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**November 23, 2018**

# Recognizing International Qualifications: New Approaches for Changing Times Pathways to Prosperity Conference

**Beth Clarke**

World Education Services

**Sangeeta Subramanian**

Immigrant Employment Council of British Columbia

**Sandra Saric**

Information and Communication Technology Council

# Presenters

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## Sangeeta Subramanian

Senior Manager, Workplace Development, IEC BC

Sangeeta Subramanian is the Senior Manager, Workplace Development at IEC-BC and brings to her role 20 years of professional experience in the non-profit sector in Canada as well as Asia. This encompasses strategic planning, facilitation, cultural intelligence training, policy development, partnership development, program design, and coordination.



## Sandra Saric

Vice President, Talent Innovation, ICTC

Sandra is an avid tech enthusiast, active in the promotion of diversity and inclusiveness in Canada's ICT workforce, particularly in initiatives that involve the recruitment, retention, integration, and advancement of women, youth, and internationally educated professionals in ICT.

# Agenda

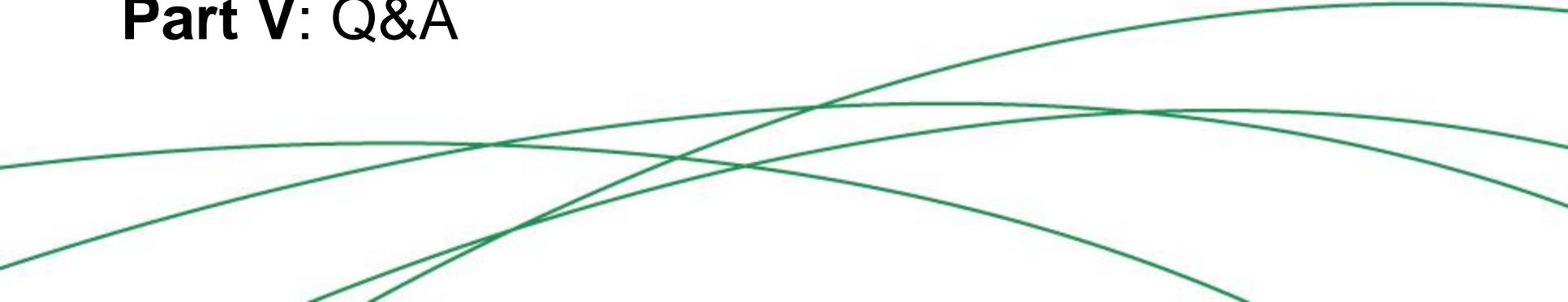
**Part I:** International Context and Implications

**Part II:** Increasing Access to Credential Evaluation

**Part III:** Putting Employer Needs at the Centre of Immigrant Employment

**Part IV:** From National Occupation Codes to Agglomerated Skills in the Digital Era

**Part V:** Q&A



# Part I: International Context and Implications

# Global Mobility by the Numbers

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**68.5M**

Individuals displaced by violence, conflict, and prosecution, as estimated by UNHCR



# Global Compact for Safe, Orderly and Regular Migration

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September 2016: General Assembly decides to develop “a global compact for safe, orderly and regular migration”

July 2018: UN Member States finalize text (available in all official languages)

