

An Update on the Integration of the Internationally Trained
into Ontario's Workforce

September 2006

Opening Doors

Investing in Prosperity

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Introduction: Newcomers Help Ontario Prosper

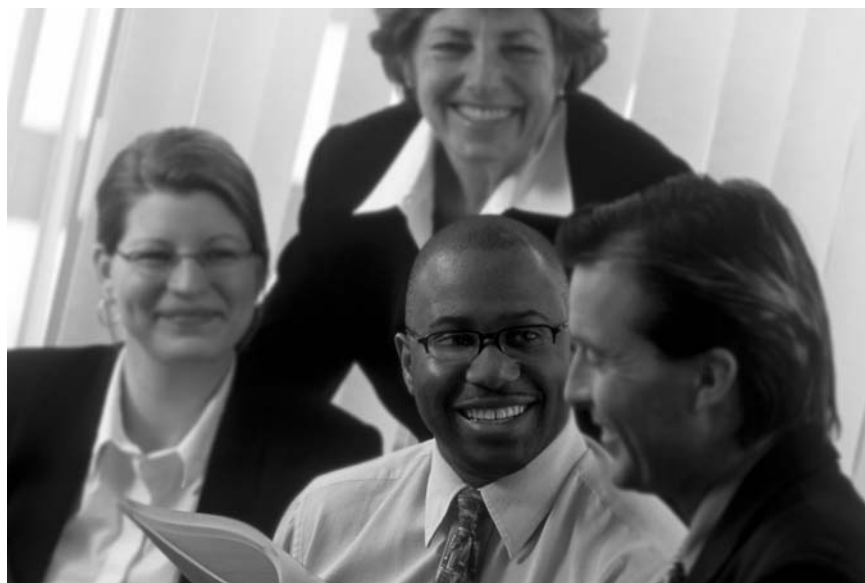
Each year, more than 125,000 newcomers choose Ontario as their new home. That's more than half of all immigrants to Canada. Our people come from some 200 countries and speak more than 130 languages.

Ontario's diversity is a tremendous source of strength. It gives us a powerful competitive advantage in the world economy

Within five years, immigration will account for all of Ontario's net labour force growth, as baby boomers retire and the birth rate remains low. Over half of our newcomers in the past two years have university degrees. Thirteen thousand newcomers a year are experienced in a regulated profession. And immigrants bring first-hand knowledge of key international markets.

In short, newcomers have the skill, the drive and the global experience that Ontario needs to compete and prosper.

Although immigrants are more highly skilled than ever before, many are still struggling to work in their fields of expertise. The Ontario government is collaborating with professional regulatory bodies, employers, community groups, colleges and universities to help



qualified newcomers work in their fields sooner. Since 2003, over 60 bridge training programs have been established to help thousands of newcomers work in over 100 professions and trades. This is the second annual report on these efforts, and it includes statistics that became available during the year.

The report features profiles of the 10 professions where more than 90 per cent of professionally-trained newcomers intend to work. Information for this section was

provided by the regulatory bodies for these professions.

While some progress has been made, it is not enough. As a government, we are determined to break down the barriers that prevent newcomers from working in their field.

That is why we have introduced Bill 124, the proposed **Fair Access to Regulated Professions Act, 2006**. If passed, Bill 124 would require Ontario's regulated professions to ensure that their licensing process is fair and open and assesses the credentials of internationally trained professionals more quickly.

Under the proposed legislation, a **Fairness Commissioner** would be appointed to assess and oversee auditing and compliance with the legislation. The Fairness Commissioner's oversight role would help ensure that regulatory bodies treat all applicants fairly.

The proposed legislation would also establish the **Access Centre for Internationally Trained Individuals**. It would be a one-stop centre that provides a range of services to

internationally trained individuals, employers and newcomer service agencies. Services would also be available, via email, online and by phone.

The government also recognizes the important role of our key stakeholders. The Minister intends to appoint individuals to his **Minister's Roundtable on Fair Access to Regulated Professions**.

Internationally trained individuals and representatives of community agencies, regulatory bodies, colleges, universities, and employers would provide advice and support as we continue to break down barriers and increase opportunities for internationally trained individuals in all fields.

As we move forward, we will build on the positive steps outlined in this report and on the partnerships that have been forged to achieve the common goal of helping newcomers integrate more quickly into the workforce.

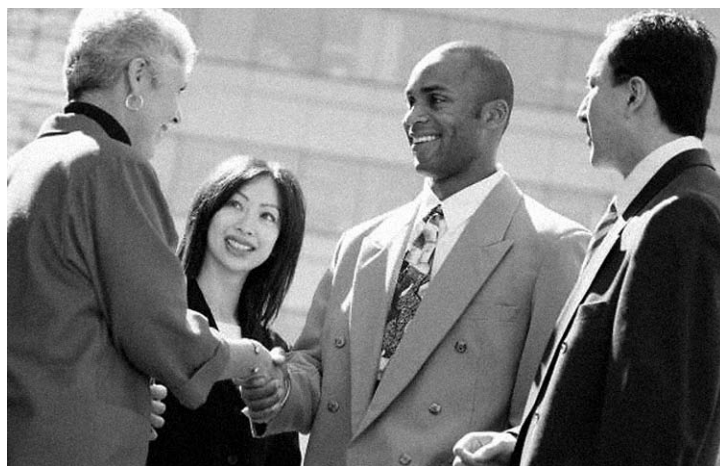
Removing Barriers to Regulated Professions

Newcomers may encounter barriers as they attempt to enter their fields of expertise in Ontario. The government has made it a priority to ensure that regulated professions and trades are accessible, transparent and fair to immigrants.

Self-Regulated Professions

Ontario has 38 self-regulated professions that govern themselves through regulatory bodies created to protect the public. Ontario legislation gives these bodies the right and responsibility to set professional standards; register, certify or license qualified applicants; and ensure practising professionals maintain such standards. These occupational regulatory bodies are key partners in the task of integrating internationally trained newcomers into Ontario's economy.

To practise in regulated professions, applicants must demonstrate that they meet Ontario's rigorous standards. The government is committed to upholding these standards and to ensuring that assessment and licensing processes are fair, transparent, objective, accountable and collaborative.



Skilled Trades

Ontario has more than 140 regulated trades. Certification in these fields is overseen directly by the provincial government through the Ministry of Training, Colleges and Universities. The government provides supports and services to help internationally trained individuals enter their trades more quickly; ranging from assessment of work experience documentation at 26 locations across the province, to translators for applicants who speak English as a second language, to bridging projects in the construction trades and other sectors.



The ministry's **Apprenticeship Innovation Fund** supports curriculum development for apprenticeship programs, as well as development of exemption tests that determine what an applicant already knows about practising a specific trade. In 2005–06, the fund supported a research project to create an in-depth profile of internationally trained tradespeople. The results will be used to enhance access to certification and apprenticeship for internationally trained individuals.

