Workplace Integration and Promotion of Workers with Foreign Credentials to Manitoba

Immigration and Multiculturalism Division,
Manitoba Labour and Immigration

March 2009

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Manitoba's Action Strategy for Economic Growth:
Growing Through Immigration

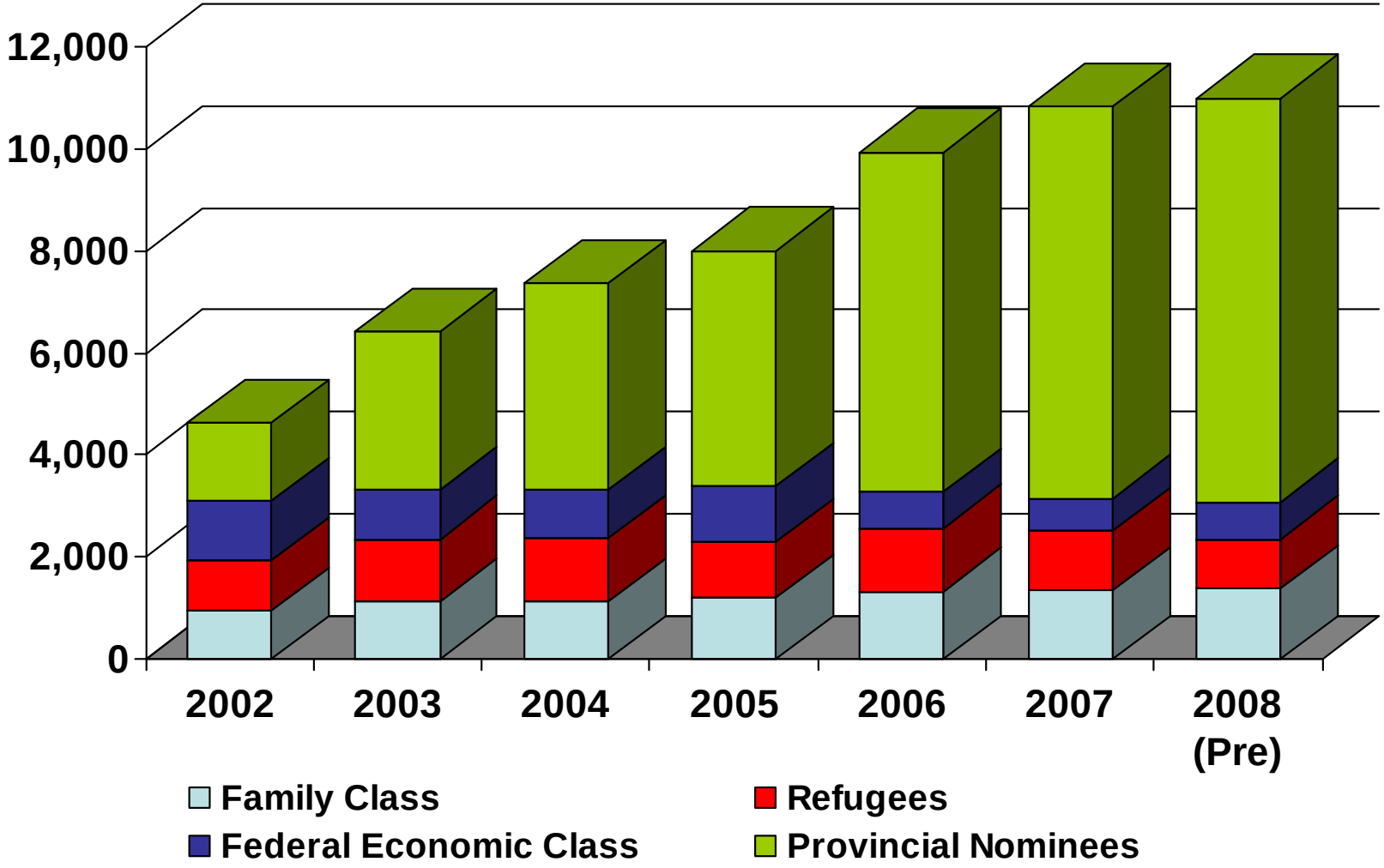
"It is clear that Manitoba needs an increase in immigration to keep its population and work force in balance."

