

Navigating Foreign Credential Recognition with Pre-Arrival Programs

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Indigenous Land Acknowledgment

We acknowledge ancestral and traditional territories of Indigenous Peoples across the regions that we live and work. We express our gratitude and honour the Indigenous Peoples who are the keepers of these lands that have existed since time immemorial. We are grateful to be presenting today on the unceded Coast Salish lands of the x^wməθk^wəy'əm (Musqueam), Sk̓wxwú7mesh (Squamish), and Səlílwətaʔ/Selilwítlh (Tseil-Waututh) Nations. We recognize and acknowledge our communities' shared histories of injustice and discrimination and uphold that it is our joint responsibility to actively work toward achieving healthy and inclusive communities and environments.



Navigating Foreign Credential Recognition

with Pre-Arrival Programs



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Please share your thoughts in the poll !

In your experience, how familiar are newcomers with the Foreign Credential Recognition (FCR) process before they arrive in Canada?

What potential barriers do you believe newcomers with a background in a regulated profession are facing when applying for licensure in Canada?

<https://www.menti.com/alp5wn5y7x6t>

Join at menti.com | use code 2420 1602



What Is Foreign Credential Recognition?

Newcomers who want to work in jobs that require a license, or certificate must have their foreign licenses and certificates recognized. The process of verifying that the training, education and/or experience obtained in another country meets the federal, provincial or territorial standards is called foreign credential recognition.

The time it takes to get foreign credentials recognized and the licensure process to work in a regulated profession vary greatly from profession to profession and are a complex process.

Approximately **20% of occupations in Canada are regulated.**

Examples of regulated occupations include:

- accountant
- architect
- carpenter
- physician
- electrician

Source: <https://www.canada.ca/en/employment-social-development/programs/foreign-credential-recognition.html>

Foreign Credential Recognition

Importance of FCR:

- Economic benefits
- Integration and inclusion
- Meeting Labour Market Needs
- Reducing barriers to employment

Challenges:

- Complexity of processes
- Lack of standardized assessment procedures
- Difficulty navigating various regulatory bodies and assessment agencies.

FCR vs Foreign Credential Evaluation

Foreign Credentials Evaluation (FCE)

- Process of getting foreign credentials and international documents assessed for the purpose of immigration to Canada.



Group Activity – Case Study

Around your table discuss:

1. How do you think the process for internationally trained accountant will look like?
2. How long will it take?
3. What would be the cost?

Settlement Online Pre-Arrival (SOPA)

Anika Sweet | She/Her
Supervisor, SOPA

Aneta Popa | She/Her
Employment Specialist/ SOPA AB Team Lead

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Settlement Online Pre-Arrival (SOPA)

- SOPA is a virtual hub providing guidance and customized pre-employment support designed to help newcomers find and retain employment in Canada.
- SOPA engages a network of 7 settlement agencies across the country to deliver training to prepare immigrants for successful integration into the Canadian labour market.
- This network provides training within the current local context creating a bridge to connect pre-arrival immigrants to their destined communities.



Settlement Online Pre-Arrival (SOPA)



Program Launch

November 10, 2015: SOPA (Settlement Online Pre-Arrival) launched.

Initial Offerings: Facilitated courses on Job Search Strategies and Soft Skills, along with self-guided courses for flexibility.



Program Expansion

April 2019: One-on-one employment Counseling was introduced to provide personalized guidance.



Recent Enhancements

January 2024: Foreign Credential Recognition (FCR) Service was added, supporting clients with credential assessments and recognition.

SOPA Partners Across Canada



Immigration, Refugees and Citizenship Canada

Immigration, Réfugiés et Citoyenneté Canada

Top 10 Countries Our Clients Come From





INTRODUCTION TO SOPA'S

Foreign Credentials Recognition (FCR) Services

Added January 2024

SOPA FCR Navigators



Rajmonda Deliallisi

Western Region (based in Alberta- CCIS)

- Alberta
- British Columbia
- Manitoba
- Saskatchewan
- Yukon



Shivam Oheri

Eastern Region (based in Nova Scotia- ISANS)

- New Brunswick
- Newfoundland & Labrador
- Nova Scotia
- Ontario
- Prince Edward Island

FCR Services at SOPA



40% of SOPA clients have a background in a regulated profession

Foreign Credentials Recognition (FCR)

What we do



FCR Services at SOPA

Specific One-on-One FCR Employment Counseling Sessions tailored for each province

Comprehensive information on professional licensing and certification if needed:

- Clients receive detailed insights into the requirements necessary for their specific professions.

Guidance on navigating the credential recognition process:

- Personalized support to help clients understand the steps needed to have their credentials recognized in Canada.

Access to relevant resources tailored to their needs:

- Clients are provided with resources that cater to their unique backgrounds and career goals.

Recommendations on any essential training or bridging programs:

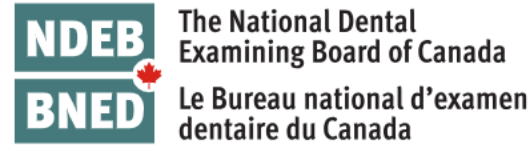
- Counselors suggest appropriate training programs that may be necessary to meet licensing requirements.

FCR Services at SOPA

FCR Webinars - Tailored specifically for each province

Guest speakers and workshops:

Webinars feature representatives from relevant professional associations and regulatory bodies for sharing insights about, licensing requirements, and educational assessment information, financial assistance services. Clients get access to information sessions dedicated to FCR processes across various regulated professions in different provinces.



