

Skilled
Workers

global
talent

contributions of immigrants

Strengthening Canada's Economy

Government of Canada Progress Report 2011
on Foreign Credential Recognition

Foreign Credentials Referral Office
Helping foreign trained workers succeed in Canada



Citizenship and
Immigration Canada

Citoyenneté et
Immigration Canada

Canada

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MESSAGE FROM THE GOVERNMENT OF CANADA

We are pleased to present *Strengthening Canada's Economy: Government of Canada Progress Report 2011 on Foreign Credential Recognition*.

Our Economic Action Plan has helped Canada to weather the global downturn. The Government of Canada's top priority is economic growth and job creation. As we move forward, immigration will play a key role in strengthening our economy. Ensuring that skilled immigrants participate fully in Canada's job market is a key part of our growth strategy. We recognize the important role of skilled immigrants in helping to fill labour shortages and in contributing to Canada's overall competitiveness.

We are committed to removing the barriers to employment faced by newcomers and to fostering their economic success. Improving foreign credential recognition is a key element in achieving these commitments.

Recognizing foreign credentials benefits Canada's economy by helping newcomers put their education and experience to use in relevant and satisfying employment soon after their arrival. With pre-arrival access to accurate information on assessment and recognition processes, and related tools, skilled immigrants can more quickly integrate into the labour market.

In collaboration with our partners, including provincial and territorial governments and a variety of stakeholder groups, the Government is continually working to improve foreign credential recognition processes. Three federal departments work together on these improvements. These include the Foreign Credentials Referral Office (FCRO) at Citizenship and Immigration Canada, the Foreign Credential Recognition Program (FCRP) at Human Resources and Skills Development Canada (HRSDC), and the Internationally Educated Health Professionals Initiative at Health Canada.

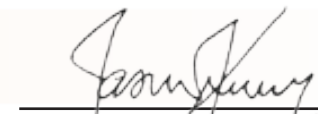
A good example of this collaboration is the *Pan-Canadian Framework for the Assessment and Recognition of Foreign Qualifications*. Within the Framework, governments, regulatory bodies, credential assessment agencies, industry associations and employers collaborate to streamline and simplify the process for licensure. This is leading to major improvements in the recognition of foreign credentials.

Recent achievements include the launch of the International Qualifications Network website. The site is a virtual space for employers, regulatory bodies, sector councils and immigrant-serving organizations to share innovative practices in qualification assessment and recognition. The Foreign Credential Recognition Loans pilot project, delivered in partnership with community organizations, is helping internationally trained professionals cover the costs of having their credentials recognized.

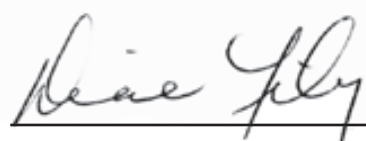
Another example of the Government's effort is Health Canada's support for an innovative assessment and bridging program to help internationally educated nurses meet regulatory requirements for licensure across Canada.

When new Canadians succeed, Canada succeeds. With the improvements we have made to foreign credential recognition, we are ensuring that new Canadians can share in Canada's prosperity.

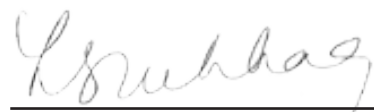
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The Hon. Jason Kenney, P.C., M.P.
Minister of Citizenship,
Immigration and Multiculturalism



The Hon. Diane Finley, P.C., M.P.
Minister of Human Resources and
Skills Development



The Hon. Leona Aglukkaq, P.C., M.P.
Minister of Health

INTRODUCTION

“The government’s number one priority remains the economy. We recognize the importance of immigration to our labour market and we value the contributions of skilled immigrants who add to our international competitiveness.” (The Honourable Jason Kenney, PC, MP, Minister of Citizenship, Immigration and Multiculturalism)

Foreign credential recognition is a complex issue that involves many partners and stakeholders and in which the Government of Canada plays a facilitative role in the development of coordinated, pan-Canadian approaches.¹ The assessment and recognition of foreign credentials have been obstacles to the effective labour market integration of many internationally trained individuals (ITIs) at levels commensurate with their skills and experience. While foreign credential recognition (FCR) is a provincial and territorial responsibility in Canada, the federal government collaborates with provincial and territorial partners and various stakeholders to reduce barriers in FCR. This progress report presents a sample of the accomplishments of federal program initiatives in FCR in 2011.

work collaboratively to address labour market integration issues

FCR is a multidimensional challenge that involves several federal mandates and areas of expertise. As a result, Human Resources and Skills Development Canada (HRSDC), Citizenship and Immigration Canada (CIC) and Health Canada work collaboratively to address labour market integration issues for internationally trained individuals. These departments undertake FCR initiatives through partnerships with provincial and territorial governments, regulatory bodies, credential assessment agencies, industry associations, employers, academic institutions and immigrant-serving organizations.

