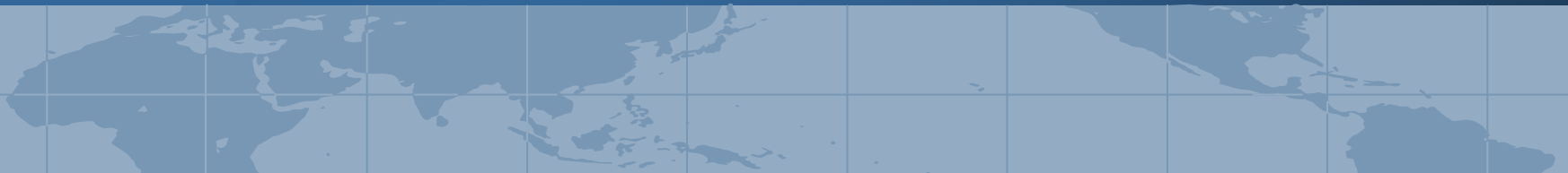




Innovative Partnerships in Recognizing International Credentials

World Education Services
SkillsInternational.ca

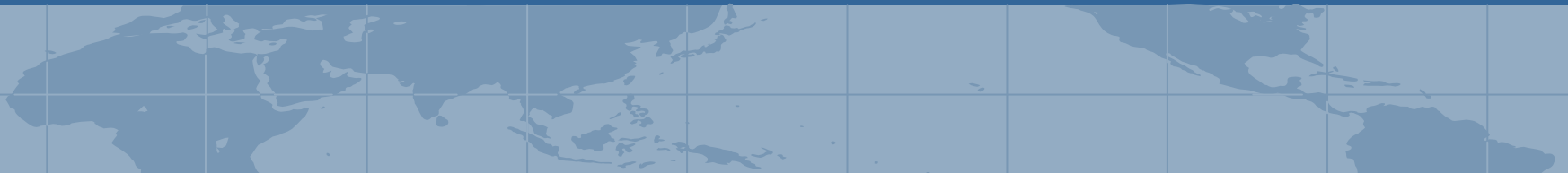
CAPLA October 16-18, 2006





Outline

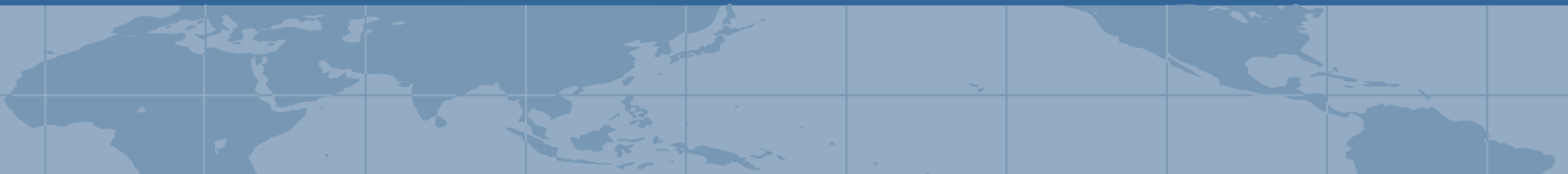
- Background
- Need for partnerships
- World Education Services
- SkillsInternational
- Other initiatives
- Questions





Background

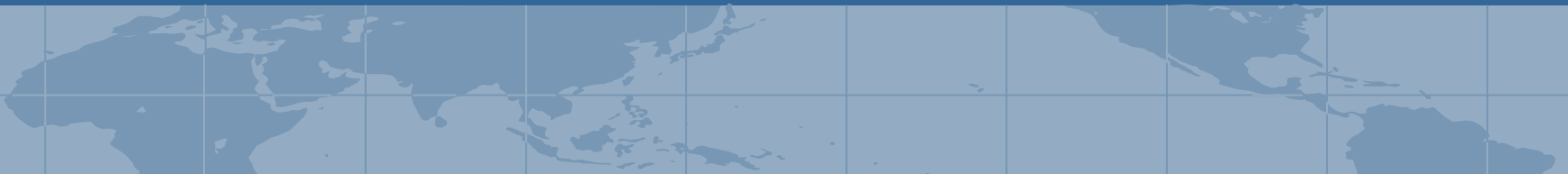
- 250,000 vacant jobs in Canada, and 50% of companies express concern about the lack of qualified talent (an all time high)
- In 5 years more people will be reaching retirement age than will be entering the labour market (except through immigration)
- Conference Board of Canada predicts 1 million job vacancies in the next 20 years
- Skills shortages will be particularly acute in area such as healthcare and teaching





Background (continued)

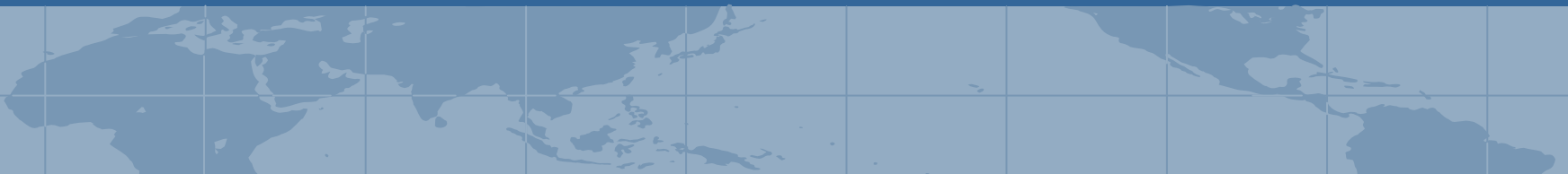
- In 2005, Canada received 262,236 immigrants
- 159,979 were between the ages of 25 and 64, and 125,656 (78%) had a trade certificate, college or university education
- University educated immigrants are twice as likely to be unemployed as their Canadian counterparts.
- 6 in 10 newcomers to Canada are working in different occupation fields after immigration