FCR Services at SOPA

FCR Mentorship Matching- Tailored specifically for each province

Mentorship pairing process:

- Our pre-arrival clients are matched with experienced alumni and professionals who have gone through the licensing process to support them through the licensure experience

Example:

- A pre-arrival mechanical engineer is matched with a Canadian-licensed mechanical engineer who also immigrated to Canada and now works in his profession.
- A pre-arrival dentist is paired with a licensed dentist in Canada who completed the same licensure pathway.



Post-arrival Referrals / Transition

Connecting Clients to Essential Services for Career Integration in Canada:

- Financial Assistance: Guidance on settlement funds, grants, and career development support
- Mentorship & Volunteer Opportunities: Access to professional mentorship and local volunteer roles
- Professional Networking: Support in building networks through events and platforms like LinkedIn
- Specialized Provincial Programs: Resources for industry-specific training and skills development
- Newcomer Resources: Services like settlement agencies, language courses, and career workshops
- Service Provider Organizations (SPOs): Personalized settlement and employment services in the client's province of choice

Success Story: Maguy's Certification Journey in Saskatchewan

When Maguy arrived in Canada in July, bringing 23 years of experience as a Medical Lab Technician and phlebotomist, she was eager to continue her career. In her initial consultation, our FCR Navigator guided her on Canadian requirements and advised her to connect with the relevant regulatory body for certification.

After learning that even phlebotomy positions required a certificate, Maguy explored options at Saskatoon Polytechnic, where she was informed, that she would need to complete a six-month course. Encouraged by our FCR Navigator to consider the CPT exam, Maguy connected with the Canadian Phlebotomy Technicians Association and, within two months, successfully earned her Certified Phlebotomy Technician (CPT) certification. She started her new job last Tuesday.



SOPA's Online & Social Links



 [linkedin.com/company/arriveprepared/](https://www.linkedin.com/company/arriveprepared/)

 @arriveprepared

 [facebook.com/arriveprepared](https://www.facebook.com/arriveprepared)

 @arriveprepared

 Our client Stories:
<https://arriveprepared.ca/success-stories/>

Linktree* <https://linktr.ee/arriveprepared>

Thank you

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Aneta Popa apopa@ccisab.ca





Empowering Skilled Trades

Comprehensive Pre and Post-Arrival Services for Internationally Experienced Tradespeople

Presented by: Sharvari Jois



77-YEARS OF EXPERIENCE IN HELPING JOBSEEKERS REACH THEIR POTENTIAL

- Programs for newcomers, youth, people with disabilities, the unemployed and the underemployed
- Newcomer programs include:
 - Pre-arrival offerings since 2002 (Canada InfoNet)
 - Job search workshops for newcomers
 - Targeted support for women and youth
 - Enhanced language training (ELT)
 - Bridging programs for Architects, Healthcare, Marketing and Human Resources professionals
 - Skilled trades programs – pre and post-arrival
 - Mentoring programs – Group mentoring, In person and online pre-arrival mentoring

16,600+

Job Seekers

137

Newcomer
Countries

86%

Gained Employment/
Returned to Training

The Importance of Skilled Trades in Canada's Workforce and Economy

- **Skilled Trades: Backbone of Canadian Economy**
 - Essential roles across construction, manufacturing, maintenance, transportation etc.
- **Current Labour Shortages**
 - Canada faces a critical shortage in skilled trades—projected to need over 700,000 new tradespeople by 2028.
- **Impact on Key Sectors**
 - Shortages delay essential infrastructure projects, housing development, and manufacturing output.
 - Manufacturing: \$13 billion loss (2022) due to skills shortages.
- **Newcomers: A Solution**
 - Internationally trained tradespeople bring valuable skills and experience to help meet Canada's labour demands.



Understanding the Needs of Internationally Experienced Tradespeople

- Unique Challenges in Skilled Trades
 - Licensing and regulatory hurdles
 - Limited recognition of foreign experience
 - Costly credentialing and certification processes
- Foreign Credential Recognition (FCR)
 - Requirements varies significantly by province and trade type
 - Credentials are not fully recognized
- Lack of Canadian-specific Experience
- Language Barrier
- Emotional & Financial Strain



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National pre-arrival employment and mentorship support program

- Funded by Federal Government of Canada (IRCC) since 2016
- All Industries – Engineering and Architecture, Finance and Banking, IT, Education, Healthcare
- Pre-arrival offerings since 2002