The chart on page 34 shows “Regulated Trades with the Highest Immigration Levels,” based on newcomers’ intended occupations.

Investing in Bridge Training

- **Bridge training programs** assess skills, and offer training and mentoring opportunities so that newcomers can work in their field faster.
- Since 2003, the Ontario government has invested over \$34 million in more than **60 bridge training programs**, helping more than 6,000 newcomers improve their language skills, prepare for exams and work in their field sooner.

Career Maps

- Since 2003, the Ontario government has invested over \$200,000 to develop **career maps** in collaboration with regulatory bodies to provide a road map for entry to practise in 22 professions and 13 trades.

Help with Finding a Job

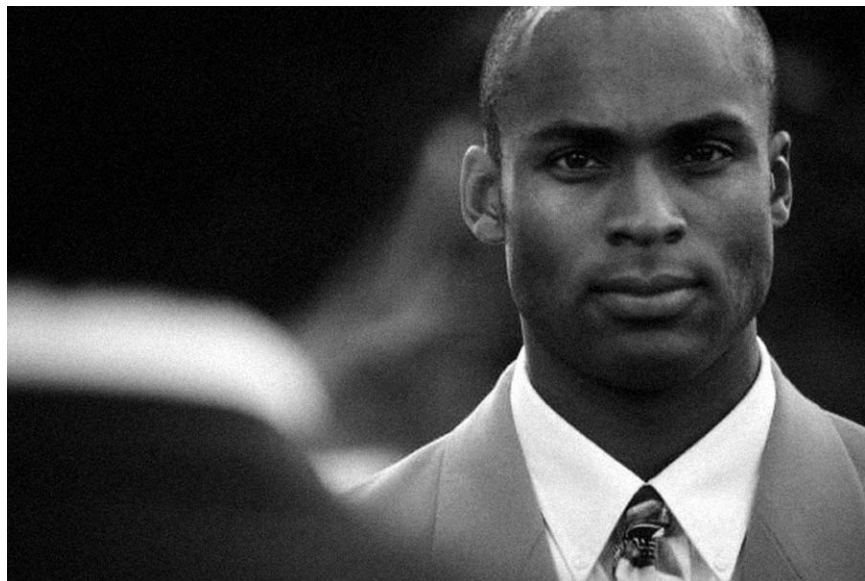
- **Job Connect** is the government’s major employment program, offering career and job preparation and placement services. Services to internationally trained individuals help them prepare for and find jobs that reflect their skills and experience.
- More than 15,000 internationally trained individuals have benefited from **Job Connect** services in 2005–2006.

Profiling the Top 10 Professions

Between 2000 and 2004, nearly 69,000 immigrants to Ontario aged 25 to 64 declared their intended occupation as a regulated profession. Of this total, 92 per cent planned to work in one of the following 10 professions: chartered, general or management accountant; engineer; engineering technician/technologist; medical laboratory technologist; nurse; pharmacist; physician; or teacher.

The following profiles offer a snapshot of recent initiatives and results in these 10 professions. The profiles describe bridging projects and other supports to newcomer applicants, outline changes in regulatory policies and practices, and provide statistical information on the licensing of internationally trained individuals. In all, more than 5,000 internationally trained professionals gained registration to practise in Ontario in these fields in 2004.

It should be noted that the figures quoted for bridging projects reflect project start and end dates and not necessarily a calendar or fiscal year. Many of these projects developed and pilot-tested new models, requiring an initial phase of curriculum planning and program set-up. As a result, a reduced number of clients may have been served in the initial pilot stage.



strong people, strong economy

PROFILE: ACCOUNTANTS

Ontario regulators:

- Certified General Accountants of Ontario (CGA-Ontario)
- Institute of Chartered Accountants of Ontario (ICAO)
- Society of Management Accountants of Ontario (SMAO)

ONTARIO GOVERNMENT INVESTMENTS

- Since 2004, the Ontario government has invested more than \$60,000 in partnership with the regulatory bodies to make **Career Maps** and one interactive **Electronic Career Map** available online for all three accounting professions on the Ministry of Citizenship and Immigration website (<http://www.citizenship.gov.on.ca/english/citdiv/apt/occfact.html>) and from the regulators.
- Since 2004–05, 489 internationally trained accountants have received assistance through the Ontario government's **Job Connect** program. It provides such services as access to language and credential assessment, occupation-specific information and resources, job search support and job placement to gain work experience and/or meet licensing requirements.

INITIATIVES BY ONTARIO REGULATORS

The regulatory bodies for the accounting professions have been working to ensure that candidates with international academic credentials can transfer credits where course content is equivalent. This would enable them to get advanced standing toward academic requirements for certification. The regulatory bodies have also been working to see that international experience is credited towards experience requirements where appropriate.

In 2000, the Certified General Accountants of Ontario (CGA-Ontario) began a process of evaluating the equivalency of accounting designations from several major source countries for applicants. This recognition allows qualified candidates from these jurisdictions to gain automatic advanced standing for a significant number of required CGA courses. Credit equivalency evaluations to date have been completed for designations including CA/ICMA/India, CPA/Philippines, CA/Pakistan and most recently, in 2005, CMA/Sri Lanka.

The Institute of Chartered Accountants of Ontario (ICAO) has created a process for exemption hearings. Internationally trained candidates who are not certified by accounting bodies recognized as equivalent by the ICAO now have access to hearings to assess equivalencies. If candidates can demonstrate that they have equivalent knowledge and experience, they may be exempted from some or all of the 30-month experience requirement, and other requirements including university courses and the ICAO's Professional Program.

Results: From January 2000 to September 2005, the ICAO applications committee held exemption hearings for 107 applicants. Of these, 73 per cent were granted additional exemptions for some portion of the requirements.

The Society of Management Accountants of Ontario (SMAO) offers an accelerated program for candidates who are required to complete additional university courses before entering the Certified Management Accountant Professional Program. In 2005, the society removed the requirement that all participants in the accelerated program be currently employed in a business position. This eliminated a barrier for some applicants by opening up accelerated opportunities to internationally trained accountants who have adequate experience from abroad but are not yet working in their field in Ontario.

Licensing Statistics for Internationally Trained Accountants

	2003	2004
Certificates granted to internationally trained applicants		
Certified General Accountant	194	270
Certified Management Accountant	41	63
Chartered Accountant	83	53

Profession	Top Five Countries of International Education – 2004 Applicants
Certified General Accountant	China, India, Pakistan, Philippines, UK
Certified Management Accountant	China, India, USA, Philippines, UK
Chartered Accountant	USA, UK, India, South Africa, Philippines

Note: Certification in accounting fields generally involves a period of three to four years to take the prescribed courses. As a result, an accountant who completed the certification process in 2004 may have begun the process in an earlier year.