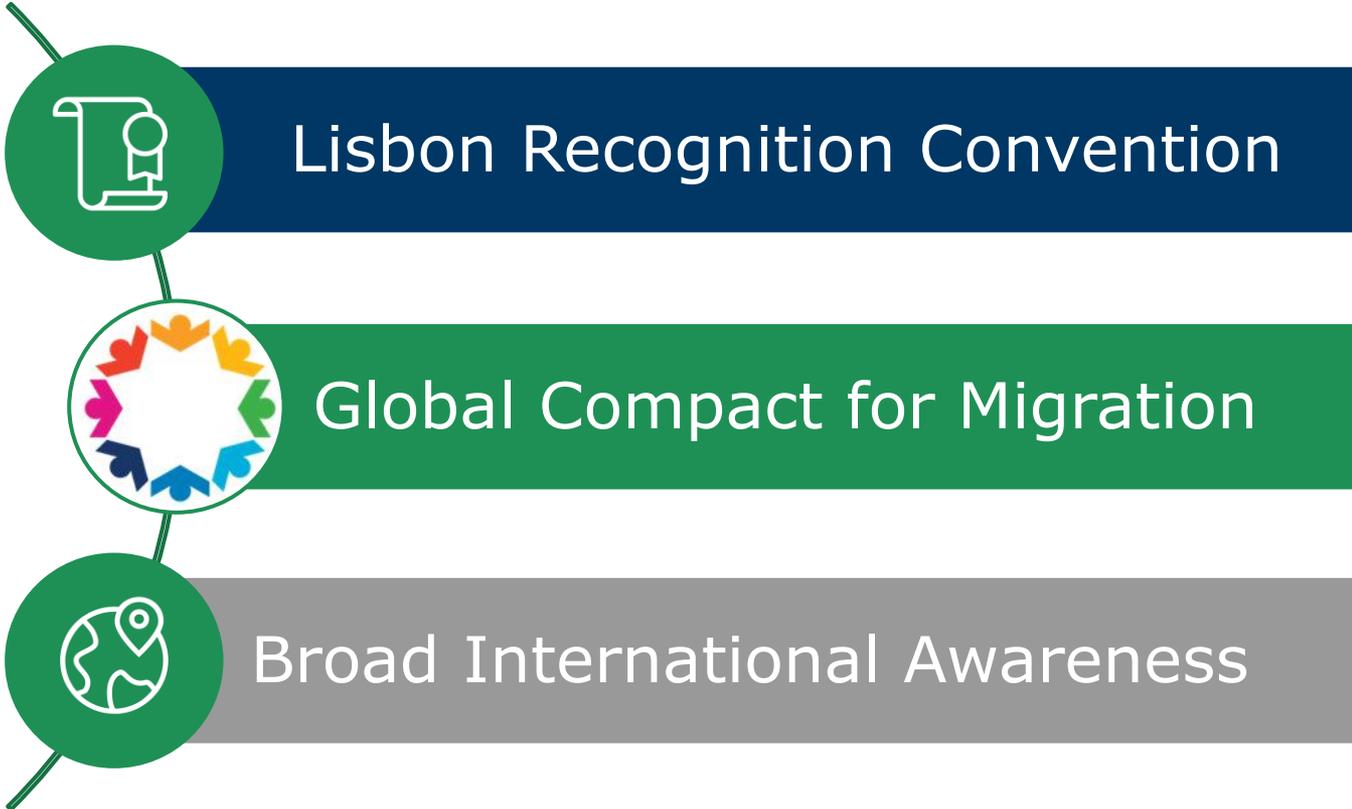
April 2017: 18 months of consultation and negotiation

December 2018: Intergovernmental Conference to adopt Global Compact for Migration

**A framework** to improve cooperation and “address the challenges and opportunities of migration in all its dimensions”

# Systemic Impact

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# Impact of Global Compact

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- Commits governments to **facilitate recognition** of skills, qualifications, competencies
- Collaboration required in Canada and abroad across all sectors



## **Part II: Increasing Access to Credential Evaluation**



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# Increasing Access to Credential Evaluation

**Beth Clarke**

Director, Strategic Partnerships  
World Education Services

# About World Education Services

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**WES** is a non-profit organization dedicated to helping international students and professionals achieve their educational and professional goals in the United States and Canada.



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# Recognition of International Credential

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- Recognition of academic credentials is the **springboard** for pursuing suitable employment, further education and licensing
- Both the **individual and community benefit** when employment utilizes education, training and experience
- We know that gaining recognition for qualifications is **critical for integration**

# The Challenge

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How can individuals who only have partial or non-verifiable academic documents prove their qualifications?