Need for Partnerships

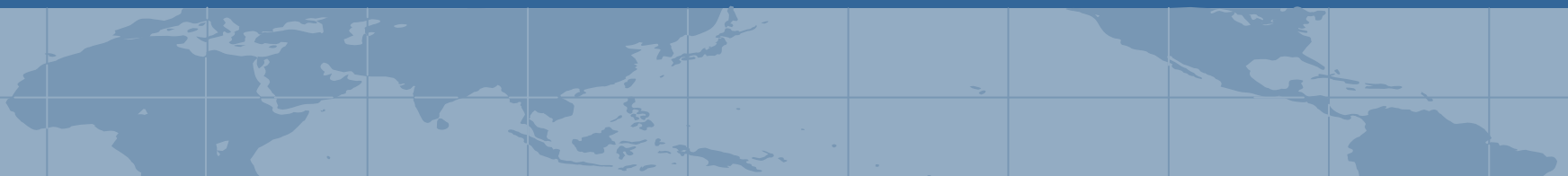
- Labour market integration of immigrants requires multi-stakeholder collaboration
 - Governments
 - Regulatory bodies
 - Employment service agencies
 - Employers and staffing services
 - Credential Evaluation Services
 - Language testing services
 - PLA services
 - Unions





Need for Partnerships (continued)

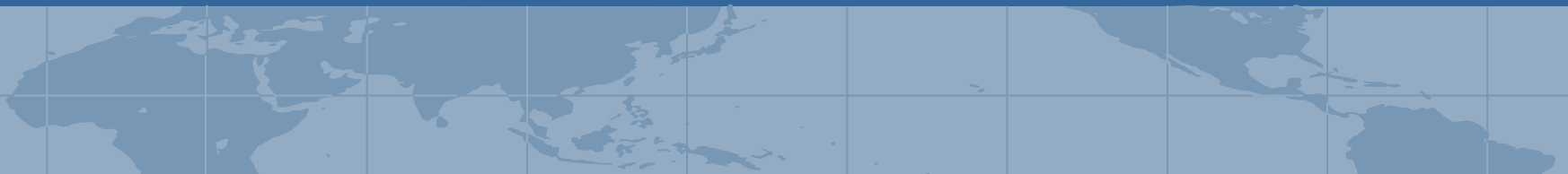
- Labour market integration begins overseas when people first plan to come to Canada
- Potential immigrants expect the process to be one system, not fragmented among thousands of stakeholders
- Potential employers need to be able to understand and utilize the skills of immigrants within a context that is familiar to them and simple to access





Benefits of Partnerships

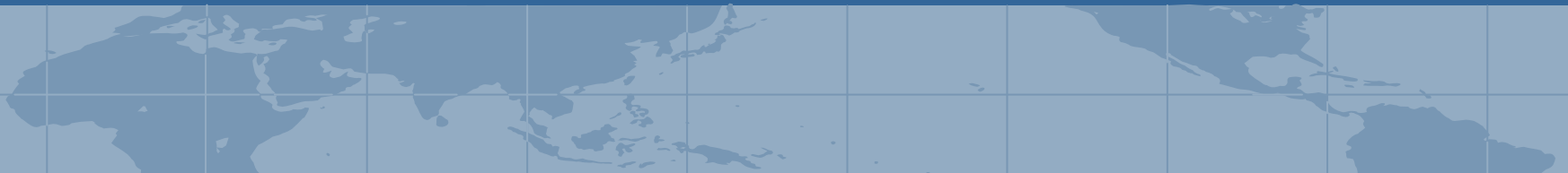
- Combines expertise of different service providers
- Provides “one-stop shop” for clients
- Collaboration is a learning process
- New service approaches develop through partnerships
- For WES, a credential evaluation report is only a tool to be used by others for the purpose of recognition and access





WES

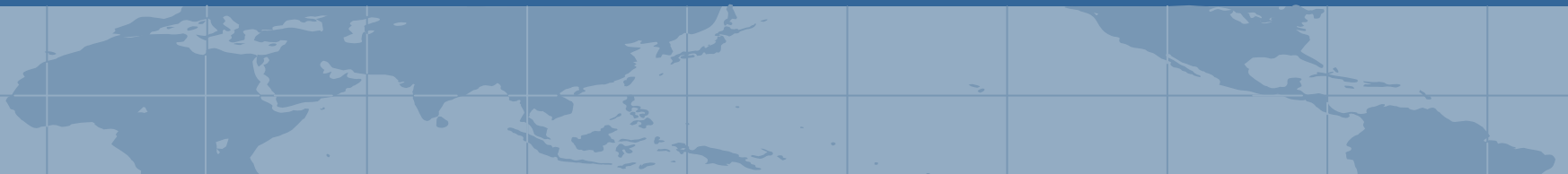
- Provincially mandated credential evaluation service
- Evaluates international credentials for the purposes of employment, licensing, higher education, apprenticeship, and immigration
- Works closely with stakeholders to facilitate appropriate recognition of the value of international credentials
- Approximately 75-80% of these are equivalent to Canadian credentials





The Alliance of Credential Evaluation Services of Canada (ACESC)