At CIC, the Foreign Credentials Referral Office (FCRO) is mandated to provide ITIs with the information, path-finding and referral services they need for their credentials to be assessed and recognized.² The FCRO works with partners and stakeholders to improve pre-arrival supports for newcomers by reaching out to immigrants early in the immigration process.

The Foreign Credential Recognition Program (FCRP) at HRSDC plays an important role in fostering the emergence of pan-Canadian partnerships. The FCRP works with its partners to break down the barriers to the recognition of foreign credentials and to enhance the labour market integration of internationally trained individuals. The FCRP contribution program provides financial support to provincial and territorial governments and key stakeholders that facilitates the development of credential assessment tools and processes in targeted occupations and sectors.³



“We need to challenge old assumptions about how things must be done. One particular challenge we face is finding ways to ensure that no one is left behind and increasing access to labour market opportunities.” (The Honourable Diane Finley, PC, MP, Minister of Human Resources and Skills Development)

Service Canada delivers information and programs to newcomers in Canada through their network of over 320 Service Canada centres, two toll-free telephone numbers (including one dedicated to the FCRO) and their website.⁴ Service Canada’s website provides access to services for newcomers from multiple federal government departments, including the FCRO and CIC websites, HRSDC’s Working in Canada (WiC) website, and prominent links to provincial and territorial Internet resources.

The Internationally Educated Health Professionals Initiative (IEHPI) at Health Canada facilitates the

integration of internationally educated health professionals into the health-care work force by increasing access to assessment, training and licensure.⁵ With an emphasis on meeting health human resources needs, the initiative provides contribution funding to projects undertaken by provinces and territories, health regulatory authorities, post-secondary institutions and professional associations across six strategic areas: information and preparedness, assessment, faculty development, clinical placements and bridging programs, integration to employment, and regional collaboration.

“The Government of Canada is working with the provinces and territories to strengthen the delivery of health-care services for all Canadians. One way to achieve our goal is by improving access to care through our commitment to helping more internationally educated health professionals become better integrated into our health-care system.” (The Honourable Leona Aglukkaq, PC, MP, Minister of Health)

PAN-CANADIAN FRAMEWORK FOR THE ASSESSMENT AND RECOGNITION OF FOREIGN QUALIFICATIONS

2010 Target Occupations

- Architects
- Engineers
- Medical Laboratory Technologists
- Occupational Therapists
- Pharmacists
- Physiotherapists
- Registered Nurses
- Financial Auditors and Accountants

2012 Target Occupations

- Dentists
- Engineering Technicians
- Licensed Practical Nurses
- Medical Radiation Technologists
- Physicians
- Teachers (K-12)

The Pan-Canadian Framework for the Assessment and Recognition of Foreign Qualifications (the Framework) is a public commitment by federal, provincial and territorial governments to work together to ensure that regulatory bodies have in place FCR processes and services that are based on four key principles: fairness, transparency, timeliness and consistency.

At the federal government level, implementation of the Framework is led by HRSDC, in partnership with CIC and Health Canada. The Framework's implementation aligns with the processes faced by internationally trained individuals as they seek recognition of their credentials. This process

increasingly begins with preparatory steps prior to newcomers' arrival in Canada, their credential assessment and recognition, and their work force integration.

Over the last two years, work on targeted priority occupations has resulted in building FCR capacity within regulatory bodies; facilitating pan-Canadian coordination and harmonization of occupational FCR processes; and providing individuals with pre-arrival information. In moving forward, future work will be informed through the development of a strategy for measuring the impact of the Framework.

