Citizenship and Immigration Canada | Citoyenneté et Immigration Canada

Overseas and Pan-Canadian Approaches to Foreign Credentials Recognition

Canada

Purpose

- To provide a brief overview of labour market barriers,
- To highlight the role of partnership at various levels in achieving overseas and Pan-Canadian approaches to foreign credential recognition, and
- To provide an overview of the FCRO in-Canada and overseas initiatives and services.

Foreign credentials recognition barriers

- Highly skilled and educated immigrants continue to experience many challenges when trying to enter the Canadian labour market in jobs that match their skills level, training and experience.
- Barriers to labour market integration include the lack of Canadian work experience, inadequate language and literacy skills, and the lack of foreign credential recognition.
- Immigrants are more likely to be underemployed, have lower entry earnings, experience slower earnings growth over time and are less likely to recoup those income losses in later years.
- It is estimated that in the next coming years, Canada will rely heavily on immigration for labour market growth and economic prosperity.

FCR is complex due to jurisdictional roles and responsibilities

- Provinces and Territories are responsible for licensing trades and most regulated professions which is delegated to regulatory bodies and apprentice authorities.
- Post-secondary education institutions, provincial assessment agencies and employers are for responsible for assessment and/or recognition of educational credentials.
  - There are over 440 regulatory bodies for professions that assess, recognized skills and credentials to certify, register and license qualified applicants.
- The GoC plays a facilitative role with P/Ts and provides strategic leadership to foster the development of consistent, national approaches to FCR.

The commitment to strengthen FCR processes and services that help internationally trained workers is a shared responsibility. Partnerships are key to addressing FCR barriers

Federal Government departments are working collaboratively to strengthen FCR processes across Canada

Client focused

Foreign Credentials Referral Office at Citizenship and Immigration Canada (CIC)

Provides:

- **Information**
- **Path finding**
- **Referral services**

to internationally trained individuals **online** and **in Canada** via Service Canada and **overseas** via CIIP.

Systemic change

Foreign Credential Recognition Program led by Human Resources and Skills Development Canada (HRSDC)

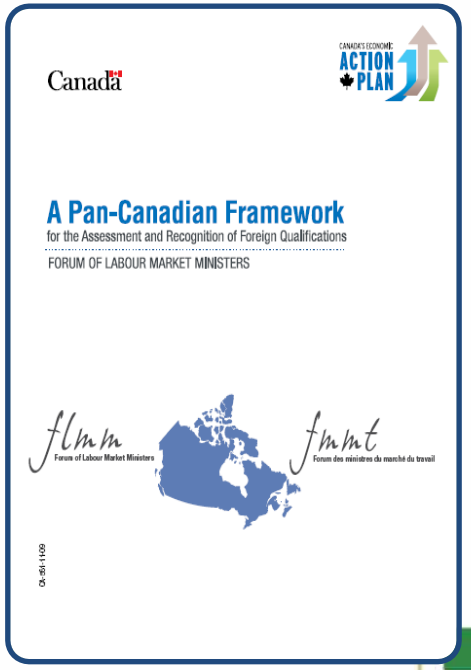
Supports initiatives that will improve **assessment** and **recognition processes for employment** in Canada.

Internationally Educated Health Professionals Initiative
Health Canada

Supports programs that promote a **consistent integration** of **international health professionals** into the Labour Market.

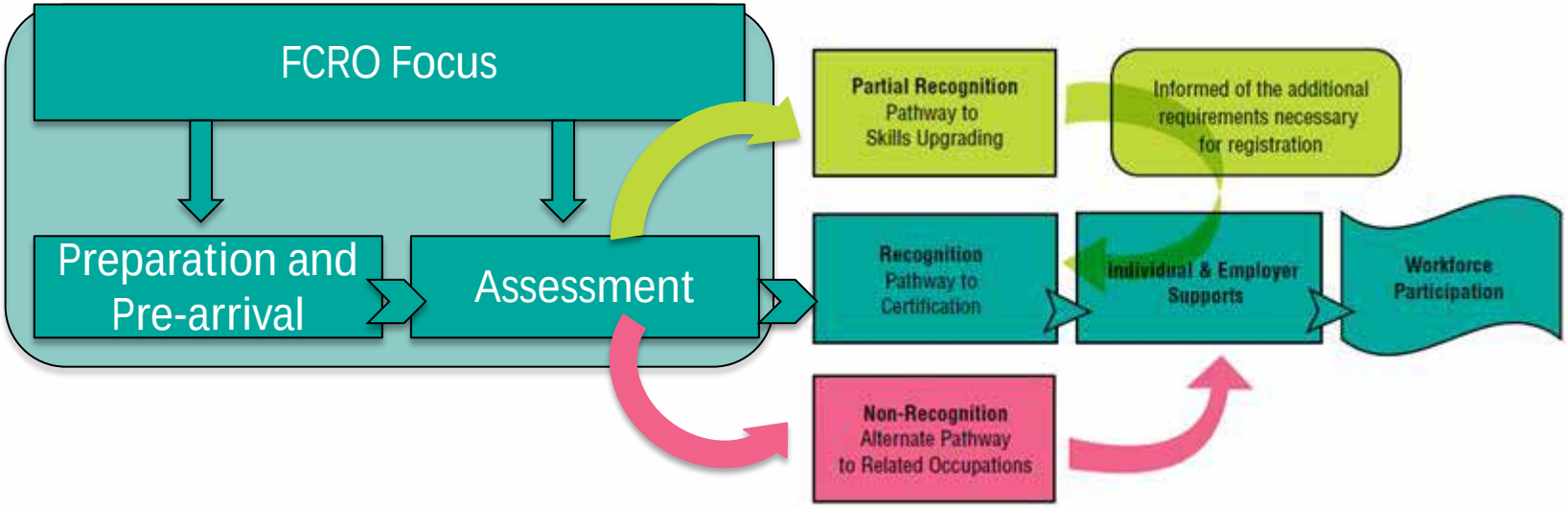
The Government of Canada is also working with provinces and territories, and stakeholders to advance FCR.

