

Summary Report

Alternative Careers Roundtable

Foreign Qualifications Recognition Working Group

Toronto, Ontario – March 20, 2014



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Presentations from the session can be made available upon request to the FQRWG Secretariat: Karen.Sharma@gov.mb.ca

Background

The Pan-Canadian Framework for the Assessment and Recognition of Foreign Qualifications

The Pan-Canadian Framework for the Assessment and Recognition of Foreign Qualifications (the Framework)¹ represents a joint commitment by federal, provincial and territorial governments to work together to improve foreign qualification assessment and recognition systems in Canada. The Foreign Qualifications Recognition Working Group (FQRWG) is a federal, provincial and territorial (FP/T) committee that supports the Forum of Labour Market Ministers in actively implementing the Framework through collaboration with stakeholders.

The Framework targets fourteen occupations, divided into two sets.

First Set of Target Occupations (8)	Second Set of Target Occupations (6)
<ul style="list-style-type: none"> • Medical Laboratory Technologists • Occupational Therapists • Pharmacists • Registered Nurses • Physiotherapists • Engineers • Financial Auditors & Accountants • Architects 	<ul style="list-style-type: none"> • Physicians • Licensed Practical Nurses • Dentists • Medical Radiation Technologists • Teachers • Engineering Technicians

The FQRWG consulted with the first set of eight occupations in 2010 and with second set of six occupations in 2011. The first round of consultations focused mainly on regulatory authorities and the second round included a wider range of stakeholders. These consultations resulted in pan-Canadian Action Plans for each of the fourteen occupations. The Action Plans briefly outlined current, ongoing and planned FQR priorities within each occupation.

During FQR Framework consultations (2010-2012), representatives from a number of target occupations identified advancing work on alternative careers as a priority item. They noted the need for alternative career referral resources to assist immigrants gain employment in an alternative career while pursuing licensure or as an alternative to their intended regulated profession as a result of non-recognition. While a priority, regulators generally regard these

¹ The Québec government has not endorsed the Framework, but supports its principles and collaborates with other governments on FQR. However, in light of its existing accountability mechanisms, Québec does not participate in pan-Canadian monitoring and evaluating activities. Rather, Québec agrees to share public reports already made to its citizens, notably those tabled at the National Assembly.

supports as being outside their scope of responsibility, but did express an interest in examining what role they and other stakeholders in related professions, immigrant-serving organizations, and education institutions could play in assisting immigrants navigate their way to alternative careers.

Alternative Careers Research Report

In 2012/13, the FQRWG commissioned a research project to examine the issue of alternative careers. The report contributes to an understanding of what constitutes an alternative career and identifies current initiatives and gaps in supports, including specific information for ITIs and employers on alternative careers and mechanisms and pathways for skills transferability. The report also highlights the importance of collaboration among stakeholders to the development of successful alternative careers initiatives.

*The FQRWG commissioned the **Alternative Careers Research Report**. Prepared by LIM Consulting Associates, the report is intended to contribute to a better understanding of alternative careers for Internationally Educated Professionals (IEPs).*

For more information on Alternative Careers and the Alternative Careers Research Report, see “Overview of Alternative Careers.”

Objectives of the Event

The Alternative Careers Roundtable builds upon the Alternative Careers Research Report, commissioned by the FQRWG (for more information, see Background).

The objectives of the day were to:

- Increase awareness and discussion on current alternative careers tools, supports, initiatives and resources, including the findings and recommendations from the Alternative Careers Report;
- Highlight and share information about successful initiatives;
- Identify potential alternative career tools/supports/initiatives stakeholders could explore in the short and medium term; and
- Encourage stakeholders to collaborate on alternative career initiatives.

The format of the day consisted of:

- Introduction and overview of the alternative careers work leading to the event;
- Presentations to highlight specific promising practices;
- Moderated small group breakout sessions to discuss future priorities and identify opportunities for collaboration;
- A large group facilitated discussion on the outcomes of the breakout sessions to identify common themes; and
- Closing remarks that included a discussion of possible approaches for next steps that the FQRWG could take to facilitate work in this area.

