

Displaced/Refugee Talent Mobility Programming: Partner capacity assessment tool

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The purpose of this tool is to assist organizations looking to explore labour mobility programming for refugees to assess their readiness and capacity to begin this work. This tool is based on Talent Beyond Boundaries' experience testing and building labour mobility pathways for refugees to Australia, Canada and the UK. It will be continuously updated and developed.

Assessment criteria	Questions to guide assessment
1. Governance and leadership	
1.1. The organization has a clear vision of how labour mobility fits into its mission/mandate and goals.	How does labour mobility fit with your organization's mission/vision and strategy over the next few years? <ul style="list-style-type: none"> ● Is it captured in written strategy planning documents? ● Is it supported by senior management?
1.2. The organization has a clear vision of how supporting refugees and displaced people fits within their mission/mandate and goals.	How does supporting refugees and displaced people fit with your organization's mission/vision and strategy over the next few years? <ul style="list-style-type: none"> ● Is it captured in written strategy planning documents? ● Is it supported by senior management?
1.3. The organization has flexibility to integrate labour mobility into its mission/mandate and goals.	Does the organization have flexibility to integrate labour mobility into its mission/mandate and goals over the next few years? <ul style="list-style-type: none"> ● What is the likely approvals process for integrating labour mobility? ● What is the likely timeline?

2. Organizational capacity	
2.1. Sufficient donor or internal funding is available/can be secured to support displaced talent mobility programming.	Do you have earmarked funding to support labour mobility programming? If so, what budget is allocated to this work? Is this budget sufficient in your view?
2.2. Sufficient personnel are available/can be assigned to support the program in the source country (if relevant).	What personnel have been assigned to work on the program at source? What FTE is allocated? Is this sufficient in your view?
2.3. Sufficient personnel are available/can be assigned to support the program in the destination country (if relevant).	What personnel have been assigned to work on the program at destination? What FTE is allocated? Is this sufficient in your view?