- Launched in November 2009, the Framework is a public commitment by federal, provincial and territorial governments to take action in addressing FCR barriers
- The Framework supports a Pan-Canadian Vision:
  - A fair and competitive labour market environment where immigrants have the opportunity to fully use their education, skills and work experience to their benefit and for Canada's collective prosperity.
- The Framework commits governments across Canada to improve pre-arrival services, assessment and recognition processes and workforce participation services for newcomers.
- Progress to-date:
  - Consulted with regulatory bodies and stakeholders on the first set of 8 targeted occupations and we have learned that they are meeting the one year timeline commitment.
  - Finalizing occupation-specific Action Plans that lay the foundation for improving FQR processes and practices by identifying gaps and future priorities.



The FQR Framework highlights path-ways to labour market integration that begins before a newcomer immigrates to Canada

- The diagram represents the pathways to labour market integration as viewed through the eyes of an individual seeking to put their foreign qualifications to use within the Canadian labour market:



As part of the FQR Framework implementation, the FCRO works with partners and stakeholders on initiatives overseas that provide pre-arrival supports to prospective immigrants.

The FCRO supports skilled immigrants before and after they arrive in Canada

- Launched in May 2007, the FCRO is mandated to actively guide, monitor and facilitate the implementation of FCR processes in Canada by:
  - Providing **information, path-finding and referral** services to internationally trained individuals in Canada and overseas;
  - Working closely with federal departments, P/Ts, employers, regulatory bodies and other partners to **improve FCR processes** in Canada, while respecting jurisdictions; and
  - Assisting prospective immigrants and newcomers prepare for **integration into the Canadian labour market.**

… to work in cooperation with provinces to secure better recognition of foreign credentials of permanent residents and their more rapid integration into society . ***Immigration and Refugee Protection Act 3.1. j***

A Successful Overseas Intervention: The Canadian Immigrant Integration Program (CIIP)

- Through partnership with the Association of Canadian Community Colleges (ACCC) the FCRO supports pre-arrival information services to federal skilled workers and provincial nominees that enable them to:
  - Have a more realistic understanding of the opportunities and challenges they may face,
  - Make more informed decisions about choices available to them; and,
  - Be better equipped to secure employment in Canada that is commensurate with their experience and training.
- CIIP services are offered in the following locations:
  - Manila (Philippines)
  - Guangzhou (China)
  - New Delhi (India), and
  - London (United Kingdom)

The CIIP has significant reach…

- In addition to the four locations mentioned in the previous slide, the CIIP project will also provide itinerant services to 25 countries.
  1. **Philippines:**
     - Projected Satellites – Singapore, Malaysia, Indonesia.
  2. **China:**
     - Projected Satellites – Korea, Taiwan, Japan.
  3. **India:**
     - Projected Satellites – Sri Lanka, Bangladesh, Nepal, Bhutan.
  4. **United Kingdom:**
     - Main office – London serving England, Scotland, Northern Ireland, Wales.
     - Projected Satellites – Ireland, Scandinavia (Finland, Norway, Sweden).
     - Planned Office - Qatar.
     - Projected Satellites – Saudi Arabia, United Arab Emirates, Bahrain, Kuwait, Oman, Yemen.
- The CIIP has the capacity to reach 44% of all Provincial Nominees and 70% of federal Skilled Workers worldwide.