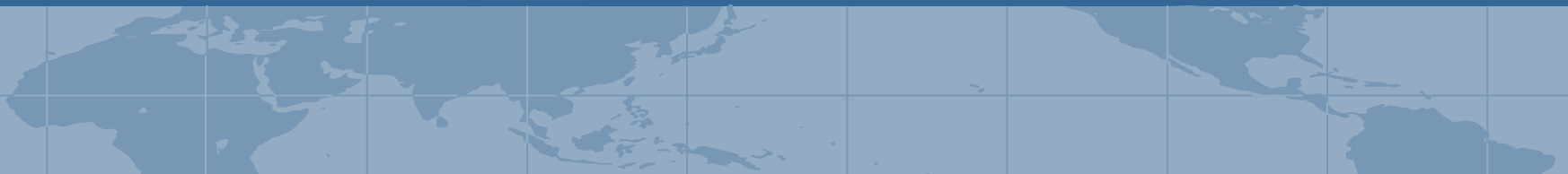
- Comprised of provincial evaluation services (Alberta, B.C., Manitoba, Ontario, and Quebec)
- Atlantic service under development
- Quality Assurance Framework and Guiding Principles for Good Practice consistent with international standards
- Evaluation results broadly recognized by licensing bodies, post secondary institutions, and employers





The Alliance of Credential Evaluation Services of Canada (ACESC)

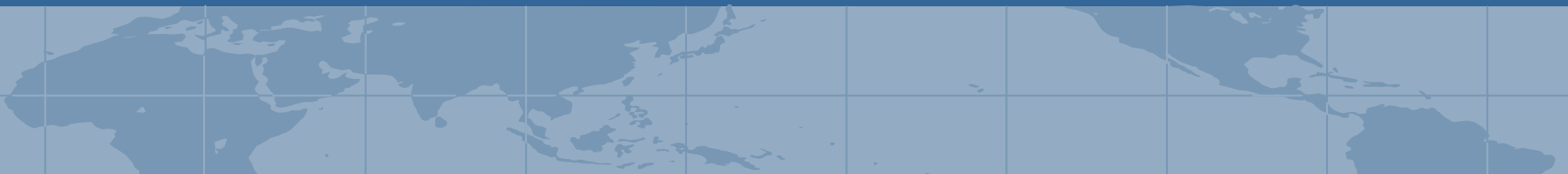
- Planning to develop closer working relationships within Alliance, with non-Alliance members, and with other stakeholders to promote wider, pan-Canadian portability of evaluation results
- For more information, check out <http://www.canalliance.org/>





Examples of partnerships

- Joint on-line applications
 - for translation and evaluation of academic documents (with COSTI)
 - For language assessment and credential evaluation (with ETS Canada)
- With Bridge Training initiatives
- With colleges and universities
- With employment staffing services and community organizations
- With specific employers





World Education Services
International Academic Credential Evaluation



EMBRACING DIVERSITY
Meeting Community
Needs for over 50 years

Apply Online

Personal Info

Your Education

Your WES Evaluation

WES Services & Fees

COSTI Registration

Payment Info

Review & Submit

Last (Family) Name *

First (Given) Name *

Second (Middle) Name

Do your documents include a previous name that has been changed? ☐ Yes ☐ No

Gender *

☐ Male ☐ Female

Date of Birth *

Current Address

Country of Residence *

Street/P.O. Box *

City *

Province / State *

Postal Code *

 -

Telephone Number

☐ Canada/US ☐ Other

Fax Number

☐ Canada/US ☐ Other

Email Address *

(please enter twice)

Email me updates on the



World Education Services
International Academic Credential Evaluation



CANADA
Educational Testing Service Canada Inc.

Apply Online

Introduction

Welcome to the WES-ETS Canada Joint Online Application - The Fast and Easy Way to Apply for an Evaluation of International Educational Credentials and registration for a TOEIC test

Save \$40 when you certify your English and have your credentials evaluated.

This online application takes about 10 minutes to complete. You can save your application and return to it at any time.

Note: You MUST have Internet Explorer 6.0 or higher to use our Online Application. (Please click on "Help" on the toolbar and click on "About Internet Explorer" to check which version you have). Download the latest version of Microsoft Internet Explorer [here](#).

Our online application allows for secure credit card payment - WES accepts Visa, MasterCard and American Express, and uses a secure server that protects your personal information.

For information on WES services and fees, click [here](#).

For information on TOEIC registration services and fees, click [here](#).

Please read WES [Terms and Conditions](#) and ETS Canada [Terms and Conditions](#). By submitting an application, you agree that you have read and understood our terms and conditions. If you have any questions about the WES application process, you may e-mail us at online@wes.org. If you have any questions about the TOEIC registration process, you may e-mail us at info@etscanada.ca.

We use a Secure Server that protects your personal information.

Click here to see WES [Privacy Policy](#) and here to see ETS Canada [Privacy Policy](#).



Begin

Returning?

If you are returning to complete your online application or print copies of your online application cover sheet, please enter your reference number below.

WES/ETS
Reference #:

Return to Application



TorontoJobs.ca

The Greater Toronto Area Job Bank



Home

Search Jobs

Job Seekers

Employers

Pricing

About Us

 Bookmark page  Email page

Job Seekers Menu

Quick Job Search

All Categories

Go

Email address

Password

login

→ [Forgot Password?](#)

→ [Register Now \(free\)](#)

Job Seeker Resources

→ [Career Resource Centre](#)

→ [Employment Agencies](#)

→ [Search Major Job Sites](#)

→ [Jobseeker FAQ](#)

→ [Newsletter Archives](#)

Meta-Job Search:

Are you internationally educated?