14,000+

IEPs

1600+

Annually

2800+

Mentoring Matches

100+

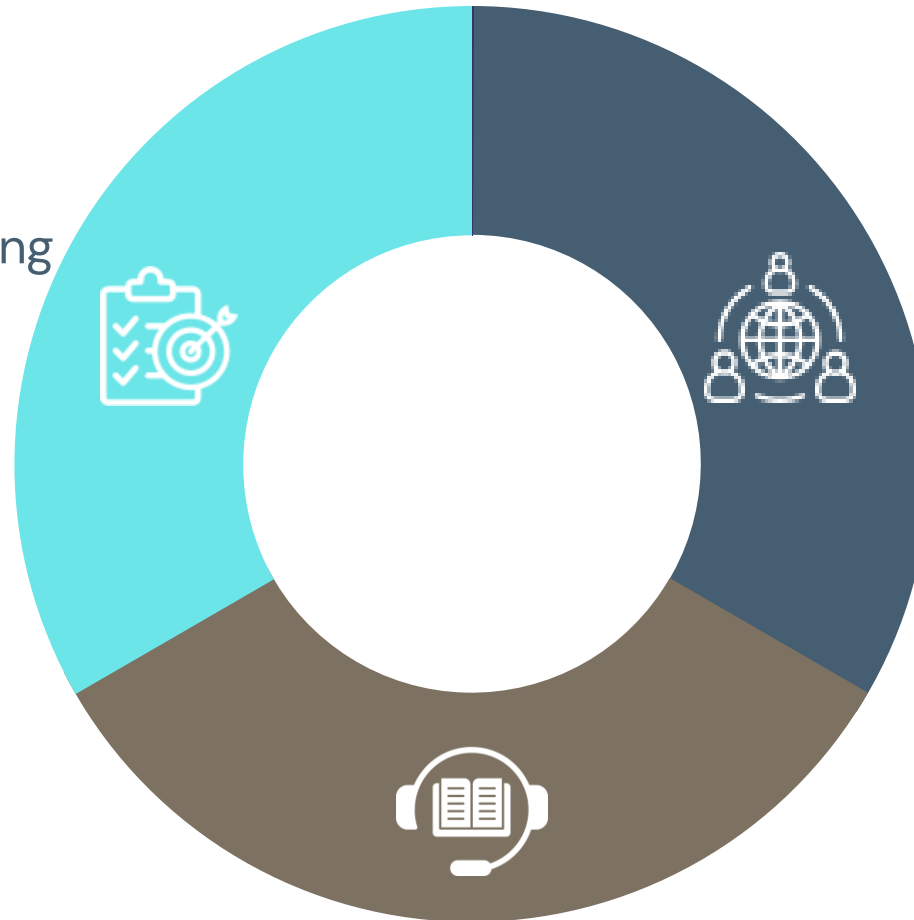
Countries

1 PREPARE

- Career Planning & Counseling
- Licensure Pathways
- Job Search Strategies

2 LEARN

- Virtual learning
- Online Tools
- Webinars
- Resume & Interviews

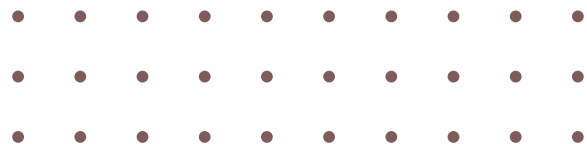


3 CONNECT

- Occupation-specific Mentors
- Employers
- Settlement Services

Pre-Arrival supports for internationally trained individuals seeking to pursue **skilled trades occupations** in Canada

- Funded by Foreign Credential Recognition (FCR) / Immigration, Refugees and Citizenship Canada-IRCC (2023)
- The skilled trades pre-arrival stream aims to increase access to information, orientation, and support for newcomers who have experience in a skilled trade or who want to change their careers to a skilled trade occupation



Skilled Trades Video



[Link](#)

SKILLED TRADES CHALLENGES

- Debunking myths about skilled trades
- Regulations vary for each province and occupation
- Networking and job searching are different than professional occupations



SKILLED TRADES OPPORTUNITIES

- High demand all over Canada
- Lower credentialing costs when compared to many regulated occupations
- Increased job satisfaction levels



HOW WE HELP

- Specialized employment counselling
 - Orientation – requirements; pathways
 - Exploring career paths
 - Discuss networking strategies
 - Provide resources
- Partnership with regulatory body
- Occupation-specific webinars/ workshops
- Mentoring/networking
- Translation/interpretation supports



Mohammad Ramin

Construction Manager/Plumber

From: Iran

Destination: Ontario

- Years of experience in the trade
- Applying for TEA in Ontario
- Services received: employment counselling and mentoring/networking



“The one-on-one employment counseling sessions were incredibly informative. They gave me a clear understanding of the current market demands, the working conditions, and the expectations for plumbers in Canada (...) These sessions were crucial in demystifying the TEA application process. (...)and made the process much less intimidating. (...) The networking session with the mentor was very beneficial. Hearing from someone already working in the field gave me practical insights into daily operations and industry challenges. It also helped me understand the importance of networking within the trade community in Canada and provided useful connections.”



Makunda Msipa

Electrician

From South Africa

Destination: Alberta

- Appreciated that trades are valued in Canada
- Services received: Employment Counselling; Mentoring/Networking; Health and Safety Awareness Workshop; Started Trade Experience Assessment process
- Employed as Reliable Maintenance Engineer and in the process of becoming a certified Electrician