# How Should WES Respond to the Syrian Refugee Crisis?

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- Are we willing to change our strict documentation policy to accommodate this group?
- How could WES facilitate recognition in view of the inability to verify documents?
- Could WES' expertise and experience mitigate the risks for institutions?
- How could we reach those needing this service?
- Could we "reconstruct" credentials with confidence despite partial or missing evidence?
- Would such an assessment be valid for end-users?

# WES Refugee Pilot Project

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- WES developed a method of assessing non-verifiable and partial documentation
- Determined both the validity and potential utility of the report by providing an assessment to a select number of refugees
- Tested a new service delivery model using community partners



# Referral Partners

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# The Role of Referral Partners

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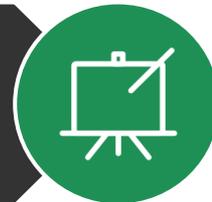
**STEP 1:** Applicant contacts referral organization to determine whether the WES program is right for them.



**STEP 2:** Applicant brings documents to the referral organization; staff sets up account and submits documents to WES.



**STEP 3:** Referral organization provides support and resources to applicant while they wait for report.



**STEP 4:** Referral organization discusses the report with applicant, as well as their academic and career options.



# The Pilot by the Numbers

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**337**

Number of WES evaluation reports provided to Syrian refugees in Canada through the Refugee Pilot Project

**57%**

Participants who held a **bachelor's** degree

**19%**

Participants who held a **graduate** degree

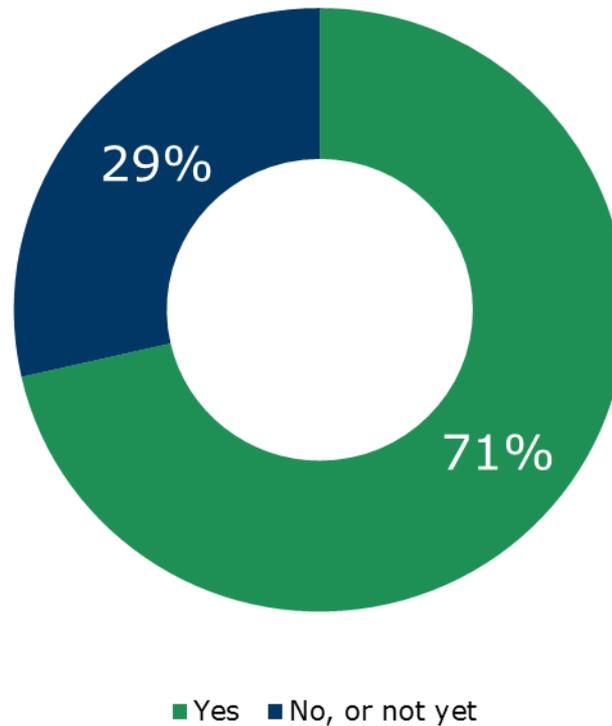
**100%**

Participants who submitted documents and received a credential evaluation

# Recognition Outcomes: Academic Purposes

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Nearly  $\frac{3}{4}$  of respondents who used the report for education said they were admitted

