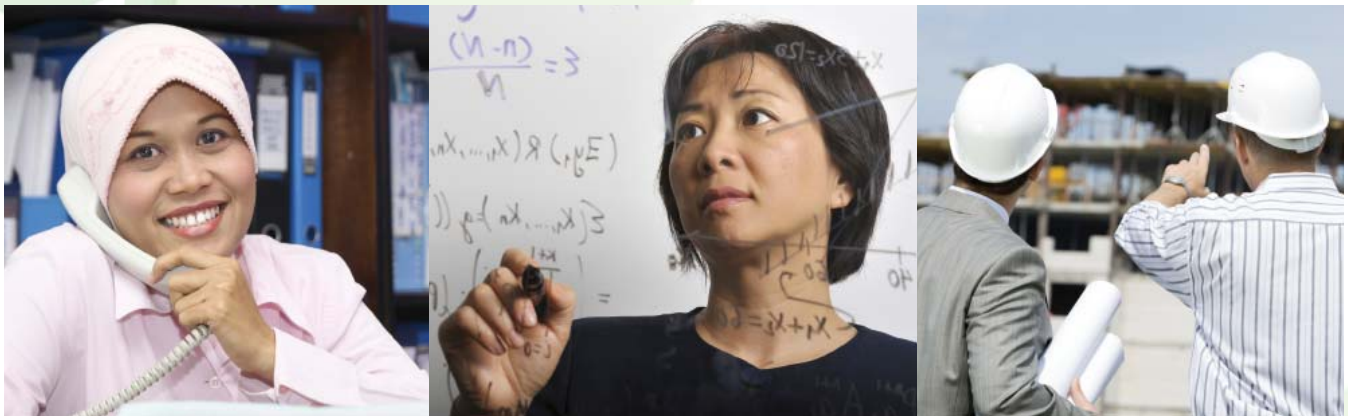




The Alliance of Sector Councils (TASC)

Who Does What in Foreign Credential Recognition

An Overview of Credentialing Programs and Services in Canada



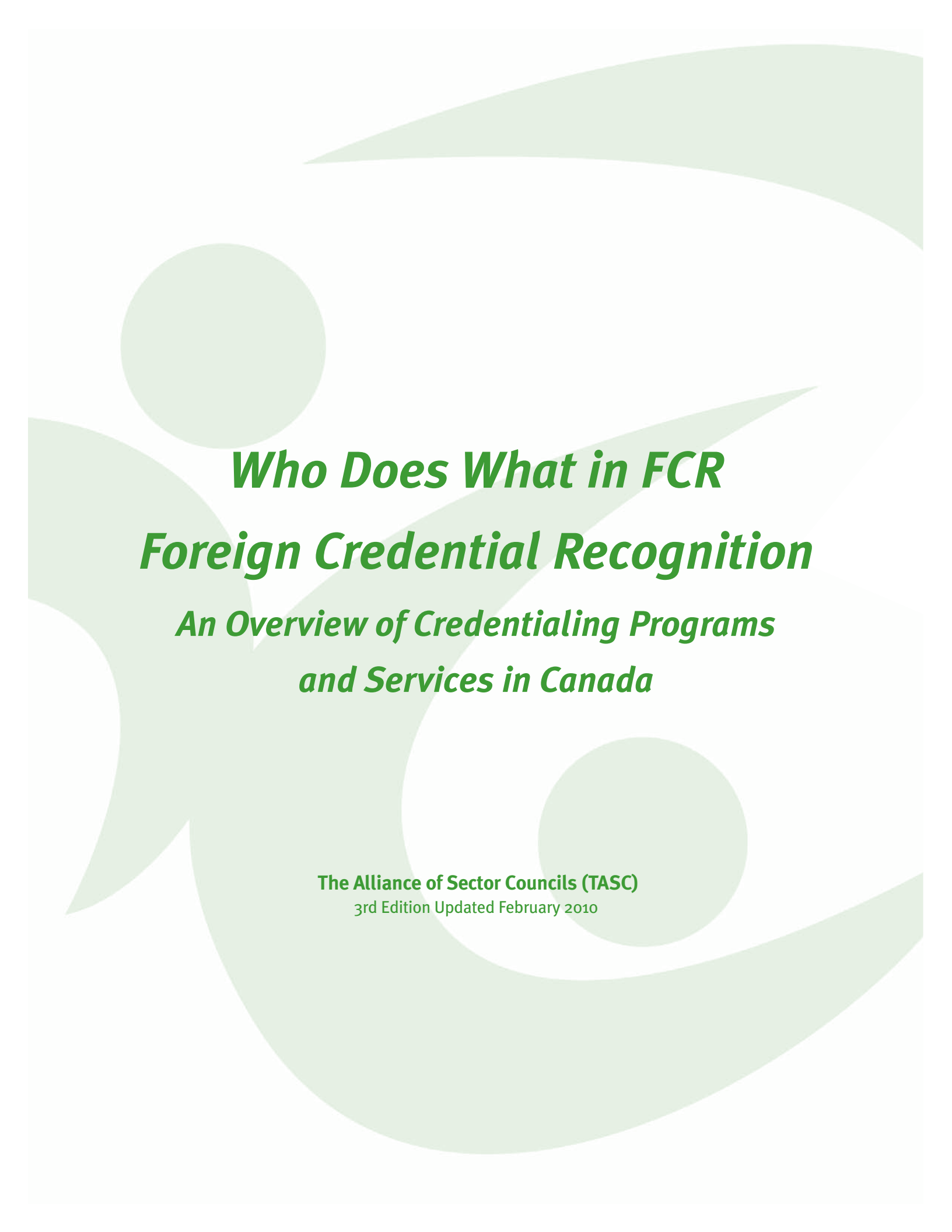
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We acknowledge the funding assistance for this report from the Government of Canada's Sector Council Program

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Who Does What in FCR
Foreign Credential Recognition
An Overview of Credentialing Programs
and Services in Canada

The Alliance of Sector Councils (TASC)
3rd Edition Updated February 2010

Table of Contents

Introduction and Acknowledgements	ii
Everyone's Issue: A Complex Field with Many Players	iii
Sector Councils and The Alliance of Sector Councils (TASC)	iii
1 Foreign Credential Recognition in Perspective	1
2 Who does What	5
2.1 Main Service Providers	5
2.1.1 Overview of Federal Government FCR Programs and Policies	5
2.1.2 Overview of Provincial and Territorial FCR Programs and Policies ..	12
2.1.3 Overview of Municipal and Local-level FCR Programs and Policies ..	15
2.1.4 Occupational Regulatory Bodies	16
2.1.5 Educational and Academic Institutions/Colleges and Institutes	17
2.1.6 Credential Assessment Services in Canada	19
2.1.7 Immigrant Settlement Agencies and Community Non-Profit Organizations	20
2.2 Non-Regulated Occupations	23
3 Gap Analysis and Future Options	25
3.1 Outstanding Barriers in Information and Services	25
3.2 Emerging Priorities and Opportunities	25
3.3 Looking Ahead: Options for Sector Councils	26
Appendix A: The Skilled Immigrant Labour Market 2003–2005	27
Appendix B: Prior Learning Assessment Recognition (PLAR)	28
Appendix C: Credentialing Service Organizations	30
Appendix D: TASC Members and Partners	32
Appendix E: Survey Sources, Internet Portal and Key Websites	33
Appendix G: Acronyms and Initialisms	37

INTRODUCTION AND ACKNOWLEDGEMENTS

This overview takes a look at the following: policies and programs on Foreign Credential Recognition (FCR) in federal, provincial/territorial and key municipal jurisdictions, and provides examples of FCR projects and initiatives by the five main service providers, other multi-stakeholder strategic initiatives, and key FCR initiatives in Canada or in overseas Canadian sites.

These four areas provide a cursory overview of key issues, initiatives and providers in Foreign Credential Recognition—the process of verifying education, training and job experience obtained in another country and comparing it to the standards established for Canadian professionals. It is necessary to acknowledge that the context of Foreign Credential Recognition involves more than academic “credentials”; it is also about “competencies.” Prior Learning Assessment and Recognition (PLAR) is an important aspect of the FCR equation.

We would like to acknowledge the direction from The Alliance of Sector Councils (TASC) as we would the assistance of officials from Human Resources and Social Development Canada (HRSDC), Citizenship and Immigration Canada (CIC)’s Foreign Credentials Referral Office (FCRO). We would also like to thank the following individuals who provided support, advice and information to this survey: Andrew Cardozo for his direction in this report, Deborah Wolfe, Philip Mondor, Colette Rivet, Mireille Charron, Shelley Guilfoyle and Sandra Saric—all of the TASC family and Mengistab Tsegaye from LASI World Skills. Special recognition goes to Sharon Fernandez of Creative Policy Consulting for original development of this survey and the subsequent two editions.

As this overview is, for the most part, a collation of factual data and information, we would like to credit the following publications as important resources for this document:

- *A Commitment to Foreign Credential Recognition*, Government of Canada Progress Report, Foreign Credential Referral Office, (FCRO) 2009.
- *Recognizing Success: A Report on Improving Foreign Credential Recognition*, Standing Committee on Citizenship and Immigration, Nov. 2009.
- *Pan-Canadian Sector Council & Immigrant Dialogue*, 2005;
- *ACCC Report: Responding to the Needs of Immigrants, Results of the Diagnostic Survey of College and Institute Programs and Services for Immigrants and Conclusions of the College and Institute Immigration Roundtable*, 2004;
- *A Spring 2003 Snapshot: The Current Status of Prior Learning Assessment and Recognition (PLAR) in Canada’s Public Post-secondary Institutions: Part One*, prepared for CMEC by Bonnie Kennedy;
- *HRSDC Fact Sheets on FCR, NATCON - ITWI and FCR presentation* by Corinne Prince-St-Amand, HRSDC, Jan. 2006;
- *Metropolis: ITWI and FCR presentation* by Chris Bolland, HRSDC, 2005;
- *Metropolis: Immigrant Integration in Canada*, HRSDC presentation by Silvano Tocchi, October 2007;
- *CAETO Report: Foreign Credential Recognition: An Overview of Practice in Canada*, 2004; and
- *CTHRC: Research toward FCR Model for Non-Regulated Professions, 2004 and In Short Supply, Addressing Labour Shortages in the Tourism Sector Through Immigration*, 2005.

Everyone's Issue: A Complex Field with Many Players

The overview of *Who does what in FCR* is in response to a request from various sector councils that wanted to get a better handle on the players in this seemingly complex field. The overview has proved that the field is indeed complex with a large number of players that exist along jurisdictional and professional lines.

Everyone's issue: Foreign credential recognition is not a new issue. Indeed as an immigrant-accepting country it has been around for a long time. For years though, it was an issue that was addressed primarily from the perspective of the immigrant, of “them.” In recent years this has been, and increasingly in the years ahead it will become everyone's issue. On a macro scale the cost associated with non-recognition of foreign credentials is estimated at \$2.4–5.9 billion annually (Reitz 2001 & Conference Board of Canada 2001). Every Canadian is affected by inefficient recognition. Canadians across the country are short of doctors and other health care workers, while thousands of highly educated newcomer health care workers are not allowed to provide the services that so many Canadians want. The same goes for an increasing number of professions across many sectors of the economy. Every employer now wants this issue to be addressed and “solved.”

To allow for further inefficiency is to hamper Canadian productivity, prosperity and competitiveness. It's that clear now.

This overview provides a snapshot of who has been doing what across the country and across professions and sectors. While it captures the major players, there are many others in particular areas who are not listed so as to keep this overview manageable.

In 2006, the Government of Canada proposed to create a new Canadian agency for the assessment and recognition of credentials. Based on consultations with provincial governments, relevant regulatory agencies and other stakeholders to determine the precise mandate of this agency, the idea transformed from launching a single central agency into developing local foreign credentials referral capacity across the country. The Foreign Credential Referral Office is playing a role in bringing all the stakeholders (most are described in this report) into an ongoing working relationship to strengthen FCR capacity in Canada. More importantly, it provides a one-stop

shop that helps internationally trained individuals navigate through what too often appears to be an impenetrable maze and links them directly into federal and provincial programs, path-finding tools and services. This is the third addition of *Who Does What in Foreign Credential Recognition* due to the success of the first document in 2006. This overview is an indication of the interest and commitment of sector councils to do their part to find effective and efficient solutions to the challenges of foreign credential recognition.

Andrew Cardozo
Executive Director, The Alliance of Sector Councils,
The sponsors of this review

Sector Councils and The Alliance of Sector Councils (TASC)

Sector councils are partnership organizations that address skills development issues in key sectors of the economy.

They conduct a detailed sector study to examine all key labour market challenges for the sector. Among other activities, sector councils develop comprehensive human resource plans, coordinate the development of national standards and help forge links between educators, employers and employees. There are currently some 30 sector councils operating in partnership with the federal government in a variety of industries. They are effective in developing pan-Canadian approaches to FCR with sector-wide interventions. Sector councils have initiated a set of programs and initiatives that feed into and assist in facilitating FCR through labour market information, research and demands, career information, assessment, occupational standards, certification and accreditation and benchmark work. They also assist industry in addressing skills shortages and developing a broad spectrum of effective human resource practices. Together, the sector councils have formed The Alliance of Sector Councils (TASC).

Please see Appendix D for a list of TASC Members and Partners as well as a sample of sector councils active in the areas of FCR and immigration.



1

FOREIGN CREDENTIAL RECOGNITION IN PERSPECTIVE

As stated above, Foreign Credential Recognition (FCR) is the process of verifying education, training and job experience obtained in another country and comparing it to the standards established for Canadian professionals. FCR is critical to ensuring economic growth and competitiveness, fostering innovation and improving labour mobility mechanisms.

In recent years, the pressures of labour shortages, the growing need for more skilled workers, and the rapid demographic and technological changes affecting world economies have moved the issue of FCR to the forefront in many industrialized nations.