Since December 2010, all regulatory authorities for the first set of eight target occupations have been meeting the pan-Canadian commitment to timely service. This means that ITIs in these occupations are informed, within one year, whether their qualifications will be recognized, if they need to meet additional requirements for registration, or whether they should consider a related occupation commensurate with their skills and experience. Action plans have been developed to ensure progress and continuous improvement with the FCR processes for these occupations.

In 2011, federal, provincial and territorial governments focused their work with stakeholders on improving FCR processes for the second set of six target occupations. Consultations have been undertaken with stakeholders to ensure that these occupations meet the pan-Canadian commitment to timely service by December 2012.

ACHIEVING RESULTS: PRE-ARRIVAL SUPPORTS

To ensure that immigrants are informed and prepared for living and working in Canada, the Government of Canada provides funding for overseas supports.

Orientation sessions

The Canadian Immigrant Integration Program (CIIP) is administered by the Association of Canadian Community Colleges.⁶ The CIIP orientation sessions provide immigrants destined for Canada with a free, two-day introduction to Canadian culture, the labour market and FCR.

Participants attend a group session and then receive personal counselling to develop an individualized action plan. Prospective immigrants are also put in contact with immigrant-serving organizations in Canada, which can begin to assist the individuals and their families with their settlement needs.

In January 2011, the CIIP opened a new office in London to serve the United Kingdom, the Middle East and the Scandinavian countries, in addition to the sites already in China, India and the Philippines.

CIIP sessions are available to federal skilled workers and, as of January 2011, to provincial nominees, as well as their spouses and working-age dependants. Over 5,400 clients in 25 countries have participated in the CIIP sessions from October 2010 through to December 2011.

Online FCR and labour market information

The Government of Canada offers a number of online services that allow ITIs to obtain information about the credential assessment process and the Canadian labour market.

2011 HIGHLIGHTS

Citizenship and Immigration Canada

- 3,200 copies of Planning to Work in Canada? Workbooks were distributed; 22,252 Workbooks were downloaded.
- 15,000 Occupation Facts sheets were distributed; 38,025 were downloaded.
- The CIIP conducted 313 orientation sessions, including 34 by the new London office.

Human Resources and Skills Development Canada

- Working in Canada (WiC) website received 4.7 million visits and generated 4.3 million WiC reports. WiC videos on YouTube were viewed 519,615 times.
- Information on licensing and employment was added to WiC for 62 occupations in Alberta, 61 in Saskatchewan, 36 in Manitoba and nine in Quebec.

Health Canada

- HealthForceOntario's Access Centre was accessed by 3,635 new ITIs in more than 20 health-care professions.

A number of FCR information tools are offered through the FCRO's website (www.credentials.gc.ca), including the Employer's Roadmap and links to the Working in Canada (WiC) website and the International Qualifications Network. Of the nearly 500,000 website visits, 31% were initiated from

inside Canada, while 69% originated from elsewhere in the world. In 2011, new content was added to the website that emphasized the value of credential recognition, identified the responsibilities in FCR, and outlined the steps that newcomers can take both before and after arriving in Canada. To ensure that immigrants learn about FCR services while still in their home countries, 32 Canadian missions overseas have added links to the FCRO website. Since March 2011, nearly 10,000 visitors have been referred from the mission portals.

The *Planning to Work in Canada?* Workbook, available online, provides immigrants with information on settling in Canada, credential assessment and employment, and is designed for use in conjunction with the WiC report to develop individualized plans. Updates to the Workbook include information about locating immigrant-serving organizations, choosing a place to live, accessing Canada's health-care system, managing finances and improving official language skills. In 2011, the Government of Manitoba launched a provincial version of the Workbook.

The *Occupation Facts* publications, available online and in print, provide general information about the structure and entry requirements for specific occupations or sectors in Canada. Developed in collaboration with regulatory bodies and sectoral associations, these products include links to provincial and territorial licensing authorities and to specific occupations on the WiC website. In 2011, eight new *Occupation Facts* were launched: the Biotechnology, Electricity, Mining, Petroleum and Social Work sectors, and the Optometrist, Pharmacist and Veterinarian occupations, bringing to 24 the total number of *Occupation Facts* available thus far.