All international applicants are encouraged to have their academic credentials evaluated, in order that employers can accurately interpret them and understand how they compare to Canadian credentials. Once you have your credentials evaluated, you should update your resume and cover letter to reflect the equivalency that has been provided.

[World Education Services \(WES\)](#) is the service that is recognized and funded by the Ontario government.

If you are internationally educated, did you know?

- ♦ All international applicants are encouraged to have their academic credentials evaluated
- ♦ An evaluation helps employers accurately interpret credentials and understand how they compare to Canadian credentials
- ♦ Once you have your credentials evaluated, you should update your resume and cover letter to reflect the equivalency that has been provided
- ♦ Let employers know that World Education Services (WES) is the service that is recognized and funded by the Ontario government
- ♦ You can apply on line, or download an application

For more information, visit <http://www.wes.org/ca>

To apply to WES, go to <http://www.wes.org/ca/application/>

[Continue Registration](#)

[Back to top](#) ↑

[Corporate](#)[CCL Container](#)[CCL Plastic](#)[CCL Label](#)[Site Map](#)[Career Opportunities](#) | [Contact Us](#)

Thursday, Oct 12

[Corporate Profile](#)[Locations and
Directions](#)[Investor Relations](#)[Announcements](#)[CCL & The Community](#)[CCL & The
Environment](#)[Awards](#)

Career Opportunities

It is the practice of CCL to post jobs internally first to seek out appropriate candidates for our career opportunities. If we are unable to fill the position internally, we then turn to external candidates.

Because of this CCL does not always have job opportunities available for external candidates. However, we do encourage you to submit your resume for future vacancies ([click here](#)). Each resume is reviewed and sent to the appropriate person(s) and a copy is maintained in a central file. A CCL representative will contact you should we find an opportunity, which requires a person with your skills and expertise.

Thank you for your interest in CCL and we wish you much success with your job search.



WES validates international academic credentials and provides academic equivalency.

By evaluating international academic credentials, WES facilitates the integration of internationally educated individuals into the Canadian employment marketplace.

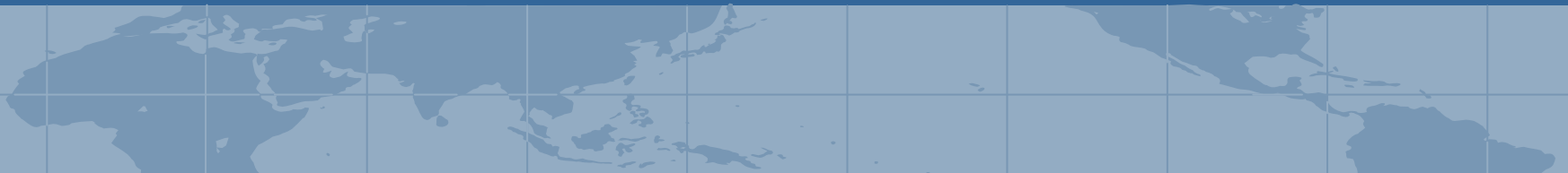
WES is a not-for-profit organization that is the authorized credential evaluation service of the Ontario Government. It is known for the quality and reliability of its evaluations and the timeliness of its service.

International applicants conducting a Canadian job search may find this service helpful in order that their academic credentials can be accurately interpreted and compared to Canadian equivalents.



Skills International

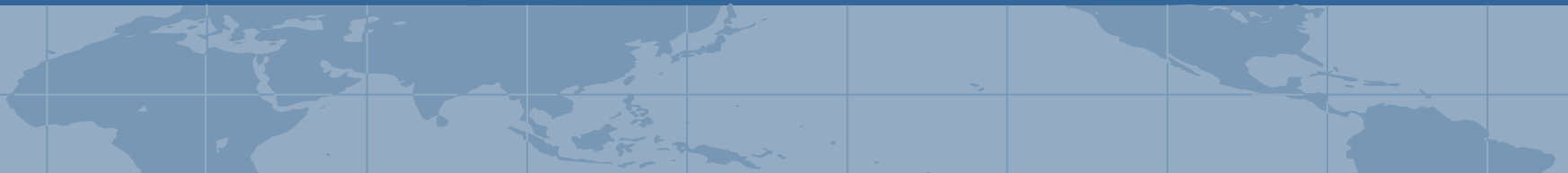
- Centralized resume/profile database of Internationally Educated Professionals (IEP candidates) from across Ontario.
- Consortium project developed by COSTI, NCP, and WIL (community based agencies in Ontario) to market IEPs to employers
- Received preliminary funding for a three year project from the Ontario Trillium Foundation in 2004.





Skills International

- All candidates must complete specialized training through community based agencies and have been prescreened and assessed as “Job Ready”.
- Skills International automatically matches IEPs with opportunities posted by employers.
- Employers evaluate the candidates suitability for the job and can initiate contact directly with the prospective candidate or the referring community based agency.





User Login

Username

Password

Login 

☐ Remember my login information.

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[EMPLOYER](#)

[AGENCY](#)

[CANDIDATE](#)

[CONTACT US](#)

Employers

Strengthen your workplace with global knowledge and experience quickly and efficiently.

Skills International candidates are pre-screened and recommended by experienced Employment Advisors throughout Ontario.

