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Beyond Language: the Challenges of Economic Integration:

Jan Sheppard Kutcher

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Mission Statement

ISIS is a leading community organization that welcomes immigrants.

Working in partnership, ISIS offers services and creates opportunities that enable immigrants to participate fully in Canadian life.

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WHO WE SERVE

- Permanent residents of all categories in Nova Scotia
- Over 1600 new clients/year
- Serve over 3000 immigrants/year
- Clients from over 90 countries
- Top three source countries: China, Iran and Afghanistan

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PRESENTATION OVERVIEW

- Challenges of economic integration
- Analysis of the issues
- Solutions that work

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Finding Work: Challenges & Solutions

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Challenges

- Language - especially profession-specific language & jargon
- Lack of familiarity with job search, interviewing, employer expectations, workplace culture, business start-up processes
- Lack of local professional networks and references

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What to do?

Programs & services for clients…

- Client-centred
- Flexible & customized
- Responsive & focused
- Integrate employment & language
- Accessible

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Employment Counselling

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Pathways to Licensure

Pharmacist

Welcome to Nova Scotia for Internationally Educated Healthcare Professionals

Pathways to Licensure

Notify the Nova Scotia College of Pharmacists (NSCP) of intent to register*, complete application, process and submit required documents and statements and Letter of Standing on capacity to Practice Pharmacy**

→ Take English fluency test/s[1]

→ Take Jurisprudence Examination

→ I: Submit documents for Evaluation to the Pharmacy Examining Board of Canada (PEBC)[2]

II: Write PEBC Evaluating Examination[3]

→ Complete internship appplication.

Complete 20 week structured practice experience/internship program and 1 week practice assessment

→ I: Take PEBC qualification Examination (OSCE)[4]

II: Receive PEBC Certification

III: Add PEBC Certification to NSCP Application

→ Obtain liability insurance[5] and receive license to practice pharmacy in Nova Scotia

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Responsive & focused

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Delivery Options increase Access

- Face to Face
- Classroom
- Distance
- Online

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Employment Services & Programs

- Employment counselling and coaching
- Language for work programs
- Pre-employment Workshops
- Practice Interviews
- Computer training
- Technical skills training
- Career Access Fund
- Profession specific programs

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Challenges

- Employers don’t value international experience
- Employers worry about language & workplace culture
- Employers underestimate competencies
- Employers don’t understand technicalities of immigration

Employers are risk-adverse

What to do?

Develop strategies to change employer perceptions…

from risk to opportunity

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How to do it?

- Employer engagement
- Build & maintain positive partnerships with local employers
- Develop strategies & programs to bring skilled immigrants into contact with potential employers
- Facilitate opportunities for worksite based competency assessment

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Working with potential employers

- Direct client referrals & job postings
- On-site Recruitment & Info Sessions
- Professional Mentor Program
- Work Placement Program
- Wage subsidies
- English in the Workplace

Challenge

International qualifications recognition

Multi-stakeholder Work Groups

A unique collaborative model for making changes in regulated occupations

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Multi-stakeholder Work Groups

- Bring all key players to the table
- Profession-specific
- Develops a collective vision
- Eliminates the “not my problem” attitude
- Enables collaborative initiatives
- Facilitates realistic solutions

Working in field

Province	% of Canadian-born	% of Internationally Educated Immigrants
Nfld & Lab	63	60
Nova Scotia	60	40
Saskatchewan	61	38
PEI	63	37
New Brunswick	62	37
Alberta	62	31
Manitoba	65	26
Ontario	62	24
British Columbia	62	22
Quebec	59	19

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