Overview of Alternative Careers

Defining Alternative Careers

The Alternative Careers Research Report provides a working definition of alternative careers. According to the report, alternative careers are “options that immigrants pursue other than the profession in which they were originally trained. Ideally, alternative careers make use of and relate to an immigrant’s skills and experience. For some immigrants, alternative careers are sought to support themselves while pursuing licensure in a regulated profession in Canada. For others who are unable to achieve recognition or unable to find employment in their field once qualified, the alternative career may be a stepping stone for the ITI to other careers, or become the end goal of the ITI. In all cases, alternative careers may improve the labour market integration prospects of ITIs by providing opportunities for immigrants to apply their skills and experience in a Canadian context and to learn new skills and gain further experience.” The report emphasizes that alternative careers may include:

Alternative careers are options that immigrants pursue other than the profession in which they were originally trained. Ideally, alternative careers make use of and relate to an immigrant’s skills and experience.

- Professions or occupations that may not exist in the immigrant’s country of origin, but for which the scope of work is similar to that of the immigrant’s original profession in his/her home country.
- Related occupations in the same field
- Occupations in related fields

Pursuing alternative career options may require little to no skills or educational upgrading on the part of the immigrant.”

Presentations

A number of important considerations for successful alternative careers initiatives were highlighted by speakers and participants, including:

Networking

Participants described the importance of networking and network development for alternative career opportunities for ITIs.

For example, Tim Iqbal, Internationally Trained Individual (ITI) in the IT sector, described the importance of networks in his own alternative career journey. He noted the need to focus not only on network development in his occupation or field, but also within his broader community. Indeed, community networks enabled Tim to identify alternative career opportunities that leveraged his skills and abilities. Tim described a network that he and other ITIs started in Toronto.

Participants shared some ideas about how to promote networking:

- The Canadian Council of Technicians and Technologists (CCTT) suggested that new arrivals be encouraged to join the professional association as they do not need to be licensed to do so.
- Manitoba Start holds peer networking events as these provide a good opportunity for ITIs to practice their networking skills in a safe environment and to learn from each other.

Competency Mapping

The speakers also highlighted the importance of competency-based mapping as a foundation to building successful alternative careers supports. As noted in the Alternative Careers Research Report, comparing competencies is necessary to identify skills transferability across occupations, and meaningful comparison requires common standards in mapping competencies.

The event highlighted two initiatives that are currently underway to identify and link competencies across related occupations:

1. Christine Nielsen from the Canadian Society for Medical Laboratory Science (CSMLS), the national association certification body for Medical Laboratory Technologists (MLT) and Medical Laboratory Assistants (MLA) delivered a presentation on an 18 month, Health Canada funded alternative careers project. The goals of this project are to reduce the number of individuals lost in the system and decrease incidences of unemployment or underemployment among applicants.

The objectives of the research project include:

- Arriving at a working definition of Alternative Careers and determining at what point(s) in the assessment process should information be provided on Alternate Careers;
- Developing communication material (microsite) for applicants and referral points (e.g. CIIP, CIC, Settlement agencies, regulators);
- Identification of 10-12 'alternate careers' suitable to Internationally Educated Medical Lab Technologists (IEMLTs); and
- Mapping of Competency Profile and Essential Skills information for MLTs to other jobs (not limited to healthcare).

Further information can be found at www.csmls.org

2. Rick Tachuk from the Canadian Council of Technicians and Technologists (CCTN) provided an overview of his organization's newly launched tool, *The Engineering Career Pathways Tool*.

This tool offers detailed information on:

- The engineering and technology professions and licensure requirements;
- An introduction to the roles and responsibilities of the "Engineering Team" which includes professional engineers, technologists and technician; and
- A digital pathway linking professional engineering disciplines with related applied science and engineering technology disciplines and a full spectrum technology occupations.