Sources: *Certified General Accountants of Ontario; Society of Management Accountants of Ontario; Institute of Chartered Accountants of Ontario*

Ontario regulator:

- Professional Engineers Ontario (PEO)

ONTARIO GOVERNMENT INVESTMENTS

- The Ontario government has developed a **Career Map**, in partnership with the regulatory body, for internationally trained engineers. It is available online on the websites of the Ministry of Citizenship and Immigration (<http://www.citizenship.gov.on.ca/english/citdiv/apt/occfact.html>) and Professional Engineers Ontario (<http://www.peo.on.ca/>).
- Since 2004–05, 1,249 internationally trained engineers have received assistance through Ontario's **Job Connect** program. It provides internationally trained engineers with access to language and credential assessment, occupation-specific information and resources, job search support and job placement to gain Canadian work experience and/or meet licensing requirements.

INITIATIVES BY ONTARIO REGULATOR

Provisional licence: In an effort to give Canadian employers an opportunity to better understand the qualifications of internationally trained engineers, Professional Engineers Ontario (PEO) has established a provisional licence. This can be issued to internationally trained applicants who have met all licensing requirements except the requirement for one year of Canadian experience. The intent is to indicate to employers that provisional licence holders have been assessed by PEO and have met all other licensure requirements. The licence is valid for one year and is renewable for a further year. PEO issued 34 provisional licences in 2004.

Technical Exam Exemption Program:

PEO has an assessment interview program through which experienced internationally trained engineers can demonstrate that they have the knowledge and experience to meet the academic requirements for licensing. In 2004, 1,555 internationally trained applicants participated in assessment interviews. Of this number, 68 per cent met PEO's academic requirements and therefore were exempted from additional technical examination requirements.

Licensing Statistics for Internationally Trained Engineers

	2003	2004
Internationally trained applicants	1,968*	1,982
Provisional licences granted to internationally trained applicants	105	34
Full licences granted to internationally trained applicants	724	868

Top Five Countries of International Education – 2004 Applicants

India, China, Iran, Pakistan, Romania

* Figure revised for 2003

Note: Certification in engineering generally takes a number of years. An engineer who completed the certification process in 2004 may have begun the process in an earlier year.

Source: *Professional Engineers Ontario*

“On average, immigrants arrive in this country better educated, in better health, and at similar stages of their careers as those born in the country...”

– RBC Financial Group. The Diversity Advantage: A Case for Canada’s 21st Century Economy. Presented at the 10th International Metropolis Conference: Our Diverse Cities: Migration, Diversity, and Change – Toronto, Ontario, October 20, 2005.

Ontario regulator:

- Ontario Association of Certified Engineering Technicians and Technologists (OACETT)

ONTARIO GOVERNMENT INVESTMENTS

- The Ontario government has developed, in partnership with the regulatory body, both a **Career Map** and an interactive **Electronic Career Map** that are available through the Ontario Association of Certified Engineering Technicians and Technologists (OACETT) website (http://www.oacett.org/newcanadians2update/EFS_Index.htm) and the Ministry of Citizenship and Immigration website (<http://www.citizenship.gov.on.ca/english/citdiv/apt/occfact.html>).
- The Ontario government invested nearly \$1.5 million in an initiative led by the Centre for Language Training and Assessment, in partnership with OACETT, to develop and pilot the **Options Bridging Project** for internationally trained engineering technicians and technologists. The project supports employment readiness, language training, examination preparation, technical report preparation and outreach to employers.

- *Results:* Curriculum development for the project began in late 2003. As of October 2005, 122 internationally trained engineering technicians and technologists had participated in the program, with more than half taking the licensing examination. More than 50 participants now have jobs in their field and are working towards completing the work experience requirements for full certification.

INITIATIVES BY ONTARIO REGULATOR

Associate membership: Associate membership is available to all applicants who meet the academic requirements for certification in Ontario but have not yet met requirements for Canadian work experience. Associate members have access to OACETT's jobs database and are eligible to write the professional practice examination.

Licensing Statistics for Internationally Trained Engineering Technicians and Technologists

	2003	2004
Internationally trained applicants	754	1,317
Associate membership* granted to internationally trained applicants	Not surveyed	1,317
Certification/full membership granted to internationally trained applicants	37	245

Top Five Countries of International Education – 2004 Applicants

India, Pakistan, Philippines, Sri Lanka, Bangladesh

* See text preceding chart for explanation of associate membership.

Note: Certification in engineering technology generally takes a number of years. An engineering technician/technologist who completed the certification process in 2004 may have begun the process in an earlier year.

Source: Ontario Association of Certified Engineering Technicians and Technologists

Recognizing Immigrants' Foreign Credentials

“Now that skilled immigrants are in competitive demand in every developed country, improving recognition of their qualifications has become a major policy issue.”

– Brain Gain – The Economic Benefits of Recognizing Learning and Learning Credentials in Canada. The Conference Board of Canada. 2001.

Ontario regulator:

- College of Medical Laboratory Technologists of Ontario (CMLTO)

ONTARIO GOVERNMENT INVESTMENTS

- The Ontario government developed, in partnership with the regulator, both a **Career Map** and an interactive **Electronic Career Map** that are available for internationally trained applicants through the College of Medical Laboratory Technologists website (http://www.cmlto.com/registration/process/default.asp?load=internationally_educated) and the Ministry of Citizenship and Immigration website (<http://www.citizenship.gov.on.ca/english/citdiv/apt/occfact.html>).
- The Ontario government invested nearly \$800,000 between 2003 and 2005 in the **Access and Options Bridging Project – Michener Institute for Applied Health Sciences**. This bridging project was launched in 2002 with the support of the Ontario government. It serves four medical technology professions, including medical laboratory technology. Internationally trained medical laboratory technologists choose from courses including: profession-specific academic review; practical skills review in a simulated laboratory/clinical environment; an overview of Canadian workplace practices; occupation-specific language training; clinical experience placements; and examination preparation. Participants gain workplace experience through a simulated laboratory environment.
- **Results: Access and Options** has been integrated successfully into the Michener Institute's programming, with continued support from the Ontario Ministry of Health and Long-Term Care. Between August 2002 and June 2005, 126 internationally educated medical laboratory technologists completed a significant portion of the program. One hundred nineteen went on to write the certification exam, with an 82 per cent success rate.
- The Ontario government invested more than \$300,000 between 2003 and 2005 in a bridging project for internationally educated medical laboratory technologists. The **Preparation for Registration for Internationally Educated Medical Laboratory Technologists Program** was launched at Mohawk College in 2002 with the support of the Ontario government and is now functioning independently through the Continuing Education Program at the college. This nine-month,

full-time program provides internationally educated medical laboratory technologists with a theoretical review, review of clinical competencies, laboratory sessions, exam preparation, workplace language support and Canadian clinical experience. It also includes simulated clinical experience which helps participants gain a portion of the clinical hours required to obtain an unrestricted registration from the College of Medical Laboratory Technologists.