[GET STARTED NOW !\[\]\(166772600a13ad0a433053f90fe45649_img.jpg\)](#)



Agencies

[ENTER !\[\]\(f507db636256ac11a5525ef93ec6b8d7_img.jpg\)](#)



Candidates

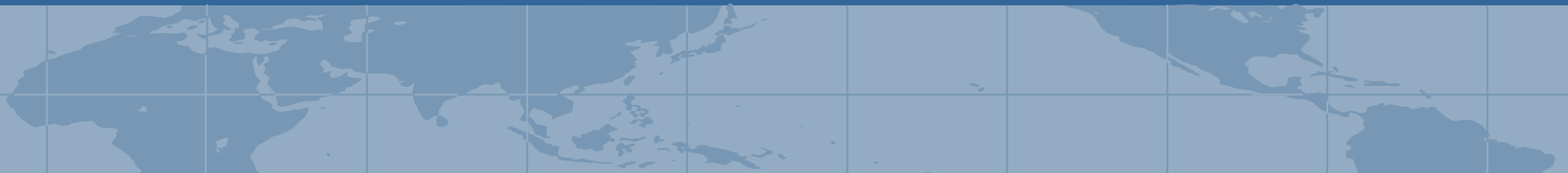
[ENTER !\[\]\(aceb1790ece33f2eac474d4a9431c6d6_img.jpg\)](#)





Agency Functionality

- Each counselor at a community based agency has a personalized login to access their clients on the Skills International website.
- Counselor's are able to monitor, manage and review their candidate and approve changes made by the candidate.
- Counselor's can communicate with the candidate through the built-in email system and generate key reports.





Snapshot of
all current
candidates

View of
critical
statistics

Flags identify
pending
approvals

Drill down to
individual
profiles

Susan Koning

update password ↗

**Manage
Candidates**
UPDATE ↗

**Create
Candidates**
UPDATE ↗

**Reports**
UPDATE ↗

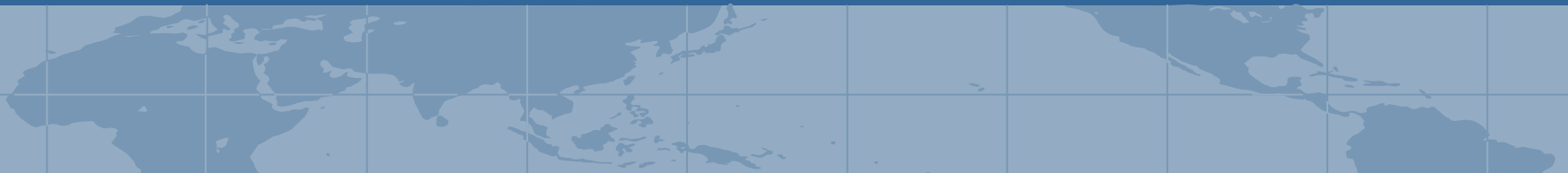
**Tips & FAQ's**
UPDATE ↗

<u>Candidate Name</u>	<u>Created</u> ▲	<u>Updated</u>	<u>Matches</u>	<u>Searches</u>	<u>Last Search</u>	<u>Industry</u>	<u>Status</u>
Wafa M Ghonaim	2006-10-04	2006-10-12	0	3	2006-10-12	Information Technology	REVIEW ▼
Munir Hussein Kazmi 🚩	2006-09-21	2006-10-12	1	0	0000-00-00	Banking	REVIEW ▼
Suhail Khalil Abdulahad	2006-09-06	2006-09-25	3	0	0000-00-00	Engineering	REVIEW ▼
Farzad Saeidi	2006-09-06	2006-10-10	1	2	2006-09-19	Supply Chain/Logistics	REVIEW ▼
Jianing Fan	2006-09-06	2006-09-25	0	0	0000-00-00	Hospitality/Tourism	REVIEW ▼
Elona Celo	2006-09-06	2006-09-25	0	0	0000-00-00	Legal	REVIEW ▼
Venus Zarify	2006-09-01	2006-09-25	0	0	0000-00-00	Information Technology	REVIEW ▼
Ana Ivanov	2006-08-14	2006-10-12	0	1	2006-08-21	Research	REVIEW ▼
Kiddash Teferahun Dlad	2006-09-09	2006-09-25	1	1	2006-09-09	Agriculture, Forestry & Fishing	REVIEW ▼



Candidate Functionality

- Candidates create their Skills International profile and email it to their counselor.
- Candidates can login and update their profile at their convenience using the Internet.
- The profile provides much more detail and information and is not limited in size.
- Candidates are able to better market and communicate their skills to employers.





Edit and update
profile using the
Internet

Ability to attach
electronic
documents

Quick access to
key statistics
and information

Ability to provide
detailed
information

Wafa Ghonaim

[update password](#) ➔

Licensing	[0]	Certificates	[19]	Agency Notes	[4]	References	[4]
Audio/Video Clips	[0]	Education Assessment	[4]	Employer Supports	[0]		

Candidate: Wafa M Ghonaim [EDIT](#) ➔ [EMAIL AGENCY](#) ➔ [DOWNLOAD RESUME](#) ➔

Wafa M Ghonaim

51-35 Waterman Ave
London, Ontario, N6C5T6

Home: 519.685.2201

Work: 519.685.2201

Mobile: 519.701.0468

wafa.ghonaim@sympatico.ca

Legal to work in Canada: Yes

Willing to relocate: No I am not willing to relocate

Industry: Information Technology

Candidate Record Stats

Created: 2006-10-04

Updated: 2006-10-12

Matches: 0

Searches: 3

Last Search: 2006-10-12

Objective

- Technology project management, consultation, R&D or business development

Summary

- Excellent record of technical, sales, marketing and management experience in IT and industrial sectors
- Business and technical management development experience of IT and industrial engineering solutions
- Project management for IT infrastructures , SCADA for EMS and mission critical applications
- Continuous market and technical exposure to contemporary IT and manufacturing technologies
- Creative and multitasking ability combined with excellent communication and negotiation skills
- Resourceful team leader with proactive consultation and direction skills
- Masters degree in Information Engineering from the University of Western Ontario
- Proficient in MS Office, Java, C++, Matlab and have a good exposure to Oracle Developer suite