Further information can be found at www.engineeringcareerpathways.ca

Collaboration

A recurring theme was the importance of collaboration and partnership in developing, implementing and sustaining successful alternative career projects. Participants noted that alternative careers issues do not fit squarely within the mandate of any one stakeholder/player and therefore require innovative collaborations to sustain their development and effectiveness.

Two presenters shared approaches for developing and sustaining partnerships to support alternative careers for immigrants, as well as foreign qualification recognition (FQR) initiatives more broadly.

1. Jan Sheppard provided an overview of the Nova Scotia Immigrant and Settlement Integration Service's (ISIS), *Multi-stakeholder Work Groups: A Collaborative Model for Exploring Alternative Careers*.

The Multi-Stakeholder Working Group Model, which was developed by ISIS, recognizes that key stakeholders must work together to make significant change and develop good solutions. This presentation highlighted that FQR is not owned solely by regulatory bodies, and emphasised that to make realistic and sustainable change and develop innovative and effective support programs and tools, all key players and perspectives should be at the table. To be successful, the work groups need to be profession specific or focus on a small group of closely related occupations.

There are now eight work groups covering fourteen occupations: Engineering, Pharmacy, Medicine, Law, Nursing, Dentistry Professions, Construction Electrician Trade, and Medical Laboratory Technology.

Their purpose and function is to address FQR issues, which includes:

- Providing an information network and forum for discussion;
- Reviewing and confirming pathway(s) to licensure;
- Identifying barriers, gaps and significant issues;
- Making systemic and process changes;
- Supporting the Nova Scotia Fair Registration Practices Act;
- Incubating and developing partnership programs; and
- Acting as advisory committees for various issues on FQR, including alternative careers.

Further information can be obtained at www.isisns.ca

2. Bruce Randall from the Calgary Regional Employment Council (CRIEC) presented on the SmartConnections model which was developed by CRIEC.

SmartConnections is a collaborative approach to sharing specialized-information designed to enable ITIs to focus on career pathway development plans, applicable accreditation matters, skill transfer options, and networking opportunities with relevant stakeholders and employers.

It provides an integrated approach where relevant experts provide information and guidance/direction on career paths and, where appropriate, accreditation, and the opportunity to connect in person with employers and practitioners.

Further information can be obtained at www.criec.ca

Current Alternative Careers Tools, Initiatives and Supports

Participants were asked to complete a questionnaire detailing their current alternative careers tools, initiatives and supports. The questionnaire asked participants to identify:

- Current major or priority alternative career tools or initiatives that are being implemented within their organization;
- Barriers that are preventing organizations from implementing alternative career tools, supports and initiatives within their organizations; and
- Possible ways to implement these desired tools and initiatives.

Participants identified the following tools, initiatives and supports:

Organization Name	Tools, Supports and Initiatives
Atlantic Connection for Internationally Educated Professionals	<ul style="list-style-type: none"> • Self-Assessment Readiness Tools (SARTs) • Community Networking • Leadership Development Projects
Canadian Council for Practical Nurse Regulators	<ul style="list-style-type: none"> • Competency Mapping between Registered Nurses and Licensed Practical Nurses
George Brown College	<ul style="list-style-type: none"> • Entry advising – advising prospective students of educational pathways including alternative career information • Choices program – one week free program for general public interested in post-secondary education but need career advice – serves ITIs, mature workers, people with barriers to education and employment
Canadian Association for Prior Learning Assessment(CAPLA)	<ul style="list-style-type: none"> • Funding from Employment and Social Development Canada (ESDC) to develop quality practices for those who provide advice or assess skills and competencies of newcomers. • Those who work with ITIs in regulated professions will need to be aware of best practices associated with quality advising with respect to identification and proof of learning, the articulation of competencies and skills, enhancements to the basic resume, benchmarking against the requirements of the job.
Government of Ontario	<ul style="list-style-type: none"> • Funding projects that develop tools for regulatory bodies, post-secondary employment initiatives; • Funding for Career Transitions Program which helps internationally trained doctors and other health professionals trained abroad in healthcare fields regulated in Canada transition into non-regulated