- *Results:* Pass rates on certification exams have consistently been over 80 per cent and most who have passed are now working in the field.

INITIATIVES BY ONTARIO REGULATOR

In October 2005, the Ontario government approved amendments to regulations proposed by the College of Medical Laboratory Technologists to help facilitate the registration of internationally trained medical laboratory technologists in Ontario. These amendments removed Canadian medical laboratory work experience as a prerequisite for writing the national certification examination. This change eliminates a potential barrier for internationally trained applicants, who were previously required to obtain Canadian experience prior to registration.

Note: Registration statistics for internationally trained candidates applying for licensure by the College of Medical Laboratory Technologists are not currently available. The college has revised its data collection processes as of January 2005 in order to provide information on internationally trained applicants in the future.



Under the new regulations, internationally educated applicants undergo a prior learning assessment by the college to demonstrate the equivalency of their education and experience to Ontario's standards. Once equivalency is confirmed, an internationally educated technologist can proceed directly to the certification examination and, upon passing, can apply for a practising certificate of registration.

Ontario regulator:

- College of Nurses of Ontario (CNO)

ONTARIO GOVERNMENT INVESTMENTS

- The Ontario government developed, in partnership with the regulatory body, a **Career Map** and an interactive **Electronic Career Map** that may be found on the Ministry of Citizenship and Immigration website (<http://www.citizenship.gov.on.ca/english/citdiv/apt/occfact.html>). There is also an interactive Guide to Registration for Internationally Educated Nurses on the College of Nurses of Ontario’s website (http://www.cno.org/international_en/index.html).
- In 2004–05, the Ontario government invested \$2 million in the **CARE Centre for Internationally Educated Nurses program**. This program involves community agencies, health care employers, educational institutions and the regulatory body, and is supported by the Ontario government. The centre assists internationally educated nurses to enter their profession in Ontario in the shortest time possible. It offers customized services to registered nurse (RN) and registered practical nurse (RPN) applicants, such as: competency/skills assessment; orientation to the nursing

profession in Ontario; sector-specific language training; examination preparation and support; job shadowing; and employment search strategies. Originally piloted in Toronto, this highly successful program was expanded to the Hamilton/Niagara area in 2005 to meet the needs of internationally educated nurses there.

- *Results:* The **CARE** centre has helped more than 650 internationally educated nurses since it was established in 2001. Participation in the **CARE** program has been of great benefit to internationally educated nurses preparing for the national registration examination. Between 2001 and 2005, the annual pass rate on the Canadian Registered Nurse Examination among **CARE** participants averaged 82 per cent¹. This rate is significantly higher than the 37 per cent² overall pass rate for internationally educated nursing applicants writing the exam in Ontario in 2004.
- As of October 2005, 423 **CARE** graduates had passed the national registration examination. Eighty six per cent of those who passed their exams are now registered and working as nurses.

¹ Source: CARE for Nurses. 2001–2005 average, including first and repeat writes of the CRNE.

² Source: College of Nurses of Ontario. Includes first and repeat writes.

- The **CARE** model has been adapted successfully by other college and university-based academic bridging programs.
- Since 2003, the Ontario government has invested more than \$1.1 million in other bridging programs for internationally educated nurses. Ontario now has several **bridging programs** that assist internationally educated nurses to meet the requirements for nursing registration in Ontario. These programs are available at:
 - Mohawk College/McMaster University
 - Algonquin College/University of Ottawa
 - La Cité collégiale/Université d'Ottawa
 - York University

INITIATIVES BY ONTARIO REGULATOR

Prior learning assessment and recognition:

With nearly \$60,000 in Ontario government support in 2004–05, the College of Nurses is developing criteria and a model for a **prior learning assessment and recognition (PLAR)** process to determine equivalency to a baccalaureate degree in nursing. This model will form the basis for potential pilot projects to be developed by assessment agencies. The aim is to provide a **PLAR**-based alternative for applicants to demonstrate the competencies required to meet the education requirement for RN registration.

Registration Statistics for Internationally Educated Nurses

	2003	2004
Internationally educated applicants	2,120	2,151
Registration granted to internationally trained applicants	1,064	1,534

Top Five Countries of International Education – 2004 Applicants (includes both RNs and RPNs in General Class)

Philippines, India, USA, China, UK

Note: The time required for most internationally educated nursing applicants to complete registration requirements is greater than one year. Therefore, most applicants registered in 2004 likely applied in a prior year.

Source: *College of Nurses of Ontario*

Ontario regulator:

- Ontario College of Pharmacists (OCP)

ONTARIO GOVERNMENT INVESTMENTS

- The Ontario government developed, in partnership with the regulatory body, a **Career Map** and an interactive **Electronic Career Map** that are available for internationally trained pharmacists on the Ministry of Citizenship and Immigration website (<http://www.citizenship.gov.on.ca/english/citdiv/apt/occfact.html>) and Ontario College of Pharmacists website (<http://www.ocpinfo.com/client/ocp/ocphome.nsf/web/e-factsheet!OpenDocument>) as well as on the college's New Ontario Pharmacist.com website. The International Pharmacy Graduate Program also has a website at www.ipgcanada.ca.
- Since 2003, the Ontario government has invested more than \$900,000 in the **International Pharmacy Graduate Program (IPG)**. The IPG program was established in 2001 through a partnership between the Ontario College of Pharmacists (OCP) and the University of Toronto, with the support of the Ontario government. This is a unique, structured orientation and training program to help qualified internationally trained pharmacists work in Ontario. Tailored courses are aimed specifically at the needs of pharmacists trained outside Canada, and provide

international pharmacy graduates with an opportunity to acquire the skills and knowledge necessary to meet Ontario's pharmacy practice standards and licensing requirements. Participants must have successfully completed the Pharmacy Examining Board of Canada's evaluating examination and meet the OCP's English or French language fluency requirements. Originally offered only at the University of Toronto, the **IPG Program** has expanded to include a satellite site at the University of Ottawa. A second satellite site will be launched in Waterloo.

- *Results:* From September 2001 to November 2005, more than 400 internationally trained pharmacists have participated in the **IPG Program**. As of November 2005, 223 graduates of the program had passed all required examinations and been licensed. All graduates who have been registered as pharmacists by the OCP are now working in the field. The remaining candidates are in the process of completing the program or taking licensing examinations.
- Enhanced language training is now offered to potential candidates to upgrade their language skills to the level required to enter the **IPG Program**.