HRSDC's Working in Canada (WiC) website (www.workingincanada.gc.ca) is the Government of Canada's integrated online source for labour market information resources. As part of the implementation of the Framework, specialized FCR information has been included for Alberta, Saskatchewan, Manitoba and Quebec, as well as for the Professional Engineers Ontario and the Medical Council of Canada. Moreover, *Occupation Facts* are linked to their appropriate occupations.

WiC provides current career information through an occupational search feature, a skills and knowledge checklist and an educational program search. It generates a wide-ranging report with job postings, wages, employment trends, educational requirements and duties for a particular occupation at a regional, provincial and national level. To disseminate information more widely and attract a broader audience, WiC is also active in social media, including Facebook, Twitter and YouTube.

HealthForceOntario's Access Centre provides a single window to help internationally educated health professionals (IEHPs) understand and undertake the licensing and certification processes for Ontario's regulated health professions. Information, Web-based seminars and individual counselling services can be accessed from overseas.



Online assessment tools

In many cases, newcomers are required to have their credentials assessed or to obtain a professional licence or certificate in Canada before they can get a job in their field. The federal government supports the development of overseas assessments that inform immigrants whether or not they will need to upgrade their skills when they arrive. In some cases, these assessments even count toward qualifications in obtaining a professional licence or a certificate.

*The federal government
supports the development
of overseas assessments*

In 2011, the Canadian Nurses Association completed a project to develop a second online Canadian Registered Nurse Examination Readiness Test and Preparation Guide. These online tools provide information to potential applicants while they are still in their home country and better equip internationally educated nurses to take the national registration examination.

The College of Nurses of Ontario, on behalf of nursing regulatory bodies across Canada, is preparing to implement a national assessment service to increase the capacity of regulators for timely and consistent assessment. The project will also allow internationally educated nurses to begin the application process and take the educational review and validation step while still in their home country. International applicants, who begin the assessment phase overseas, will better understand the steps needed to become a registered nurse and to practise nursing in Canada.

To better prepare internationally educated candidates to succeed in their certification examinations, the Canadian Association of Medical Radiation Technologists has a project to develop three distance examination preparation courses, as well as an assessment component and instructor mentorship.

The regional consortium of IEHP Atlantic Connection developed self-assessment tools for occupational therapists, licensed practical nurses, physiotherapists, medical radiation technologists and midwives. These online tools provide IEHPs with an overview of the required competencies, knowledge and skills, and an understanding of the profession in the context of the Canadian health-care system.

Mutual Recognition Agreements

Many Canadian regulatory bodies have already negotiated mutual recognition agreements (MRAs) with foreign counterparts to expedite the licensing processes of internationally trained individuals. Ten of the 14 target occupations under the Pan-Canadian Framework for the Assessment and Recognition of Foreign Qualifications have MRAs in place. Engineers, accountants and architects have been particularly active in this area, reflecting the globalization of their services and the need to attract the best candidates.

ACHIEVING RESULTS: ASSESSMENT AND RECOGNITION

Foreign credential recognition is the verification that the education, training and experience obtained in another country is equivalent to the standards established for Canadian workers.

In-Canada FCR service delivery

The Government of Canada served a high volume of newcomers in 2011. In order to support the newcomer client segment, Service Canada worked to improve services in partnership with its regions and CIC, including the FCRO. On the Service Canada website, there are 18 links to CIC subjects of particular interest for newcomers, including information on credential assessment. These Web articles generated over 750,000 page views, including more than 27,000 for the FCRO's credentials article.

Financial assistance for FCR-related needs

Many ITIs cite underlying financial barriers to working in their trained professions. In Budget 2011, the Government of Canada announced a new pilot initiative intended to help ITIs cover the costs associated with the FCR process.

The FCR Loans Pilot project tests innovative approaches and models of community-based partnerships that will help ITIs overcome this barrier. This year, the Immigrant Access Fund of Alberta (IAF) developed an action plan and tools to expand its microloan program into other

2011 HIGHLIGHTS

Citizenship and Immigration Canada

- Service Canada assisted over 200,000 newcomers with CIC-related questions in person; approximately 19,600 client interactions were specifically about the FCRO's resources.
- By telephone, over 34,000 newcomers were assisted with CIC-related questions; of these, 2,222 were calls to the FCRO's dedicated telephone service (1-888-854-1805) managed by Service Canada.

