

Foreign Credential Recognition in Canada

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2009 National Citizenship & Immigration Law CLE Conference

April 16-18, 2009

Whistler, British Columbia

The Importance of Immigration for Canada

- Canada's ability to compete globally depends on its success in attracting investment, people, and economic opportunities.
- Demographic change and an aging population mean that skilled immigrants will play an increasingly important role in sustaining Canada's future economic strength and high quality of life.
- Immigration inflow is a major source of population growth and a critical source of skilled labour.



Although Canada demonstrates success in attracting skilled immigrants, it has less success integrating these individuals into the labour market commensurate with their skills and experience.

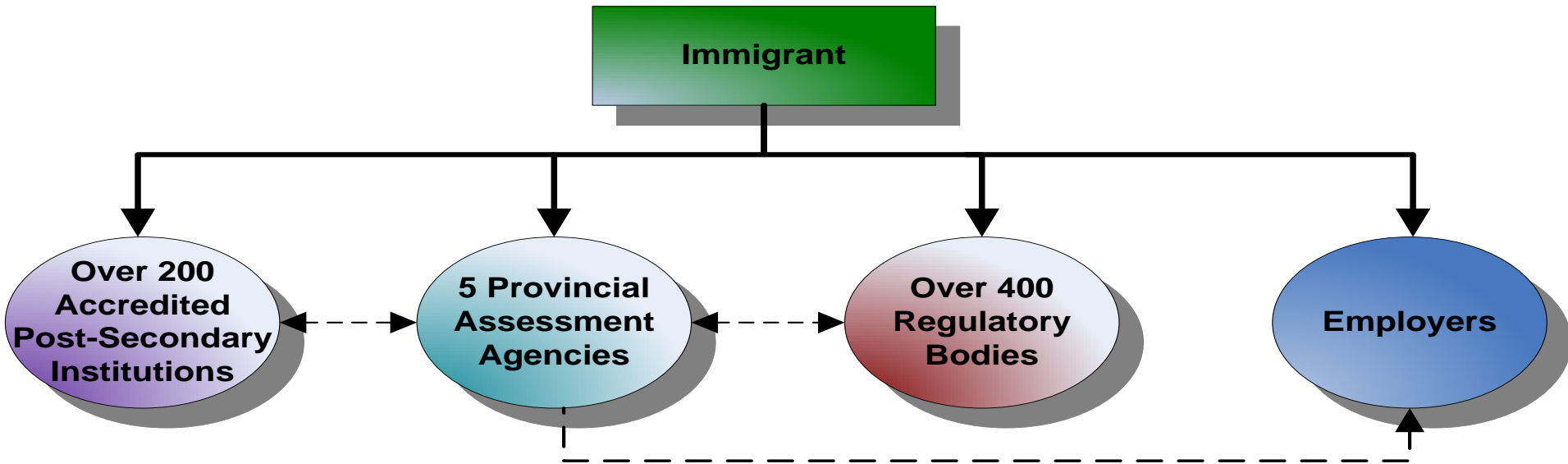
Foreign Credential Recognition (FCR)

Foreign Credential Recognition is the process of verifying that education and job experience obtained in another country is comparable to the standards established for Canadian professionals and tradespersons.

- FCR is a shared responsibility between the federal, provincial and territorial governments. Credential recognition for **regulated occupations** is mainly a **provincial** responsibility that has been delegated in legislation to regulatory bodies.
- The Government of Canada plays a facilitative role with provinces and territories by providing strategic leadership to foster the development of consistent, national approaches in this area.



Foreign Credential Assessment and Recognition Process



Post-Secondary Institutions:
Assess academic credentials and prior learning primarily for academic placement

Provincial Assessment Agencies:
Assess academic credentials for both academic placement and workforce entry

Regulatory Bodies:
Assess applicants' skills and credentials to certify, register, and license qualified applicants