The volatile labour market in Canada has sharpened the government's resolve to accelerate FCR. As the economy recovers new opportunities will arise in highly skilled occupations and industries that will require utilizing the skills of all workers. Ensuring Labour market preparedness is critical to meet labour market demand post recession. By the end of this decade, immigrants will account for 100% of net labour force growth. However, Human Resources Social Development Canada notes that Canada currently loses approximately 30% of its new and highly skilled arrivals because they are unable to integrate into the economy and communities. In 2006, the national unemployment rate for immigrants was 11.5% (11.4% for those with university undergraduate degrees), more than double the rate of 4.9% (2.9% with university undergraduate degrees) for those Canadian-born. Immigrants find work, but only 42% work in their intended occupations. As well, Canada has a complex regulatory structure. These historically weak integration patterns remain systemically persistent and appear to be getting worse.

Five primary factors affecting the successful integration of skilled new Canadians remain:

- poor advanced preparation prior to immigrating,
- less proficiency in the language of work,
- necessary requirements for Canadian work experience,
- non-recognition of prior experience and qualifications, and
- lack of appropriate bridging mechanisms, social supports and networks to gain access to employment.

All told, it would appear that within the area of Foreign Credential Recognition, there are 13 jurisdictions, involvement of 55 ministries, more than 50 regulated occupations, more than 440 regulatory bodies, 5 provincially mandated assessment agencies, 240 post-secondary institutions, hundreds of thousands of employers, and a large NGO community of about 235 service agencies dedicated to immigrant labour market integration. Such institutional complexity comprising multiple authorities and providers makes FCR daunting to address.

While all orders of government have a stake in leading the nation's economic performance and in the labour market integration of immigrants, provinces have a strong role in FCR. Foreign Credential Recognition for regulated occupations is a provincial responsibility that has been delegated in legislation to regulatory bodies. This responsibility is mandated through the lens of public protection, and these bodies are the authority for credential recognition. In each province and territory, the work on integration of immigrants is being done in at least four ministries—those relating to immigration, education, labour market and health.

Regulated occupations account for approximately 15% of Canada's labour market (this 15% refers to actual people working in occupations). Non-regulated occupations make up about 85% of the labour market, and are in sectors such as tourism, textiles, software technology and aviation maintenance. Although these sectors have some occupations that are regulated, in general, the authority for credential recognition lies with the employer.

Strategic collaboration is needed ... to overcome systemic barriers.

It is clear from many recent reports on Foreign Credential Recognition in Canada that addressing the complicated web of licensing and credentialing standards at the provincial and territorial level, and removing ad hoc approaches and varied barriers, requires a new structural approach to this issue.

- A coherent vision must be developed for the *systemic alignment of the field of Immigrant Labour Market Integration (ILMI)* that will provide more effective front-end immigration policy and accelerated FCR evaluating processes in overseas sites. This will also allow for a pan-Canadian, multi-stakeholder needs-based planning approach for greater *coordination and communication* among all levels of government, service providers, regulatory bodies, employers and advocacy networks. For example, the Maytree Foundation has recommended a National Action Plan on Access to Professions and Trades. Ongoing challenges include addressing legal concerns and multi-jurisdictional regulatory practices, engaging employers, developing national regulatory standards and building sectoral capacity. Subsequent advances since 2008 such as the Government of Canada's *Action Plan for Faster Immigration* which identifies eligibility criteria for new federal skilled worker applications in response to labour market pressures as well as key amendments to the Immigration and Refugee Protection Act and Chapter 7 of the Agreement on Internal Trade all promote FCR processes that are consistent and more effective. Along with these strides the Foreign Credential Referral Office (FCRO) has the federal coordination lead in FCR and is developing harmonized standards and clear pathways to FCR for priority occupations beginning overseas. It is doing this by supporting the implementation of the Pan-Canadian Framework for the Assessment and Recognition of Foreign Qualifications (FQR) and working to expand and enhance overseas services in China, India, the Philippines and the U.K.
- A *central authoritative source of information on FCR* would facilitate the integration of new Canadians into the labour market. This source should include tools that clearly profile regional differences and services and highlight bridging programs. The Foreign Credentials Referral Office (FCRO) established in May 2007 is an attempt to provide a central source of information, services and tools. FCRO is establishing a dynamic Pan-Canadian Information Centre to share knowledge and lessons learned amongst partners and stakeholders.

- The development of *common national and international reference points*, sound principles and standards of FCR practice would be an asset. These should be written so as to be understood and recognized by various Canadian providers and stakeholders, and designed to improve the ability of sectors, employers and regulators to assess foreign-trained individuals. The Pan-Canadian FQR framework is a step in this direction.
- Strategic collaboration is needed between federal, provincial and professional bodies, the settlement sector, and educators to *educate and provide tools for employers* about international degrees and experience, and to create hiring incentives and bridging programs to overcome systemic barriers. TASC has been a partner in the development of the FCRO Employer Roadmap and is using it to build employer awareness through a series of FCR 101 Workshops for Employers in 2010–2011 in 40 communities across Canada.

The federal government's launch of a Canadian Foreign Credentials Referral Office is an important development that demonstrates serious national commitment to addressing this issue, which has frustrated employers and potential employees alike. The Foreign Credentials Referral Office provides information, path-finding and referral services to help foreign-trained workers succeed and put their skills to work in Canada more quickly.

In the past five years, there have been a number of best-practice interventions in FCR:

- TASC has developed *Gateway to Careers* a sector-specific multi-lingual career website that is available in 12 languages and provides essential career information in 30 sectors. As a partner in the FCRO Employer Roadmap TASC is facilitating FCR 101 Workshops for Employers in 40 communities across the country.
- ECO Canada is working on labour mobility between Canada and the EU to address skills shortages in the environmental sector by investigating reciprocal mobility in related environmental occupations.
- S.U.C.C.E.S.S. Active Engagement and Integration Project (AEIP) delivers pre-departure services in Seoul, South Korea and Taipei, Taiwan to skilled workers, members of the family class and live-in caregivers with group orientation as the core service, supported by tailor-made workshops and Active Engagement Case Management.
- The Canadian Tourism Human Resource Council has conducted seminal research on FCR in non-regulated professions.

- Engineers Canada developed “From Consideration to Integration,” a three-phased horizontal project to help immigrants settle and integrate into employment in the engineering field. It also developed the Engineering International Education Assessment Program, which provides applicants with valuable information on how their foreign education compares to a Canadian engineering education.
- Global Experience Ontario, a provincial government access and resource centre for the internationally trained provides a one-stop range of services to help individuals find out how to qualify for professional practice in Ontario. They have partnered with regulators to develop over 50 Career Maps to guide internationally trained individuals through each step of the registration and requirements process.
- The Medical Council of Canada developed a recruitment database that implemented a module on its national online career forum, www.mediconnections.ca, to provide international medical graduates with electronic tools to create an online resumé, and search and apply to medical and health-related employment opportunities. As well, it developed a Self-Administered Evaluating Examination for immigrants to test their preparedness for the Medical Council’s Evaluating Exam. It is located in 500 centres in 73 countries.
- Catholic Immigration Centre in Ottawa has developed the International Medical Doctors (IMDs)–Medical License Bridging Program: Over two years will provide to 130 IMDs 120 hours of enhanced language training, Canadian workplace cultural workshops, patient interaction and medical communications workshops, CV, and clinical placements (as observers).
- The Canadian Immigration Integration Project (CIIP) is an innovative project funded by the Government of Canada to help immigrants to Canada from China, India, the Philippines and the U.K. under the federal Skilled Worker Program. Those completing final immigration requirements are offered labour market orientation and guidance to help prepare for employment in Canada.
- The Petroleum Human Resources Council of Canada (PHRCC) is carrying out a project to identify barriers and opportunities associated with hiring foreign-trained immigrants already in Canada.
- The Provincial Nominee Program transcends jurisdictional boundaries to assist provinces in immigrant selection.
- The Maytree Foundation has demonstrated leadership by developing a comprehensive Systems Approach to Facilitate Labour Market Entry for Skilled Immigrants, which has inspired strategic partnerships such as the Toronto Region Immigrant Employment Council (TRIEC); the Internationally Trained Workers Project—Ottawa’s “Hire Immigrants Ottawa” stemming from the “Moving Forward” report; and the B.C. Employment Access for Skilled Immigrants (EASI) initiative. Due to these successes Maytree in partnership with the J.W. McConnell Foundation has initiated a new granting program called ALLIES to support the creation of a national movement of locally engaged communities who are providing successful employment solutions for skilled immigrants to help communities in their efforts to learn from, adapt and implement successful approaches used by TRIEC and others.

The federal government’s focus and infusion of resources since 2003 has generated a renewed momentum.

- Doubling an initiative of the TRIEC, The Mentoring Partnership—a program that matches new immigrants with established professionals in the same occupation—made its four thousandth mentoring match in 2008. It has over 3000 registered mentors in the program and 47 corporate partners.
- The British Columbia International Qualifications Program (IQP) has developed the Roadmap to Recognition fact sheet series. As well in October 2007, seventeen B.C. regulatory bodies received funding to improve their organization’s foreign credential assessment and licensing practices.
- Ontario Regulators for Access have been proactive in developing and designing approaches to internationally trained professionals seeking access to self-regulated professions in Ontario.
- The Vancouver Public Library has opened a Skilled Immigrant InfoCentre to work with clients to identify career opportunities and to connect them with other resources such as professional organizations, employer associations and immigrant services. Clients will also be provided with detailed labour market information.

Many initiatives are taking place in different parts of Canada to address the challenges of Foreign Credential Recognition.

- BC Skills Connect for Immigrants Program supports flexible and individualized help to address barriers and facilitate professional immigrants to get commensurate employment as quickly as possible. Funded initiatives include Working Solutions for Skilled Immigrants and Bamboo Network. Since Skills Connect services began in July 2006, more than 1,300 immigrants have benefited from the program, and approximately 900 new immigrants are expected to enrol between October 2007 and March 2008. The program helps immigrants navigate an unfamiliar labour market, overcome language barriers, gain experience in the Canadian workplace and upgrade their skills, if necessary.
- SkillsInternational.ca, developed in 2006, is a tool that unites pre-screened, internationally educated professionals with employers who need their skills. This online tool is cost effective and efficient and is the first of its kind in Canada dedicated exclusively to profiling the skills of immigrant job seekers in Ontario.

The federal government's focus and infusion of resources since 2003 has generated a renewed momentum. The Ontario

government's *Fair Access to Regulated Professions Act 2006* applies to 34 regulated professions in Ontario and is part of a comprehensive plan for newcomer success. The legislation also includes: the appointment in 2007 of a Fair Registration Practices Commissioner to assess the registration practices of regulated professions and monitor the regulatory bodies' compliance with the legislation; and an Access Centre for Internationally Trained Individuals, to help those trained outside Ontario get the information and referrals they need to work in their profession. The Act aims to clear a path for many of the 13,000 foreign-trained professionals—such as doctors, accountants and engineers—who arrive in Ontario annually. A component of the plan is a new Ontario government internship program for internationally trained individuals. In the first year of the program, up to 70 six-month internship assignments will be created in ministries and Crown agencies.

Fair Practice Legislation is also enacted in Nova Scotia and Manitoba. And Manitoba has appointed a Fair Practice Commissioner. Employers as well are more engaged in FCR through employers councils of champions tables, mentoring partnerships and research. For example the Business Council of British Columbia in 2007 did a comparative report: *Labour market needs, Immigration programs, Foreign credential recognition and Employment – Life in Ireland, New Zealand, Australia and Canada*.

Many initiatives are taking place in different parts of Canada to address the challenges of Foreign Credential Recognition, and all levels of government are coming together to make the process more systematic, coherent and effective.

2 WHO DOES WHAT

2.1 Main Service Providers

2.1.1 Overview of Federal Government FCR Programs and Policies

KEY FEDERAL STRATEGY

In 2005, the federal government launched the Internationally Trained Workers Initiative (ITWI), which is the overarching framework for skilled immigrant labour market integration. ITWI also ensures that linkages are made between the responsible federal departments, as well as to other federal priorities and agendas. Links to other federal agendas include Health Human Resource Strategy, Racism-Free Workplace Strategy, Canada's Workplace Skills Strategy, Advantage Canada, Action Plan for Faster Immigration and the Economic Action Plan of Budget 2009

ITWI COMPONENTS AND PROGRESS TO-DATE

Extensive cross-country consultations with provinces and territories and key partners and stakeholders has resulted in the following findings:

1. Foreign Credential Recognition (HRSDC, CIC-FCRO)
 - Regulated occupations (engineers, doctors, nurses and allied health)
 - Non-regulated through sector councils
2. Enhanced Language Training (Citizenship and Immigration Canada)
 - Agreements with most provinces
3. Labour Market Information (HRSDC, CIC/OGDs)
 - Enhancement to the Going to Canada Immigration Portal
4. Bridge to Work (HRSDC, CIC)
 - Piloting overseas pre-employment and workplace bridging projects. HRSDC will be developing a new national Bridge To Work (BTW) program that includes a comprehensive suite of integration programs covering Information, Assessment and Counselling, and Targeted program interventions
5. Research (HRSDC/ CIC/ Statistics Canada)
 - Formation of an interdepartmental committee to develop a research plan

HUMAN RESOURCES AND SOCIAL DEVELOPMENT CANADA (HRSDC)

Since 2003, Human Resources and Social Development Canada (HRSDC), in collaboration with Citizenship and Immigration Canada, has been working with 13 other departments on the integration of immigrants into the workforce. To this end, the Deputy Ministers and Directors General Committees on Integrating Immigrants into the Labour Market and the Assistant Deputy Minister Federal/Provincial /Territorial Committee were created. This interdepartmental governance structure has four sub-committees: Communications, Project Review, Overseas Capacity and Research. HRSDC is providing leadership and support for systemic changes through national labour market initiatives that span jurisdictions and strengthen the economy. In collaboration with Citizenship and Immigration, HRSDC supports immigrants through Foreign Credential Recognition Program (FCRP). The FCRP provides financial support to develop FCR processes that are fair, consistent, transparent and rigorous.

Both FCRP and FCRO complement other federal programs and interventions that aim to facilitate integration.