Human Resources and Skills Development Canada

- To date, the FCRP has funded over 170 agreements worth \$120 million.
- Between 2011 and 2014, \$18 million will be invested in the Foreign Credential Loans Pilot project.

Health Canada

- 61 IMGs in Quebec completed competency assessments for residency.
- 775 IMGs completed the National Assessment Collaboration Objective Structured Clinical Examination.

provinces. An IAF affiliate organization is commencing operations in Saskatchewan, with technical support provided by IAF Alberta and funding support from the FCR Loans Pilot project.

Supports for Health Professionals

The Medical Council of Canada is developing a common national application process to improve the qualification assessment and recognition of international medical graduates. This project will develop a single Web-based portal and registration process to allow international medical graduates (IMGs) to apply for a medical licence electronically to any of the 13 provincial and territorial medical regulatory authorities in Canada using one system.

In Quebec, a formal mechanism has been established to annually assess international medical graduates living in the province who have been unsuccessful in securing a residency position. This mechanism provides eligible IMGs with additional supports, such as a placement of up to six months and Canadian experience that is designed to increase competitiveness for residency upon completion. In the first cohort, 25 IMGs completed an assessment, with the majority going on to complete a placement and a residency interview. A second cohort of 36 IMGs were assessed in September.

In partnership with the Registered Nurses Professional Development Centre, Nova Scotia, New Brunswick and Prince Edward Island collaboratively developed an assessment and bridging program for internationally educated nurses. The program provides competency-based assessments and a modularized bridging program that help these nurses obtain the additional experience they need, as identified in their assessments. Completion of the bridging program enables internationally educated nurses to meet established regulatory requirements and become eligible to write the registration examination.

The Medical Council of Canada, in collaboration with key physician stakeholders, developed and piloted the National Assessment Collaboration Objective Structured Clinical Examination. The examination is being used to assess international medical graduates for entry into residency programs and is expected to be implemented in seven jurisdictions by 2013.



ACHIEVING RESULTS: WORK FORCE PARTICIPATION SUPPORTS

The Government of Canada is committed to ensuring that both immigrants and employers are able to access appropriate supports.

2011 HIGHLIGHTS

Citizenship and Immigration Canada

- The Government of Canada was awarded Hire Immigrants Ottawa's Employer Excellence Award for its Federal Internship for Newcomers Program (FIN).
- The FIN program placed 71 interns in 20 federal departments.
- The Employer's Roadmap was downloaded 12,298 times.

Human Resources and Skills Development Canada

- Thirteen agreements in place to support employers in facilitating labour market integration.
- The Consortium national de formation en santé has implemented a single-window service to facilitate the job market integration of Francophone international health graduates in Ottawa, Winnipeg and Edmundston.

Health Canada

- Five regions in Newfoundland and Labrador have developed community retention committees to integrate and retain their IEHPs.

Initiatives for Employers

In 2011, building on the success of the Employer's Roadmap to Hiring and Retaining Internationally Trained Workers, the Canadian Foundation for Economic Education created five videos, each designed to complement a section of the Employer's Roadmap. These videos feature employers discussing their experiences in hiring internationally trained individuals and the benefits these workers bring to their organizations.

In addition, to respond to the specific needs of employers, the Construction Sector Council developed a sector-specific roadmap. The Construction Roadmap was launched in April 2011.

The Practice-Based Preceptor Training Program, developed in Newfoundland and Labrador for the Atlantic provinces, offers online teacher-training modules for practising physicians who teach or supervise IMGs. The modules help these supervisors understand different methods of learning and cultural differences, and focus on knowledge and skills that are essential for practice. As a result, these physicians are better able to supervise, train and integrate IMGs into the medical profession.

Initiatives for Newcomers

Through the Federal Internship for Newcomers (FIN) program, the Government of Canada is providing internship opportunities to ITIs. Regional immigrant-serving organizations screened potential candidates, and federal departments and agencies identified optimal placement opportunities.

As a result of the FIN program, interns gain Canadian workplace experience and are able to expand their professional networks. In 2011, the FIN program was expanded beyond the National Capital Region to include Toronto, Vancouver and Victoria.

In 2011, the Government of Canada launched the Federal Public Service Mentorship Program pilot in partnership with the Ottawa Community Immigrant Services Organization, the Toronto Region Immigrant Employment Council and the Calgary Region Immigrant Employment Council. The goal of this pilot is to match public servants with newcomers in the same profession to expand their professional networks and employment search strategies, and to further define their career objectives.

