Integrating Internationally Trained and Educated Professionals and Tradespeople into Ontario’s Economy

Ontario Ministry of Training, Colleges and Universities
Recognizing Learning and Bridging Programs for Immigrants

A joint international Conference for Prior Learning Assessment and Qualification Recognition
Oct. 21, 2003


I. Context

Each year Ontario receives over 120,000 immigrants

- 58% of all immigrants to Canada come to Ontario; 50% of all immigrants to Canada come to Greater Toronto
- 74% of immigrants ages 18-64 have some post-secondary education or skills training
- Of these, 23 % self-identify as being qualified in regulated profession or trade
- China, India, Pakistan, the Philippines and South Korea were the top five source countries for immigration in the last four years
- By the next decade, immigration is expected to account for most or all of Ontario’s labour force growth
Ontario’s labour force would experience sharp declines without immigration, rather than the slower rates of growth that are currently projected.

Source: McMaster University MEDS projection system
Immigrants coming to Ontario have post-secondary education and/or training

I. Context

Adult Immigrants with some post-secondary education and/or training in Ontario

Source: LIDS data (landed immigrants only) Citizenship and Immigration Canada. Figures obtained by: Ontario Ministry of Citizenship, Immigration and Settlement Unit. Based on immigrants aged 18-64
## I. Context

**Ontario’s Demand for Skilled Occupations**

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Projected Demands for Skilled Workers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nurses</td>
<td>59,000-113,000 across Canada by 2001 (excluding Quebec)</td>
</tr>
<tr>
<td>Doctors</td>
<td>500 doctors annually</td>
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<tr>
<td>Pharmacists</td>
<td>2,000 pharmacists in Ontario</td>
</tr>
<tr>
<td>Respiratory Technologists</td>
<td>1/3 of therapists will be eligible for retirement by 2013</td>
</tr>
<tr>
<td>Medical Laboratory Technologists</td>
<td>Shortage of general medical laboratory technologist within the next 5 to 15 years across Canada</td>
</tr>
<tr>
<td>Automotive Parts Manufacturing</td>
<td>Between 1998-2007, more than 34,000 tradespeople will be needed and only 20,000 are available</td>
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<tr>
<td>Teachers</td>
<td>56,000 teachers in Ontario will retire by 2010</td>
</tr>
</tbody>
</table>

Source: Projections provided by national and provincial occupation and trades associations
I. Context

Ontario’s skilled immigrants can address increase skilled labour market supply

### Top Ten Immigrant Landings by Intended Profession 1996-2000

<table>
<thead>
<tr>
<th>Occupation</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Engineers</td>
</tr>
<tr>
<td>Engineering Technicians and</td>
</tr>
<tr>
<td>2 Technologists</td>
</tr>
<tr>
<td>3 Accountants</td>
</tr>
<tr>
<td>4 Teachers</td>
</tr>
<tr>
<td>5 Medical Laboratory Technologists</td>
</tr>
<tr>
<td>6 Pharmacists</td>
</tr>
<tr>
<td>7 Nurses and Practical Nurses</td>
</tr>
<tr>
<td>8 Architects</td>
</tr>
<tr>
<td>9 Geoscientists</td>
</tr>
<tr>
<td>10 Physicians or Surgeons</td>
</tr>
</tbody>
</table>

### Top Ten Immigrant Landings by Intended Trade 1996-2000

<table>
<thead>
<tr>
<th>Trade</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Cooks/Bakers</td>
</tr>
<tr>
<td>2 Industrial Millwrights</td>
</tr>
<tr>
<td>Automotive Service</td>
</tr>
<tr>
<td>3 Technicians/Autobody Repairers</td>
</tr>
<tr>
<td>4 Hairstylists and Barbers</td>
</tr>
<tr>
<td>5 Tool and Die Makers</td>
</tr>
<tr>
<td>6 Machinists</td>
</tr>
<tr>
<td>7 Electricians</td>
</tr>
<tr>
<td>8 Plumber/Steamfitters</td>
</tr>
<tr>
<td>9 Refrigeration/Air Condition Mechanics</td>
</tr>
<tr>
<td>10 Early Childhood Educators</td>
</tr>
</tbody>
</table>

Source: LIDS data (landed immigrants only) Citizenship and Immigration Canada. Figures obtained by: Ontario Ministry of Citizenship, Immigration and Settlement Unit. Based on immigrants aged 18-64
Barriers to Access to Professions and Trades for Internationally Trained and Educated Professionals and Tradespeople

Barriers include lack of:

- Information
- Tools to assess academic credentials
- Language testing and occupational specific language training
- Supplementary bridging education
- Canadian work experience
Several players are involved in access to professions and trades for internationally trained individuals

I. Context

Federal Government
- Recruitment
- Selection of new Immigrants
- Basic Language Training