HRSDC's priorities for enhancing the recognition of learning include the following:

- mobility of labour market credentials across provinces and territories, and transferability of academic credits among institutions across provincial/territorial boundaries;
- strengthening FCR capacity in targeted regulated occupations and working with sector councils to target key non-regulated occupations and employers;
- recognition of workplace learning, and updating the skills of our existing workforce; and
- addressing the needs of groups with special needs, such as youth and our Aboriginal population.

THE CREATION OF THE FCRP INITIATIVE AND THE PAN-CANADIAN FRAMEWORK (PFQR)

To break down barriers and facilitate a pan-Canadian approach to ILMI integration, HRSDC is implementing the Government of Canada's FCRP Program, which to date provides \$ 84.16 million over seven years (2003–2010). This initiative is

an integrated, comprehensive strategy in which over 14 federal departments work together to address the barriers to working in Canada that internationally trained workers face.

It aims to develop pan-Canadian foreign credential assessment and recognition processes that are fair, consistent, transparent and rigorous. FCRP funds projects to bring about systemic change in credential assessment and recognition processes.

FCRP is a systemic labour market intervention

Funding: \$84.16M for years (2003–2010)

Objectives: Develop and strengthen Canada's FCR capacity
Improve labour market integration of immigrants

Intervention tool: Contribution agreements

Target: Canadian institutions that assess and recognize foreign credentials

The Government of Canada Foreign Credential Recognition strategy also includes the following:

- Facilitating the development by the Forum of Labour Market Ministers of the Pan-Canadian Framework for the Assessment and Recognition of Foreign Qualifications (FQR) and its implementation;
- working with provinces, territories and regulatory bodies in 2010 to address the top eight priority regulated occupations and by 2012 a following six occupations with a view to integrating them more effectively into the labour market;
- working with sector councils to address non-regulated occupations, including the development of a tool to sensitize employers to FCR issues and work toward bridging the needs of employers with the pool of approved immigrants;
- working bilaterally and multilaterally with provinces and territories;
- supporting the immigration Internet portal, led by CIC; and
- working with immigrant-serving agencies and community partnerships.

Progress in 2010

- 123 projects.
- The FCRP Program at HRSDC has made investments in 27 out of the top 45 occupations identified by skilled immigrants entering Canada:

- Top occupations of the immigrant labour market, accounting for 52% of immigrants, are engaged in process of developing FCR capacity.
- Top occupations of the immigrant labour market, accounting for 25% of immigrants, have been supported through to implementation stage (25% represents doctors and engineers).
- Has worked with employers primarily through the Alliance of Sector Councils and 11 national sector councils to address credential recognition in non-regulated occupations.
- Brought together in partnership with the Alliance of Credential Evaluation Services of Canada, assessment agencies to harmonize assessment tools and processes through the Pan-Canadian Quality Standards in International Credential Evaluation project.

PAN-CANADIAN FRAMEWORK FOR THE ASSESSMENT AND RECOGNITION OF FOREIGN QUALIFICATIONS AND IMPLEMENTATION PLAN

The Framework represents a public commitment by all governments to take action on the issue of qualification recognition. It is: Principle-based, collaborative and deadline-driven where by December 31, 2010 an initial set of target occupations will achieve the commitment to timely service. HRSDC is the lead department working with provinces and territories to put the Framework into effect to address barriers to foreign credential recognition in regulated occupations with a commitment to timely service. To begin, the framework's principles will apply to the following occupations: architects, engineers, financial auditors and accountants, medical laboratory technologists, occupational therapist, pharmacists, physiotherapists and registered nurses. Following which, by 2012 these additional six occupations will be added: Dentists, Engineering Technicians, Licensed Practical Nurses, Medical Radiation Technologist, Physicians and Teachers (K-12). Governments will work with regulatory bodies, post-secondary institutions and other key partners to implement the framework. Through Canada's Economic Action Plan (Budget 2009), the Government of Canada is investing \$50 million over two years toward this initiative.

Some FCRP approved projects include the following:

- **Canadian Tourism Human Resource Council:** Research to inform the development of a foreign credential recognition system to address non-regulated professions, including a model to facilitate recognition.
- **Canadian Automotive Repair and Service Council (CARS)** developed an inventory of available programs and resources for employers looking to hire and retain internationally trained workers in 2007.

- **BioTalent Canada**, the sector council for biotechnology, to build capacity within the sector so that foreign trained professionals can be assessed and connected with employers in an efficient and reliable fashion. Developed an on-line module to assess occupation specific language abilities of foreign trained biotech professionals.
- **Electricity Sector Council**, to undertake a diagnostic on labour market barriers and develop an action plan to coordinate and profile best Pan-Canadian practices for foreign credential recognition.
- **Council of Atlantic Ministers of Education and Training** to help establish the International Credential and Competency Assessment and Recognition Agency in Atlantic Canada.
- **National Alliance of Respiratory Therapy Regulatory Bodies** to investigate issues related to the entry of foreign-trained practitioners into the profession of respiratory therapy in Canada, and to develop an entry-to-practice examination for competency assessments of foreign-trained and Canadian-educated individuals.
- **Information and Communications Technology Council** to develop a competency-based assessment and recognition tool for internationally educated information and technology professionals. Activities also include developing and piloting a bridge-to-work and mentoring program, along with tools for small and medium-sized enterprises.
- For 2007–2008 the **Construction Sector Council** has initiated a six-point comprehensive strategy to address FCR in their industry and has an action plan on these areas: Information, Education and Awareness prior to entry; Assessment and Recognition Tools; Developing Training Tools; Cultural Awareness; Coordination and Communication through a National FCR Coordinating Committee and a FCR portal on the CSC website.
- **Medical Council of Canada**: self-assessment tools, Evaluation Examination for Internationally Trained Medical Graduates.
- **Engineers Canada**: Foreign-Trained Engineers—Phase II of the *From Consideration to Integration* project that has launched “Achievement in Internal and International Mobility” to promote inter-provincial recognition of credentials. In 2006 more than 4,000 engineers moved between provinces and 99% were licenced with no further requirements.
- **Canadian Nurses Association**: Diagnostic for National Assessment of International Nurses.
- **Canadian Aviation Maintenance Council**: to develop a national system to assess skills of internationally trained aviation workers.
- **Association of International Physicians and Surgeons of Ontario**: Canadian Information Centre for International Medical Graduates (CICIMG) National Information Website and Management Project.
- **Canadian Association of Medical Radiation Technologists**: Situational Analysis and Recommendations for Internationally Educated Medical Radiation Technologists (IEMRTs).
- **Canadian Association of Occupational Therapists**: Issue Identification for Workforce Integration of Internationally Educated Occupational Therapists.
- **Canadian Society of Cardiology Technologists**: Interactive Multimedia Competency Skills National Exam.
- **Canadian Society for Medical Laboratory Science**: National Prior Learning Assessment.
- **Office for Partnerships for Advanced Skills**: Learning Advanced Essential Skills Online—this project will develop learning resources for two advanced-level essential skills.
- **Learning Innovations Forum d’Innovations d’Apprentissage (LI²IA)**, to research and develop a strategy for an ePortfolio system for skilled immigrants to Canada. To interpret foreign work experience and workplace training to employers and improve recruiting. And to capitalize on entire bank of skills and knowledge for skilled immigrants to hasten engagement with the workforce.

HRSDC is working with sector councils to address Foreign Credential Recognition.

In the non-regulated occupations HRSDC is working with sector councils to address FCR. In 2005–2006 the FCR Program had agreements with seven sector councils: Canadian Automotive Repair and Service Council, Canadian Aviation Maintenance Council, Canadian Tourism Human Resource Council, Canadian Trucking Human Resources Council, Construction Sector Council, Information and Communications Technology Council and the Environmental Careers Organization of Canada. Since then, the program has negotiated agreements with six more councils: Biotalent Canada,

Textile Human Resources Council, Wood Manufacturing Council, Electricity Sector Council, Canadian Council of Technicians and Technologists and the Canadian Council of Professional Engineers since March 2006.

“Going to Canada” Immigration Portal (GTC-IP)

Leading the development of the portal in partnership with other government departments and agencies are Citizenship and Immigration Canada, Health Canada, Human Resources and Social Development Canada, Industry Canada and Foreign Affairs and International Trade Canada.

The portal can provide over 40,000 unique reports and assists users to access tools and services. Services listed on the portal include the following:

- translation of credential documents into English or French;
- tools for the assessment of qualifications and language capacity, including individual literacy levels; and
- a document information tool and a synopsis of all documents and forms immigrants are required to complete.
- Working in Canada (WiC) Tool helps newcomers identify the name of their occupation in Canada and provides them with a detailed labour market information report (containing job duties, skill requirements, wage rates, etc.) for a chosen location in Canada, Canadian study plans, and “E-portfolios.” Since its launch in May 2007, over one million reports were produced with users from over 170 countries representing 75% of the client traffic.

PARTNERSHIPS ENGAGING MULTILATERALLY, BILATERALLY AND MULTI-SECTORALLY, AND BILATERALLY

Multilateral coordination exists at the federal level via three tables

In an effort to align and coordinate FCR strategies nationally for greater coherence across varied jurisdictions, three tables are operating to address various aspects of FCR.

- Forum of Labour Market Ministers (FLMM, sponsor of Work Destinations website) is composed of provincial and territorial ministers, and the federal minister responsible for the labour market. Its role is to promote discussion and cooperation on labour market matters. In 2009 the FLMM developed the Pan-Canadian Framework for the Assessment and Recognition of Foreign Qualifications;

- Immigration Advisory Committee on Health Delivery and Human Resources (ACHDHR), this is a collaboration of Federal, Provincial and Territorial Ministries of Health and Ministries of Post-Secondary/Advanced Education; and
- Council of Ministers of Education (CMEC), a national body for provincial ministers to consult, act and cooperate with national education organizations and the federal government) is cooperating with Forum of Labour Market Ministers (FLMM).

Cooperation between the Federal Government and Provinces bilaterally and with multi-sectors

Examples of bilateral and multi-sectoral cooperation include the following:

- The Pan-Canadian Framework for the Assessment and Recognition of Foreign Qualifications,
- “Going to Canada” Immigration Portal,
- Collaboration and discussions with The Alliance of Sector Councils, and
- HRSDC’s FCR efforts in working with sector councils and other sector-like groups representing both regulated and non-regulated occupations:
 - Canadian Automotive Repair and Service Council (CARS)
 - Canadian Aviation Maintenance Council
 - Canadian Tourism Human Resource Council (CTHRC)
 - Canadian Trucking Human Resources Council
 - Construction Sector Council
 - Environmental Careers Organization of Canada (ECO)
 - Information and Communications Technology Council (ICTC)
 - Alliance of Manufacturers and Exporters
 - Textiles Human Resources Council
 - Engineers Canada
 - BioTalent Sector Council
 - Electricity Sector Council, Bright Futures

The Alliance of Sector Councils has struck a working group on Immigration and FCR that brings all sector councils together to address these issues, and assist them develop the necessary expertise so they can seek solutions sector by sector.

Bilaterally with individual provinces/territories

Bilateral activity can be seen with Citizenship and Immigration Canada's (CIC) implementation of enhanced language training and Foreign Affairs' "Live, Learn and Succeed" initiative. CIC is currently engaged with Ontario, Alberta, British Columbia and Manitoba to identify potential areas of collaboration. Saskatchewan and Atlantic Provinces are at initial stages of discussions, but CIC is not fully engaged with Quebec and the Territories at this time.

CITIZENSHIP AND IMMIGRATION CANADA (CIC)

There is a growing view among stakeholders and CIC that the challenges for the integration of immigrants are as follows:

- the need to change the dispersion of immigrants across Canada to second-tier cities,
- declining economic prospect and low income levels of immigrants despite high education credentials and foreign work experience,
- limited workplace language capacity, for some,
- no Canadian work experience,
- discrimination, and
- consideration of foreign students as a source of potential immigrants.

CIC's mandate has expanded with increased investment in settlement, the arrival of the Multiculturalism program, evolving selection criteria such as the Federal Skilled Worker and the Canadian Experience Class and revised provincial and territorial roles. The new Canadian Experience Class allows students with education and work experience to apply for permanent landed status. In 2008 CIC made changes to enhance flexibility, coordination and responsiveness to newcomer needs and improved outcomes. Through its modernized settlement program six programming streams: Orientation and Information, Language and Skills, Labour Market Access/Participation Welcoming Communities/Community Connections, Needs Assessment and Referrals and Support Services.

The Enhanced Language Training (ELT)

ELT is a CIC initiative aimed at facilitating newcomers' labour market integration by addressing multiple barriers to employment. In collaboration with service providing organizations, other levels of government and stakeholders, ELT develops and delivers labour market levels of language training on a cost-sharing basis, to reach up to 20,000 new immigrants a year in need of job-specific language training. This effort is coupled

with employment supports and bridge-to-work activities, to help newcomers access and remain in the labour market at levels commensurate with their skills and qualifications.

To date, since 2004 CIC directly funded approximately 250 new and ongoing ELT projects across Canada, that have permitted close to 10,000 newcomers the opportunity to acquire the language skills needed to pursue their particular career. In addition, a number of other projects are being administered through ELT agreements with the provinces of Nova Scotia, Ontario, Saskatchewan, Manitoba, Alberta and British Columbia.

The Foreign Credentials Referral Office (FCRO):

Established in May 2007 under the responsibility of CIC, the FCRO office is working closely with other federal departments, provincial and territorial governments, regulatory bodies, colleges and universities, employers and immigrant-serving organizations to fulfil its role. The FCRO delivers path-finding and referral services to internationally trained individuals in Canada and to prospective immigrants overseas. Two and half years into its operation there have been over one million visits to this site. Sixty-seven per cent of the visitors to (www.credentials.gc.ca) are from overseas, while thirty-three per cent have been from across Canada.

Through the Service Canada Network, the FCRO also offers a dedicated, toll-free telephone service within Canada. Over 1900 callers have been received during the first seven months of operation. From April 2008 to September 2009 in-person services were provided to 48,728 clients through 268 Service Canada centres across the country.