Education Information

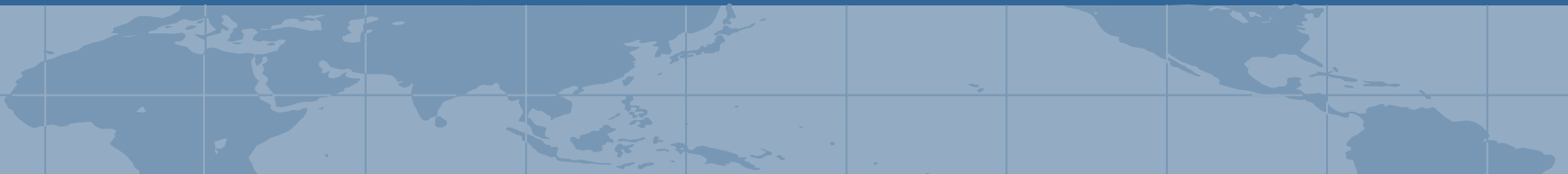
Degree: Masters **Major:** Software / Information Engineering
University of Western Ontario
London, Canada

Date of Graduation: 10/2005



Employer Functionality

- All candidates must complete specialized training through community based agencies and have been prescreened and assessed as “Job Ready”.
- Skills International automatically matches IEPs with opportunities posted by employers.
- Employers evaluate the candidates suitability for the job and can initiate contact directly with the prospective candidate or the referring community based agency.





Manage and
create
positions

Snapshot of
key position
statistics

Quick access
review position
details

Quick access to
list of matched
candidates



logout 

ABOUT US

EMPLOYER


AGENCY

CANDIDATE


CONTACT US


update password 

Sischa Maharaj





Tips
and FAQ's

GO 





Perform
Search

GO 




Create a new
Position

GO 



Manage
Positions

GO 

<u>Title</u> ▼	<u>Company</u>	<u>Start Date</u>	<u>Matches</u>	<u>New Matches</u>	<u>Last Match</u>	Candidates	Position
Campaign Information Manager	Canadian Imperial Bank of Commerce (CIBC)	2006-09-05	3	2	2006-08-24	REVIEW 	REVIEW 
Customer Service Representative	Canadian Imperial Bank of Commerce (CIBC)	2006-09-18	24	24	2006-09-12	REVIEW 	REVIEW 
Financial Advisor	Canadian Imperial Bank of Commerce (CIBC)	2006-09-11	9	9	2006-08-30	REVIEW 	REVIEW 
Learning Solution Developer	Canadian Imperial Bank of Commerce (CIBC)	2006-10-05	6	6	2006-09-21	REVIEW 	REVIEW 

☐ Show My Archived Positions



Review candidate profiles

Position Title: Financial Advisor						ROLLUP
Current Candidates						
EMAIL CHECKED CANDIDATES						
Relevancy	Candidate Name	Date Matched	Location	Industry	Email	Notepad
★★★★★	Xiao (Shawn) Luo	2006-08-24	London, Ontario	Banking	<input type="checkbox"/>	REVIEW
★★★★★	Hitesh V Joshi	2006-08-24	Brampton, Ontario	Financial Services	<input type="checkbox"/>	REVIEW
★★★★★	Keshav Patel	2006-08-24	Markham, Ontario	Banking	<input type="checkbox"/>	REVIEW
★★★★★	Zoltan Der	2006-08-24	Toronto, Ontario	Banking	<input type="checkbox"/>	REVIEW
★★★★★	Imam Abu Sayed	2006-08-24	Scarborough, Ontario	Financial Services	<input type="checkbox"/>	REVIEW
★★★★★	Carlos A Cifuentes	2006-08-24	London, Ontario	Marketing	<input type="checkbox"/>	REVIEW
★★★★★	Niraj Parikh	2006-08-24	Toronto, Ontario	Banking	<input type="checkbox"/>	REVIEW
★★★★★	Gbenga Temitope Alade	2006-08-30	Mississauga, Ontario	Banking	<input type="checkbox"/>	REVIEW
★★★★★	John Jairo Jaramillo	2006-08-24	London, Ontario	Finance/Economics	<input type="checkbox"/>	REVIEW




Detailed
candidate profile
and information


Contact info for
candidate and
referring agency


Ability to print
and download
resume


Highlighting
of key skills
matched

Sischa Maharaj [update password](#)

 Tips and FAQ's [GO](#)

 Perform Search [GO](#)





 Create a new Position [GO](#)


 Manage Positions [GO](#)

Position Title: Learning Solution Developer [ROLLUP](#)

Licensing [0]	Certificates [3]	Agency Notes [0]	References [2]
Audio/Video Clips [0]	Education Assessment [1]	Employer Supports [0]	