Initiatives in Applied Sciences

Government of Canada funding for the Environmental Careers Organization of Canada provides the Canadian environmental sector with a complete process to successfully integrate ITIs into the labour market. In addition to in-class training, a dedicated employment coordinator works directly with participants and local employers to ensure optimal placement rates. This bridging program is working to address the environmental sector skills gap at the mid and senior levels. More than one hundred participants in seven locations across Canada will receive 180 hours of in-class training, work placements, and formal and informal networking opportunities to assist ITIs in securing long-term employment.

BioTalent Canada has received funding to develop a biotechnology-specific language and cultural proficiency online tool to better integrate internationally educated professionals into the Canadian biotechnology sector.

Initiatives in Health Care Professions

The Canadian Society for Medical Laboratory Science created a project to determine peer networking strategies that work for internationally educated medical laboratory technologists (IEMLTs). This includes a literature review, consultations through online surveys and face-to-face focus groups, and it will identify support mechanisms to help IEMLTs become certified and integrated into the medical laboratory practice in Canada.

There are many sources of information for ITIs in health and related professions about the labour market in Canada, which can lead to confusion or missed information. To address this issue, a number of jurisdictions are developing or strengthening “one-stop-shop” integration services for internationally educated health professionals, funded by the IEHPI. These services can provide a combination of information about pathways to licensure, employment, career planning, integration into the work force, bridging, mentorship and peer support programs. Services may also be offered to support employers, educators and assessors. Manitoba, Saskatchewan and Quebec are currently implementing these initiatives.

The University of British Columbia’s Faculty of Medicine offered a two-day orientation conference for 125 international medical graduates holding provisional licences. Participants were introduced to the British Columbia health system, learned about resources related to practice, physician organizations and ethical and professional standards, and how to access relevant clinical and educational resources.

ACHIEVING RESULTS: CROSS-CUTTING AND INNOVATIVE INITIATIVES

The Government of Canada is committed to exploring new ways to advance improvements in FCR through innovative practices.

In December 2011, the International Qualifications Network (IQN) website was launched (www.credentials.gc.ca/iqn). The IQN is a virtual space where employers, regulatory bodies, sector councils, national associations, academic institutions, immigrant-serving organizations and governments can share innovative practices in qualification assessment and recognition.

2011 HIGHLIGHTS

Citizenship and Immigration Canada

- 216 members have joined and 114 initiatives have been posted on the IQN.
- Collection of survey data by TOSG began in November. So far, 204 CIIP participants have responded to the three- month survey.

Human Resources and Skills Development Canada

- Eight interprovincial labour mobility agreements covering seven occupations were in place.

Health Canada

- 123 internationally educated nurses in Manitoba were assessed using a competency-based approach.

The IQN is supported by an advisory council that is comprised of a broad cross-section of FCR stakeholders who provide strategic advice on the operations and membership guidelines of the IQN. The IQN also offers, for the first time, an opportunity for members to provide input directly into a Government of Canada website. The Advisory Council met for the second time on December 6, 2011, in Ottawa to participate in the official launch of the website and to further discuss the engagement of stakeholders and the next phase of enhancements to the IQN.

In 2011, the Government of Canada implemented the Tracking of Overseas Orientation Session Graduates (TOSG) initiative to record outcomes of immigrants who participated in the CIIP orientation sessions. A longitudinal survey was developed that is automatically sent to CIIP graduates at intervals of three months, one year and three years after landing in Canada. The survey gathers information on their employment status, their experience in having their credentials recognized, their use of settlement services and their integration challenges.

governments can share innovative practices in qualification assessment and recognition

The Inter-Jurisdictional Labour Mobility for Licensed Practical Nurses project is adopting interprovincial standards by developing and validating entry-to-practice competency-based profiles, a code of ethics, standards of practice, and requisite skills and abilities for the profession. This will reduce

barriers that restrict labour mobility, increase harmonization of occupational standards, and increase the labour pool of licensed practical nurses in Canada.

