

Economic Opportunity and Immigration in Canada

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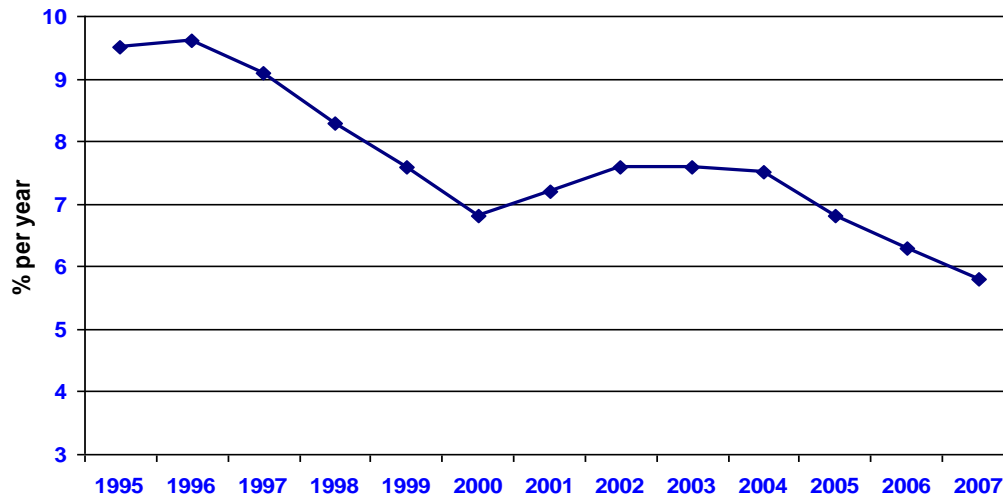
WORKSHOP SESSION:

From Policy to Practice: Recognizing Prior Learning in a Global Economy

Bonn, Germany - October 28, 2008

Canadian Labour Market Context

Unemployment Rate in Canada: 1995 - 2007



- Canada's current labour market fundamentals are strong: the unemployment rate (**6.1%**) is at a 30 year low; and Canada is experiencing a high participation rate (**67.8%**) (September 2008).
- But, challenges are emerging: i.e. population aging; growth of the knowledge-based economy; increased globalization; and, skill and labour shortages.
- 60% Canadian businesses believe that skilled worker shortages are slowing growth (PWC, 2005).

Importance of Immigration for Productivity

- Immigration inflow is a critical source of labour in Canada:
 - Statistics Canada data reveals that by 2011, immigration will account for 100% of Canada's net labour force growth.
 - 1 in 5 Canadians are now foreign-born, a 75-year high in the population born overseas (Census, 2006).
 - 60% of recent immigrants are of core working-age and account for slightly over one-fifth (21.2%) of Canada's total labour force in 2006, up from 19.9% in 2001.



Importance of Immigrant Human Capital



- Immigrants possess valuable skills and knowledge.
 - In 2006, 60% immigrants to Canada possessed some level of PSE training.
 - Twice as likely to possess B.A.'s than Canadian born.
 - Four-times more likely to have graduate degrees than Canadian born.

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.

Immigrant Labour Market Integration in Canada

Although Canada demonstrates success at attracting skilled immigrants, less success is demonstrated integrating them into the labour market.

- Unemployment rate among immigrants (11.5%) more than double Canadian-born rate (4.9%).
 - Unlike Canadian-born population, higher educational attainment does not offset unemployment rates.
- Recent immigrants encounter challenges to entering the labour market at a level commensurate with their skills and experience.
 - 80% immigrants find full-time work within two years, but only 42% are working in their field.
- Recent research on the discounting of foreign experience and education estimates one year of international experience worth only one-third of Canadian-based experience
 - Foreign education worth about 70% of a Canadian credential (Alboim, Finnie & Meng, 2005).

