presenter:**

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# Introduction

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- The newly resettled Foreign Trained Professionals in the US have a strong desire to contribute their skills to the workforce. The processes of reclaiming their careers require holistic and tailored community – wide support.
- Partnership across Sectors is a key strategy to promote full integration of foreign trained professionals in the US.

# What is Partnership?

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- The fundamental concern is bringing stakeholders with expertise and resources together in a mutually beneficial cooperative relationship, sharing responsibilities to achieve specific goals.
- AAFACD Partners with Womens Initiative for Self Empowerment (WISE)



# Benefits of Partnership

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- Increase local decision making and build capacity
- Deliver coordinated services, reduce duplication.
- Tackle multifaceted issues.
- Increase organization's visibility.



# Establishing Partnership

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- Community mapping /needs assessment is a crucial step in the process of forming a community partnership

*Example: AAFACD & University of Minnesota  
2005*

- Needs Assessment of Foreign-Trained Healthcare Professionals in Minnesota
- <http://www.cura.umn.edu/reporter/06-Wint/Holder&Omondi.pdf>

# Community Mapping

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Community Mapping process includes:

- Defining the community
- General Characteristics
- Relevant demographic features of residents
- Identifying community assets and resources
- Documenting current resources and services  
i.e. Medical Careers Advancement Program  
at IIMN

# Benefits of Community Mapping

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- Provide yardstick for strategic implementation and evaluation
- Assist enrollment of program participants
- Encourage active participation of stakeholders
- Provide information and education to organize stakeholders

# Developing Partnership

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1. **Research** - potential partners capacities and availability:

What are the community needs?

Expected community impact?

Who do you want to partner with?

What role will they play?

# Developing Partnership cont'd

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## **2. Identify Organizations whose goals and objectives match yours**

- values
- culture
- interest/issue
- trust

# Developing Partnership cont'd

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3. Respect opinions from potential partners, be flexible
4. Have clear written goals to reduce possibility of misunderstanding.

# Overall Context of Partnering

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- There is no one set of principles that will be applicable to all partners
- Partners need to jointly decide their core values and guiding principles

# Challenges of Partnership

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- Success takes time to establish, be patient
- Calls for strong team approach and skilled management

# Maintaining the Partnership

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- Create committees to deal with specific issues
- Conduct regular meetings and document
- Make decisions based on negotiation.



**THANK YOU!**