Current Directions to Improve Assessment and Recognition of International Qualifications: Manitoba and Canada

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Office of the Manitoba Fairness Commissioner

Pan-Northern FQR/FCR Summit
Whitehorse May 26, 2015
Manitoba Context

• Fair Registration Practices in Regulated Professions
• Resources

Canadian Context

• Pan-Canadian Foreign Qualification Recognition Framework
• FQR Working Group Resources
Fairness Legislation

✓ Government input and influence

✓ Informed Government vision and leadership

✓ Regulatory Practice is improved in the jurisdiction
  = Fairer, more efficient assessment and recognition practices IEPs
  = More IEPs licensed
  = Both IEPs and community benefit
Internationally Educated Immigrants / Challenges

**Lack of consistent information**

**Complex process**

**Lack of pre-migration assessment tools**

**No step-by-step process**

**High cost**

**Lengthy registration process**

**No feedback on exams**

**Lack of advice on how to address gaps**

**Required documents difficult to obtain**

**Information in English only**

**No full picture**

**No step-by-step process**

**High cost**

**Lengthy registration process**

**No feedback on exams**

**Lack of advice on how to address gaps**

**Criteria & Standards**

**Experience not assessed**

**Inconsistent requirements**

**Assessment Mechanisms**

**Tools assess test-taking skills over knowledge**

**Unfamiliar testing methods**

**No opportunity to demonstrate skills**

**Assessment Procedures**

**Onerous and frustrating**
Process Model for Qualifications Recognition

- Preparation & Pre-migration Assessment
- Preparation & Support
- Assessment
- Recognition of Competence
- Labour Market Entry
- Re-assessment
- Partial Recognition of Competence
- Gap Identification
- Alternate Career
- Implementation of Plan of Action
- Non-recognition of Competence
- Plan of Action for Training / Education

OFFICE OF THE MANITOBA FAIRNESS COMMISSIONER
Fair Registration in Regulated Professions Act

- Act receives Royal Assent: Nov 8, 2007
- Act is proclaimed: April 15, 2009

21 Health-related professions
10 Other professions

Office of the Manitoba Fairness Commissioner
- Review registration practices
- Report on compliance
- Support change

Governed by fair registration practices

Future
- Trades, Teachers, Early Childhood Educators

Office of the Manitoba Fairness Commissioner
What are Fair Registration Practices?

**Procedurally fair**
Decision to grant a license or certificate is made through a fair process

**Substantively fair**
Only and all competent applicants are certified or licensed

**Relational fairness**
Treatment, decision-making process and outcome are perceived as fair by applicants

- **TRANSPARENT** ✔️
- **OBJECTIVE** ✔️
- **IMPARTIAL** ✔️
- **FAIR** ✔️
Implementing Fairness Legislation: Making Progress

Fairness Commissioner has reviewed all of MB regulators under the fairness legislation resulting Regulator commitments:

- Improving information
- Improving procedural fairness
- Streamlining and rationalizing documentation requirements
- Ensuring proper assessment preparation supports
- Implementing the assessment of work experience
- Ensuring of fair language proficiency policies
- Developing gap training opportunities
- Collecting data on internationally educated applicants

Visit www.manitobafairnesscommissioner.ca for regulator review reports with the Fairness Commissioners recommendations and regulator action plans
Implementing Fairness Legislation: Supporting Progress

✓ Development and delivery of gap training programs
✓ Registration Information
✓ [http://www.manitobaphysio.com](http://www.manitobaphysio.com)
✓ [http://www.opticiansofmanitoba.ca/?page_id=504](http://www.opticiansofmanitoba.ca/?page_id=504)
✓ Capacity development: Best Practice Sharing
✓ Participation local, provincial, national events
Issues Moving Forward
There is a need for *systemic change*

- Assessment and licensing systems developed to deal with recent Canadian graduates entering the professions. The focus is on:
  - Academic credentials
  - Regulatory exams
- Need for dedicated and effective assessment of mid-career, internationally educated professionals:
  - Recognition for qualifications evident in professional work experience
  - Strong professional orientation and supervised practice opportunities to address natural gaps