	healthcare employment. It offers workshops that address transferable skills, healthcare sector orientation, and workplace culture and communications training. It also offers sector-specific employment preparation and employer outreach.
Canadian Council for Technicians and Technologists (CCTT)	<ul style="list-style-type: none"> Organizing “pathways” seminars for immigrants that bring together educators, Immigrant Serving Organizations (ISOs), employers and immigrants to explore options for immigrants with international qualifications Developing a website tool to help clients see what careers are available to them using the credentials that they have. This will also link people to other tools developed by Citizenship and Immigration Canada (CIC), ESDC, CCTT etc.
Canadian Society for Medical Laboratory Sciences (CSMLS)	<ul style="list-style-type: none"> Carrying out a Health Canada funded project on alternative careers for microsite and 10-12 AC fact sheets.
BioTalent Canada	<ul style="list-style-type: none"> Resume builder – automated C.V. online tool; Bioskills recognition program – online professionally verified skills transfer program for ITIs.
North American Institute of Pharmaceutical Technology (NAIPT)	<ul style="list-style-type: none"> Provide career skills training in pharmaceutical, biotech, cosmetic and related fields; job development program to help professionals get into specific fields; networking and mentoring events.
National Association of Career Colleges (ACCC)	<ul style="list-style-type: none"> Match ITI to college programs and provide advice on alternative careers.

Key Priorities for Advancing Alternative Careers

Following the presentations, participants formed breakout groups to identify key priorities for advancing alternative careers in Canada. Participants were asked to consider the following:

- What are the alternative career tools/supports/initiatives your organization would like to pursue in the short and medium term?
- What supports does your organization require to pursue the identified alternative career initiatives (e.g. funding partners, info. on successful practices etc.)?
- What stakeholders would you like to partner with for your initiative and what role can they play?

The following common themes were identified by participants during the breakout sessions:

1. *Supporting Collaboration and Innovation*

The theme that emerged most strongly amongst participants was the importance of making connections with a broad network of service providers and sectors to support and sustain innovative approaches to alternative careers initiatives. Participants reaffirmed that alternative careers initiatives require collaborative approaches that recognize this work as a shared responsibility across a number of stakeholders.

Participants identified the need to:

- Share models, promising practices, success stories, and tools and resources to support excellence in the field; and
- Better connect, leverage and optimize existing services and supports to support the alternative career pathways of ITIs from pre-arrival to post arrival, including labour market Integration.

Several participants noted that the tools and information developed to help ITIs can benefit other groups as well. For example, some high school guidance counsellors recommend that Canadian educated students take the self-assessments that were developed by regulatory bodies for ITIs. The Government of Nova Scotia and the Nova Scotia Community College recommended that others look at the work Nova Scotia in this area as a model.

The majority of participants indicated that they found it very helpful to attend the Alternative Career Roundtable and were very satisfied with the outcomes of the event. It offered a first opportunity to make connections and further discussions with other organizations.

2. Research and Evaluation

Participants strongly identified the need for research and evaluation to better measure the success of alternative careers initiatives.

More specifically, participants discussed the importance of:

- Developing key indicators to measure the outcomes of programs and tools and better identify best practices.
- Sharing information and collaborating in evaluating promising practices and measuring outcomes of programs and tools.
- Obtaining labour market data to inform program development and identify pathways to alternative careers that are in demand with employers.

3. Developing Competency Standards and Related Tools

Another theme that was identified by many participants was the need to identify the competency linkages between occupations through mapping initiatives.

It was noted that competency mapping activities provide the foundation for developing a number of alternative careers supports, including:

- career maps that assist ITIs to identify common competencies and transferrable skills,
- self-assessment readiness tools; and
- bridge/gap training programs.