Ontario Government
- Education
- Training
- Licensure for Skilled Trades

38 Regulators
Legal authority to set standards and entry to practice requirements

Educational Requirements
Experience
Language Proficiency
Qualifying Exam
Canadian Work Experience
Role of Ontario Ministry of Training, Colleges and Universities

- Leadership role in developing programs and policies to better equip internationally trained and educated individuals to put their skills to work in Ontario’s economy
- Establish, foster and encourage partnerships among stakeholders
- Promote balance between the dual responsibilities of occupational regulatory bodies
II. Strategy

Current Initiatives

- **Information Provision:** for new and prospective immigrants about professional standards, licensing, certification requirements

- **World Education Services Canada:** academic credentials assessed and compared with Ontario standards
II. Strategy

Current Initiatives

- **Sector-Specific Orientation, Terminology Training, Information & Counselling**: training manuals and self-assessment tools

- **Prior Learning Assessment and Recognition**: reliable tools for assessing and recognizing academic qualifications and prior learning and work experience

- **Bridge Training Projects**
II. Strategy

Current Initiatives

Bridge Training Projects:

- 16 bridge training projects in strategic skill sectors develop models for employers, regulators, educational institutions and community groups to:
  - Assess existing skills and competencies and provide training and Canadian workplace experience
  - Help qualified individuals move quickly into the labour market without duplicating what they have already learned elsewhere

- Bridge training models can be adapted and replicated by other organizations and in other sectors across Ontario

- MTCU supports the development and piloting of bridge training projects in sectors with skills shortages where the skills of qualified professionals and tradespersons will contribute to Ontario’s economy
II. Strategy

Two examples

❖ CARE for Nurses Project
  • Assist internationally educated nurses to become licensed to practice in Ontario
  • Partners include the regulator, community health centres, colleges, universities, hospitals and long-term care facilities

❖ International Pharmacy Graduate Program
  • Project matches students/interns with employers who act as coaches, mentors or teachers
  • Partners include College of Pharmacists, University of Toronto and employers, including the Association of Canadian Drug Stores
Bridging Training Projects

Many more projects currently under way:

- Health professions
- Teaching
- Automotive parts manufacturing
- Skilled construction and manufacturing trades
- Computer programming in health informatics and financial services
- Biotechnology
- Engineering
II. Strategy

*Working with the Trades*

- Fact sheets for high demand trades
- Trade-specific language training
- Preparatory courses for Certification of Qualification
- Practical exams as alternative to the written Certification of Qualification
Working with Occupational Regulatory Bodies

- Partnership with Ontario Regulatory Bodies
  - Steering Committee on Access Issues for Immigrants
    - Compendium of promising programs, practice4s and projects initiated by regulators to facilitate APT
    - Resource Guide providing principles and strategies
    - Self Assessment Guide/checklist for examining current practices, assessing impact of access initiatives and sharing results with others

- Support and encourage regulators to improve access
Il. Strategy

**Working with Employers**

- Canadian Manufacturers and Exporters (CME) has been contracted by the Ministry to develop a guide on the business case for hiring internationally educated and trained immigrants

  **Product:**
  - CME Tool Kit will assist businesses to understand the benefits of recognizing and hiring internationally educated and trained immigrants

- Initiatives that involve other employers are being developed
II. Strategy

APT Activities in Ontario

ONTARIO WIDE through e-learning
- International Pharmacy Graduate Program
- Access and Options for Int. trained Health Care Professionals
- Occupational Fact Sheets

OTTAWA
- Three Choices for Nurses
- Vitesse Biotechnology

KINGSTON/OTTAWA
- Alternative Teacher Accreditation Program

BARRIE
- Bridges to Employment

TORONTO
- CARE for Nurses,
- Health Informatics and Financial Services
- International Midwives Program
- Pathways
- STIC Projects (various)

HAMILTON
- Prep. for registration for Internationally Educated MLTs
- STIC Project

LONON
- Prep. for Apprenticeship, Trades & Technology
- STIC Project
II. Strategy

Labour Market Integration of Immigrants: Activities of Other Ontario Ministries

- **Ministry of Citizenship**
  - Newcomer Settlement Program

- **Ministry of Enterprise, Opportunity and Innovation**
  - Business Immigration: entrepreneurs, investors and self-employed

- **Ministry of Education**
  - English as a Second Language (ESL) non-credit classes
Labour Market Integration of Immigrants: Activities of Other Ontario Ministries

- **Ministry of Health and Long-Term Care**
  - Expert Panel on Health Professional Human Resources
  - International Medical Graduate Program
- **Ministry of Municipal Affairs and Housing**
  - Smart Growth
In summary…

- Continue to work on fostering those partnerships among the key stakeholders to remove barriers to internationally trained persons
- Replicate models across sectors provincially