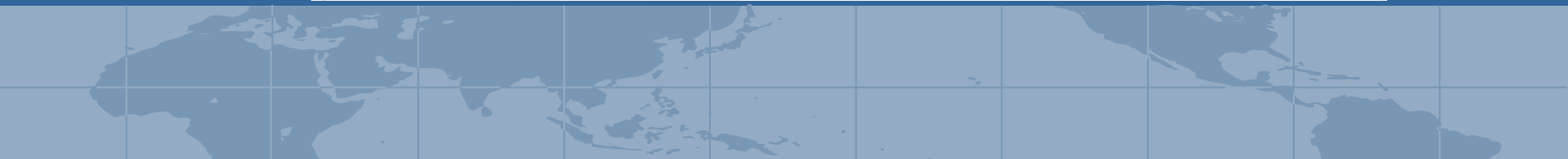
Candidate: Hassan Kashani [Update Match Status:](#) [SAVE](#) [DOWNLOAD RESUME](#) [ROLLUP](#)

Hassan Kashani
17 Quaker Ridge Rd.
Concord, Ontario, L4K 2E5
 Home: 905-532-0400
 Work:
 Mobile:
 hpourabed@hotmail.com

Agency Information

Terri Foley
foley@costi.org
905.669.6967 x.232

Objective

- Seeking for **Web** developer, **designer** or **web** application programmer opportunity to use and expand my skills and knowledge within an advanced and challenging environment.



[ABOUT US](#)[EMPLOYER](#)[AGENCY](#)[CANDIDATE](#)[CONTACT US](#)

Sischa Maharaj

WORLD EDUCATION SERVICES



CREDENTIAL EVALUATION REPORT

Name: KASHANI, Hassan P.
Date of Birth: September 15, 1969

Date : September 21, 2006
Ref #: 529079/hk
Page: 1 of 1

Position Title: Learning Solution Developer

Licensing	[0]	Certificates	[3]	A
Audio/Video Clips	[0]	Education Assessment	[1]	E

Candidate: Hassan Kashani

Education Assessment

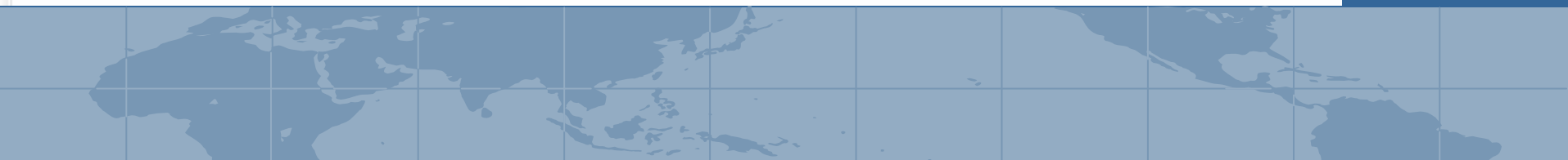
Current Education Assessments

*,pdf 	WES Evaluation Computer Programming	tfoley	2006-09-21	VIEW 
---	-------------------------------------	--------	------------	--

CANADIAN EQUIVALENCY SUMMARY

Diploma (two years) in computer programming from a recognised community college

CREDENTIAL ANALYSIS





Work Experience

Title: Assistant to the CFO
South Mountain Technologies (SMT) Ltd ②
Shenzhen, China
05/2005 - 08/2005

Responsibilities

- Actively participated in the project budgeting, short-term **bank** financing and tax shield program for SMT

Accomplishments

- Designed comprehensive Intellectual Property Protection and tax shield program for company
- Cooperated with **financial** department to deal with all budgeting and short-term **bank** financing, designing program and communicating with clients, etc.

Title: Director of Legal Department
China Eagle Securities Co., Ltd ②
Shenzhen, China
04/2000 - 12/2003

Responsibilities

- Led a 20-staff legal department and had overall responsibility for operational risks of the company in the country

Accomplishments

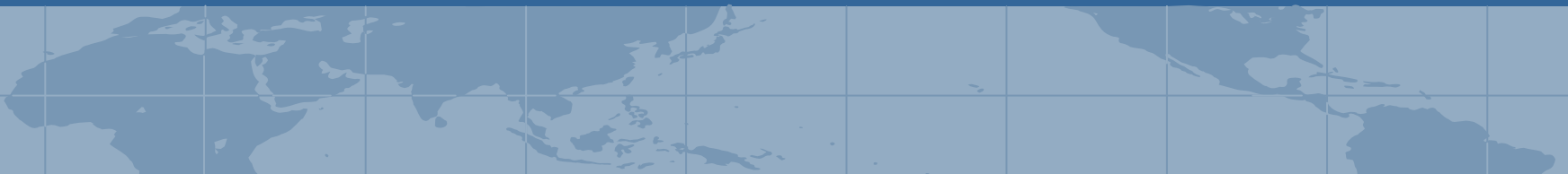
- Successfully reviewed 22 IPOs (Initial **Public** Offering) and re-financing projects value **mutual funds**, institutional investors and other **financial** organizations
- Effectively established an **Investment** Management Innovation Team of six members: the setup of China Eagle **Investment** Management Company with US\$50M capital
- Successfully represented company to resolve a variety of clients' complaints and ecc proceedings to collect US\$50M
- As key member of team, developed the primary self-discipline regulation of China Third guidance of China **Security** Regulatory