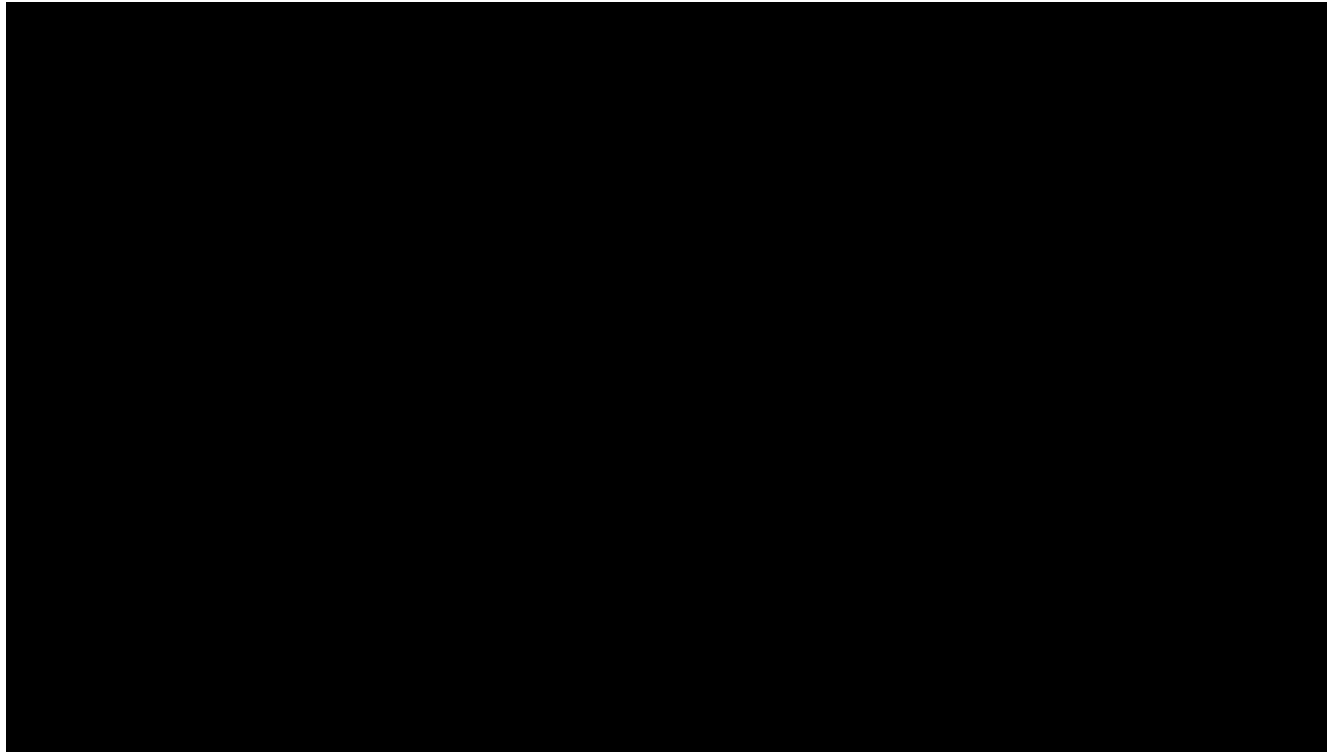


These (one-on-one employment counselling sessions) gave me an overview on what to expect in my field and how I can apply for my trades verification and be assigned an equivalent trades assessment. (The networking/mentoring session) Helped understand that if you are a trades person once you land in Canada you will need to do a few certificates that will help you be marketable in construction and manufacturing industries.



Testimonial – John Michael Rosos from Philippines

Facilities Management, interested in licensure support to become Electrician



[LINK](#)



Skilled Trades Programs for Newcomers

- Services for internationally experienced trades persons since 2023
 - Vulnerable groups; lower CLBs
 - Variety of trades: Carpenters, Electricians, Hairstylists, Plumbers, Automotive technicians and others
- Comprehensive supports to gain the Red Seal or Certificate of Qualifications in Ontario
 - Specialized trainings – Health & Safety, Working at Heights, PLC, First Aid,
 - Documentation for Trade Equivalency Assessment (TEA)
 - Exam preparation
 - Financial supports for tools & books



Canada

EMPLOYMENT
ONTARIO

Ontario



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JVS
JVS TORONTO

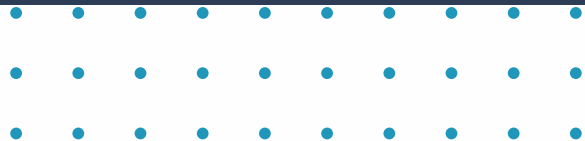


THANK YOU

Email: Sharvari.jois@jvstoronto.org

www.canadainfonet.org

www.jvstoronto.org





Foreign Credential Recognition (FCR) at AEIP



Expansion and Scope of Services

Pre-arrival: Active Engagement & Integration Project (AEIP)

- In operation in Korea and Taiwan since June 2008
- Established Beijing Office in 2015 and Guangzhou Office in 2019
- Served around 50,000+ newcomers from 191 countries since 2008
- Integrated model and client centered approach to support clients settle across Canada
- Delivers both Settlement and Employment Services
- Partners with provincial SPOs across Canada

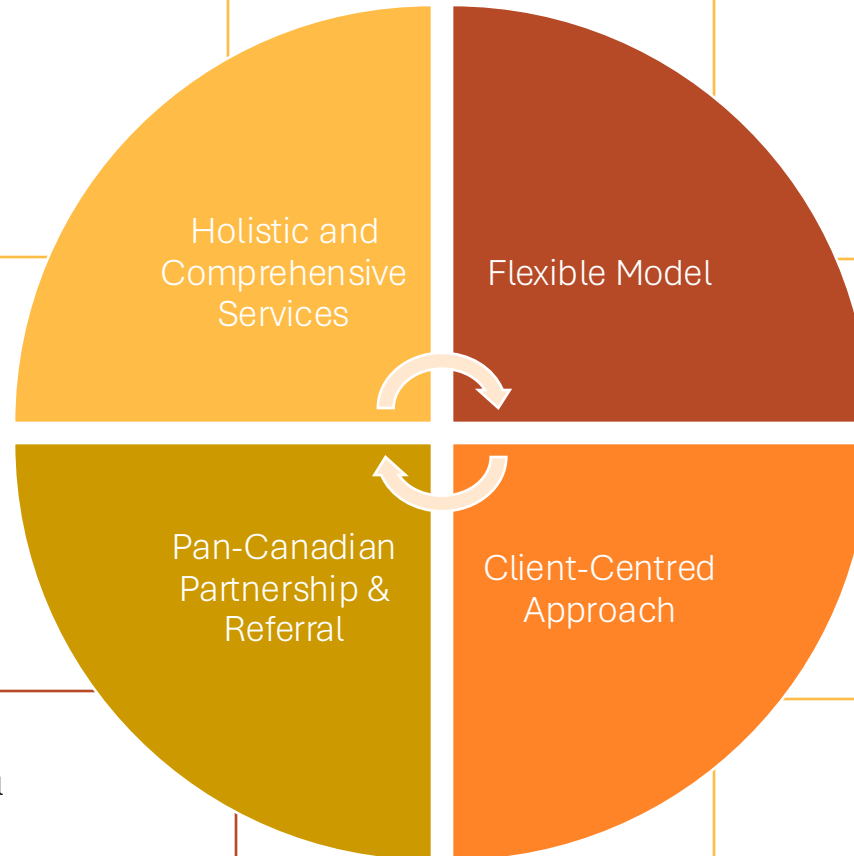
Foreign Credential Recognition (FCR) Support

The AEIP Employment Specialist provides clients online support to review the options of using resources, further discuss the steps identified in the FCR Action Plan, and connect to appropriate occupational specific pre-arrival services, sector councils, professional associations and regulatory bodies to access appropriate resources to gain a better understanding of the process involved.