FCRO is also the lead agency on pre-immigration and overseas initiatives to provide internationally trained workers with access to overseas interventions in licensure and accreditation processes and linking them to other programs and services to support their labour market integration upon arrival in Canada.

In 2009 FCRO developed Occupational Fact Sheets for 5 five occupations and is in the process of developing another 9 in 2010. Two new web-based products developed are the *Employers Roadmap: Hiring and Retaining Internationally Trained Workers* and the *Planning to Work in Canada? An essential workbook for newcomers*. The office is also planning to launch: The Pan-Canadian Information Centre website in December 2010 to catalogue and promote knowledge exchange on successful foreign credential recognition practices amongst FCR intermediaries.

CANADIAN IMMIGRATION INTEGRATION PROJECT PILOT

The partnership managed by the Association of Canadian Community Colleges (ACCC) and implemented in partnership with Citizenship and Immigration. CIIP is helping clients prepare for integration while they are completing the immigration process in their country of origin. Building on the HRSDC-funded Canadian Immigration Integration Project (CIIP) an innovative project to help those immigrating to Canada under the Federal Skilled Workers Program in China, India and the Philippines the FCRO will be expanding this to include Provincial Nominees, as well as to a fourth location in the U.K that will serve Europe and the Gulf. While completing final immigration requirements, principal applicants and their partners are offered advice and guidance to help prepare for employment in Canada. As of 2010 CIIP already had contact with 10,000 registered clients over 3 years.

THE GOVERNMENT OF CANADA'S WEB INITIATIVES:

- Going to Canada Immigration Portal offers prospective and new immigrants information on immigrating to Canada. HRSDC is responsible for information and tools related to working in Canada (www.goingtocanada.gc.ca).
- The Foreign Credentials Referral Office website (www.credentials.gc.ca) provides authoritative and centralized information, connecting partners and brokering knowledge to help increase employer awareness of the processes and benefits of hiring internationally trained individuals by directing them to existing programs, supports and organizations.
- Both sites use the Working in Canada tool developed by HRSDC (www.workingincanada.gc.ca). This tool also provides individuals with detailed labour market information based on where they live (or plan to live) in Canada. During its first five months in operation there have been over 100,000 visits to this site. Sixty-seven per cent of the visitors are from overseas, while thirty-three per cent are from across Canada.
- Integration-Net: www.integration-net.cic.gc.ca/english/index.cfm is a communications, information and research tool to support the work of the Canadian settlement community.

- Pan-Canadian Information Centre due to be launched in December 2010 to provide a comprehensive source of foreign credential recognition activities.

HEALTH CANADA

In 2005 this department launched the Internationally Educated Health Professionals Initiative (IEHPI) that provides contributions that are utilized for information dissemination, pathways to qualification assessment and recognition, skill building, and coordination that aims to increase the number of internationally educated health professionals qualified to practise in Canada. It builds on regional collaboration to promote a consistent approach in expanding opportunities for internationally educated health professionals to practice in Canada. Health Canada is also a key partner in the successful implementation of the FQR Framework as 5 of the 8 priority occupations are in Health.

CANADIAN HERITAGE

With the transfer of the Multiculturalism portfolio from the Department of Canadian Heritage in October 2008 to Citizenship and Immigration, CIC's mandate now includes long-term as well as short-term integration issues for both new and established Canadians. In 2008 the Multiculturalism Program established new priorities that include a focus on promoting the socio-economic integration of immigrants and visible minorities.

INDUSTRY CANADA

This department funds Campus Canada's project entitled LeARN (Learning Assessment and Recognition Network), an online support service to facilitate mobility and assessment and the recognition of formal and non-formal learning through an alliance of post-secondary institutions.

DEPARTMENT OF FOREIGN AFFAIRS AND INTERNATIONAL TRADE

Live, Learn and Succeed (LLS)—Better Serving International Students Portal: led by Foreign Affairs and International Trade Canada and Citizenship and Immigration Canada, LLS focuses on leveraging existing federal and provincial services for international students.

LABOUR MOBILITY

HRSDC's Human Resources Partnership Directorate manages the Apprenticeship and Labour Mobility Initiatives, under which the Government of Canada, the provincial and territorial governments, training institutions, educators, business, labour and equity groups work together to promote skilled trades and apprenticeships and to improve labour mobility in Canada. The ultimate objective is to find solutions to ensure an adequate supply of skilled trade workers and to allow qualified, skilled Canadian workers to practice their respective trades anywhere in Canada. In 2009 there was an amendment to the labour mobility chapter of the *Agreement on Internal Trade* with new provisions to enable the freer movement of certified workers between the provinces and territories and this also applies to internationally trained workers.

There are two programs:

“Red Seal” Program

The Interprovincial Standards (Red Seal) Program was established to provide greater mobility across Canada for skilled workers. The program encourages standardization of provincial and territorial apprenticeship training and certification programs. To date, 45 trades are included in the program. The program is administered in each province and territory under the guidance of the Canadian Council of Directors of Apprenticeship (CCDA).

Training Centre Infrastructure Funding (TCIF)—Pilot Program

The TCIF fund is a three-year, \$25 million pilot program. It addresses a growing need for union-employer training centres to replace or purchase training equipment for trades that have undergone significant technological change, whose occupational scope has broadened, or that have added new curricula, thereby requiring new equipment to address skill changes.

OTHER NATIONAL PROGRAMS:

Temporary Foreign Worker Program (TFWP)

Citizenship and Immigration Canada and Human Resources Skills Development Canada jointly manage TFWP. Its objectives are to make available to employers a mechanism to address critical labour shortages and supplement the Canadian labour force through foreign recruitment. It is an employer driven program that specifically addresses a variety of economic

and immigration policy objectives. In 2008, Canada admitted 190,000 temporary foreign workers up from 112, 658 two years earlier.

- HRSDC's TFWP Internet site: www.hrsdc.gc.ca/en/gateways/nav/top_nav/program/fw.shtml
- Guide to Labour and Employment Laws for Migrant Workers in Canada: www.naalc.org/migrant/english/mgtabcan_en.shtml
- *How to hire a Temporary Foreign Worker (TFW): A Guidebook for Employers*: www.cic.gc.ca/ENGLISHRESOURCES/PUBLICATIONS/tfw-guide.asp
- Information and Services for Non-Canadians and newcomers: www.directioncanada.gc.ca

Expedited Labour Market Opinion (E-LMO) Pilot Project

HRSDC and Service Canada (SC) have implemented a pilot project in Alberta and British Columbia to expedite the processing of Labour Market Opinions (LMO) for the following occupations: Dental Technicians, Pharmacists, Registered Nurses, Ski and Snowboard Instructors, Journeyman/Woman Carpenters, Journeyman/Woman Crane Operators, Hotel and Hospitality Room Attendants, Tour and Travel Guides, Retail Salespersons and Sales Clerks, Food and Beverage Servers, Food Counter Attendants, and Hotel Front Desk Clerk.

Provincial Nominee Program (PNP)

The PNP program is an employer-driven immigration program that expedites the processing of an application for permanent residence. It is designed to meet the needs of provincial employers who are unable to fill skilled and select semi-skilled positions with citizens or permanent residents of Canada. Through the PNP program, provinces establish nomination criteria and can identify, recruit, and nominate individuals for immigration who have the potential to offer significant industrial and economic benefits to the province. Province issues nomination certificates. The federal government remains responsible for determining the immigrant's admissibility to Canada but the processing time is significantly reduced; the majority are processed in one year or less. Currently nine provinces and one territory are a part of the PNP program.

2.1.2 Overview of Provincial and Territorial FCR Programs and Policies

This section describes the various institutional arrangements and ministries responsible for foreign credential recognition from province to province.

BRITISH COLUMBIA

Ministry of the Attorney General—Multiculturalism and Immigration Branch

The Multiculturalism and Immigration Branch provides policy and program development for multiculturalism and immigration, and implements the Agreement for Canada-British Columbia Co-operation on Immigration.

The Branch comprises two offices: Immigration Division, and the Immigration Policy and Intergovernmental Relations Branch.

The Immigration Division is responsible for the management and implementation of the Canada/B.C. Agreement for Cooperation on Immigration, which includes the following FCR-related components:

- Ensuring immigrants have the opportunity to fully utilize their skills within the Canadian labour market as quickly as possible.
- Developing strategies to address barriers to international qualification assessment and recognition, which will contribute to the successful integration of immigrants into the labour market. Efforts of Canada and British Columbia should initially address the need for B.C.-destined skilled workers to have appropriate and targeted information related to international qualifications assessment and recognition before immigrating.

Ministry of Economic Development—International Qualifications Unit

To achieve the B.C. Government's *New Era* goal of a strong and vibrant economy, the International Qualifications Unit was designed as part of a B.C. human resource strategy to ensure the province has a skilled workforce to support British Columbia's growth.

By providing leadership and support to employers, regulatory bodies, professional and trade associations, unions, post-secondary institutions, and community service agencies,

the International Qualifications Unit helps to fully utilize skilled immigrants in the B.C. labour market. This is accomplished through three core service activities:

- **Capacity Building:** providing assistance by increasing knowledge, enhancing capacities, and applying best practices. The IQU provides support through the provision of resources to address professional and cultural awareness training for personnel, the creation of tools to enhance the assessment process, and the development of training opportunities to enhance a candidate's qualifications.
- **Information Services:** providing assistance by establishing navigable links between existing programs and services to retrieve information, assist in referrals, and provide advisory support. Information services also include outreach to create national and global links on the qualification assessment processes and requirements for foreign-trained workers.
- **Networking:** In partnership with a broad range of public, private, and not-for-profit service providers, the IQP creates avenues for systemic change through formal Federal and Provincial Agreements, delivery of facilitated and targeted forums, strategic planning for priority occupations and sectors, and through leveraging additional resources to resolve sectoral issues.



ALBERTA

International Qualifications Assessment Service (IQAS)

IQAS provides an advisory educational assessment service, which compares educational qualifications from other countries to provincial educational standards. Clients include individuals, employers, Canadian educational institutions, professional licensing bodies, organizations and other provinces.

Apprenticeship and Industry Training

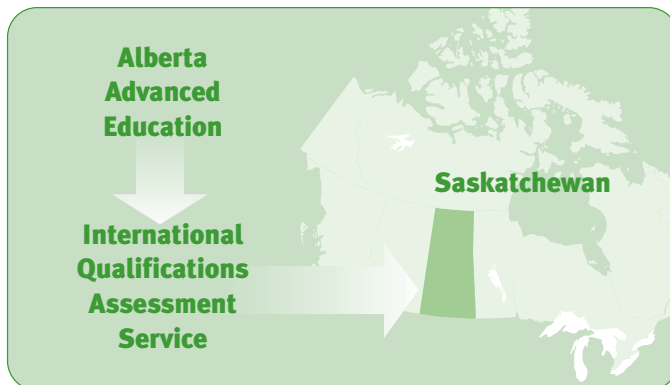
This initiative assesses international credentials and formal training (certificates, work experience and training in the trades) to provide individuals with an opportunity to become certified Alberta tradespeople or to establish advanced standing in apprenticeship programs (fees are applicable). Website and print materials for apprenticeship and trades-related information are available.



SASKATCHEWAN

International Qualifications Assessment Service (IQAS)

IQAS provides a valuable service to immigrants and refugees seeking an assessment of the level of their educational qualifications in comparison to Saskatchewan educational standards. Since 1995, the Government of Saskatchewan has had an inter-provincial agreement with the Government of Alberta for IQAS to conduct assessments of international credentials for Saskatchewan residents. The Government of Saskatchewan pays the base costs for the delivery of this service, and Saskatchewan residents pay the assessment costs directly to IQAS.



MANITOBA

Manitoba Labour and Immigration—Settlement and Labour Market Services Branch

The Settlement and Labour Market Services Branch has a number of programs that assist foreign-trained professionals or tradespeople to have their credentials recognized in Manitoba. These include the Academic Credentials Assessment Service, the Credentials Recognition Program, the Access to Professions and Trades brochures, and Occupational Fact Sheets.

Academic Credentials Assessment Service (ACAS)

The Academic Credentials Assessment Service (ACAS) evaluates the education of individuals who obtained their education abroad and issues a report of comparison to educational standards in Manitoba. This Academic Credentials Report is advisory in nature and is designed to support and facilitate hiring or admission decisions made by employers, occupational regulatory bodies and educational institutions. Assessments are of formalized instruction only and do not encompass evaluations of competence, work experience or prior learning.

Credentials Recognition Program

The Credentials Recognition Program assists immigrants with professional and/or technical backgrounds in gaining recognition for education and work experience obtained outside of Canada. The program offers assessment and wage assistance as well as counselling and referral services to eligible clients.



THE FAIR REGISTRATION PRACTICES IN REGULATED PROFESSIONS ACT

Was passed in 2007 to help ensure that regulated professions and individuals applying for registration by regulated professions are governed by registration practices that are transparent, objective, impartial and fair. It also created the position of the Fair Registration Practices Commissioner to oversee compliance with the Act.

ONTARIO

Ministry of Citizenship and Immigration—Opening Doors to Internationally Trained Individuals Access to Professions and Trades Initiative

The Access to Professions and Trades Initiative was established in 1995 to undertake initiatives to reduce/remove barriers to licensure and certification in the professions and trades. Five barrier areas were identified as key deterrents for internationally trained professionals and tradespersons gaining access to licensure/certification in their profession or trade:

- Assessment of academic credentials and skills
- Licensure and certification testing
- Lack of appropriate language testing and training
- Supplementary education and training
- Review and appeal of licensure and certification decisions

Key settlement website for Ontario is www.settlement.org/index.asp

The Fair Access to Regulated Professions Act 2006

The Fair Access to Regulated Professions Act 2006 applies to 34 regulated professions in Ontario, including physicians, accountants, lawyers, teachers, engineers and social workers. The Act was passed in December 2006 and is part of a comprehensive plan that includes internships in ministries and Crown agencies for internationally trained newcomer success, and created the position of the Fairness Commissioner

Academic Credential Assessment

Educational requirements differ for every profession and trade, and there are a number of different organizations that assess an individual's schooling to ensure it meets Ontario's standards. The Ministry of Training, Colleges and Universities has funded one such organization, World Education Services Canada (WES Canada), which is becoming more accepted as a source for accurate assessment of international credentials.