Employers:
Recognize credentials and skills for work placement

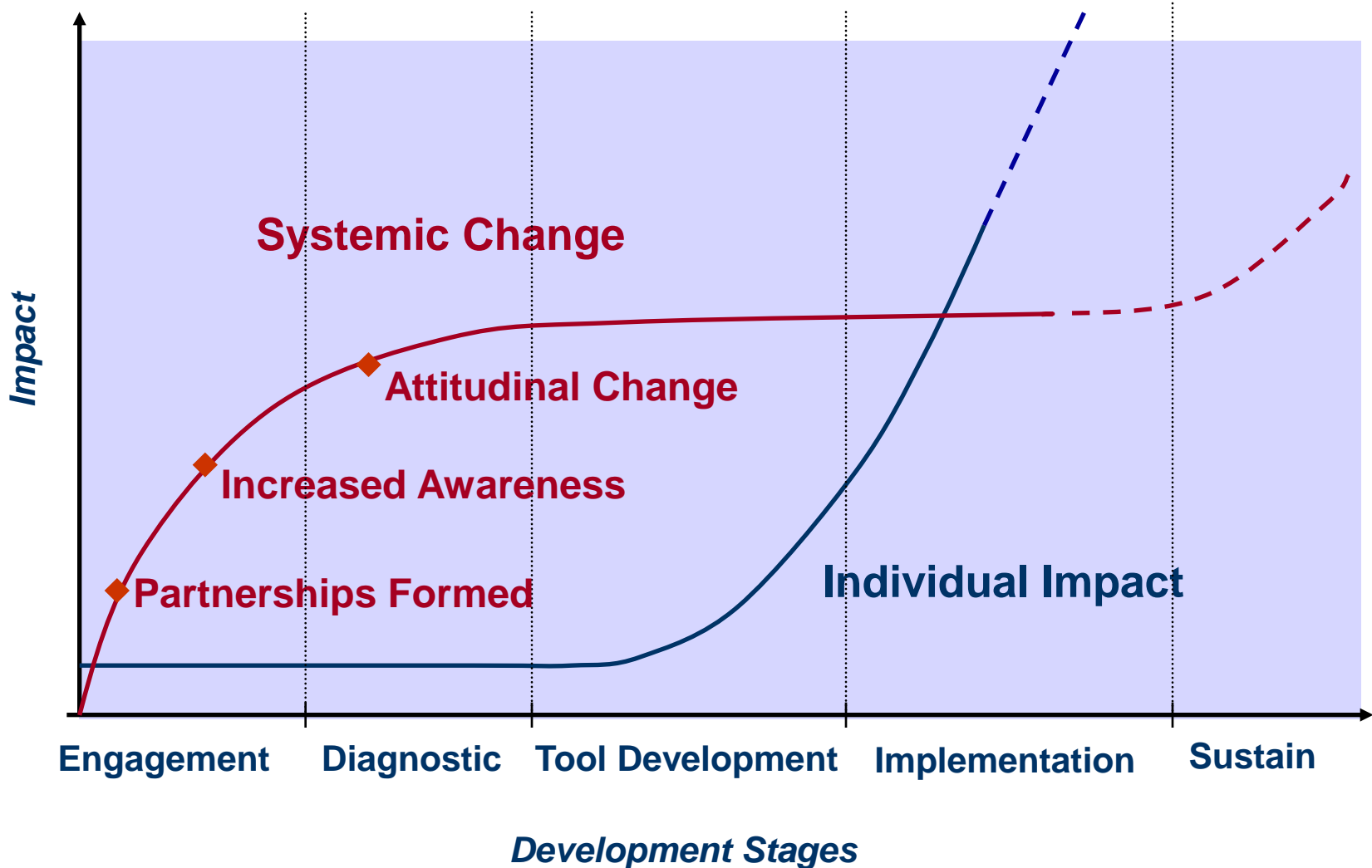
Foreign Credential Recognition Program (FCRP)

- Human Resources and Skills Development Canada's Foreign Credential Recognition Program (FCRP) is a *systemic* labour market intervention which aims to:
 - ✓ develop and strengthen Canada's FCR capacity; and,
 - ✓ contribute to improving the labour market integration of immigrants.

- FCRP provides financial support to develop FCR processes that are *fair, consistent, transparent* and *rigorous*.



Building FCR Capacity: A Systemic Approach



FCRP - Current Labour Market Interventions and Investments

Regulated Occupations	Unregulated Occupations	Skilled Trades
<ol style="list-style-type: none"> 1. Engineers 2. Engineering technicians 3. Accountants / Financial Auditors 4. Teachers 5. Doctors 6. Translators 7. Pharmacists 8. Medical Laboratory Technicians 9. Registered Nurses 10. Architects 11. Veterinarians 12. Geologists & Geochemists 13. Lawyers 14. Physiotherapists 15. Dentists 16. Social Workers 17. Medical Radiation Technicians 18. Psychologists 	<ol style="list-style-type: none"> 1. Computer Programmers 2. PSE Teachers and TA's 3. Sales, Marketing and Advertising Managers 4. Business Sectors Professionals 5. Financial Investment Analysts 6. Chemists 7. Technical Sales Specialists 8. Economic Development Officers and Market Researchers 9. Investment Managers 10. University Professors 11. Information Systems Analysts 12. Biologists and Scientists 13. Secretaries 14. Administrative Officers 15. Banking/ Credit Managers 16. Purchasing Agents 17. College/ Vocational Instructors 18. Agricultural Representatives 19. Social Policy Researchers & Consultants 	<ol style="list-style-type: none"> 1. Industrial Electricians 2. Electrical Power Line and Cable Workers 3. Motor Vehicle Mechanics 4. Welders 5. Electricians 6. Carpenters 7. Millwrights & Industrial Mechanics 8. Heavy-Duty Equipment Mechanics

Over 70% of skilled immigrants (as categorized by CIC) self-identify in these 45 occupations. Highlighted occupations represent FCRP investments to advance systemic changes.