FCR Integrated Service Model

- Needs Assessment & Referral, Workshops, Employment-Related Service
- Seamless transition from pre-arrival to post-arrival through provincial licensing bodies

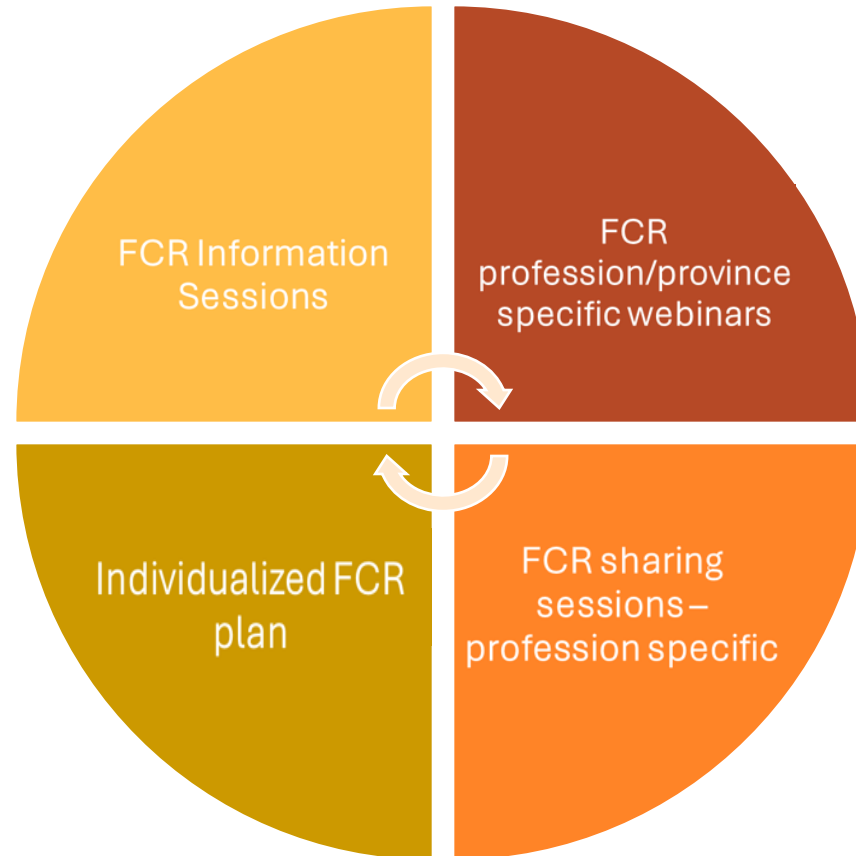


- Flexible Virtual Service Centre for online communications
- Call centre approach to serve clients from different time zones
- Address clients' needs, specific to their profession/sector.

- National Settlement Partners, Employment-Related Pre-arrival service providers, Employment Service Agencies and licensing bodies.

Individualized FCR Plans
Case Management Model with ongoing support
Technology friendly Communication (e.g. Skype, Wechat and Anymeeting)

FCR Integrated Service Model



FCR sharing session – Licensure to Architect profession

- **Guest speaker:** Ayoub Zenati
- **Date:** May 15, 2024
- **Background:** Internationally trained Architect from Algeria, in the process of obtaining the certification to work as an Architect in BC.
- **Participants:** 40 attendees

Client Feedback:

“Thank you so much for all the precious information.”

“I found it very helpful.”

“Thank you so much for all the precious information.”