World Education Services (WES) Canada

This service will provide objective assessments of foreign earned degrees and diplomas at the secondary and post secondary levels. WES has been awarded a contract by the Ontario provincial government to perform evaluation services.

Comparative Education Services (CES)

Comparative Education Service evaluates academic credentials obtained outside Canada for employment purposes. A Canadian educational institution may or may not accept this evaluation for the purposes of admission.

International Credentials Assessment Service (ICAS) of Canada

ICAS evaluates credentials from all levels of schooling for both employment and educational purposes. Its website provides information on fees and the evaluation process as well as an application form.



QUÉBEC

Ministère de l'Immigration et des Communautés culturelles—Service des évaluations comparatives d'études (SECE)

Évaluation comparative des études effectuées hors du Québec (Comparative evaluations of studies taken outside Québec):

- advises on the use and limitations of an *Évaluation comparative*;
- indicates what documents and translations are needed to submit a request;
- explains the method and time needed to process the request;
- provides the form to request an *Évaluation comparative des études effectuées hors du Québec*, which also details methods of payment to open and process a file; and
- gives the addresses of offices responsible for processing requests.



NEW BRUNSWICK, NOVA SCOTIA, P.E.I., NEWFOUNDLAND AND LABRADOR, NUNAVUT AND YUKON

For credential evaluation services in New Brunswick, Newfoundland and Labrador, Nova Scotia, Prince Edward Island, Nunavut or Yukon, immigrants must contact out-of-province FCR organizations. The Atlantic Provinces have expressed interest in developing an Atlantic Assessment Agency, but much work remains. In 2008 Nova Scotia passed a Fair Access to Regulated Professions Act.

2.1.3 Examples of Municipal and Local-level FCR Programs and Policies

Municipalities—particularly Canada’s largest urban immigrant-receiving centres—are closely involved in immigrant settlement and services. Municipalities address issues of access and equity throughout the municipal corporation and its various services. Local schools serve immigrants and offer ESL classes to students. Municipalities, however, are resource-poor and this impacts services. The following are examples in just two cities.

TORONTO

What they lack in funds, municipalities make up for in innovation and ideas. Municipalities are at the forefront both of understanding the implications of the issue of FCR and in collaborative strategic interventions. The Maytree Foundation, a proactive leader in Toronto, has inspired other cities to emulate its approach. One special project Maytree supports is the Toronto Region Immigrant Employment Council (TRIEC), an initiative of the Toronto City Summit Alliance, established in September 2003 to promote the integration of immigrants into the Canadian labour market. TRIEC’s stakeholders include employers, labour, occupational regulatory bodies, post-secondary institutions, assessment service providers, community organizations and representation from municipal, provincial and federal governments. Maytree ALLIES (Assisting Local Leaders with Immigrant Employment) is a project jointly funded with the J.W. McConnell Foundation to provide cities with funding, information networks and technical expertise to facilitate immigrant labour market integration. ALLIES partnerships exist in twelve cities in seven provinces. As part of its Professional Networks for Immigrants initiative TRIEC has identified 72, active immigrant networks, operating within Ontario. These organizations collectively serve and reach more than 30,000 new, established, and prospective immigrants from both sector and ethno-specific groups. In addition, its partnership with Career Edge offers internships for internationally qualified professionals through Career Bridge. Career Bridge, created in November 2003, is an innovative internship program *“designed to address the dilemma of “no Canadian experience, no job; no job, no Canadian experience” that prevents many skilled immigrants from contributing to Canada’s economy.”* Another TRIEC initiative is the interactive website “HireImmigrants.ca” that provides employers with the tools needed to better recruit, retain and promote skilled immigrants.

OTTAWA

In the Internationally Trained Workers project in Ottawa, the United Way/Centraide Ottawa, LASI World Skills, the City of Ottawa, OCRI TalentWorks, The Chamber of Commerce and the Regroupement des gens d’affaires de la capitale nationale have developed a multi-stakeholder community-based strategy to facilitate the accreditation and integration of internationally trained workers into the Ottawa economy. The strategy Hire Immigrants Ottawa has a strong focus on employer engagement and public awareness, and is forming an Employer Council of Champions with four sector specific working groups in public service, finance, IT, and health committed to implementing solutions to the barriers around integrating skilled immigrants into the labour market.

A useful website to consult for research and reports with a strong focus on cities and FCR is www.atwork.settlement.org/atwork/research/economics.asp.

2.1.4 Occupational Regulatory Bodies

Occupational Regulatory Bodies (ORBs) and Professional Associations establish standards of entry for 15% of Canada's professions. As noted, immigrant integration is a complex issue involving many different players and stakeholders, including sector councils, regulatory bodies, immigrant-serving agencies, post-secondary institutions and assessment agencies. Regulated occupations—15% of the labour market—need licences to practice. Mostly a provincial and territorial jurisdiction, regulatory bodies are key decision makers in the ability to practice. There are over 440 regulatory professional bodies; regulations vary from province to province and from occupation to occupation, which has an impact on worker mobility within Canada and on foreign credential recognition. Regulated professions generally focus on “standards for job entry,” whereas many sector councils also have occupational standards that define expert level. All levels of government are working to improve the ability of Canadian residents to work anywhere in the country. In 2001, the *Agreement on Internal Trade Chapter 7* was formulated. The objective of the Labour Mobility Chapter is to enable workers qualified for an occupation in one part of Canada to have access to employment opportunities in that occupation in any other province or territory. Following the implementation of the agreement, there is much less variation between provinces and territories (in most professions). This has allowed professions to make great strides in achieving internal mobility.

The Canadian Network of National Associations of Regulators (CNNAR, www.cnnar.ca) is a federation of national organizations whose provincial and territorial members are identified in legislation as responsible for protection of the public through the self-regulation of professions and occupations.

Ontario Regulators for Access is designed to help Ontario regulatory bodies improve access by international candidates to self-regulated professions in Ontario while maintaining standards for public safety.

National Associations of Regulators, Certifiers and member-based associations: although decisions on entry to professional practice are made by professional licensing bodies under their statutory authority, national associations often play a role in developing standards, assessing academic credentials, designing or administering examinations, etc.

Following are a few examples of national associations:

- Canadian Architectural Certification Board
- Canadian Association of Speech-Language Pathologists/Audiologists
- Chartered Accountants of Canada
- Royal College of Dentists of Canada
- The National Dental Examining Board of Canada
- The North American Board of Naturopathic Examiners
- The Council on Naturopathic Medical Education
- Federation of Law Societies of Canada
- Canadian Society for Medical Laboratory Science
- Canadian Nurses Association
- Canadian Association of Occupational Therapists
- The Pharmacy Examining Board of Canada
- The Royal College of Physicians and Surgeons of Canada
- Canadian Alliance of Physiotherapy Regulators
- Canadian Association of Social Workers
- National Board of Veterinary Medical Examiners
- Dieticians of Canada
- The National Dental Hygiene Certification Board

The Work Destination website is a comprehensive source of information on regulated trades and professions in Canada. **www.workdestinations.org**

2.1.5 Educational and Academic Institutions/ Colleges and Institutes

Post-secondary institutions are delivering assessment services, language training, career and technical programs, workplace and community-based training, co-op placements as well as advising and counselling services to Canadian labour market entrants. The following organizations address FCR: the Association of Universities and Colleges of Canada (AUCC), the Association of Canadian Community Colleges (ACCC), the Association of Registrars of Universities and Colleges of Canada (ARUCC), the Canadian Bureau for International Education (CBIE), the Canadian Alliance of Education and Training Organizations (CAETO), the Canadian Federation of Students (CFS), the Canadian Association of University Teachers (CAUT) and the Canadian Commission for UNESCO (CCU).

The Association of Canadian Community Colleges (ACCC)

ACCC is the national and international voice through which Canada's 150 member colleges and institutes inform and advise various levels of government, business, industry and labour. Canadian colleges and institutes have long been collaborative partners of Immigrant and Refugee Serving Agencies and governments in the provision of assessment, language, settlement, workforce bridging, and workplace upgrading programs for new Canadians.

ACCC members are well positioned to facilitate the integration of immigrants, given the role of these institutions in providing learning opportunities for 900 communities across the country. Immigrants can access assessment services, including Prior Learning Assessment and Recognition (PLAR); language training; advising and counselling services; career, technical, university transfer, applied degree and employment-related programs; workplace training and community-based training.

ACCC, which is an associate member of The Alliance of Sector Councils, is working with CIC (FCRO) and HRSDC on the Canadian Immigration Integration Project (CIIP) pilot to provide an innovative overseas orientation and assessment service for prospective or approved immigrants in three sites: China, India and the Philippines. Colleges and institutes with overseas sites or campuses are well positioned to support the federal government in this type of initiative.

ACCC has also developed a strong working relationship with sector councils whereby they have established a series of "affinity groups" that work with sector councils bringing together deans and other college officials from across Canada to work in affinity with each sector, so that the needs of the industry in each sector are better understood by colleges and institutes.

Website: www.accc.ca/english/index.htm

The Association of Universities and Colleges of Canada (AUCC)

AUCC is a non-governmental and not-for-profit group representing 93 Canadian public and private not-for-profit universities and university-degree level colleges. AUCC provides strong and effective representation for its members, in Canada and abroad. AUCC has recently been engaged in a policy dialogue with Human Resources and Social Development Canada and recently submitted a proposal to HRSDC's Foreign Credential Program aimed at developing a fuller diagnostic of Canadian university engagement in FCR to capture the challenges and opportunities related to facilitating recognition of foreign credentials for academic study at Canadian universities, and academic recognition for professional practice.

An AUCC brief presented to the House of Commons Standing Committee on Citizenship and Immigration in March 2005 states that Canadian universities are already actively engaged in several foreign credential initiatives at the federal, provincial and community levels. Examples include several AUCC members who are involved in national initiatives in the health sector (e.g., those with medical schools); provincial pilots such as the new bridge training initiatives in Ontario (e.g., University of Toronto's pharmacy department, Ryerson University's social work and nutrition departments, University of Waterloo's optometry department) and local community "leadership councils" organized by the Maytree Foundation.

The Canadian Information Centre for International Credentials (CICIC) is working with AUCC to explore models to accelerate Immigration Labour Market Integration beginning overseas, and to map Canadian university capacity and related FCR issues.

TYPES OF PROGRAMS AND SERVICES¹

Assessment Services—PLAR, Academic, Skills

One of the main roles that colleges and institutes play in FCR is that of facilitator of credentialing processes through Prior Learning Assessment and Recognition (PLAR) services and accessing the services of provincial and national credential assessment bodies.

Language Training including Occupation-specific Language

Assessment and Foreign Credential Recognition services are offered for placement into English and French as a Second Language (ESL and FSL), English and French for Academic Purposes (EAP and FAP) programs, as well as for placement into career, technical, university preparation and applied degree programs.

Community-based training

Community-based training is offered through learning centres and in collaboration with municipal public libraries and community centres.



Workplace Training and Canadian Workplace Practices

Colleges and institutes are becoming increasingly involved in this area. This type of training includes work placements for immigrant students during their ESL or career programs, career-focused programs in a workplace setting in collaboration with a private company, or contract training for businesses or industry to upgrade immigrant employees' skills in a specific area involving technical or language skills. Career and technical programs targeted at immigrants tend to combine technical training with occupation-specific language training, and include bridging programs delivered by colleges and institutes with funding from provincial governments.

Advising and Counselling Services

Advising and counselling services are available to prospective and enrolled immigrant students to assist with program entry and completion, and to facilitate job entry. These services are being enhanced for the specific needs of immigrants by including peer-helper, mentor and language partner programs that offer more one-on-one support for immigrant students.

Campus Canada and British Columbia Institute of Technology (BCIT)

It is developing an FCR framework and exploring overseas pilot projects.

Prior Learning Assessment Recognition (PLAR)

For a comprehensive snapshot of who does what provincially in PLAR, please refer to *A Spring 2003 Snapshot: The Current Status of Prior Learning Assessment and Recognition (PLAR) in Canada's Public Postsecondary Institutions: Part One*, prepared for the Council of Ministers of Education, Canada (CMEC) by Bonnie Kennedy, Canadian Association for Prior Learning Assessment (CAPLA).

For a list of Provincial Credentialing Service Organizations see Appendix B.

¹ Adapted from the Association of Canadian Community Colleges (ACCC) Final Report: *Responding to the Needs of Immigrants*, March 2004.

2.1.6 Credential Assessment Services in Canada

There are five provincially mandated Credentialing Service organizations: International Qualifications Assessment Service (IQAS) in Edmonton; World Education Services (WES) in Toronto; Service des évaluations comparatives d'études (SECE) in Montreal; Academic Credentials Assessment Service (ACAS) in Winnipeg and International Credential Evaluation Service (ICES) in Burnaby. There are also three private services in Ontario.

There is a mix of credentialing practice. Some do the credential assessment in-house within the regulatory body, some use private agencies like IQAS and WES-Canada, and some use Canadian universities to review credentials.

There are two national credentialing associations:

The Canadian Information Centre for International Credentials (CICIC)

The Canadian Information Centre for International Credentials (CICIC) collects, organizes, and distributes information, and acts as a national clearing house and referral service to support the recognition and portability of Canadian and international educational and occupational qualifications. CICIC was established by the Council of Ministers of Education, Canada after Canada ratified the UNESCO Convention on the Recognition of Studies, Diplomas and Degrees concerning Higher Education in the States belonging to the Europe Region, in 1990. It was created to assist Canada in carrying out its obligations under the terms of this convention. The convention promotes international mobility by advocating wider recognition of higher education and professional qualifications. CICIC reports and is accountable to the provincial and territorial Ministers of Education on matters related to information on education and training qualifications.