Bill C-50 and Top 45 Occupations

Top 45

Architects
Engineering Technicians
Pharmacists
Medical Laboratory Technologists
Teachers
Translators
Veterinarians
Lawyers
Dentists
Social Workers
Psychologists
Agricultural Representatives
Social Policy Researchers
Computer Programmers
Biologists and Scientists
Chemist
Financial Investment Analysts
Business Sectors Professionals
Economic Development Officers
Purchasing Agents
PSE Teachers and TA's
Sales, Marketing and Advertising Managers
Information Systems Analysts
Secretaries
Administrative Officers
Banking/ Credit Managers
Technical Sales Specialists
Motor Vehicle Mechanics
Electrical Power Line and Cable Workers
Carpenters
Construction Millwrights and Industrial Mechanics

Top 45 & Bill C-50

Accountants / Financial Auditors
Engineers
Nurses
Physicians
Medical Radiation Technicians
Physiotherapists
University Professors
College/Vocational Instructors
Geologists & Geochemists
Financial Managers
Electricians
Industrial Electricians
Welders
Heavy-Duty Equipment Mechanics

Bill C-50

Audiologists and Speech Language Pathologists
Occupational Therapists
Computer and Info. System Managers
Managers in Health Care
Restaurant and Food Service Managers
Accommodation Service Managers
Construction Managers
Chefs
Cooks
Contractors and Supervisors, Pipefitting
Contractors and Supervisors, Carpentry Trades
Contractors and Supervisors, Heavy Construction
Equipment Crew
Plumbers
Steamfitters, Pipe fitters and Sprinkler System Installers
Crane Operators
Drillers and Blasters-Surface Mining, Quarrying and Construction
Supervisors, Mining and Quarrying
Supervisors, Oil and Gas Drilling and Service
Supervisors, Petroleum, Gas and Chemical Processing and Utilities

FCRP - Accomplishments

- Contribution agreements signed with seven of ten provinces.
- Strengthened FCR capacity in targeted regulated occupations
 - *Physicians, Engineers, Nurses*

<i>Engagement</i>	<i>Diagnostic</i>	<i>Tool Development</i>	<i>Implementation</i>	<i>Follow-up</i>
Engineers				
Physicians				
Nurses				

- Working with Sector Councils to target key non-regulated occupations & employers, for example:

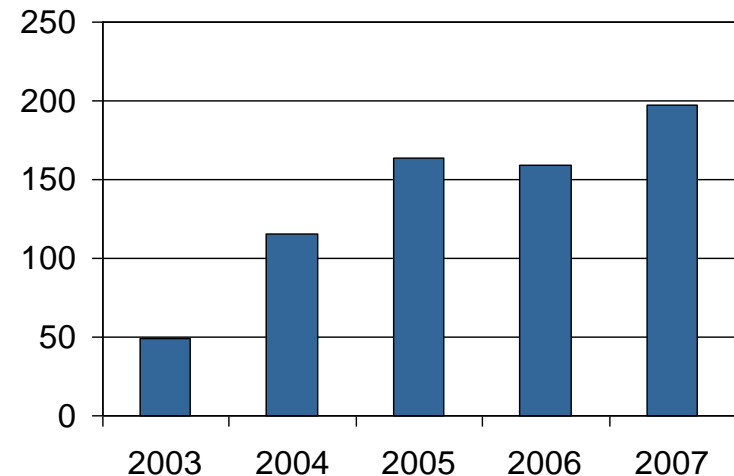
<i>Engagement</i>	<i>Diagnostic</i>	<i>Tool Development</i>	<i>Implementation</i>	<i>Follow-up</i>
Environment (ECOC)				
Tourisms (CTHRC)				
Bio Talent Canada				
Construction Sector Council				

- Engaging with employers to raise awareness and deepen understanding of skilled immigrant labour market:
 - *Public Policy Forum (4 projects) - research and conferences*
 - *Community-Based Employability Trainers - Employer Roundtables*
- More rapid integration methods for newcomers through early intervention pilots
 - *e.g. Canadian Immigrant Integration Project*
- Provided horizontal leadership to help provincially-mandated agencies implement common assessment practices to support development of a national framework.

Rationale for Investing in Foreign-trained Lawyers

- Recent FCRP successes with targeted regulated occupations have laid the foundation and created promising practices for similar positive FCR advances with other regulated professions, including lawyers.
- In the last decade, number of foreign-trained lawyers coming to Canada has been *steadily increasing*.
- Lawyers are one of the top regulated occupations identified by skilled immigrants.

Lawyers, Principal Applicants from 2003-2007 (CIC data)



During uncertain economic times, ensuring that all Canadians are fully participating in the labour force – including those with international education, training and work experience – is critical to the country's long-term economic success and resiliency.

FCRP: Future Directions

- On January 16, 2008, the Prime Minister along with Premiers and Territorial Leaders agreed to develop:
 - ✓ ***a common pan-Canadian Qualification Recognition Framework,***
 - ✓ ***Implementation Plan, both by September 2009,***
 - ✓ ***Interim report by June 2009.***



- The Framework will support the efforts of governments in the development of a common approach to foreign credential assessment to ensure that immigrants are better integrated into the Canadian labour force.