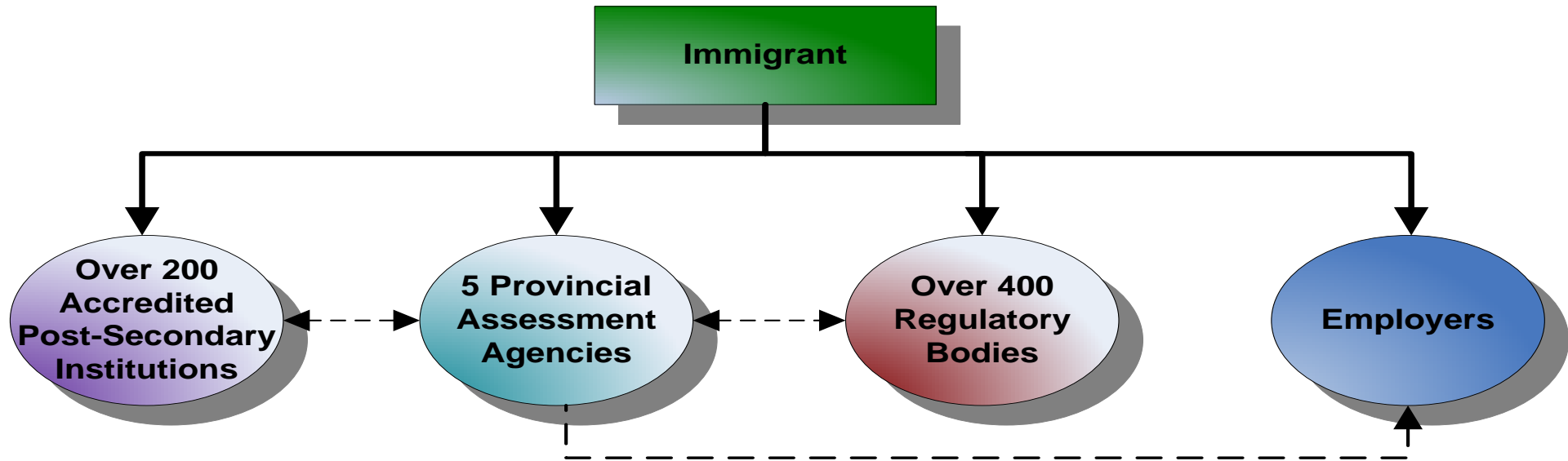
Main Barriers to Immigrant Labour Market Integration in Canada

Main barriers to labour market integration:

- *language fluency/literacy skills;*
- *foreign credential recognition;*
- *Canadian work experience;;*
- *knowledge of Canadian society and culture*

Source: Statistics Canada, LSIC.

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)

- FCRP is a systemic labour market intervention
- FCRP provides financial support to develop FCR processes that are *fair, consistent, transparent* and *rigorous*.

FCRP Quick Facts

- ✓ Original budget of \$73 million over six years (2003–09); additional \$7 million funding for 2009-10.
- ✓ Strategic investment in regulated and non-regulated occupations via contribution agreements
- ✓ 98 projects totaling \$56 million funded to-date (completed and in-progress), from an available \$64.9 million.

FCRP: Strategic, targeted action across 3 occupations

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

Engineers

Database of foreign engineering degree programs to help accelerate to assessment processes

Physicians

Internet-based self-assessment and exam tools to help international candidates determine their readiness for Canadian exams (available both inside and outside Canada)

Nurses

Research identifying practices and policies in licensure of internationally trained nurses

FCRP Projects Addressing Prior Learning and Recognition

*Edmonton Mennonite
Centre for Newcomers*



Project to develop a PLAR self-assessment tool for internationally-educated professionals seeking employment in financial accounting (in collaboration with Northern Alberta Institute of Technology (NAIT)).

*Canadian Aviation
Maintenance Council*



Project to pilot test and implement an on-line self-assessment tool to assess competency acquired through experience and education (formally/informally).

*Wood Manufacturing
Council*



Project to help industry employers identify and credit the education, acquired skills and experience of workers transitioning from other countries. It aims to increase capacity of firms in sector to assess and recognize qualifications attained outside formal or structured educational programs.

*Canadian Society for Medical
Laboratory Science*



Project is redesigning the print and web-based materials provided to international medical laboratory technologist applicants to ensure they are clear and jargon-free. Also under development is an on-line assessment tool to assist international candidates determine how their education and skills prepare them to meet requirements of the profession in Canada.

FCRP: Web-based Portal and Tools



- The **Going to Canada Immigration Portal** offers prospective and new immigrants seamless, online access to relevant and timely information on immigrating to Canada.
www.goingtocanada.gc.ca
- The **Working in Canada (WIC) Tool** provides users with labour market reports tailored to a specific occupation and geographic area (city, town or region).
www.workingincanada.gc.ca/tool
- The **Foreign Credential Referral Office (FCRO)** website provides information, path-finding and referral services.
www.credentials.gc.ca

“Attracting and retaining the best talent, and ensuring that all Canadians are able to reach their full potential are critical to the country’s long-term economic success and prosperity.”

Government of Canada. *Advantage Canada*. 2007