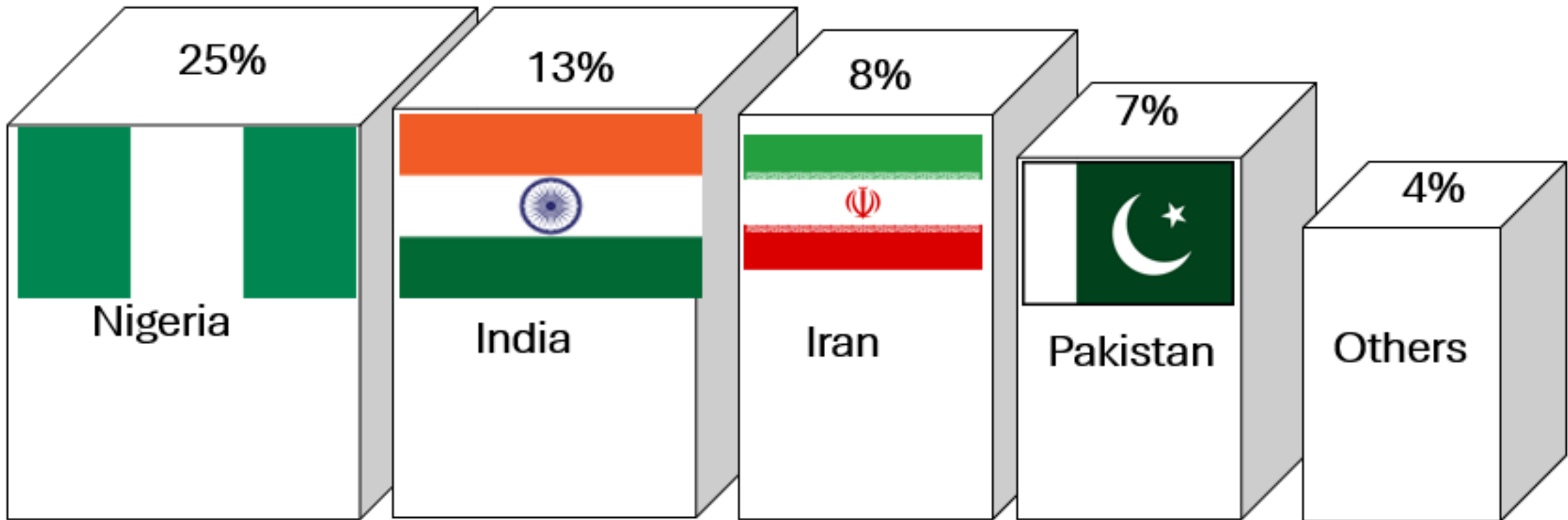
Internationally Trained



Join us to learn from our guest speaker about different licensing steps that you can do at the pre-arrival or post-arrival stage:

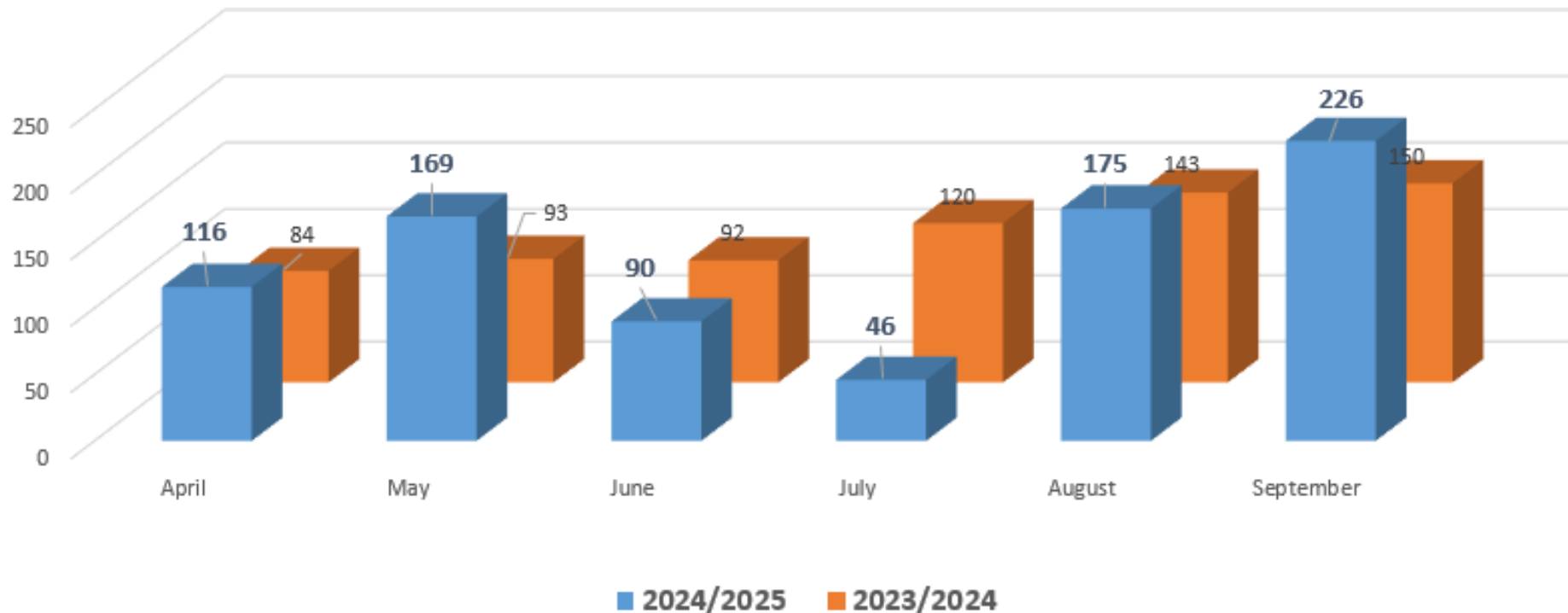
- The pathways to becoming an architect in Canada