Licensing Statistics for Internationally Trained Pharmacists

	2003	2004
Internationally trained holding student or intern registration*	170	273
Internationally trained applicants granted pharmacist registration	141	195

Top Five Countries of International Education – 2004 Applicants

Egypt, India, UK, Iran, Pakistan

* Figure includes those holding student or intern registration on Dec. 31, not necessarily all those granted this registration throughout the year.

Note: The time required for an internationally trained pharmacist to complete licensing requirements generally exceeds one year. Therefore, applicants who were granted pharmacist registration in 2004 may have begun the process in an earlier year.

Source: Ontario College of Pharmacists

Canada Still Attracting Exceptional People

“Perhaps understanding how important immigration is to our economy will help us focus on the challenges being faced by today’s immigrants. Too often, these people are struggling to have their credentials recognized, to get the language training they need to prosper in Canada.”

“Canada still attracts exceptional people to our shores – this country has so much to offer immigrants, but we could do a better job helping these people integrate into our economy.”

– Shirley Seward, Canadian Labour and Business Centre, December 2003.

Ontario regulator:

- College of Physicians and Surgeons of Ontario (CPSO)

ONTARIO GOVERNMENT INVESTMENTS

- The Ontario government developed a **Career Map, “How to Become a Doctor in Ontario”**, in partnership with the Association of International Physicians and Surgeons of Ontario, the regulatory body and IMG (International Medical Graduates) Ontario. It is available on the Ministry of Citizenship and Immigration website (<http://www.citizenship.gov.on.ca/english/citdiv/apt/occfact.html>), through IMG Ontario (www.imgo.ca) and through organizations and agencies serving internationally trained physicians. The **Career Map** helps users understand the assessment, training and licensing process for international medical graduates and explains how to apply for training and assessment positions.
- **IMG Ontario:** In June 2004, the Ministry of Health and Long-Term Care established the **IMG Ontario** office, which consolidated two programs for IMGs and expanded training and assessment opportunities from 90 to 200 positions. IMG Ontario screens and assesses IMGs for post-graduate training positions. The office was created to provide a one-stop information and application service to make access to these positions easier. The ministry con-

tinues to make up to 200 new postgraduate training and assessment positions available for IMGs each year.

- In 2005–06, the government invested approximately \$40 million in assessment, training and support for international medical graduates – including support for more than 300 IMGs currently in the training system.
- **Results:** Between the 2002–03 academic year and December 2005, Ontario’s **IMG** programs have provided 532 IMGs with access to the training or assessment positions they need to obtain registration to practice medicine in the province. As of December 2005, more than 95 international medical graduates were currently providing service in Ontario’s medically underserved communities. Another 192 have signed agreements with the Ministry of Health and Long-Term Care to work in underserved areas of the province when they have completed their training and met all registration requirements.
- **Other initiatives:** In 2004–05, the Ontario government invested in two additional projects to assist IMGs. Both projects are now in the pilot phase.
- Led by the College of Physicians and Surgeons of Ontario, the **Communication and Cultural Competence Project** is designed to help IMGs identify and

address their communications needs related to the practice of medicine in Ontario.

- **Career Transitions: Employment Alternatives for Internationally Trained Physicians** is a project led by the Association of International Physicians and Surgeons of Ontario. The aim is to assist IMGs seeking to make a transition into alternative employment in non-regulated, health-related occupations.

INITIATIVES BY ONTARIO REGULATOR

The College of Physicians and Surgeons of Ontario is a collaborating partner in **IMG**

Ontario, supporting the development of assessment processes. The college has also made a number of revisions to its registration policies in the last several years to improve access for international medical graduates. These changes include restricted registrations and registration for graduates of the **IMG Ontario** specialist assessment stream. In a step that took effect recently, U.S. medical licensure examinations for IMGs will be recognized as equivalent for registration purposes. This will facilitate access for IMGs in Ontario who have successfully passed U.S. exams.

Licensing Statistics for International Medical Graduates

	2003	2004
College of Physicians and Surgeons of Ontario (CPSO)		
Educational certificates granted to internationally trained applicants *	710	747
Internationally trained applicants for independent practice certificates	280	375
Independent practice certificates granted to internationally trained applicants	259	202
Top five countries of international education – educational certificates	Not surveyed	Saudi Arabia, India, UK, Australia, Ireland
Top five countries of international education – independent practice certificates	Not surveyed	Egypt, India, South Africa, UK, Iraq
IMG Ontario		
Applications ** to IMG Ontario	550	1,104
Began residency training/6-month assessment through IMG Ontario (up to 200 positions available annually)	109	165

* Number represents new issuances of educational certificates – does not include renewal of certificates for subsequent years of training. An educational certificate permits the holder to pursue postgraduate medical training.

** Applications are defined as individuals who met basic eligibility requirements for IMG Ontario and were able to participate in the selection process.

Note: The training and registration process in medicine generally takes a number of years. A physician who completed the process for registration under an independent practice certificate in 2004 may have begun the process in an earlier year.

Sources: College of Physicians and Surgeons of Ontario, Ontario Ministry of Health and Long-Term Care

success for students

PROFILE: TEACHERS

Ontario regulator:

- Ontario College of Teachers (OCT)

ONTARIO GOVERNMENT INVESTMENTS

- The Ontario government developed a **Career Map** and an interactive **Electronic Career Map** for internationally trained teachers in partnership with the Ontario College of Teachers. It is available on the Ministry of Citizenship and Immigration website (<http://www.citizenship.gov.on.ca/english/citdiv/apt/occfact.html>) and the www.Settlement.org website. The Ontario College of Teachers website (www.oct.ca) has an extensive section for internationally educated teachers. **The Teach in Ontario** project also has a website (www.teachinontario.ca) that has received more than 51,000 visits since September 2004.
- Since 2003, the Ontario government has invested approximately \$1.7 million in the **Bridge to Employment in Teaching for Internationally Trained Teachers** program. Between June 2004 and October 2005, more than 12,000 internationally educated teachers have received information about certification and employment through this program. Hundreds have received such services as assistance in obtaining and submitting documents, career counselling and language upgrading. A key element of the program is a six-week employment preparation course designed to help internationally educated teachers enter the labour market. The course prepares them for interviews and jobs through instruction about occupational terminology, job search strategies and orientation to the Ontario school system.
- **Results:** From June 2004 to December 2005, 618 internationally educated teachers obtained an interim certificate of qualification through the collaborative efforts of **Teach in Ontario** and the Ontario College of Teachers.
- Since 2003, the Ontario government invested over \$300,000 in the **Alternative Teacher Accreditation Program for Internationally Trained Teachers**. This program was established to provide opportunities for internationally trained teachers who were required to complete an additional year of teacher training in Ontario in order to meet the requirements for a certificate of qualification.
- **Results:** The program started in 2001 and ran in Ottawa and Kingston. By 2004, 51 internationally trained teachers had completed the program, 33 had been certified by the Ontario College of Teachers, and 35 were working in the profession – an employment success rate of nearly 70 per cent. A final cohort was completing its education in 2005.