During the session, the Canadian Association for Prior Learning Assessment (CAPLA) identified the need for a competency portfolio toolkit containing well-articulated and documented skills and competencies. This will reduce the reliance on *where* competencies were acquired, focusing more on how employers and educators can bridge the gap between the competencies required for the occupation and the job seeker's skills.

4. Developing and Expanding the Use of Online Tools

Participants identified the need to develop (and leverage existing) online tools (pre-arrival and post arrival). In particular, participants noted the following priorities for online tool development and engagement:

- Developing pre-arrival communication materials for ITIs on Alternative Career Pathways which may include lists of alternative careers and their advantages;
- Developing and/or expanding on-line learning tools and supports to help ITIs and employers with workforce integration(pre-arrival and post arrival) e.g. expanding online mentoring platforms like mentor city;
- Making use of LinkedIn as it identifies competencies that link to jobs;

- Using YouTube to share information e.g. using web videos to show “a day in the life”, to explain what a specific skills looks like/means/opens doors to etc.;
- Making use of skillsInternational.ca, a tool that unites pre-screened, internationally educated professionals with employers who need their skills. This on-line tool is cost effective, efficient and the first of its kind in Canada (<https://www.skillsinternational.ca/pages/aboutus>).
- Expanding “alternative career pathway” workshops (e.g. SmartConnections) to different groups in different locations (in Canada and overseas) through webinars; and
- Identifying ways to disseminate information to ITIs – through schools, faith-based organizations, ethnic media, grassroots networks, and social media outlets.

Ideas were also raised regarding possible collaboration with Citizenship and Immigration Canada, and more specifically, it's Canadian Immigrant Integration Program (CIIP). Participants noted opportunities for piloting the international implementation of online tools via the CIIP platform. Participants also discussed opportunities for adapting the information CIIP provides to integrate existing alternative careers information as well as pilot delivery online.

5. Employer Related Activities

Participants reinforced the importance of developing meaningful and collaborative approaches with employers to move forward with work on alternative careers.

In particular, participants noted the importance of doing better outreach with employers regarding the benefits of hiring ITIs (e.g. many speak languages other than English and can help compete in new markets and attract new customers). In addition, participants remarked on the need to build employer capacity to assess and recognize transferable skills.

Participants also suggested the need to:

- Connect with “sector advocates” – those individuals who know their sector well and can act as an advocate with other employers;
- Better engage small and medium sized enterprises who may have limited resources to assess and train ITIs; and
- Build the capacity of the Human Resources profession to recognize, and understand the value of international experience and qualifications.

Participants also discussed the importance of strong labour-contact strategies, including work placement, networking, internships, mentoring and observerships.

6. Integrated and Comprehensive Service Processes

A number of participants noted the need for comprehensive and integrated service processes for internationally trained workers, from immigration selection and pre-arrival services, to employment (e.g. the Engineering Pathways approach shared by the Canadian Council of Technicians and Technologists). Participants reinforced the importance of building alternative careers supports as part of a broader service pathway for immigrants. A number of ideas emerged for supporting collaborative and integrated service approaches, including:

- Linking occupational assessments and self-assessments to the “Express Entry” immigration model currently in development by Citizenship and Immigration Canada, provincial and territorial governments.
- Create mechanisms for “tracking” candidate outcomes from pre-arrival to employment.
- Facilitate the sharing of collaborative and comprehensive models amongst stakeholders.

For detailed notes from the breakout sessions, see Annex D – Breakout Session Summaries.

Next Steps

Ongoing FQRWG Activities:

The FQRWG will continue to support work on alternative careers in a number of ways including:

- Leveraging existing networks and conferences to share information about alternative careers and promising practices (e.g. the Canadian Association of Prior Learning Assessment, the Canadian Network of National Associations of Regulators and the Metropolis annual conferences).
- Engaging stakeholders including regulators, employers, educators and immigrant serving organizations to facilitate collaboration in the development of alternative careers tools and initiatives.
- Facilitating the sharing of information across jurisdictions and across occupations so that stakeholders can learn about and benefit from tools and initiatives that have already been developed.