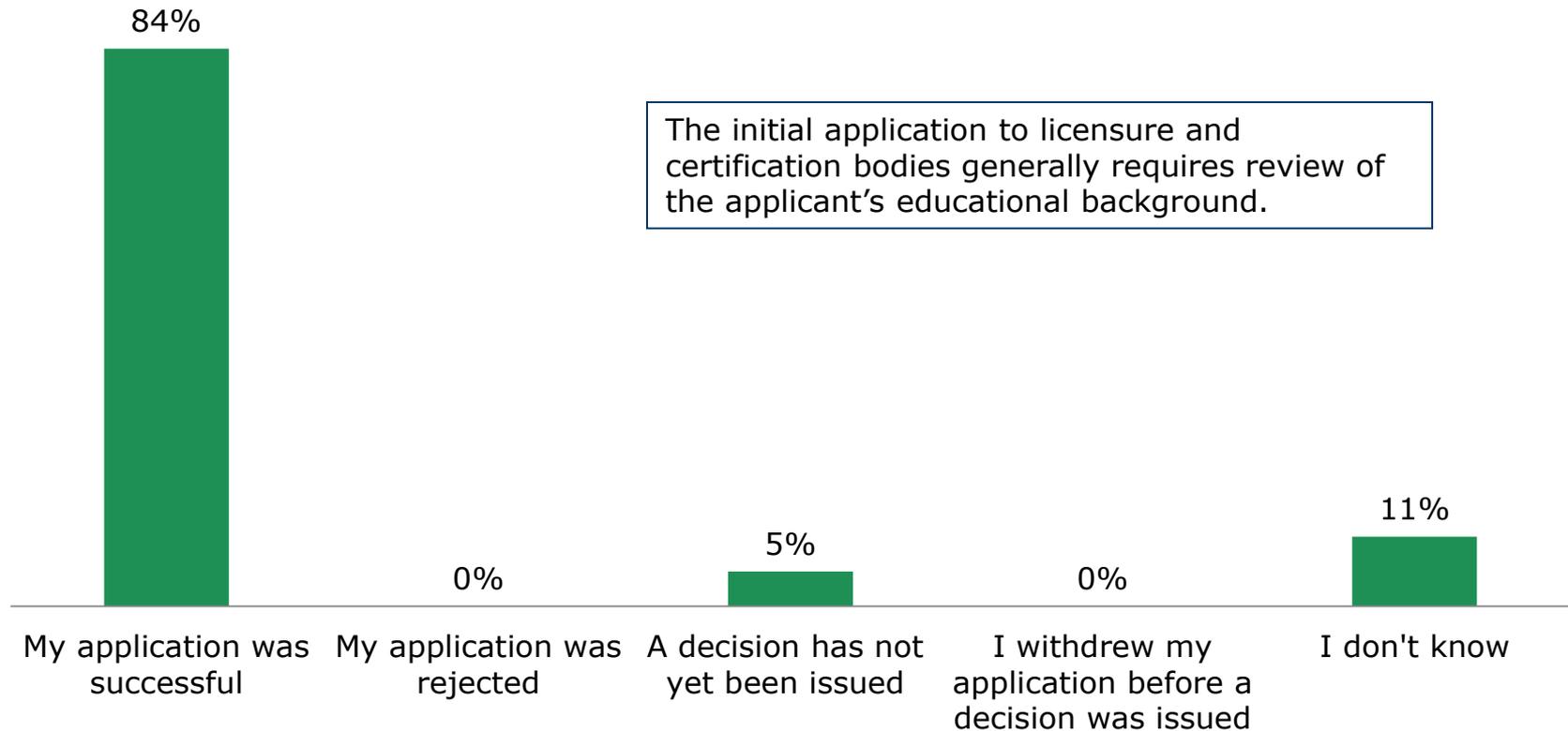


n=28

Q: Were you admitted to any college or university using the ACA report as part of your application?

# Recognition Outcomes: Licensure

Most licensure applicants reported passing the initial education review stage.



n=19

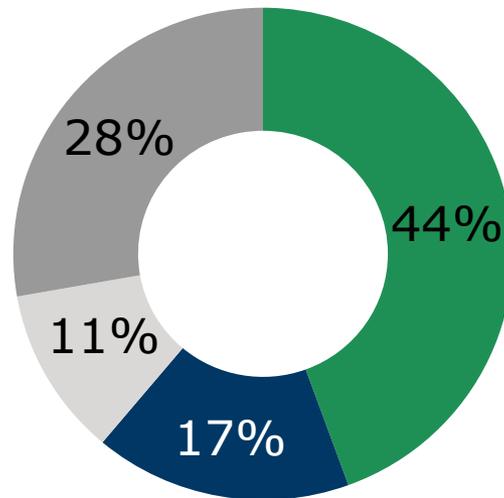
Q: What is the status of your application (with your preferred regulatory body)?

