Talent Management and Development

Sharing best practices for recruiting, retaining, and developing highly skilled researchers and support staff

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Growing the Foundation



Institutional Capacity











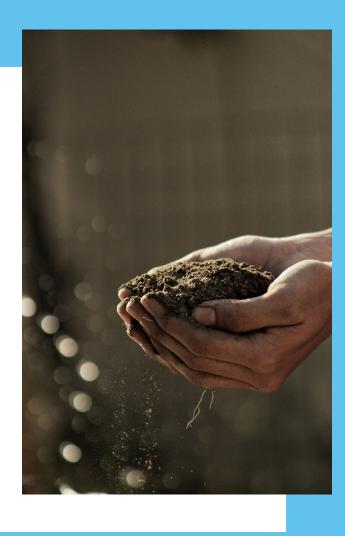


Base of Leading Migration Scholars

Immigration and
Settlement Studies MA
Program →
Toronto Metropolitan
Centre for Immigration
& Settlement (TMCIS)

Canada Excellence
Research Chair in
Migration & Integration

Canada First
Excellence Research
Fund - Migrant
Integration in the Mid21st Century: Bridging
Divides



Building out the program









- Partner universities across the country
- Focus on diversity & interdisciplinary breadth
- Leveraging a network of 34 experienced researchers
 started with 17 at TMU, 4 Concordia, 6 U of A, 7 UBC
 - CRCs, CERCs, NSERC CRCs and other Chairs
- Emerging Research Grants



Recruiting

01.

Operations

- Building up from within
- Building in stages
- Building agile team

02.

University hires

- Permanent positions
- Early Career Researchers

03.

HQP - Building a pipeline

- Steps to Success Internships
- Graduate Student Stipends
- Research Assistants







Retaining

Operations

- Collaboration
- Office culture
- Openness to new ideas

Research Ecosystem

Research exchange

- Research Dialogue Series Research Discovery Retreat Annual conference

Grants

- Travel grants
- Workshops grants
 Data Acquisition grants





Developing

New programs

- Scholars of Excellence
- Fellowships opportunities
 - Journalism Fellows
 - Civil Society & Public Administration Fellows
 - Future Leaders Fellows

Competitions

- Build A Bridge
- Migration Data Challenge 2025



Thank You For Listening!