Follow up survey:

- As indicated in the body of the report, participants indicated that they found it very helpful to attend the Alternative Career Roundtable as it offered a first opportunity to make connections with other organizations.
- The FQRWG will conduct a follow-up survey with Roundtable participants in order to identify any outcomes arising from connections made at the event (i.e. partnerships established, further information sharing etc.).
- This information will assist the FQRWG in measuring the success of this event and in planning future events.

Annex A: Event Organizers

The Alternative Career Roundtable was organized by the FQRWG's Best Practices and Thematic Task Team (BPTT) which is co-chaired by the Government of Ontario and Citizenship and Immigration Canada.

In addition to the BPTT co-chairs, the Planning Committee for the event consisted of:

- Mohja Alia and Jan Sheppard-Kutcher - Immigrant Settlement and Integration Services (ISIS)
- Bruce Randall – Calgary Regional Immigrant Employment Council (CRIEC)
- Christine Nielsen and Bessie Carydis – Canadian Society for Medical Laboratory
- Jessica Bondy – Health Canada
- Rifky Rosensweig – Labour Market Integration Unit, Ontario Ministry of Citizenship and Immigration
- Farah Prashadcolah – Policy and Intergovernmental Relations Unit, Ontario Ministry of Citizenship and Immigration
- Karen Sharma – FQRWG Secretariat
- Bianca Healy - Facilitator

Citizenship and Immigration Canada also contributed funding to make the event possible and provided the event facilitator.

Annex B: Agenda

Foreign Qualifications Recognition Working Group Alternative Careers Roundtable Session March 20, 2014

Weston Bristol Place – Toronto Airport
Sutton Room B
950 Dixon Road
Toronto, Ontario

Meeting Objectives:

The objectives of the roundtable session are to:

- Increase awareness and discussion on current alternative career tools/supports/initiatives;
- Identify potential alternative career tools/supports/initiatives stakeholders could explore in the short and medium term; and
- Encourage stakeholders to collaborate on alternative career initiatives.

AGENDA		
Time	Item	Document
8:30-9:00 a.m.	Light breakfast and registration	
9:00-9:20 a.m.	Opening remarks and Overview of Alternative Careers <i>Mary Da Costa Lauzon</i> , Citizenship and Immigration Canada <i>Anne Gilbert</i> , Employment and Social Development Canada	<ul style="list-style-type: none"> • PowerPoint Presentation: FQRWG Alternative Careers Report Summary
9:20-9:30 a.m.	Overview of the day and Objectives <i>Bianca Healy</i> , Facilitator	<ul style="list-style-type: none"> • Agenda
9:30-10:30 a.m.	Presentations with Qs and As <ol style="list-style-type: none"> 1. <i>Tim Iqbal</i> Internationally Trained Individual Testimonial 2. <i>Christine Nielsen</i> Canadian Society for Medical Laboratory Science (CSMLS) 3. <i>Rick Tachuk</i> Canadian Council of Technicians and Technologists (CCTT) 	<ul style="list-style-type: none"> • PowerPoint Presentations: <ul style="list-style-type: none"> ○ CSMLS Presentation ○ Engineering Pathways Presentation
10:30- 10:45 a.m.	Networking break	
10:45-10:55 a.m.	Introduction to Breakout Sessions <i>Bianca Healy</i> , Facilitator	<ul style="list-style-type: none"> • Alternative Careers Breakout Session Documents
11:00-12:00 p.m.	Breakout Session # 1 Theme: Current Initiatives/Tools Discussion and questions: <ol style="list-style-type: none"> 1. Brief Roundtable discussion- Each participant indicates 	