- Due to the program's success, the faculties of education in four Ontario universities are now providing spaces for up to 15 internationally educated teachers who are required to complete an additional year of teacher training in Ontario. The program also developed a manual to assist Ontario's faculties of education to integrate internationally trained teachers into their activities.
- **Unique professional supports for new teachers in Ontario's publicly funded system:** Beginning in the 2005–06 school year, the Ministry of Education is phasing in the **New Teacher Induction Program (NTIP)**, intended to accelerate the learning curve for new teachers and help them enter the profession in a more effective way.

In implementing **NTIP**, school boards will be requested to take into account the training and experience levels of new teachers who may have had previous teaching experience in other jurisdictions.

Supports for experienced teachers trained elsewhere would be tailored to complement their teaching experience, and would emphasize Ontario curriculum and education policies.

INITIATIVES BY ONTARIO REGULATOR

Interim Certificate of Qualification: The Ontario College of Teachers issues interim certificates to all applicants who completed a recognized teacher education program outside Ontario and meet certification requirements. These certificates permit all qualified teachers, including internationally trained teachers who meet licensing requirements, to begin to work so they can complete the 194 days of successful teaching experience required to obtain a permanent certificate. The interim certificate is valid for six years and can be extended.

Licensing Statistics for Internationally Trained Teachers

	2003	2004
Internationally trained applicants	2,768	3,150
Interim certificates granted to Internationally trained teachers	Not surveyed	2,221
Full certificates granted to internationally trained teachers	2,006	1,777

Top Five Countries of International Education – 2004 Applicants

USA, India, Australia, England, Scotland

Note: The Ontario College of Teachers estimates that the average length of time to complete the requirements from application to full licensure, including 194 days of Ontario teaching experience, is three years. Therefore, most candidates who received a full licence in 2004 likely applied during the previous three years.

Source: Ontario College of Teachers

Conclusion: Accelerating the Pace of Change

The Ontario government is committed to helping qualified, internationally trained newcomers integrate more quickly into the workforce. This will strengthen Ontario's economic and social landscape by strengthening its greatest asset – its people.

Our province attracts talented newcomers from around the world. Their global experience is a competitive advantage, but only when newcomers have opportunities to put their skills and talents to work. Some progress has been made. This report profiles the top 10 regulated professions and the steps they have taken to improve access and help integrate internationally trained individuals into Ontario's workforce.

Since 2003, over 6,000 newcomers have received training through bridge training programs funded by the Ontario government in partnership with regulatory bodies, employers, community colleges and universities. However, with almost 69,000 newcom-

ers declaring their intention to work in a regulated profession, clearly more opportunities are needed – and quickly.

In the months ahead, it will be essential to accelerate the pace of change. This includes enactment of Bill 124, the **Fair Access to Regulated Professions Act, 2006**, which if passed by the Legislature, would break down barriers and help internationally trained individuals enter their fields faster.

Through partnerships such as those shown in this Report, and through other important initiatives such as the **Canada-Ontario Immigration Agreement** that will improve settlement and language services, the Ontario government will continue to invest in the success of newcomers. The sooner skilled newcomers work in their fields, the sooner our province benefits.

Appendix

Survey of Regulatory Bodies

In fall 2005, the government conducted the second annual survey of occupational regulatory bodies. The purpose of this survey was to gather information from regulatory bodies on:

- government performance measures* for integrating internationally educated individuals into the Ontario workforce;
- practices that enhance performance in terms of generally accepted principles of fairness, objectivity, transparency, accountability and collaboration; and
- practices that contribute to improved access for internationally educated individuals.

The survey requested information on policies and practices in areas such as: information and pre-application supports; assessment of international qualifications; registration; appeal processes; public reporting of statistics; and collaboration in bridging projects.

The chart on pages 28–31 summarizes the responses concerning key registration prac-

tices from the regulators responsible for the 10 professions with the largest number of new immigrants to Ontario declaring an intention to work in that profession.

The survey is a voluntary self-reporting mechanism for gathering information and enhancing accountability. The chart should not be interpreted as an audit or ranking of regulators by government.

Statistical Data

The survey also collected statistical information that will be used to gauge results on the integration of internationally trained individuals.

The Ontario government is committed to measuring progress by tracking the number of internationally trained applicants obtaining licences in the professions with major immigrant landings. We are working with the regulatory bodies to build a databank that will enable us to measure results in a fair and accurate way. It is important to recognize that each regulator has a different process for

* The government intends to measure the percentage of internationally trained individuals gaining licensure in regulated professions and trades with major immigrant landings.

assessing and licensing new applicants, and that factors such as immigration levels and labour market conditions may vary considerably in specific professions from year to year. Therefore, in order to present a reliable picture, we are compiling three years of data as a baseline or starting point for measuring licensure rates. As of next year, when the third annual survey of regulatory bodies is carried out, we expect to report a three-year average licensure rate for internationally trained applicants in the professions with major immigrant landings.

Some regulatory bodies do not currently collect statistics on the proportion of their applicants who are internationally trained. Many of these bodies are working to modify their data collection processes so they can provide this information in the future.

In order to capture the full range of current practice among regulators, we have used the broadest possible definition of “internationally trained” for the purposes of statistical report-

ing. We have defined an “internationally trained applicant” to a professional regulatory body as any applicant whose required degree (i.e., the degree required to meet the academic requirement for licensure) was not issued by a Canadian institution.

The chart on pages 32–33 reports the following statistical information for 2004 (the latest year available): the size of each profession, the percentage of internationally trained registrants in each profession, the number of immigrants to Ontario who declared an intention to practise in that profession; and the number of internationally trained applicants to the profession.

A further chart on page 34 reports the total number of immigrant landings over a five-year period in each of the 10 professions with the highest immigration levels.