Premier's Economic Advisory Council

- Manitoba's Action Strategy for Economic Growth recognizes that immigration:
  - contributes significantly to sustaining economic development and strengthens respect for cultural diversity; and
  - builds communities, provides new skills and ideas, and strengthens our ability to innovate locally and in the global marketplace.

- In 2006, an annual immigration target of 10,000 newcomers was established. This goal was reached, and as a result, a new target of doubling annual immigration levels over the next 10 years was set.
- Focus on labour market integration and improved recognition of skills, education and training.

Immigration to Manitoba: 2002 – 2008



Labour Market Trends

- Unemployment 5.3 % up from 4.5%
- Participation rate 69.6 %
- Continued employment gains in Health and Education, Construction and Trades
- Declines in Manufacturing, Administration Services and Finance/Insurance sectors.
- Continued requirement for skilled workers and immigration as component of labour market, economic and population growth

Qualifications Recognition and Labour Market Integration

Challenges for Immigrant

- Lack of Canadian work experience
- Transferability of their qualifications
- Lack of official language

Challenges for Employers, Regulators, Educators

- Language
- Providing Work experience
- Difficulties assessing foreign qualifications
- New and timely approaches/capacities

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Qualifications Recognition

IMMIGRATION

- Facilitate international recruitment through agreements and partnerships
- Temporary to permanent process
- PN assessment of certification, work experience, employability and language for work

PRE-ARRIVAL

- Pilotl initiatives including workplace orientation, assessment and training components
- Online information and resources

SETTLEMENT AND LANGUAGE TRAINING

- Centralized orientation (workplace)
- Assessment referral and guidance to language/work and recognition pathway
- Occupational specific and workplace EAL

EMPLOYMENT AGENCIES

- Promote local supply of immigrants
- Assessment
- Supports and training for workforce entry
- Guidance and referral to recognition pathways

QUALIFICATIONS RECOGNITION

- Academic Credentials Assessment
- Bridge/Gap training
- Fair Registration Practices in Regulated Professions Act
- Fairness Commisioner

MB Fair Practices for Assessment and Recognition

Elements of fair practice include:

- Accessibility
- Transparency
- Validity and Reliability
- Inclusion of Competency-based Assessment
- Partial Recognition
- Due Process
- Continuous Improvement
- Stakeholder involvement

The Fair Registration Practices in Regulated Professions Act

Purpose: regulators and those applying for registration are governed by registration practices that are transparent, objective and fair registration practices - ***Fair Registration Practices Code***

Fairness Commissioner: appointed to provide information and advice to regulatory bodies to help them understand the requirements under the act, to review the registration practices for compliance with the Act and recommend improvements

The Minister: responsible for The Act will also provide information and assistance to regulatory bodies and other stakeholders on registration practices as well as conduct research and analyses related to the Act.

- Applies to 20 Self Regulating Health Professions and 11 other Regulated Professions

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Career Destination MANITOBA for Newcomers

Internet learning tool to improve the success of our immigrants

Career Destinations

- Online multimedia gallery of “virtual mentors” in specific occupations (real stories from actual experience)