Current Top Source Countries



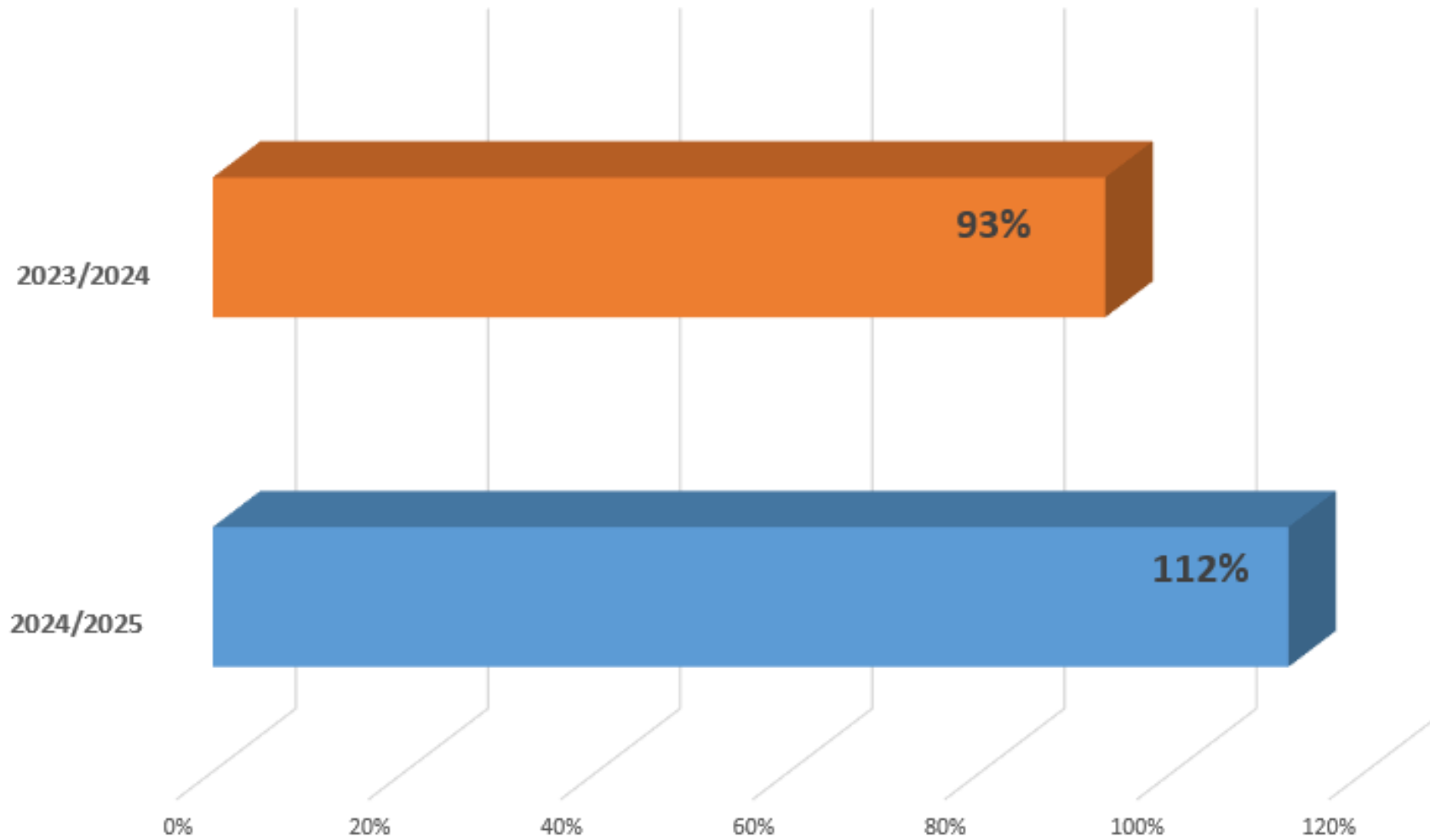
Monthly breakdown for FCR activities

2 Year FCR Service Comparison



Average of 22% increase in FCR activities in the current contract year over the same period in the previous year

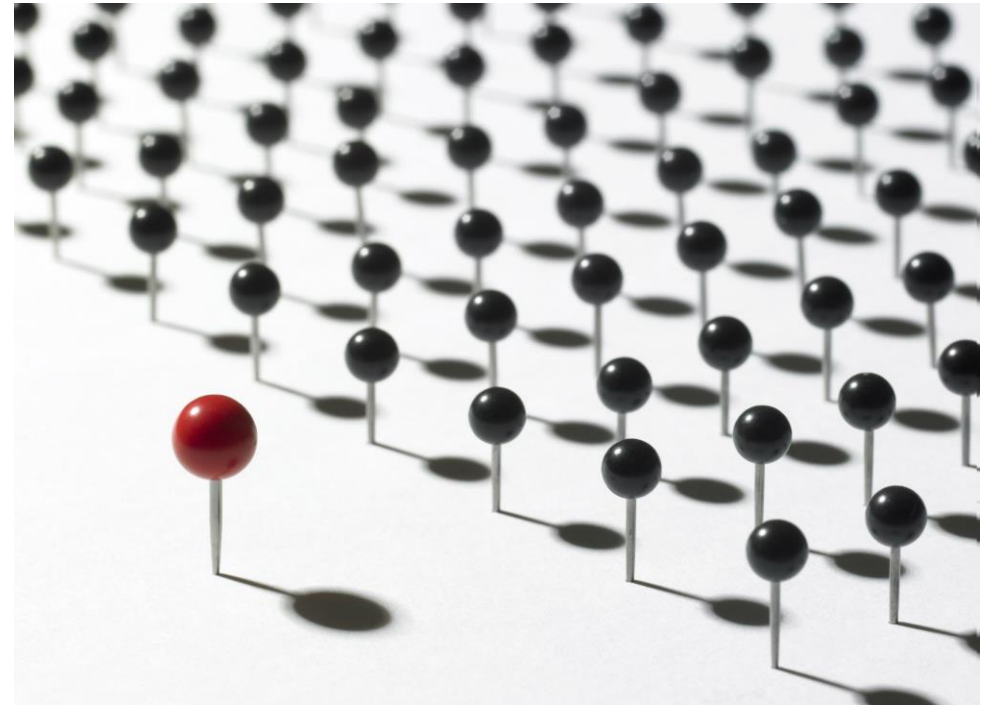
As of September Actuals to Target



Additional Employment Specialist Support for FCR Activities

In response to a request for more Foreign Credential Recognition (FCR) support for newcomers to Canada, two Full Time Equivalent (FTE) Employment Specialist positions were created. One specialist provides:

- *individual and group FCR counseling*
- *guiding newcomers on the FCR process*
- *setting career goals*
- *exploring options*
- *creating action plans*
- *organizing FCR webinars*
- *connecting clients with regulatory bodies and post-arrival services.*