*We need to change the system, not the immigrant.*
Working Together

- Regulators
- Canada
- Manitoba
- Employers
- Post-secondary institutions
- Other stakeholders
Pan-Canadian Framework for the Assessment & Recognition of Foreign Qualifications

Foreign Qualification Recognition Working Group

Background
Framework accomplishments
How targeted occupations assist in addressing gaps in foreign qualification recognition processes
Resources to assist

The Framework is available through the ESDC site:
The Pan-Canadian Framework for the Assessment and Recognition of Foreign Qualification (Framework):

PAN-CANADIAN VISION
A fair and competitive labour market environment where immigrants have the opportunity to fully use their education, skills and work experience for their benefit and for Canada's collective prosperity

- Recognizing that internationally trained individuals (ITIs) face barriers to having their skills, education and experience recognized, First Ministers directed the Forum of Labour Market Ministers to develop a pan-Canadian qualification recognition framework.

- The Framework, developed by the Foreign Qualification Recognition Working Group (FQRWG) comprised of federal, provincial and territorial governments, was launched in 2009.

- The FQRWG supports Framework implementation by collaborating with regulatory bodies and other key stakeholders to improve FQR systems and outcomes in Canada.
Framework Principles:

<table>
<thead>
<tr>
<th>Fairness:</th>
<th>Transparency:</th>
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<tbody>
<tr>
<td>• Objective and reasonable criteria used for assessing qualifications</td>
<td>• All steps of licensing process are fully described, understandable and accessible to immigrants including assessment criteria and methods, costs and timelines</td>
</tr>
<tr>
<td>• Equal treatment in requirements for international and Canadian-trained</td>
<td>• Applicant is informed of options if full recognition is not possible</td>
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<td>• Duplication is avoided</td>
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<table>
<thead>
<tr>
<th>Consistency:</th>
<th>Timeliness:</th>
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<tbody>
<tr>
<td>• Methods for assessment and recognition are mutually acceptable in all jurisdictions and the results of the assessment process are mutually recognized</td>
<td>• All steps of the assessment and recognition process, including the communication of assessment decisions, are carried out promptly and efficiently</td>
</tr>
</tbody>
</table>
Framework Pathways to Licensure

The following diagram represents the scope of the Framework as viewed through the eyes of an individual seeking to put their foreign qualifications to use within the Canadian labour market:
Framework Desired Outcomes

- **PREPARATION AND PRE-ARRIVAL SUPPORTS** - As early as possible in the immigration process, immigrants will have access to reliable information and assessment services.

- **ASSESSMENTS** – FQR Methods will be reasonable and objective, and regulatory authorities share information regarding of the approaches they use with their regulatory counterparts

- **RECOGNITION** - Recognition-related decisions will be communicated in a timely fashion, and the results of which will be transferable across jurisdictions in accordance with the AIT

- **WORKFORCE PARTICIPATION** - Internationally-trained workers are able to access required supports, such as information, training, upgrading, and additional skill development in a timely fashion, in order to bridge successfully into the workplace

- **REPORTING TO CANADIANS** - Governments agree to report on the Pan-Canadian commitments pertaining to this Framework. It is the responsibility of each government to report to their residents on their progress
## Framework target professions