# Recognition Outcomes: Employment

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Most employment applicants who used the report received at least one offer.

- Yes, I received one offer of employment
- Yes, I received more than one offer of employment
- No
- Not yet



n=18

Q: Did you receive at least one offer of employment from an employer with which you used your ACA report?

# Scaling the Pilot to The WES Gateway Program

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- Broadening access to additional countries where access to documentation is difficult
- Developing additional national partnerships
- Integrating application journey in existing online systems
- Targeting outreach to build acceptance and recognition



Afghanistan



Eritrea



Iraq



Syria



Turkey



Ukraine



Venezuela

# Best Practice: Determining Recognition when Required Documents are Unavailable

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Institutions and organizations have options when deciding whether to recognize refugee credentials.

**Full recognition:** Recognize the applicant's full claimed background.

**Alternative recognition:** Recognize the applicant as eligible for a different credential than the one on application.

**Conditional recognition:** Recognize the individual's claimed background on the condition that he/she meet certain future requirements.

**Partial recognition:** Recognize part of the individual's claimed background.



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# THANK YOU

**Need more information?**

Visit: [wes.org/ca/wesgateway](http://wes.org/ca/wesgateway)



# Putting Employer Needs at the Center of Immigrant Employment

Pathways to Prosperity 2018 National Conference

Sangeeta Subramanian,  
Senior Manager, Workplace Development

Funded by:



Immigration, Refugees  
and Citizenship Canada

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et Citoyenneté Canada



# Overview

- Labour Demand in Canada
- Devaluing Immigrant Talent
- Addressing the Gap: Competency Based Assessment
  - IEC-BC's approach: Facilitated Access to Skilled Talent (FAST)
- Summary and Question Period



# Labour Demand in Canada

- Currently, Canada has a total of **547,280 job vacancies**
- Unemployment rate fell to 5.8 in October
- Predicted that 288,000 *new* jobs will be created by 2028 from economic growth in BC alone
  - Anticipating a shortfall of 130,000 workers over the next ten years

**Expanding industries' hiring bases to include new Canadians is necessary for long-term economic growth.**

# Immigrant Talent: Best & Brightest



- Supply of highly skilled Immigrant labour
  - 21.8% of Canada's population is foreign born
  - 2/3<sup>rds</sup> of *all* highly skilled immigrants reside in Australia, Canada, the UK and the US

Occupation Stream	Number of Canadian Immigrants between 2011 and 2015
Professional Occupations	90,895
Technical and Paraprofessional	44,085
Industrial, Construction and Equipment Operation Trades	26,635

# Underutilizing Immigrant Labour



- Disconnect between supply and demand
- Devaluing immigrant talent is costing Canada \$30.7 billion (2.1% of our GDP)\*

Wage gap between university-educated immigrants and university-educated Canadian-born workers		
	Immigrant Wage	Canadian-Born Wage
Recently Landed	\$0.68	\$1.00
Resided in Canada +10yrs	\$0.95	\$1.00

\* Based on estimates by the Royal Bank of Canada

# Addressing the Gap: Competency Based Assessment



**IEC-BC** IMMIGRANT  
EMPLOYMENT  
COUNCIL OF BC  
*Connecting Employers to Immigrant Talent*

- Recognizing the skills of new Canadians
- Benefits of Competency Based Assessments:
  - Strong indicator of ability and knowledge
  - Streamlines hiring international talent



# IEC-BC's Approach: FAST

- Facilitated Access to Skilled Talent (FAST) is an online program that enables pre-arrival immigrants to compare their current skills and knowledge to Canadian industry standards
- Curriculum developed for 68 occupations across three streams:
  - Skilled Trades
  - Biotechnology and Life Sciences
  - IT and Data Services
- Over 600 participants since 2016
- 70% of participants find work in their field 1-4 weeks after landing



# IEC-BC's Approach: FAST

- Success Stories:

- Megan Govender - Sales Representative, STEMCell (BC) - interviewed immediately after landing / applying for a job; received job offer 2 weeks upon arrival
- Tariq Zafar - Full Stack Developer, Boeing (BC) - received 3 job offers 1 month upon arrival
- Mariel Martes - Logistics Associate, Hospitality Designs (BC) - hired within 3 weeks of landing
- Shradha Saxena - Software Developer, Sesama Business Solutions (ON) - hired in 2 months

# Summary



Pre- and post-arrival programs focused on competency rather than credentials are necessary to successfully integrate newcomers into Canada's labour market and ensuring Canada is maximizing our current and future immigrant talent.