. . . and has demonstrated positive outcomes for immigrants

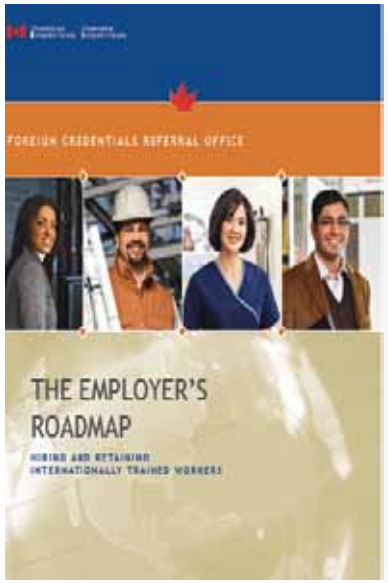
- Between January 2007 and September 2010, almost 13,000 clients have registered for CIIP services of which over 9,000 have graduated from the program.
- Exit survey from the graduates of the program who participated in the session showed that they are satisfied with the program.

Category	Percentage agreeing with statement
Improved understanding of how to find work in Canada	99%
Expectations around finding suitable work in Canada had changed after participating in CIIP	92%
CIIP services are useful	91%
Services contributed to the action they planned to take in preparation for labour market integration	99%

- Feedback received from CIIP graduates who have landed in Canada showed that they attribute their success in finding employment to the program.

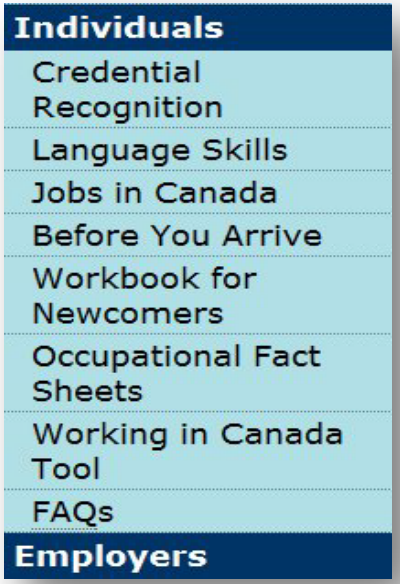
Our continuum of supports is widely available to newcomers and stakeholders

18,149+
Downloads



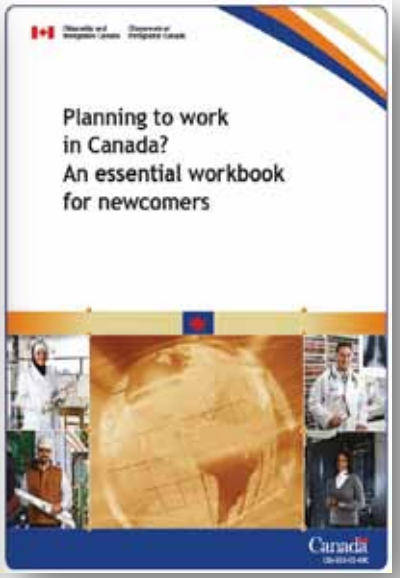
Employer's Roadmap

183,000+
Visits



FCRO Web Site Content

56,000+
Downloads



Newcomer's Workbook

29,000+
Downloads

Occupational Fact Sheets

www.credentials.gc.ca www.competences.gc.ca

Partnerships also help the FCRO to more effectively meet the needs of newcomers

- Service Canada
  - On behalf of the FCRO, Service Canada provides information, path-finding and referral services to internationally trained individuals across Canada and overseas.
  - Service Canada offers an expansive reach: more than 300 points of service located across the country, call centres and the Internet.
- The Federal Internship for Newcomers Program (FIN)
  - The FCRO's Federal Internship for Newcomers Program offers newcomers the opportunity to gain valuable Canadian work experience by offering internships within the federal public service.
  - The success of the program is built on solid partnership with immigrant serving organizations.
    - To date, 11 federal departments and agencies are participating in the program, with other federal organizations expressing interest in participating.
  - The FIN Program was recognized this month by the **Employer Council of Champions**(an organization made up of employers that have committed to enhancing the utilization of skilled immigrants in Ottawa), by awarding the (CIC) a **2011 Employer of Excellence Awards**

Next Steps: Continuing to address immigrants' FCR needs

- Partners will continue to implement the *Pan-Canadian Framework for Assessment and Recognition of Foreign Qualifications*.
  - Work is already underway with the next tranche of six priority occupations (Dentists, Engineering Technicians, Licensed Practical Nurses, Medical, Radiation Technologists, Physicians and Teachers (K-12) to meet the December 2012, implementation timeline.
- Recent reports have emphasized the need to raise awareness of FCR requirements among skilled immigrants before they immigrate to Canada.
  - *Clearing the path: Recommendation for Action in Ontario's Professional Licensing* System (Office of the Fairness Commissioner of Ontario)
  - *Evaluation of the Federal Skilled Worker Program* (Citizenship and Immigration Canada)
- The FCRO remains committed to advancing the work to minimize the FCR barriers:
  - Examining innovative ways to provide more targeted FCR information
  - Working with partners and stakeholders to explore ways to better prepare immigrants for entry into the Canadian labour market before they land in Canada.

The End…

Questions?