<table>
<thead>
<tr>
<th>Original Target Occupations (14)</th>
<th>New 3rd Set Occupations (10)</th>
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<tbody>
<tr>
<td>Architects</td>
<td>Geoscientists</td>
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<tr>
<td>Engineers</td>
<td>Midwives</td>
</tr>
<tr>
<td>Medical Laboratory Technologists</td>
<td>Audiolists and Speech Language Pathologists</td>
</tr>
<tr>
<td>Occupational Therapists</td>
<td>Dec 31, 2010 met 1-yr commitment to timely service</td>
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<tr>
<td>Pharmacists</td>
<td>Lawyers</td>
</tr>
<tr>
<td>Physiotherapists</td>
<td>Psychologists</td>
</tr>
<tr>
<td>Registered Nurses</td>
<td>Engaging in 2013-14</td>
</tr>
<tr>
<td>Financial Auditors and Accountants</td>
<td>Dec 31, 2012 met 1-yr commitment to timely service</td>
</tr>
<tr>
<td>Dentists</td>
<td>Lawyers</td>
</tr>
<tr>
<td>Engineering Technicians</td>
<td>Psychologists</td>
</tr>
<tr>
<td>Licensed Practical Nurses</td>
<td>Engaging in 2014/15</td>
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<tr>
<td>Medical Radiation Technologists</td>
<td>Carpenters</td>
</tr>
<tr>
<td>Physicians</td>
<td>Heavy Duty Equipment Technicians</td>
</tr>
<tr>
<td>Teachers (K-12)</td>
<td>Electricians (construction and industrial)</td>
</tr>
<tr>
<td></td>
<td>Heavy Equipment Operators</td>
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</tbody>
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With the addition of the new target occupation and new emphasis on the trades, by 2015 the Framework will have targeted over 80% of newcomers intending to work in regulated occupations.

**FQR Achievements**

- 14 target occupations meet the one-year commitment to timeliness
- FQR processes are now more fair, consistent, timely, and transparent than 3 years ago
  - 13 professions have one stop portals with improved information
  - 10 professions have centralized intake and initial assessment
    - Nurses are implementing a national assessment service
    - Physicians have a national application system for medical registration
    - Medical Laboratory Technologist’s have an online self-assessment tool available overseas
    - Architects have developed a competency-based assessment system
- Collaborative initiatives with the 14 targeted occupations have increased awareness of FQR, and created significant improvements in stakeholder capacity
- Many regulators can begin the qualification assessment prior to candidates’ arrival in Canada
FLMM Ministers renewed a multilateral approach in November 2014 with a focus on four key priority areas:

- Pre-decision Information and Pre-arrival Assessment Processes;
- Workplace Participation;
- Monitoring and Evaluation; and
- Communicating F-P/T Actions to Stakeholders

✓ Complete analysis on the accessibility and navigability of pan-Canadian information

✓ Review the current state of educational assessment and immigration processes to eliminate duplication and add value to steps toward licensure for applicants

✓ Consult with the third set of target occupations and complete action plans for public release for all target occupations

✓ Continue report and identify opportunities for better workplace integration in trades

✓ Approve and Release: Monitoring Progress on Foreign Qualifications Recognition
<table>
<thead>
<tr>
<th>Professions with National Portals and improved information</th>
<th>Professions with Centralized intake and assessment</th>
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<tr>
<td>Association of Canadian Occupational Therapists</td>
<td>Architects</td>
</tr>
<tr>
<td>Canadian Architectural Certification Board</td>
<td>Chartered Professional Accountants</td>
</tr>
<tr>
<td>Canadian Association of Medical Radiation Technologists</td>
<td>Lawyers</td>
</tr>
<tr>
<td>Chartered Professional Accountants</td>
<td>Medical Radiation Technologists</td>
</tr>
<tr>
<td>Canadian Society for Medical Laboratory Science</td>
<td>National Dental Examining Board</td>
</tr>
<tr>
<td>Canadian Technology Immigration Network</td>
<td>Nurses (LPN, RN ,RPN)</td>
</tr>
<tr>
<td>Engineers Canada</td>
<td>Occupational Therapy <a href="http://www.acotro-acore.org/registering-canada/steps-registering">http://www.acotro-acore.org/registering-canada/steps-registering</a></td>
</tr>
<tr>
<td>Federation of Law Societies</td>
<td>Pharmacists</td>
</tr>
<tr>
<td>Medical Council of Canada</td>
<td>Physicians</td>
</tr>
<tr>
<td>National Nursing Assessment Service</td>
<td></td>
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<tr>
<td>National Association of Pharmacy Regulatory Authorities</td>
<td></td>
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<tr>
<td><a href="http://www.pharmacistsgatewaycanada.ca/about.shtml">http://www.pharmacistsgatewaycanada.ca/about.shtml</a></td>
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Thank You

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