RESPONSES TO SURVEY OF OCCUPATIONAL REGULATORY BODIES – 2005 TOP TEN REGULATORS BY IMMIGRANT LANDINGS

Survey Question	Regulatory Bodies *									
	PEO	CGA	SMAO	IC AO	OACETT	OCT	CPSO	OCP	CNO	CMLTO
	Engineer		Accountant		Eng Tech	Teacher	Physician	Pharmacists	Nurses	Med Lab
Providing Information and Pre-application support to applicants¹										
Has information kit/career map										
In Print	✓		✓	✓	✓	✓	✓	✓	✓	✓
On Line	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Offers information counselling to potential applicants, including:										
Individual counselling	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Group counselling	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Provides self-assessment tools for potential applicants, including:										
Sample Exams	✓		✓	✓			✓	✓	✓	✓
Exam Prep Courses	✓		✓	✓	✓				✓	✓
Application Checklists	✓			✓	✓	✓	✓		✓	✓
Competency Checklists	✓			✓				✓	✓	✓
Assessing International Qualifications¹										
Assesses international academic credentials	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Assesses occupation-specific competencies	✓	✓		✓	✓		✓	✓		✓
Assesses occupation-specific language skills	✓							✓	✓	
Has elements of assessment process applicants can begin before landing	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Publishes policy/procedures for applicants who cannot provide original documents ²	✓					✓				
Assessment procedures¹										
Has data bank of previous assessment decisions to maintain consistency	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Provides written results on assessments with specific reasons to support the decisions	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Provides personal interviews to give feedback on assessment decisions ³	✓		✓			✓	✓			
Provides specific referral information on appropriate programs (language, exam preparation, etc.)	✓		✓	✓	✓	✓	✓	✓	✓	✓
Offers opportunities to retry required exams	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

Survey Question	Regulatory Bodies *									
	PEO	CGA	SMAO	IC AO	OACETT	OCT	CPSO	OCP	CNO	CMLTO
	Engineer		Accountant		Eng Tech	Teacher	Physician	Pharmacists	Nurses	Med Lab
Has a formal internal appeal or review for:										
Academic assessment decisions	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Clinical/competency assessment decisions				✓			✓	✓	✓	✓
Experience requirements decisions	✓	✓	✓	✓	✓		✓	✓	✓	✓
Internal appeals conducted:										
By persons not involved in the original decision	✓	✓	✓	✓	✓	✓		✓	✓	✓
By written submission	✓	✓	✓	✓	✓	✓		✓	✓	✓
By oral hearing	✓		✓	✓	✓					
Registration Decisions										
Provide applicants with written registration decisions including specific reasons	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Provide personal interviews with applicants to give feedback on registration decisions ³			✓			✓	✓	✓		
Provide applicants who receive negative registration decision with specific referral information to appropriate programs			✓	✓	✓	✓	✓	✓	✓	✓
Formal internal appeal or review mechanism for final or proposed registration decisions:										
By persons not involved in the original decision	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
By written submission	✓	✓	✓		✓	✓	✓	✓	✓	✓
By oral hearing	✓		✓	✓	✓					
Appeals of registration decisions to an external independent 3rd party	✓		✓	✓		✓	✓	✓	✓	✓
Bridging Projects and Other Supports¹										
Collaborates in the delivery of a mentoring program	✓		✓	✓	✓	✓		✓		
Collaborates in the provision of a licensure bridging/qualifying/training program including:										
Academic bridging	✓		✓				✓	✓	✓	✓
Required Canadian clinical/work experience						✓	✓	✓	✓	✓
Exam Preparation			✓	✓	✓		✓	✓	✓	✓
Language/communication supports					✓	✓	✓	✓	✓	✓
Provide provisional/partial/training licenses which facilitate acquisition by internationally educated applicants of Canadian experience or training required	✓	not applicable	not applicable	not applicable	✓	✓	✓	✓	not applicable	✓

Survey Question	Regulatory Bodies *									
	PEO	CGA	SMAO	IC AO	OACETT	OCT	CPSO	OCP	CNO	CMLTO
	Engineer		Accountant		Eng Tech	Teacher	Physician	Pharmacists	Nurses	Med Lab
Accountability Through Public Reporting										
Publish application statistics with breakdown for internationally and Canadian educated applicants	✓			✓					✓	
Publish registration statistics with breakdown for internationally and Canadian educated applicants	✓			✓		✓	✓	✓	✓	
Publish registration statistics for categories of licensure with breakdown for internationally and Canadian educated applicants	✓						✓	✓		
Publish appeals statistics with breakdown for internationally and Canadian educated applicants										
Publish appeals statistics with breakdown by types of appeals for internationally and Canadian educated applicants										
Analyze statistics to identify trends in areas where applicants are experiencing difficulties with the licensure process	✓		✓	✓		✓		✓		✓
Share results of analysis with key stakeholders to address identified trends	✓			✓		✓				✓
Review of Registration Policies and Practices										
Carried out registration review within the last three years, including:										
Full formal review	✓			✓	✓					✓
Partial formal review	✓		✓			✓	✓	✓	✓	✓
Review included external/independent expertise	✓		✓				✓		✓	✓
Included input from key external stakeholders	✓		✓				✓		✓	
Findings/recommendations of review formally adopted by governing council	✓		✓	✓	✓		✓		✓	
Follow-up action taken on recommendations			✓		✓	✓	✓		✓	✓
Equivalency Agreements¹										
Has Mutual Recognition Agreements or equivalency agreements with relevant licensing bodies in jurisdictions in Canada	✓		✓	✓	✓	✓	✓	✓	✓	✓

Survey Question	Regulatory Bodies *									
	PEO	CGA	SMAO	ICAO	OACETT	OCT	CPSO	OCP	CNO	CMLTO
	Engineer		Accountant		Eng Tech	Teacher	Physician	Pharmacists	Nurses	Med Lab
Has Mutual Recognition Agreements or equivalency agreements with relevant licensing bodies in other jurisdictions outside Canada	✓	✓	✓	✓	✓		✓			
Is developing Mutual Recognition Agreements or equivalency agreements with relevant licensing bodies in other jurisdictions outside Canada	✓	✓	✓		✓			✓		
Timeliness and fees										
Has internal targets for optimal “turn around” time for processing steps in the assessment/ registration process	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Measures and reports on performance against internally established “turn around” time targets	✓		✓	✓	✓	✓	✓		✓	✓
Regularly reviews registration and assessment-related fees to ensure that they do not exceed reasonable cost recovery	✓	✓	✓	✓	✓	✓		✓	✓	✓
Training of Personnel										
Provides formal training or professional development to staff or elected, appointed or volunteer decision-makers directly involved in assessment or registration decisions in the following areas:										
Evaluation skills relevant to international credentials	✓	✓	✓	✓	✓	✓			✓	
Producing detailed written reasons for decisions	✓			✓	✓	✓		✓	✓	✓
Diversity training						✓		✓		

* Regulatory Bodies: PEO – Professional Engineers Ontario; CGA – Certified General Accountants Ontario; SMAO-Society of Management Accountants of Ontario; ICAO – Institute of Chartered Accountants of Ontario; OACETT – Ontario Association of Certified Engineering Technicians and Technologists; OCT – Ontario College of Teachers; CPSO – College of Physicians and Surgeons of Ontario; OCP – Ontario College of Pharmacists; CNO – College of Nurses of Ontario; CMLTO – College of Medical Laboratory Technologists of Ontario

1. Registration requirements of Ontario regulatory bodies may include assessments, examinations or other processes which regulatory bodies do not directly deliver. In many cases, required assessments/exams are delivered by third party partners such as a national occupational body or credential assessment service. A third party assessor or partner is any body upon whom an Ontario regulatory body relies, with whom it collaborates, or to whom it delegates responsibility for any required exam, assessment or element required to meet Ontario registration requirements. This section refers to both the regulatory body and such third party partners or assessors. It is understood that Ontario regulatory bodies do not directly control the policies and practices of these third parties. The intention in the survey is to capture the collaboration between regulatory bodies and their third party partners towards ensuring that all activity related to professional registration in Ontario is carried out in a manner consistent with the generally accepted principles of fairness, accountability, objectivity, transparency and collaboration
2. Some regulatory bodies who responded “no” to this question stated that they deal on a case by case basis with applicants who cannot obtain documents, but do not have a published policy in this regard.
3. Some regulatory bodies who responded “no” to this question stated that providing personal interviews for all applicants was not feasible, given the volume of applicants and the resources available to provide individual service. However, some do provide interviews on a request basis in specific cases.