Canadian Information Centre for International Credentials

95 St. Clair Avenue West, Suite 1106
Toronto, ON M4V 1N6 Canada
Phone: (416) 962-8100 ext 242
Fax: (416) 962-2800

www.cicic.ca/2/home.canada

Mr. Yves E. Beaudin, National Coordinator,
Y.BEAUDIN@cmecc.ca

The Alliance of Credential Evaluation Services of Canada (ACESC)

The ACESC is made up of the five credential assessment services from across Canada. These organizations are the Academic Credentials Assessment Service (ACAS) (Manitoba), International Credential Evaluation Service (ICES) (British Columbia), International Qualifications Assessment Service (IQAS) (Alberta, Saskatchewan, Northwest Territories), Service des évaluations comparatives d'études (Québec), and World Education Services Canada (WES-Canada) (Ontario). Alliance members provide a variety of clients—such as employers, professional regulatory bodies and educational institutions—with fair, credible and standardized assessments of foreign credentials to help these clients make informed decisions regarding applications for employment, education and professional membership. Alliance members provide accurate and comprehensive information on the comparability of foreign qualifications with Canadian education systems. They can be contacted through CICIC, whose contact information is provided above.



2.1.7 Immigrant Settlement Agencies and Community Non-Profit Organizations

Across Canada, there are over 235 immigrant-serving agencies that are actively involved in settlement and labour market issues for immigrants. They are an integral component of FCR as frontline workers whose strong intellectual insights and experience facilitate immigrants' access to employment. Large settlement agencies—for example, Ottawa Community Immigrant Services Organization (OCISO)—delivered over 17,000 interventions in 2004, and the Edmonton Mennonite Centre for Newcomers provides very successful integrated bridging programs for internationally trained workers.

Immigrant-serving agencies are major contributors to FCR. Along with offering traditional employment preparation for immigrants, many agencies provide leadership to innovative partnerships with governments, regulatory bodies, other community agencies like the United Way, educators and other stakeholders to deliver programming that addresses both systemic and practical barriers to FCR and integration. Immigrant-serving organizations, both individually and collectively, play a critical role in macro-level analysis, advocacy and policy dialogue, as well as micro-level project delivery, training and advocacy. Provincial examples of effective partnerships in Ontario include the Consortium of Agencies Serving Internationally-Trained Professionals (CASIP), which is a collective of eight agencies serving internationally-trained professionals with the shared vision of improving access for skilled immigrants to employment in their professional occupations. In B.C. the Immigrant Employment Council of BC (IEC-BC) is taking action to change hiring practices, policies and perceptions about immigrants and to build a more integrated system to better support the needs of skilled immigrants seeking entry into the workforce. At a practical level, they provide counselling, settlement support and referrals, as required. Immigrant-serving agencies also partner formally and informally with training institutions for specific training services. Some partners include the Ontario Network of Employment Skills Training Projects, OneStep, ASPECT a network of community-based trainers in B.C and RQuDE a network of organizations involved in employment training in Quebec. For a comprehensive general reference, Citizenship and Immigration Canada manages an integration website at www.integration-net.ca. This site lists over 400 immigrant-

serving organizations and compiles available agency and government organization listings for every province and territory. It also has a category for outside Canada.

For Provincial listings of immigrant-serving organizations, please refer to www.soscanada2000.com/migration/comsercen.html

Links to Provincial/Regional Umbrella Organizations

- Affiliation of Multicultural Societies and Service Agencies of British Columbia: www.amssa.org
- Alberta Association of Immigrant Serving Agencies: www.aaisa.ca
- ASPECT BC's Community-Based Trainers: www.aspect.bc.ca
- Manitoba Immigrant and Refugee Settlement Sector Association (MIRSSA): www.integration-net.ca/english/pdp/ra/mirssa.pdf
- Ontario Council of Agencies Serving Immigrants: www.ocasi.org
- Saskatchewan Association of Immigrant Settlement and Integration Agencies: www.saisia.ca
- Table de concertation des organismes au service des personnes réfugiées et immigrantes: www.tcric.qc.ca
- The Ontario Network of Employment Skills Training Projects (ONESTEP): www.onestep.on.ca/aboutus

OTHER STRATEGIC PARTNERS AND COALITIONS

The Canadian Coalition of Community-based Employability Training (CCCBET)

CCCBET was a national, non-profit organization whose membership comprised appointees from provincially chartered community-based training associations, which provide a range of services in their communities. These included vocational and career assessment, job skills training, language instruction, literacy and numeracy training, and employment preparedness and placement. In addition to serving newcomers to Canada, community-based training organizations also serve others in need in the community.

For a report on a meeting of sector councils and the community-based training organizations held in September 2005, see Pan-Canadian Sector Council & Immigrant Dialogue, 2005: www.savie.qc.ca/Ccocde/An/AccueilPublique.asp

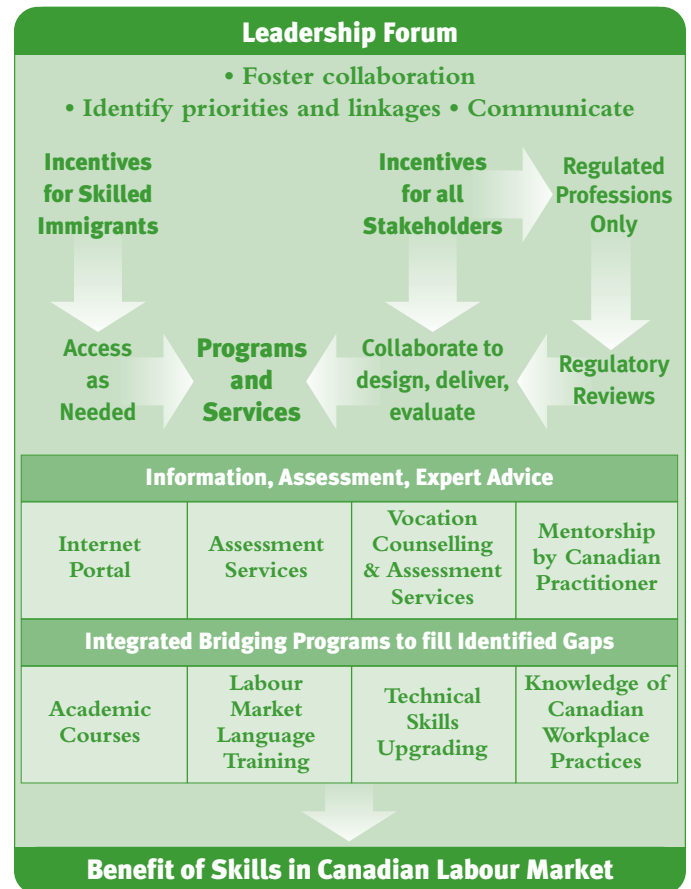
Consortium of Agencies Serving Internationally-Trained Professionals (CASIP)

CASIP is a consortium that collectively works with licensing bodies in Ontario in the delivery of services that help to remove barriers and improve access to licensing and to employment in licensed professions, including projects for teachers, engineers, accountants and health care professionals. In partnership, it delivers other services such as sector-specific Enhanced Language Training, The Mentoring Partnership and Career Bridge, all projects to support skilled immigrants to access their professional fields of expertise. CASIP also works closely with a number of associations that represent internationally-trained professionals who are themselves seeking fair and equitable access to their licensed professions, such as AIPSO (the Association of International Physicians and Surgeons of Ontario), CAPE (the Council for Access to the Profession of Engineering) and PROMPT (the Policy Roundtable Mobilizing Professions and Trades). Each year over 70% of new immigrants to Ontario are supported through CASIP.

Maytree Foundation, Strategic Partners Initiative

The Maytree Foundation's Systems Approach presents a comprehensive model for the integration of skilled immigrants into the labour force, and includes the following components:

- Incentives for stakeholders to collaborate in designing, delivering and evaluating programs and services for skilled immigrants;
- Access by skilled immigrants to an entire suite of programs and services offered either overseas prior to leaving their home country or once in Canada:



Graphic reproduced from page 5 of www.maytree.com/PDF_Files/FulfillingPromise.pdf

Coalitions of Foreign-trained Professionals, Tradespeople and Networks

- AIPSO (the Association of International Physicians and Surgeons of Ontario)
- **ALLIES Network of Employer Engagement Councils** (www.triec.ca/partners/allies)
 - B.C. Internationally Trained Professionals Network (www.bcitp.net/)
 - Bamboo Network, a B.C. Skills Connect for Immigrants Program
 - Capacity BC Policy Roundtable collectively represents ITP associations throughout the province. Professional associations are welcome to send delegates to this roundtable, which meets every other month.
 - Council for Access to Professional Engineering (CAPE)
 - Hispanic Development Council
 - Internationally Educated Professionals of Nova Scotia (www.ietp-ns.ca)
 - Policy Roundtable Mobilizing Professions and Trades (PROMPT)
 - The Ontario Network of Employment Skills Training Projects (ONESTEP)—a province-wide network for organizations that sponsor community-based training projects (www.onestep.on.ca)
 - Saskatchewan Association of Internationally Trained Professionals (www.saskinternationals.ca)
 - Toronto Region Immigrant Employment Council (TRIEC)—a multi-stakeholder council that is working to improve access to employment for immigrants in the Toronto region
 - TRIEC's Professional Network for Immigrants Project that has identified 72, active networks, operating within Ontario. These organizations collectively serve and reach more than 30,000 new, established, and prospective immigrants from both sector and ethno-specific groups. This project has developed a directory that lists 50 professional groups run by and for skilled immigrants. www.triec.ca/programs/ImmigrantNetworks

The Centre for Canadian Language Benchmarks

The Centre for Canadian Language Benchmarks is the centre of expertise in support of the national standards in English and French for describing, measuring and recognizing second language proficiency of adult immigrants and prospective immigrants for living and working in Canada.

Centre for Canadian Language Benchmarks

200 Elgin Street, Suite 803
Ottawa, Ontario, K2P 1L5
Telephone: (613) 230-7729; Fax: (613) 230-9305
Email: info@language.ca
Website: www.language.ca
François Bélisle Executive Director
(613) 230-7729 ext. 177

Canadian Association for Prior Learning Assessment (CAPLA)

CAPLA is an association for the advancement of prior learning assessment and recognition in Canada. As the only national organization dedicated to the recognition of prior learning, CAPLA has developed considerable expertise in a wide range of areas connected to PLAR. Its network of practitioners, advisors and assessors can be found in communities of every province and territory in Canada.

PO Box 56001, 355 Slater Street,
Ottawa ON K1R 7Z0
Phone: 613-860-1747
Email: info@capla.ca
Bonnie Kennedy, Executive Director



2.2 Non-Regulated Occupations

PROFESSIONAL SECTORS

Non-regulated professions require no license to practice. Employers are key decision makers in this area. Post-secondary institutions and assessment agencies are also key stakeholders along with immigrant-serving organizations. Within the sector of trades, there are two categories: compulsory and voluntary. Compulsory trades require provincial certification, which includes four years of apprenticeship. Voluntary trade requirements vary, and technically, one can legally work without certification; however, in practice, unions and some employers often require certification.

NON-REGULATED OCCUPATIONS: ISSUES AND CHALLENGES

- There is no systematic approach by occupation or employer.
- There is a need to build capacity of sector councils and employers to assess and recruit immigrants to boost the supply of workers to meet skill shortages.
- Sector councils and employers need to be part of the solution—sector study process will be key in engaging sectors.
- Other avenues will also be explored, potentially with other employers groups, or bilaterally with provinces and territories.

Employer engagement and education is critical to making progress in FCR. Employers face many challenges related to this issue, from inherent barriers to integration embedded in some human resources practices to the lack of immigrants in their networks of contacts and acquaintances. Employers may not yet recognize the challenges and opportunities that await them with changing demographics, and may not have the capacity to do long-range planning once they do.

LABOUR MOBILITY AND ISSUES OF REGULATION

List of Occupations Surveyed: X=regulated, NA=not regulated

Note: This list contains a mere sample of occupations and is not inclusive of all occupations or sectors. The list was compiled by the Labour Mobility Coordinating Group in 2004–2005 and reflects the inconsistencies across provincial jurisdictions in terms of regulation, where occupations for example audiologists are regulated in seven provinces and not in the other four.