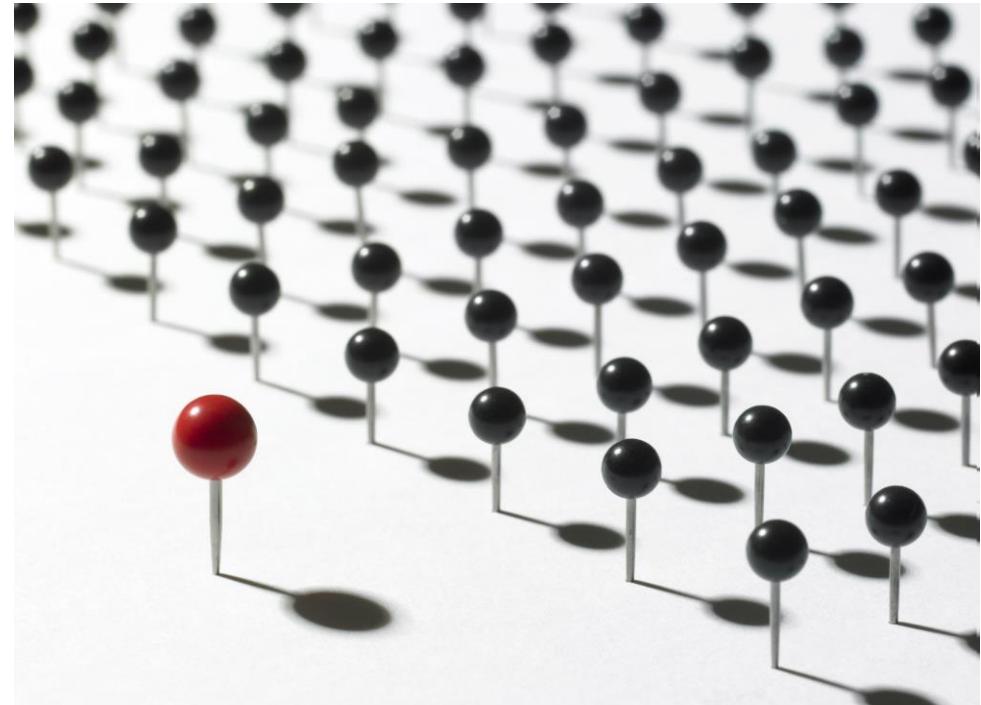
Additional Employment Specialist Support for FCR Activities

In response to a request for more Foreign Credential Recognition (FCR) support for newcomers to Canada, two Full Time Equivalent (FTE) Employment Specialist positions were created. One specialist provides:

Bilingual Employment Specialist

Provides FCR support, particularly for licensure and certification in French. These efforts demonstrate our commitment to tailored pre-arrival services, empowering Francophone clients for a successful transition to life in Canada.

We refer clients destined for areas outside Quebec to our partner 'Connexions Francophone'. Although our French-speaking employment specialist provides FCR support, focusing on French licensure and certification, we continue to refer when necessary.



Additional Employment Specialist Support for FCR Activities

The other Employment Specialist focuses on:

- *researching and maintaining up-to-date FCR information*
- *liaising with professional associations*
- *participating in FCR events*
- *reviewing resumes*
- *maintaining an FCR inventory*
- *collaborating with other pre-arrival service providers to share information and best practices.*



Additional Employment Specialist Support for FCR Activities

The other Employment Specialist focuses on:

- *collaborating with other pre-arrival service providers to share information and best practices.*
- *collaborating with other pre-arrival service providers to share information and best practices.*





Thank you

FCR Services – Long Term Goals

- **Increase Employment Outcomes:** Help internationally trained professionals secure employment in their fields at levels that match their qualifications and experience, improving job satisfaction and economic integration
- **Reduce Barriers to Licensure:** Collaborate with provincial regulatory bodies and employers to help minimize barriers and promote recognition of international credentials
- **Build Mentorship Networks:** Establish ongoing mentorship networks that connect newcomers with successful professionals in similar fields
- **Expand Resources and Partnerships:** Partner with educational institutions, bridging programs, and professional associations to provide newcomers with seamless access to necessary exams, courses, and skill-building opportunities
- **Track and Adapt to Evolving Standards:** Regularly update FCR resources to keep pace with changes in Canadian industry and regulatory standards, ensuring clients receive up-to-date, relevant information and advice

Advocacy for Foreign-Trained Professionals: Reducing Barriers & Easing Licensure

While certain sectors, such as healthcare, have seen streamlined Foreign Credential Recognition (FCR) processes across Canada, many other sectors and professions still face significant barriers. Our collective effort is to focus on advocating for fair and efficient credential recognition across all industries, including:

- **Policy Advocacy:** Streamlining FCR processes across all sectors.
- **Consistent Standards:** Ensuring fair and standardized credentialing across provinces.
- **Resource Sharing:** Providing comprehensive tools, guides, and workshops for all professionals.
- **Networking Opportunities:** Connecting internationally trained professionals with employers in various industries.
- **Public Awareness:** Highlighting the contributions of internationally trained professionals across all fields.
- **Collaboration:** By building strong, collaborative relationships with regulatory bodies so credential recognition process becomes more responsive to the needs of internationally trained professionals across all sectors.

By uniting our efforts, we aim to create a system for all internationally trained professionals, ensuring they have opportunities to succeed in their field.

Discussion Questions

1. Share your thoughts how organizations can advocate for internationally trained professionals in regulated professions?
2. What could be some strategies to streamline licensing processes for our clients in regulated professions?

Questions?