# THANK YOU!

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Visit our website:  
[iecbc.ca](http://iecbc.ca)



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# From National Occupation Codes to Agglomerated Skills in the Digital Era: Recognizing Skills and Competencies with the Information Technology Professional Designation

*Recognizing International Qualifications - New Approaches for Changing Times*

Sandra Saric  
Vice President, Talent Innovation  
<https://www.linkedin.com/in/sandrasaric/>

November 23, 2018  
Pathways to Prosperity Conference

[www.ictc-ctic.ca](http://www.ictc-ctic.ca)

Information and Communications Technology Council  
116 Lisgar Street, Suite 300, Ottawa, ON K2P 0C2  
(tel) 613-237-8551 | (fax) 613-230-3490

Conseil des technologies de l'information et des communications  
116, rue Lisgar, pièce 300, Ottawa (Ontario) K2P 0C2  
(tél) 613-237-8551 | (télé) 613-230-3490



# Setting the Context

ICTC fosters globally competitive and inclusive digital economy empowered by innovative digital solutions





# Growth sectors & Talent demand

Financial services  
FinTech



Intelligent retail



Advanced manufacturing  
& robotics



Entertainment & gaming



Connected transportation



Clean Tech



Biotechnology



eHealth



**216,000** digital/ICT workers  
will be in demand across all  
Canadian industries by  
2021.



Cyber security is the backbone

## The Digital Economy

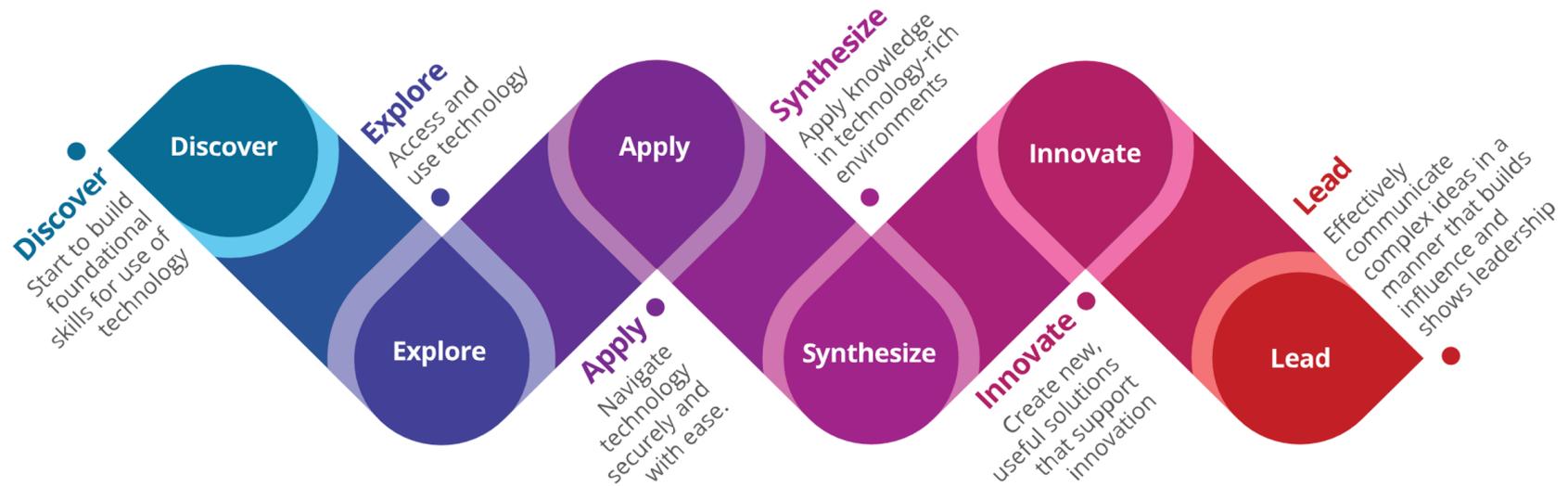
- “The Fourth Industrial Revolution will lead to profound shifts across all industries, reshaping production, consumption, transportation and delivery systems, among other factors... Managing these transitions for optimal outcomes for our societies will require visionary leadership and a wide range of new knowledge and skills.”(\*)
- **Digitization, coupled with transformative technologies are permeating all sectors of the economy, accelerating a heightened demand for digital skills.**