	QC	ON	MB	SK	AB	BC	NB	NS	PEI	NFL	NWT	Total
Acupuncturists	X	NA	NA	NA	X	X	NA	NA	NA	NA	NA	3
Agrologists	X	X	X	X	X	X	X	X	X	X	NA	10
Architects	X	X	X	X	X	X	X	X	X	X	X	11
Audiologists and Speech Pathologists	X	X	X	X	X	NA	X	NA	X	NA	NA	7
Certified General Accountants	X	X	X	X	X	X	X	X	X	X	X	11
Certified Management Accountants	X	X	X	X	X	X	X	X	X	X	X	11
Chartered Accountants	X	X	X	X	X	X	X	X	X	X	X	11
Chiropractors	X	X	X	X	X	X	X	X	X	X	NA	10
Community Urban Planner	X	X	NA	X	X	NA	NA	X	NA	NA	NA	5
Dental Assistants	NA	NA	X	X	X	X	X	X	X	X	NA	8
Dental Hygienists	X	X	X	X	X	X	X	X	X	X	X	11
Dental Specialist	X	X	X	NA	X	X	X	X	X	X	X	10
Dental Technicians or Technologists	X	X	NA	X	X	X	X	X	NA	X	X	9



	QC	ON	MB	SK	AB	BC	NB	NS	PEI	NFL	NWT	Total
Dentists	X	X	X	X	X	X	X	X	X	X	X	11
Denturists	X	X	X	X	X	X	X	X	NA	X	X	10
Dieticians/Nutritionists	X	X	X	X	X	X	X	X	X	X	NA	10
Embalmers/Funeral Direct	X	X	X	X	X	X	X	X	X	X	NA	10
Engineering Technicians and Technologists	X	X	X	X	X	X	X	X	X	NA	NA	9
Engineers	X	X	X	X	X	X	X	X	X	X	X	11
Foresters	X	X	NA	NA	X	X	X	X	NA	NA	NA	6
Geoscientists	X	X	X	X	X	X	X	X	NA	X	X	10
Hearing Aid Practitioners	X	NA	X	NA	X	X	NA	X	NA	X	NA	7
Home Economists	NA	X	X	NA	X	NA	X	NA	NA	NA	NA	4
Hunting Guides	NA	NA	X	X	NA	X	X	X	NA	X	NA	6
Land Surveyors	X	X	X	X	X	X	X	X	X	X	NA	10
Landscape Architects	NA	X	NA	NA	NA	X	NA	NA	NA	NA	NA	2
Lawyers	X	X	X	X	X	X	X	X	X	X	X	11
Licensed Practical Nurses	X	X	X	X	X	X	X	X	X	X	X	11
Massage Therapist	NA	X	NA	NA	NA	X	NA	NA	NA	X	NA	3
Medical Laboratory Techn	X	X	NA	X	X	NA	X	X	X	NA	NA	7
Medical Radiation Technicians/Technologists	X	X	NA	X	X	NA	X	X	NA	NA	NA	6
Midwives	X	X	X	NA	X	X	NA	NA	NA	NA	NA	5
Naturopathic Physicians	NA	X	X	X	NA	X	NA	NA	NA	NA	NA	4
Occupational Therapists	X	X	X	X	X	X	X	X	X	X	NA	10
Opticians	X	X	X	X	X	X	X	X	X	X	NA	10
Optometrists	X	X	X	X	X	X	X	X	X	X	X	11
Paramedics	X	X	X	X	X	X	X	X	X	NA	NA	10
Pharmacists	X	X	X	X	X	X	X	X	X	X	X	11
Physicians	X	X	X	X	X	X	X	X	X	X	X	11
Physiotherapists	X	X	X	X	X	X	X	X	X	X	NA	10
Podiatrists/Chiropodists	X	X	X	X	X	X	X	NA	NA	NA	NA	7
Psychiatric Nurses	NA	NA	X	X	X	X	NA	NA	NA	NA	NA	4
Psychologists	X	X	X	X	X	X	X	X	X	X	X	11
Public Accountants	NA	NA	NA	NA	NA	NA	NA	NA	NA	X	NA	1
Real Estate Agents	X	X	X	X	X	X	X	X	X	X	X	11
Registered Nurses	X	X	X	X	X	X	X	X	X	X	X	11
Respiratory Therapists	X	X	X	NA	X	NA	NA	NA	NA	NA	NA	4
Social Workers	X	X	X	X	X	X	X	X	X	X	NA	10
Teachers	X	X	X	X	X	X	X	X	X	X	X	11
Translators	X	X	NA	NA	NA	NA	X	NA	NA	NA	NA	3
Veterinarians	X	X	X	X	X	X	X	X	X	X	X	11



3 GAP ANALYSIS AND FUTURE OPTIONS

3.1 Outstanding Barriers in Information and Services

There is a great deal of information available through a variety of media; however, this information is not always easily searchable, up-to-date and relevant. More collaboration between all levels of government and other stakeholders is required to ensure that information is easily accessible, accurate and applicable. Much of the information pertaining to licensing and accreditation processes is extremely complex.

It should be recognized that newcomers will require hands-on guidance through the credentialing process—which may be the best service that the federal government can provide. The Foreign Credential Referrals Office to assist with foreign credential assessment is playing a very useful role in this regard—one of shepherding new arrivals through the system, for the benefit of both newcomers and employers.

Most observers will find the process confusing, and newcomers will naturally find the same. A Statistics Canada report on how immigrants chose where to live reported that the decision was based firstly on where family and friends live. Bridging programs can be extremely useful in assisting immigrants to integrate into the workforce at skill-appropriate levels. However, there are large gaps in programming, in resources for service delivery agents, and in financial assistance necessary to enable clients to participate. There is a variety of eligibility criteria for various programs that may screen out needy clients, and while such criteria are understandable, their limiting effects need to be constantly evaluated. For example, EI benefits are only available to certain clients, while Job Search Workshops have their own criteria that screen out clients who may have been in the country longer.

3.2 Emerging Priorities and Opportunities

Agreement between the provinces and the federal government has a potentially large impact on both the quality and quantity of services that will be available to assist newcomers in integrating into the labour market. This federal/provincial agreement will also enhance opportunities for municipalities to participate in settlement and integration, in partnership with settlement agencies and other stakeholders. Governments and stakeholders efforts toward a pan-Canadian assessment and recognition of foreign credentials through the recent FQR Framework continues to build and advance FCR as we go forward.

Increasingly, it is becoming clear that employers must be encouraged to become more engaged in the issue, as labour-market growth will be entirely dependent on immigration within five years.

Although limited, there has been an increase in bridging programs for internationally trained workers over the last few years, and this is a positive step.

Canada has made some strides forward in the availability of information available to immigrants and potential immigrants through web portals, Foreign Credential Referral capacity through Service Canada offices and other information sites.



3.3 Looking Ahead: Options for Sector Councils

Sector councils individually or through TASC have taken a leading role since 2003 in both Foreign Credential Recognition and in the integration of internationally-trained workers. They are working with employers on assessing their workforce requirements, connecting with ITWs, assessing and selecting ITWs and integrating and retaining them. More specifically they are facilitating the recognition of competencies, and developing sector-specific interventions in areas such as bridge-to-work programs, and language and work-skills training.

TASC along with sector councils have facilitated national coordination and collaborative leadership on FCR through a number of actions. Initiating a TASC's Working Committee on FCR and Immigration Issues; developing the guide *Who does What in FCR*; organizing workshops on: *Building Blocks for FCR: Workshops with Sector Councils*; producing in partnership with key stakeholders, an *Employer Roadmap to Hiring & Retaining Internationally-Trained Workers* and organizing of 40 FCR 101 Employer info sessions across the country. Launching a TASC Web Portal to *Resources on Recruiting and Retaining Internationally-Trained Workers* and *GateWay to Careers Website* in 12 languages. These initiatives are building blocks for ongoing improvement of Foreign Credential Recognition and for more effective immigrant integration into the workforce.

The following are some issues that TASC and sector councils have identified to work on:

- improved assessment of non-regulated professions, to be enhanced through greater linkages between sector councils and the credential assessment agencies;
- enhanced linkages between sector councils and FCRO's overseas platform to develop tools and outreach to skilled workers pre-arrival;
- identification of PLAR tools and the assessment of competencies gained in the workplace;
- collaborative research to assess sector-specific barriers and opportunities for immigrants;
- comparative research with other immigrant-receiving countries;
- impact analysis, of inadequate assessment of newcomers skills and competencies on the Canadian economy;
- optimizing use of new information technology to improve the assessment process;
- greater mobility across Canada of credential assessments through inter-provincial/territorial transferability of credential assessments;
- research on the effectiveness of integrating and retaining strategies such as bridge-to-work programs, mentoring and other similar programs;
- informing FCR policy development;
- multi-stakeholder collaboration and coordination to address emerging issues in FCR; and
- sector councils' capacity building to address FCR.



APPENDIX A: THE SKILLED IMMIGRANT LABOUR MARKET 2003–2005

THE SKILLED IMMIGRANT LABOUR MARKET, HRSDC:

These 45 occupations account for 87% of skilled immigrants landing in Canada in 2003–2005:

Regulated Occupations

- Engineers
- Engineering technicians
- Accountants/Financial Auditors
- Teachers
- Doctors
- Translators
- Pharmacists
- Medical Laboratory Technicians
- Registered Nurses
- Architects
- Veterinarians
- Geologists & Geochemists
- Lawyers
- Physiotherapists
- Dentists
- Social Workers
- Medical Radiation Technicians
- Psychologists

Unregulated Occupations

- Computer Programmers
- PSE Teachers and TAs
- Sales, Marketing and Advertising Managers
- Business Sector Professionals
- Financial Investment Analysts
- Chemists
- Technical Sales Specialists
- Economic Development Officers and Market Researchers
- Investment Managers
- University Professors
- Information Systems Analysts
- Biologists and Scientists
- Secretaries
- Administrative Officers
- Banking/Credit Managers
- Purchasing Agents
- College/Vocational Instructors
- Agricultural Representatives
- Social Policy Researchers & Consultants

Skilled Trades

- Industrial Electricians
- Electrical Power Line and Cable Workers
- Motor Vehicle Mechanics
- Welders
- Electricians
- Carpenters
- Millwrights & Industrial Mechanics
- Heavy-Duty Equipment Mechanics

APPENDIX B: PRIOR LEARNING ASSESSMENT RECOGNITION (PLAR)

List of Stakeholders Involved in PLAR:

FEDERAL

Council of Ministers of Education, Canada (CMEC)
95 St. Clair Avenue West, Suite 1106
Toronto Ontario M4V 1N6
Telephone: (416) 962-8100
Fax: (416) 962-2800
www.cmec.ca

Canadian Association for Prior Learning Assessment
(CAPLA)
P.O. Box 56001
355 Slater Street
Ottawa Ontario K1R 7Z0
Telephone: (613) 860-1747
Email: info@capla.ca
www.capla.ca

PROVINCIAL

Alberta

Alberta Council on Admissions and Transfers
11th Floor, Commerce Place
10155 102 Street
Edmonton, AB T5K 2J5
Telephone: (780) 422-9021; Fax: (780) 427-0423
Email: acat@gov.ab.ca
www.acat.gov.ab.ca

Manitoba

Prior Learning Assessment and Recognition in Manitoba
Manitoba's Prior Learning Assessment and Recognition
Policy Framework
Council on Post-Secondary Education
Email: info@copse.mb.ca
www.plarinmanitoba.ca

New Brunswick

Prior Learning Assessment and Recognition Department
of Education
Place 2000, P.O. Box 6000
Fredericton, NB E3B 5H1
Telephone: (506) 453-2644
Email: plar-era@gnb.ca
www.gnb.ca/0000/plar-era

Nova Scotia

PLA Centre
7001 Mumford Road
Halifax Shopping Centre
Tower 1, Suite 101
Halifax, NS B3L 4N9
Telephone: (902) 454-2809; Fax: (902) 454-3603
Email: info@placentre.ns.ca
www.placentre.ns.ca

APPENDIX B: PRIOR LEARNING ASSESSMENT RECOGNITION (PLAR)

Ontario

The Ontario Government's Opening Doors website
www.citizenship.gov.on.ca/english/publications/doc/progressreport.pdf

Prior Learning and Competency Evaluation and Documentation (PLACED)

PLACED is part of the Gateway for International Professionals in The G. Raymond Chang School of Continuing Education, Ryerson University. The Gateway provides services to internationally educated professionals seeking employment at appropriate levels. Contact mireland@ryerson.ca

Québec

CAMO Personnes immigrantes

www.camo-pi.qc.ca

Guide de la reconnaissance des acquis et des compétences au secondaire et au collégial

Cégep@distance

7100, rue Jean-Talon Est, 7^e étage

Montréal QC H1M 3S3

www.cegepadistance.ca

Reconnaissance des acquis (RA)

Ministère de l'Éducation, du Loisir et du Sport du Québec

Formation professionnelle et technique

1035, rue de la Chevrotière, 12^e étage

Québec QC G1R 5A5

[www.inforoutefpt.org/Vous avez de](http://www.inforoutefpt.org/Vous_avez_de)

l'expérience? La reconnaissance des acquis et des compétences est pour vous

Saskatchewan

PLAR Services

Saskatchewan Labour Force Development Board

202-2222 13th Avenue

Regina, SK S4P 3M7

Telephone: (306) 352-5999; Fax: (306) 757-7880

Email: slfdb@slfdb.com

www.aeel.gov.sk.ca

Recognition of Prior Learning (RPL)

Saskatchewan Learning Institutions Branch

12th Floor, 1945 Hamilton Street

Regina, SK S4P 3V7

Telephone: (306) 787-3932; Fax: (306) 787-7182

Email: recognizinglearning@sasked.gov.sk.ca

www.sasked.gov.sk.ca

APPENDIX C: CREDENTIALING SERVICE ORGANIZATIONS

Following are the credentialing service organizations based in the province indicated. Some are provincial or regional in scope, others are national.

Alberta

International Qualifications Assessment Service (IQAS)
Alberta Advanced Education
9th Floor, Sterling Place, 9942 – 108 Street
Edmonton, AB T5K 2J5 Canada
Tel.: (780) 427-2655, Toll-free in Alberta: 310-0000
ask for 427-2655
Fax: (780) 422-9734
Website: www.employment.alberta.ca/immigration/4512.html

British Columbia

International Credential Evaluation Service (ICES)
3700 Willingdon Avenue
Burnaby, BC V5G 3H2 Canada
Tel.: (604) 432-8800
Toll-Free within North America: 1-866-434-9197
Fax: (604) 435-7033
Email: icesinfo@bcit.ca
Website: www.bcit.ca/ices

Manitoba

Academic Credentials Assessment Service—Manitoba (ACAS)
Manitoba Labour and Immigration
Settlement & Labour Market Services Branch
5th Floor, 213 Notre Dame Avenue
Winnipeg, MB R3B 1N3 Canada
Tel.: (204) 945-6300; Fax: (204) 948-2148
Email: glloyd@gov.mb.ca
Website: www2.immigratemanitoba.com/browse/serviceproviders/work-recognition-acas.html

Ontario

World Education Services–Canada (WES Canada)
45 Charles Street East, Suite 700
Toronto, ON M4Y 1S2 Canada
Tel.: (416) 972-0070; Fax: (416) 972-9004
Toll-free: (866) 343-0070 (from outside the 416 area code)
Email: ontario@wes.org
Website: www.wes.org/ca

Comparative Education Service (CES)
University of Toronto
315 Bloor Street West
Toronto, ON M5S 1A3 Canada
Tel.: (416) 978-2190; Fax: (416) 978-7022
Website: www.learn.utoronto.ca/ces.html

International Credential Assessment Service of Canada (ICAS)
147 Wyndham Street North, Suite 409
Guelph, ON N1H 4E9 Canada
Tel.: (519) 763-7282, toll-free: (800) 321-6021
Fax: (519) 763-6964
Email: info@icascanada.ca
Services and Fees website: www.icascanada.ca

Engineers Canada (has national scope)
Engineering International–Education Assessment Program (EIEAP)
180 Elgin Street, Suite 1100
Ottawa, ON K2P 2K3 Canada
Tel.: (613) 232-2474; Fax: (613) 230-5759
Email: evaluation@engineerscanada.ca
Website: www.engineerscanada.ca/e

APPENDIX C: CREDENTIALING SERVICE ORGANIZATIONS

Northwest Territories²

International Qualifications Assessment Service
Alberta Advanced Education
9th Floor, Sterling Place
9942 - 108 Street, Edmonton, AB T5K 2J5 Canada
Tel.: 1-866-692-7057 (toll free within the Northwest Territories) or (780) 427-2655
Website: www.employment.alberta.ca/immigration/4512.html
The Government of the Northwest Territories provides this service through an interprovincial agreement with the Government of Alberta.