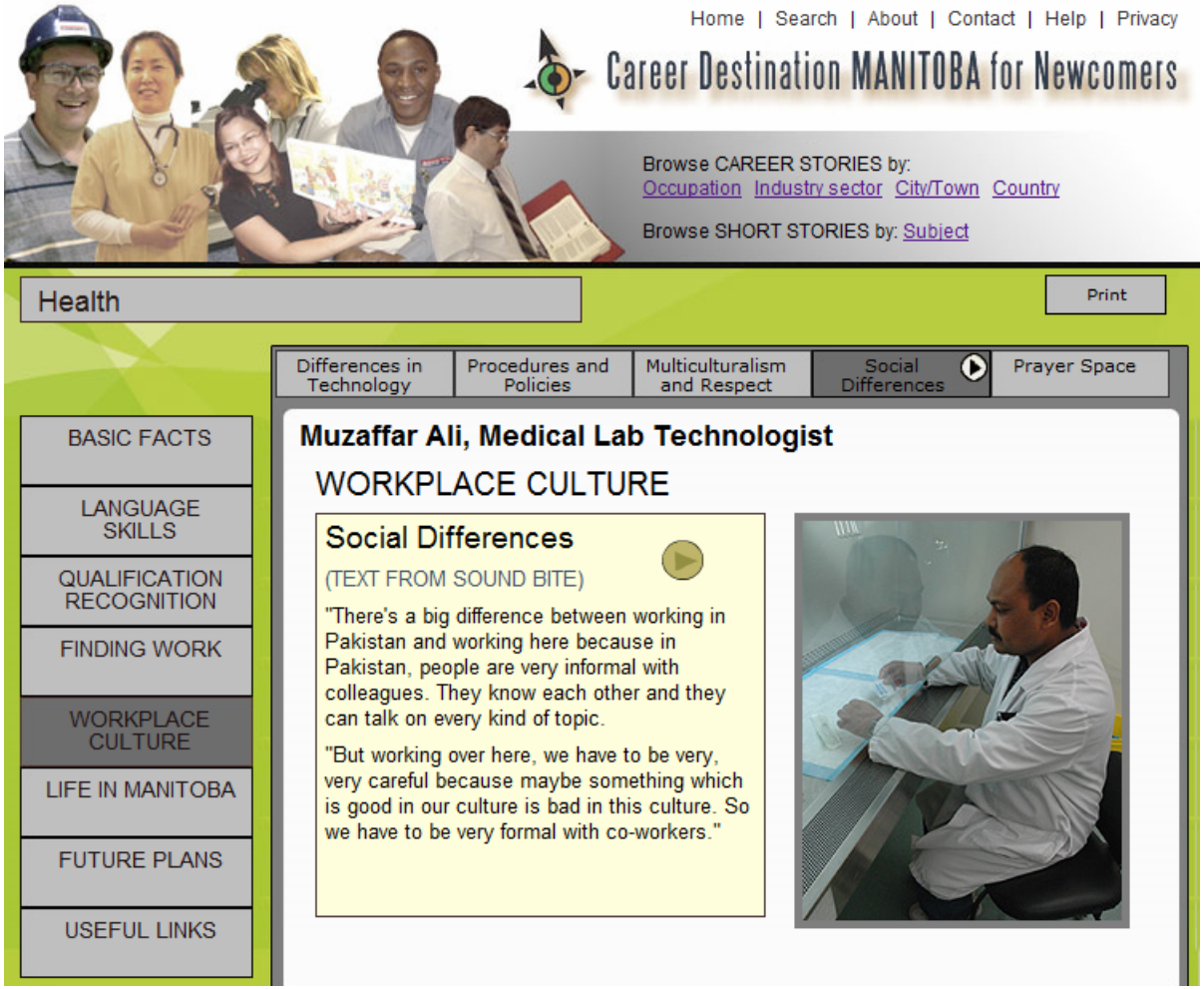
- Learning and exploration tool for service providers and their clients

- Began 2004-05, multiple phases (now Phase 5)
- Continuously improved through audience testing and feedback

Potential uses

- Counseling tool for employment service providers and newcomers
  - best practices for “navigating the system”
  - real world examples
  - links to resources relevant to occupation
- Resource for EAL Teachers
  - Authentic work-related materials for reading, writing, listening, speaking exercises
- Early preparation for immigrants still overseas

Example: workplace culture



Links

Manitoba Immigration and Multiculturalism Division:
www.immigratemanitoba.com
www.immigreraumanitoba.com

Career Destinations
www.immigrantsandcareers.mb.ca

Working in Canada – Manitoba
www.workingincanada.gc.ca/manitoba