\*World Economic Forum - 2016 Human Capital Report

# Digital Literacy & Skills Roadmap

<https://roadmap.digitalyouth.ca/>



This national roadmap is a guide for building digital literacy and skills for Canada to be used by education, industry, government, individuals and interested stakeholders. There are 3 learning pathways - the **education** path introduces digital to learners through education; the **occupation** path introduces digital to workers, and the **citizen** path introduces digital to individuals and society.



## The ITP Designation (ITP)

- ICTC uses extensive industry input and forward-looking research to forecast current and future skills needs in the digital economy.
- The ability to recognize the skills and competencies of internationally educated and trained employees can be a challenge for Canadian employers.
- Applying the principles of relevance, flexibility, accessibility and integrity, the ICTC ITP designation is an attestation of the accredited education and industry experience in high demand fields as identified by ICTC's labour market intelligence.
- Our goal is to increase employability for immigrating ICT professionals in Canada.



## A Clear Purpose

- The designation is available to ICT professionals who have recently immigrated to Canada, or who are in the process of immigrating to Canada as permanent residents.
- ICTC evaluates international work experience against Canadian industry standards through an assessment of transferable skills, language profile, work experience and education.
- The designation enables existing ICT professionals to document their competencies and skill sets for employers or prospective employers.



## How newcomers enroll in the ITP Designation?

- To begin the designation process, clients visit [www.etalentcanada.ca/get-designated](http://www.etalentcanada.ca/get-designated).
- Submitted information includes:
  - Contact information, such as email, home address and phone number.
  - Language ability: CELPIP or IELTS, less than two-years old.
  - Recognition of international education credentials.
  - Skills-focused resume.
  - National Occupation Classification (NOC) for immigration purposes.
  - Social network profiles (LinkedIn, Twitter).
  - Professional certifications, technical skills, professional development courses.
  - Three employment references.
  - Any letters of recommendation from their employer, if available.
- Once an application is received, reviewed and approved, individuals will receive a certificate with their ITP designation via email.



## Welcome to Canada!

- There are currently over 1000 ICT professionals, from all across the globe, who have applied for the ICTC ITP designation.
- Over 100 have fully completed the designation process thus far, which can take from 2-8 weeks.
- Individuals are coming from all over the world –

Philippines

Pakistan

China

India

Nigeria

South Africa

France

Morocco

Brazil

## What's Next? Skills Trends

### *Understanding the digital skills shortage*

- Industry is moving from job titles to skills mapping for jobs in demand --> will help better define transferable skills and upskilling/reskilling requirements
- Increasingly, workers will need to have an “agglomeration” of skills, (*digital & non-digital skills*) to remain competitive in this changing economy
- Shifting soft skills for a digital economy – dealing with ambiguity, empathy, ethical thinking, creativity, critical thinking
- Gig Economy & Future of Work
- The ITP designation 2.0 will continue to capture the in-demand skills to further facilitate skills recognition across sectors & roles.



**Thank you!**

# Part V: Q&A



QUESTIONS AND COMMENTS