An assessment and bridging program for internationally educated nurses was developed in Alberta and has now been implemented in Nova Scotia, Alberta, Saskatchewan, Manitoba, British Columbia and the Territories. This inter-

jurisdictional approach to nursing assessment provides applicants with an opportunity to demonstrate knowledge, skills and abilities acquired through life, work and formal learning experiences through the Substantive Equivalence Competency Assessment. Identified competency gaps are then addressed through individual learning plans and bridge training.



Helping foreign trained workers succeed in Canada

CONCLUSION

Foreign Credential Recognition will remain a priority for the Government of Canada as we pursue our efforts to attract and retain the best and the brightest in our country. With a focus on strengthening the Canadian economy and its competitiveness, the quick and seamless integration of newcomers into the labour market will remain critical to meeting our current and future needs.

Over the next year, the Government of Canada will be working with the provinces and territories to measure progress and to continue the implementation of the Pan-Canadian Framework for the Assessment and Recognition of Foreign Qualifications with the second set of target occupations in cooperation with our partners and stakeholders.

Raising immigrants' awareness of FCR and supporting stakeholders' provision of services and tools to internationally trained individuals, both overseas and in Canada, are essential. Pre-arrival supports are proving effective in securing early labour market integration for more newcomers. We will continue to explore opportunities to provide authoritative information to new and prospective immigrants early in the immigration process.

The Government of Canada will look to further develop initiatives and innovative approaches to provide financial assistance to newcomers as they go through the FCR process. We want to partner with employers in regulated and non-regulated occupations to provide appropriate supports with the hiring and workplace transition of internationally trained individuals. We will seek to expand internship opportunities for newcomers to gain Canadian work experience.

This government is committed to the full participation of newcomers in the labour force to strengthen Canada's economic success and well-being.

FOR MORE INFORMATION

For more information on FCR or the Foreign Credentials Referral Office:

- On the Internet:
www.credentials.gc.ca
- By telephone through Service Canada:
1-888-854-1805 or TTY 1-800-926-9105
- In person through Service Canada:
Visit www.servicecanada.gc.ca to find the nearest Service Canada centre offering in-person service.

For more information on the Pan-Canadian Framework for the Assessment and Recognition of Foreign Qualifications, please visit:
<http://www.hrsdc.gc.ca/eng/workplaceskills/publications/fcr/pcf.shtml>

For more information on the Foreign Credentials Recognition Program, please visit:
http://www.hrsdc.gc.ca/eng/workplaceskills/credential_recognition/index.shtml

For more information on the Internationally Educated Health Professionals Initiative, please visit: www.hc-sc.gc.ca/hcs-sss/hhr-rhs/strateg/init-prof-educ/index-eng.php

The Working in Canada website can be found at:
www.workingincanada.gc.ca

More information on the IQN is available at:
www.credentials.gc.ca/iqn

Notes

¹ While provinces and territories have jurisdiction for foreign credential recognition for regulated occupations, the responsibility for credential recognition and licensure is delegated to regulatory bodies. There are close to 500 regulatory bodies across Canada governing 55 professions, and 13 provincial and territorial apprenticeship authorities governing approximately 50 trades. In addition, there are provincially mandated agencies that evaluate educational qualifications for both academic placement and work force entry.

² The FCRO received \$13.7 million in initial funding over five years (2007-2008 to 2011-2012). Through the Economic Action Plan, the FCRO received an additional \$13.75 million over two years (2009-2010 and 2010-2011) to support the implementation of the Pan-Canadian Framework for the Assessment and Recognition of Foreign Qualifications.

³ The FCRP receives ongoing contribution funding of \$21.4 million annually.

⁴ In 2007, Service Canada received \$18.5 million over five years (2007-2008 to 2011-2012) and \$3.6 million in ongoing funding to support the FCRO's in-Canada service delivery.

⁵ The IEHPI receives \$18 million in annual funding.

⁶ The Canadian Immigrant Integration Program contribution agreement with the Association of Canadian Community Colleges is for \$14,874,072 over three years, from 2010 to 2013. The Government of Canada also supports two other initiatives that provide orientation sessions abroad. The Canadian Orientation Abroad program for economic immigrants and refugees offers general information on living in Canada in 35 permanent or itinerant sites. The Active Engagement and Integration Project in Taiwan and Korea offers services to prospective economic immigrants, providing information on settlement, the labour market and the FCR.