	<p>current alternative career tools/supports/initiatives within their organization.</p> <ol style="list-style-type: none"> What are the success factors and challenges of your tools/supports/initiatives? What are some reasons your organization is not pursuing alternative career tools/supports/initiatives? (e.g. lack of resources, the need hasn't been identified etc.) 	
12:00 – 12:45 p.m.	Lunch	
12:45-1:30	<ol style="list-style-type: none"> <i>Jan Sheppard</i> Immigrant Settlement and Integration Services (ISIS) Multi-stakeholder Working Group Model <i>Bruce Randall</i> Calgary Regional Immigrant employment Council (CRIEC) SmartConnections Model 	<ul style="list-style-type: none"> • PowerPoint Presentations: <ul style="list-style-type: none"> ○ ISIS Presentation
1:30-3:00 p.m.	<p>Breakout Session # 2 Theme: Identifying Short and Medium Term Priorities</p> <ul style="list-style-type: none"> • Developing Tools/Supports/Initiatives • Roles and Responsibilities <p>Discussion and Questions:</p> <ol style="list-style-type: none"> What are the alternative career tools/supports/initiatives your organization would like to pursue in the short and medium term? What support does your organization require to pursue the identified alternative career initiatives (e.g. funding partners, info. on successful practices etc.)? What stakeholders would you like to partner with for your initiative and what role can they play? 	
3:00-3:15 p.m.	Networking Break	
3:15-4:00 p.m.	Large Group Discussion on Outcomes of the Breakout Sessions	
3:45-4:15 p.m.	<p>Next Steps for FQRWG and Closing Remarks <i>Margot Morrish, FQRWG Co-Chair</i></p>	<ul style="list-style-type: none"> • Evaluation Form

Annex C: Participants List

Planning Committee

1. Susan Brooks, Government of Ontario
2. Mary Da Costa-Lauzon, Citizenship and Immigration Canada (CIC)
3. Dhan Lamba-Thebeau, Citizenship and Immigration Canada (CIC)
4. Rifky Rosensweig, Government of Ontario
5. Karen Sharma, Foreign Qualification Recognition Working Group (FQRWG) Secretariat
6. Bianca Healy, Facilitator
7. Jessica Bondy, Health Canada
8. Bruce Randall, Calgary Region Immigrant Employment Council (CRIEC)
9. Jan Sheppard, Nova Scotia Immigrant Settlement and Integration Services (ISIS)
10. Christine Nielsen, Canadian Society for Medical Laboratory Science
11. Farah Prashadcolah, Government of Ontario

Regulators

1. Kim Allen, Engineers Canada
2. Fleur-Ange Lefebvre, Federation of Medical Regulatory Authorities of Canada
3. Paul Fisher, Canadian Council for Practical Nurse Regulators
4. Rick Tachuk, Canadian Council of Technicians and Technologists

Employers

1. Rob Henderson, Biotalent
2. Rathi Param, North American Institute of Pharmaceutical Technology
3. Sandra Saric, Information and Technologies Communication Council

Immigrant Serving Organizations

1. Magdalene Maxwell, LASI WorldSkills
2. Janet Everest, IEHP Atlantic Connection
3. Loraine Nyokong, Manitoba Start
4. Irene Sihvonen, CASIP, Access Employment
5. June MacDonald, IEHP Atlantic Connection
6. Arber Zaplluzha, Catholic Immigration Centre
7. Terri Akles, Nova Scotia Dental Association, ISIS Working Group

Prior Learning/Credential Assessment

1. Tim Owen, World Education Services (WES)
2. Bonnie Kennedy, Canadian Association for Prior Learning Assessment (CAPLA)

Educators

1. Maha Surani, Association of Canadian Community Colleges, Canadian Immigration Integration Project

2. Cynthia Murphy, Association of Canadian Community Colleges, Canadian Immigration Integration Project
3. Latoya Dickenson, National Association of Career Colleges - Alternative Career Pathway Initiative
4. Kelly McKnight, Nova Scotia Community College
5. Alex Irwin, George Brown College / Polytechnics Canada
6. Katalina Bardwell, Bow Valley College