Québec

Service des évaluations comparatives d'études (SECE)
Centre de reconnaissance des formations et des compétences
Ministère de l'Immigration et des Communautés culturelles (MICC)
255, boulevard Crémazie Est, 8e étage
Montréal QC H2M 1M2 Canada
Email: equivalences@micc.gouv.qc.ca
Website: www.immigration-quebec.gouv.qc.ca/anglais/education/educational-report.html
Tél.: (514) 864-9191 ou (877) 264-6164; Fax: (514) 873-8701

Saskatchewan³

International Qualifications Assessment Service
Alberta Advanced Education
9th Floor, Sterling Place
9942 -108 Street
Edmonton, AB T5K 2J5 Canada
Tel.: 1-800-999-3965 (toll free within Saskatchewan) or (780) 427-2655
Website: www.employment.alberta.ca/immigration/4512.html

Other provinces and territories

For credential evaluation services in New Brunswick, Newfoundland and Labrador, Nova Scotia, Prince Edward Island, Nunavut or Yukon, any of the services listed in this appendix can be contacted.

² The Government of the Northwest Territories provides this service through an interprovincial agreement with the Government of Alberta.

³ The Government of Saskatchewan provides this service through an interprovincial agreement with the Government of Alberta.

APPENDIX D: ALLIANCE MEMBERS, ASSOCIATE MEMBERS AND PARTNERS

TASC Members, Associate Members and Partner Activities in the field of Immigration and FCR

Many sector councils have undertaken work in the area of FCR and immigration issues in response to the needs of their industry sector. Examples of the work include research into issues facing newcomers to Canada in the sector, determining factors that will ease newcomers integration into the sector, skills benchmarking of the existing workforce to determine skills gaps in the sector and other studies/environmental scans.

Those councils include the following:

- BioTalent Canada
- Canadian Aviation Maintenance Council
- Engineers Canada
- Canadian Plastics Sector Council
- Canadian Tourism Human Resource Council
- Canadian Trucking Human Resources Council
- Canadian Police Sector Council
- Council for Automotive Human Resources
- Environmental Careers Organization of Canada
- Information and Communications Technology Council
- Textiles Human Resources Council
- Canadian Automotive Repair and Service Council
- Construction Sector Council
- Electricity Sector Council
- Canadian Food Industry Sector Council
- Canadian Supply Chain Sector Council

The complete list of sector councils is as follows (Contact information is available from the TASC website at www.councils.org):

Members:

- Aboriginal Human Resource Council
- Canadian Apprenticeship Forum
- Canadian Agricultural Human Resource Council
- Apparel Human Resources Council
- Council for Automotive Human Resources
- Canadian Automotive Repair and Service Council
- Canadian Aviation Maintenance Council
- BioTalent Canada
- Motor Carrier Passenger Council of Canada
- Child Care Human Resources Sector Council
- Construction Sector Council
- Contact Centre Canada
- Cultural Human Resources Council
- Electricity Sector Council
- Environmental Careers Organization of Canada
- Canadian Council of Professional Fish Harvesters
- Canadian Food Industry Council
- Information and Communications Technology Council
- Forum for International Trade Training
- Mining Industry Human Resources Council
- Petroleum Human Resources Council of Canada
- Canadian Plastics Sector Council
- Canadian Police Sector Council
- Canadian Printing Industries Sector Council
- Food Processing HR Council
- Forest Products Sector Council
- Canadian Steel Trade and Employment Congress
- Canadian Supply Chain Sector Council
- Textiles Human Resources Council
- Canadian Tourism Human Resource Council
- Canadian Trucking Human Resources Council
- Wood Manufacturing Council
- HR Council for the Nonprofit Sector

Partners:

- Asia-Pacific Gateway Skills Table
- Association of Canadian Community Colleges
- Engineers Canada
- Canadian Council of Technicians and Technologists
- Installation, Maintenance and Repair Sector Council (Electronics and Appliances)

APPENDIX E: SURVEY SOURCES, INTERNET PORTAL AND KEY WEBSITES

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- HRSDC, Internationally Trained Workers Initiative And Foreign Credential Recognition.
- Presentation to the 10th International Metropolis Conference Chris Bolland, 2005.
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APPENDIX E: SURVEY SOURCES, INTERNET PORTAL AND KEY WEBSITES

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INTERNET PORTAL AND KEY WEBSITES

Websites of Government of Canada

- Going to Canada www.goingtocanada.gc.ca
- Working in Canada Site: www.workingincanada.gc.ca
- Site du Canada : www.canada.gc.ca
- Site Web SRC: www.directioncanada.gc.ca
- FCRO Site (www.credentials.gc.ca)
- TASC (www.councils.org)

WORLD WIDE WEB RESOURCES

National

- Service Canada www.jobsetc.ca
- Canada Career Consortium, www.careerccc.org/ccc/nav.cfm
- Work Destinations, www.workdestinations.org/home.jsp?lang=en
- Provincial Nomination Program, www.canadavisa.com/provincial-nomination-program.html

Alberta

- International Qualifications Assessment Service. www.learning.gov.ab.ca

Atlantic

- Viability of a Foreign Credential Assessment Service in Atlantic Canada 2003: www.welcomebc.ca/en/immigration/come/lmp/fqr/index.html

British Columbia

- BC Ministry of Community, Aboriginal and Women's Services International Qualifications Program: Three Core Service Activities: www.mcaws.gov.bc.ca/amip/iqp/three_core.htm
- Roadmap to Recognition Fact sheets (brochure): www.welcomebc.ca/en/immigration/come/lmp/fqr/index.html
- Immigrant Employment Council of BC www.iecbc.ca/
- BC Certified Human Resources Professional (CHRP) Designation: www.bchrma.org/
- MOSAIC Credential Brokerage Service: www.mosaicbc.com/
- B.C. Chamber of Commerce Employers Guide to hiring Foreign Workers www.bcchamber.org/advocacy/files/FCR_flyer_04Feb09.pdf
- S.U.C.C.E.S.S Active Engagement and Integration Project www.successbc.ca/eng/ www.aeip.successbc.ca/
- International Credential Evaluation Service: www.bcit.ca/ices/

APPENDIX E: SURVEY SOURCES, INTERNET PORTAL AND KEY WEBSITES

Manitoba

- Recognition of Foreign Qualifications: **www2.immigratemanitoba.com/browse/employers/employers-acas.html** (includes the Academic Credentials Assessment Service, the Credentials Recognition Program, the Access to Professions and Trades brochures, and Occupational Fact Sheets.)
- The Manitoba Credentials Recognition Program: **www2.immigratemanitoba.com/browse**

Ontario

- Canadian Information and Networking Services (an online forum providing mentoring, resources and other services that assist skilled, experienced, and expert professionals, business people and trades people who are new to Canada, or are considering immigrating to Canada). **www.canadainfonet.org**
- International Credential Assessment Service of Canada (Guelph): **www.icascanada.ca**
- Ministry of Training, Colleges and Universities. Access to Professions and Trades index page: **www.edu.gov.on.ca/eng/tcu/employmentontario/training**
- Bridge Training Projects: **www.edu.gov.on.ca/eng/tcu/etlanding.html**
- Career Bridge: **www.careerbridge.ca**
- Global Experience Ontario: **www.ontarioimmigration.ca/ENGLISH/geo_professions.asp**
- Skills for Change: **www.skillsforchange.org**
- University of Toronto Comparative Education Service (CES): **www.learn.utoronto.ca/ces.htm**
- World Education Services: **www.wes.org/ca**
- York University Academic Credentials Evaluation Service (ACES): **www.yorku.ca/admissio/aces.asp**

Québec

- Évaluation comparative des études effectuées hors du Québec (Comparative evaluation for studies done outside Québec): **www.immigration-quebec.gouv.qc.ca/en/education/comparative-evaluation/index.html**
- Travailler au Québec: **www.immigration-quebec.gouv.qc.ca/fr**
- Office des professions du Québec Information on the professional system in Québec: structure of the system, Professional Code, professional orders, access to the orders, standards of equivalence of diplomas and training, etc. **www.opq.gouv.qc.ca**

APPENDIX E: SURVEY SOURCES, INTERNET PORTAL AND KEY WEBSITES

Government of Canada Services for Non-Canadians:

www.canadainternational.gc.ca

- About Regulated Occupations in Canada: www.workingincanada.gc.ca
- Public Service Commission: www.jobs-emplois.gc.ca/index-eng.htm Citizenship and Immigration Canada: www.cic.gc.ca
- Skilled workers: www.cic.gc.ca/english/immigrate/skilled/index.asp
- Application form: www.cic.gc.ca/ENGLISH/information/applications/guides/5609EZ.asp
- Self-assessment tool: www.cic.gc.ca/ENGLISH/immigrate/skilled/assess/index.asp
- Self-assessment test: www.cic.gc.ca/ENGLISH/immigrate/skilled/assess/Education.asp
- Standards Council of Canada: www.scc.ca

Other

- ARUCC. National Transcript Guide for Use in Canadian Postsecondary Institutions (draft): www.arucc.ca/documents/transe.pdf
- Association of Accrediting Agencies of Canada: www.aaac.ca/English/Home.htm
- Canadian Association for Prior Learning Assessment (CAPLA): www.capla.ca
- Canadian Bureau for International Education (CBIE): www.cbie.ca
- Canadian Information Centre for International Credentials. www.cicic.ca
- Report on Federal, Provincial, and Territorial Activities Related to the Assessment of Credentials www.credentials.gc.ca/about/conf_overview.asp

APPENDIX G: ACRONYMS AND INITIALISMS

ACAS	Academic Credentials Assessment Service	CICIMG	Canadian Information Centre for International Medical Graduates
ACCC	Association of Canadian Community Colleges	CIIP	Canadian Immigration Integration Project
ACESC	Alliance of Credential Evaluation Services of Canada	CISSA	Canadian Immigrant Settlement Sector Alliance
ACHDHR	Advisory Committee on Health Delivery and Human Resources	CMEC	Council of Ministers of Education
AIPSO	Association of International Physicians and Surgeons of Ontario	CNNAR	Canadian Network of National Associations of Regulators
ALLIES	Assisting Local Leaders with Immigrant Employment Strategies	CTHRC	Canadian Tourism Human Resources Council
ARUCC	Association of Registrars of Universities and Colleges of Canada	EAP	English for academic purposes
BTW	Bridge to Work	EASI	Employment Access for Skilled Workers (BC)
CAETO	Canadian Alliance of Education and Training Organizations	ECO	Environmental Careers Organization of Canada
CAPE	Council for access to the Profession of Engineering	E-LMO	Expedited Labour Market Opinion
CAPLA	Canadian Association for Prior Learning Assessment	ESL	English as a second language
CARS	Canadian Automotive Repair and Service Council	ICAS	International Credentials Assessment Service
CASIP	Consortium of Agencies Serving Internationally-Trained Professionals	ICTC	Information and Communications Technology Council
CAUT	Canadian Association of University Teachers	FAP	French for academic purposes
CBIE	Canadian Bureau for International Education	FCRO	Foreign Credentials Referral Office (FCRO)
CCCBET	Canadian Coalition of Community-based Employability Training	FLMM	Forum of Labour Market Ministers
CCDA	Canadian Council of Directors of Apprenticeship	FSL	French as a second language
CCU	Canadian Commission for UNESCO	FQR	Pan-Canadian Framework for the Assessment and Recognition of Foreign Qualifications
CES	Comparative Education Services	GTC-IP	“Going to Canada” Immigration Portal
CFS	Canadian Federation of Students	HRSDC	Human Resources and Social Development Canada
CIC	Citizenship and Immigration Canada	ICES	International Credential Evaluation Service
CICIC	Canadian Information Centre for International Credentials	IEMRTs	Internationally Educated Medical Radiation Technologists
		ILLI	Immigrant Labour Market Integration
		IQAS	International Qualifications Assessment Service

APPENDIX G: ACRONYMS AND INITIALISMS

IQU	International Qualifications Unit (B.C.)
ITWI	Internationally Trained Workers Initiative
LASI	Local agencies serving immigrants (Ottawa)
LeARN	Learning Assessment and Recognition Network
LifIA	Learning Innovations Forum d’Innovations d’Apprentissage
LLS	Live, Learn and Succeed
NVMCLFD	National Visible Minority Council on Labour Force Development
OGDs	Other Government Departments
ONESTEP	Ontario Network of Employment Skills Training Projects
ORBs	Occupational Regulatory Bodies
PHRCC	Petroleum Human Resources Council of Canada
PLAR	Prior Learning Assessment and Recognition
PNP	Provincial Nominee Program
PROMPT	Policy Roundtable Mobilizing Professions and Trades
RPL	Recognition of Prior Learning
SC	Services Canada
SECE	Service des évaluations comparatives d’études
SIAST	Saskatchewan Institute of Applied Science and Technology
TASC	The Alliance of Sector Councils
TCAF	Training Centre Infrastructure Funding
TFWP	Temporary Foreign Workers Program
TRIEC	Toronto Region Immigrant Employment Council
WES	World Education Services