KEY QUANTITATIVE INDICATORS 2004
 INTENDED OCCUPATIONS OF IMMIGRANTS AGED 25–64
 REGULATED PROFESSIONS – IN DECREASING ORDER BY IMMIGRANT LANDINGS

Professional regulatory body	Self-identified immigrant landings by profession in 2004 (in decreasing order)	Total number of registrants ⁵	% of internationally trained registrants ¹	No. of internationally trained who applied for licensure, registration or certification in 2004 ¹
Professional Engineers Ontario	5,957	65,264	15% ²	1,982
All Accountants: ICAO, CGA-Ontario, SMAO	1,038			
Institute of Chartered Accountants of Ontario		30,839	5%	57
Certified General Accountants – Ontario		14,222	9%	270
Society of Management Accountants of Ontario		15,500	6%	117
Ontario Association of Certified Engineering Technicians and Technologists	827	21,678	23%	1,317
Ontario College of Teachers	556	193,571	Not available from regulator ³	3,150
College of Physicians and Surgeons of Ontario	392	31,086	26%	375
Ontario College of Pharmacists	310	10,068	33%	203
College of Nurses of Ontario	297	145,512	11%	2,151
College of Medical Laboratory Technologists of Ontario	209	7,246	Not available from regulator	Not available from regulator
Ontario Association of Architects	184	2,460	27%	29
College of Veterinarians of Ontario	127	3,637	13%	79
College of Physiotherapists of Ontario	120	6,287	17%	71
Law Society of Upper Canada	117	36,848	Not available from regulator	Not available from regulator
Association of Professional Geoscientists	107	1,197	17%	25
Royal College of Dental Surgeons of Ontario	102	7,686	23%	90
Ontario College of Social Workers and Social Service Workers	75	10,446	Not available from regulator	Not available from regulator
College of Medical Radiation Technologists of Ontario	61	5,775	6%	54
College of Dental Hygienists of Ontario	59	7,816	10%	20
College of Psychologists of Ontario	49	2,906	17%	31
College of Dietitians of Ontario	34	2,448	5%	19
College of Dental Technologists of Ontario	30	459	27%	3
College of Respiratory Therapists of Ontario	30	2,198	3%	22
College of Audiologists and Speech Language Pathologists of Ontario	25	2,545	30% ⁴	50
College of Occupational Therapists of Ontario	21	3,988	11%	42
Association of Ontario Land Surveyors	15	857	Not available from regulator	Not available from regulator
College of Denturists of Ontario	14	570	Not available from regulator	13
College of Midwives of Ontario	13	355	25%	23
Real Estate Council of Ontario	11	41,358	Not available	17
College of Massage Therapists of Ontario	10 or under	7,303	Not available from regulator	17
College of Opticians of Ontario	10 or under	2,357	3%	9

Professional regulatory body	Self-identified immigrant landings by profession in 2004 (in decreasing order)	Total number of registrants ⁵	% of internationally trained registrants ¹	No. of internationally trained who applied for licensure, registration or certification in 2004 ¹
College of Chiropractors of Ontario	10 or under	461	0%	2
Board of Funeral Services	10 or under	2,545	0.2%	0
Ontario Professional Foresters Association	10 or under	854	Not available from regulator	Not available from regulator
College of Chiropractors of Ontario	10 or under	3,456	4%	Not available from regulator
College of Optometrists of Ontario	10 or under	1,417	16%	38

Notes:

1. Internationally trained refers to degrees required for licensure obtained in any jurisdiction outside Canada. This includes US educated applicants and registrants, including cases where regulator recognizes US educational qualifications.
2. The percentage was over-reported as 27% in the 2005 Progress Report due to an error.
3. Ontario College of Teachers does not have statistics on where education was obtained before 2000.
4. Based on new registrations since 2002 only.
5. In most cases, this is the total number of registrants as of December 31st 2004. In some cases, regulators were unable to provide retroactive statistics. In those cases, figures represent current figures at the time of survey responses in late 2005.

Sources:

Self-identified Immigrant Landings by Occupation: Citizenship and Immigration Canada
All other statistics: Occupational Regulatory Bodies

LANDINGS TO ONTARIO 2000–2004
 BY INTENDED OCCUPATIONS OF IMMIGRANTS AGED 25–64
 REGULATED PROFESSIONS WITH THE HIGHEST IMMIGRATION LEVELS

Intended Occupations:	Landing Year					2000-2004 Landings
	2000	2001	2002	2003 ¹	2004	
Engineers	9,849	10,825	9,117	7,152	5,957	42,900
Engineering Technicians and Technologists	1,604	1,783	1,643	1,038	827	6,895
Accountants ²	1,362	1,505	1,420	1,019	1,038	6,344
Teachers	413	431	365	389	556	2,154
Pharmacists	314	340	421	303	310	1,688
Medical Laboratory Technologists	319	390	299	226	209	1,443
Nurses and Practical Nurses	174	240	250	238	297	1,199
Physicians or Surgeons	134	140	146	188	392	1,000

1. 2003 landings data published in this report may differ slightly from those published in the 2005 Progress Report. Citizenship and Immigration Canada regularly reviews and revises data to improve accuracy over time.

2. Includes those who intend to practise as general, management, or chartered accountants.

Source: Citizenship and Immigration Canada

LANDINGS TO ONTARIO
 BY INTENDED OCCUPATIONS OF IMMIGRANTS AGED 25–64
 REGULATED TRADES WITH THE HIGHEST IMMIGRATION LEVELS

Intended Occupation	Year 2003 Total Landings	Year 2004 Total Landings
Cooks/Bakers	190	171
Tool and Die Makers	125	100
Machinists	78	83
Auto Service Technicians/Auto Body Repairers	75	80
Hairstylists and Barbers	78	71
Electricians	49	43
Plumbers/Steamfitters	17	21
Industrial Millwrights	24	13

Source: Citizenship and Immigration Canada



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