Internationally Trained Individuals

1. Allison Dennis, Alberta International Medical Graduates Association
2. Tim Iqbal (Internationally Trained Individual)

Fairness Commissioners

1. Nuzhat Jafri, Ontario Fairness Commissioner's Office
2. Tanya Chute-Molina, Ontario Fairness Commissioner's Office

Regional Immigrant Employment Council

1. Kelly McGahey, Hire Immigrants Ottawa
2. Peter Paul, Maytree

Government Representatives

1. Margot Morrish, Government of Manitoba, FQRWG co-chair
2. Anne Gilbert, Employment and Social Development Canada (ESDC)
3. Nicole Davignon, Employment and Social Development Canada (ESDC)
4. Katie Murphy Employment and Social Development Canada (ESDC)
5. Suzanne Gordon, Government of Ontario
6. Wayne Oake, HealthForceOntario
7. Urusula Lipski, Global Experience Ontario
8. Jean Manning – Government of Newfoundland and Labrador
9. Diane Gordon – Government of Nova Scotia
10. Jake Arbuckle – Government of New Brunswick

Annex D: Breakout Session Summaries

Alternative Careers Roundtable – Partnering to Improve Outcomes

GROUP A

ACTIVITIES	RESOURCES	RESPONSIBILITIES
<ul style="list-style-type: none"> Self-Assessment Beginning Pre-Arrival - Focusing on Competencies linked to Websites & Online Resources Expanding Existing Tools Assessments (considering factors beyond credentials & work experience) Workshop with Stakeholders on Best Practices Data on Licensure Rates / Success in Alternative Careers 	<ul style="list-style-type: none"> Gov't (CIC & ESDC) for Infrastructure System Private Sector? NOT FOR PROFIT COST RECOVERY (charging applicants) 	<ul style="list-style-type: none"> Employers Sector Councils Immigrant Employment Councils Regulators (focused on licensure, referring to other tools and supports - e.g. alt careers as interim employment) PSIs *Continuity needed between regulators and associations
<ul style="list-style-type: none"> Assessments linked to Express Entry Immigration System (under development) Data Mechanism to Evaluate Alternative Careers Supports (Candidate Tracking) Integrated Service Process from Self-Assessment to Identification of Opportunities for Employment 	<ul style="list-style-type: none"> CIIP for tracking 	<ul style="list-style-type: none"> ISOs for information sharing

Alternative Careers Roundtable – Partnering to Improve Outcomes

GROUP B

ACTIVITIES	RESOURCES	RESPONSIBILITIES
<ul style="list-style-type: none"> • Emphasis on Improving Labour Market Outcomes • Partnerships with Employers (focusing on effective strategies) • Workplace Contact Strategies • HR Strategies • Identifying and Promoting Collaborative Models that Move from Pre-Arrival to Labour Market Integration to Improve Labour Market Outcomes of ITPs (e.g. CareerBridge) 	<ul style="list-style-type: none"> • Strengthening Marketability and Advising Capacities • Strengthening Business Case for Innovative Approaches in Sectors • Share Models Identified During Session • Identify Key Considerations for Effectiveness & Opportunities for Local Adaptations 	

Alternative Careers Roundtable – Partnering to Improve Outcomes

GROUP C

ACTIVITIES	RESOURCES	RESPONSIBILITIES
<ul style="list-style-type: none"> • Development of Competency Profiles (Competency Mapping) • “Day in the Life Of” Videos • Videos Illustrating Transferable Skills • Developing Awareness of Alternative Careers • Developing Web-Based Tool Allowing Self-Assessment - Mapping Alternative Careers • Interactive Career Planning Tools 	<ul style="list-style-type: none"> • Leveraging Federal / Provincial / Municipal Government Supports • Focusing on Alternative Careers in the Pre-Arrival Context 	<ul style="list-style-type: none"> • Sector Councils • Regulators • Employers • Immigrant Serving Organizations • CIIP • F/P/T & Municipal Governments • PLA Practitioners • Economic Development Boards • Fairness Commissioners • Professional Immigrant Associations • Evaluating / Accreditation Bodies • “LINKDEN”