CIBC Partnership

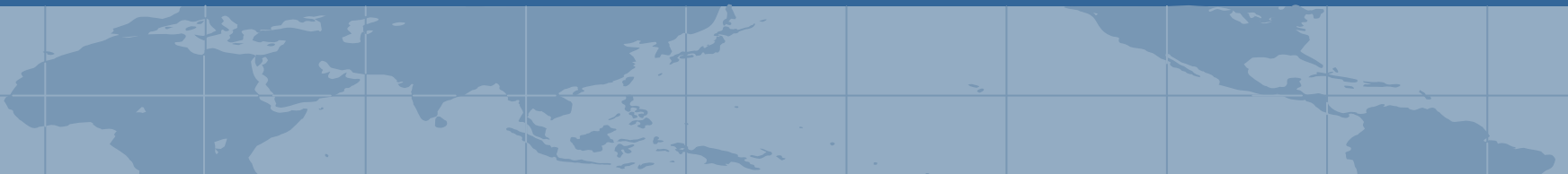
- CIBC is the 1st Canadian corporation to integrate SI into their recruiting process.
- SI scrapes all current CIBC listings broadcasted at 9:00 pm each evening to automatically create the job posting.
- SI matches candidates from our database based on the CIBC job posting
- Matched candidates automatically receive an email directing them to apply on the CIBC website for the matched position.





Other Initiatives

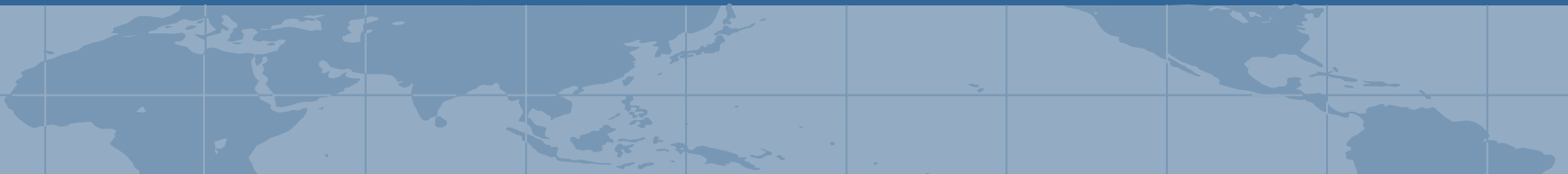
- Toronto Region Immigrant Employment Council (TRIEC)
- Waterloo Region Immigrant Employment Network (WRIEN)
- Colleges Integrating Immigrants to Employment (CIITE)
- Ministers Roundtable on Bill 124





TRIEC

- Addresses need of the Toronto Region, and has been replicated elsewhere (Waterloo, Ottawa, Vancouver)
- Seeks to bring all stakeholders to the table, change the way they work with skilled immigrants, and the way levels of government relate to each other
- WES is a member of the Council, and a partner in Career Bridge
- Hireimmigrants.ca provides tools and resources





hireimmigrants.ca

[Why hireimmigrants](#) | [Employer Stories](#) | [Self Assessment](#) | [Strategies](#) | [Get Started](#) | [Learning Centre](#)



At least two-thirds of unutilized
foreign-acquired skills - worth \$1.6 billion
- are in fact transferable to Canada.

*Tapping Immigrant Skills, Jeffrey Reitz, Institute for
Research on Public Policy, Feb 2005*

▶ [What's New](#)

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▶ [Employer Stories](#)

▶ [Become a Mentor](#)

▶ [Hire an Intern](#)

Click on [What's New](#) to access our new tools:

[In the News](#): recent articles that speak to the business drivers for hiring skilled immigrants, as well as recruitment and retention.

[Seminar Series](#): sign up now for one of our practical seminars to hear from employers who will share their best practices for integrating skilled immigrants and what they have gained.

[E-tips](#): promising practices from employers to employers, on how to better integrate skilled immigrants.

[Discussion Forum](#): online discussion board where you can ask your questions to our HR experts on how to integrate skilled immigrants into your company.

Welcome to hireimmigrants.ca

This site identifies the challenges and explores the opportunities for you to enhance your business through the talents of skilled immigrants. It shares practices of employers already down this path, and presents strategies to include skilled immigrants in Canadian offices, boardrooms, laboratories and work floors.

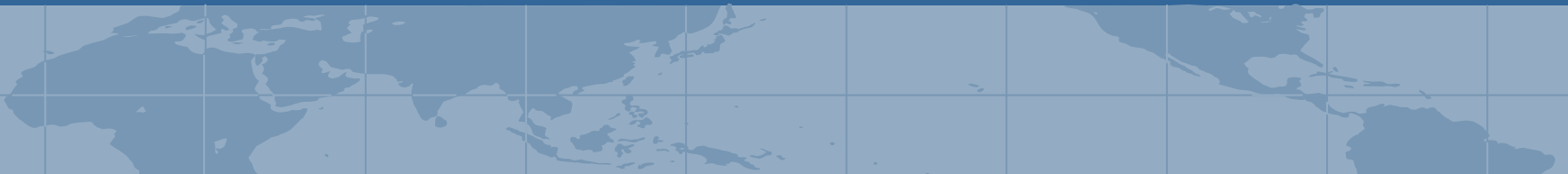
As a manager, HR practitioner or recruiter, you influence hiring and staffing decisions that shape your business. You drive the hiring philosophy and define the recruitment process. Your employment



CIITE

- Designed to expedite the transition of immigrants into college and then into employment
- WES is involved in piloting a standardized process for granting advanced standing to those with international credentials, based on improved credential evaluation
- Other pilots will incorporate the development and testing of improved college practices and services for immigrants to assist them in making an effective transition into Ontario's labour force
- 5 Pilot projects: Admissions, Advising, Credential Assessment, Language Proficiency, Employment Transition

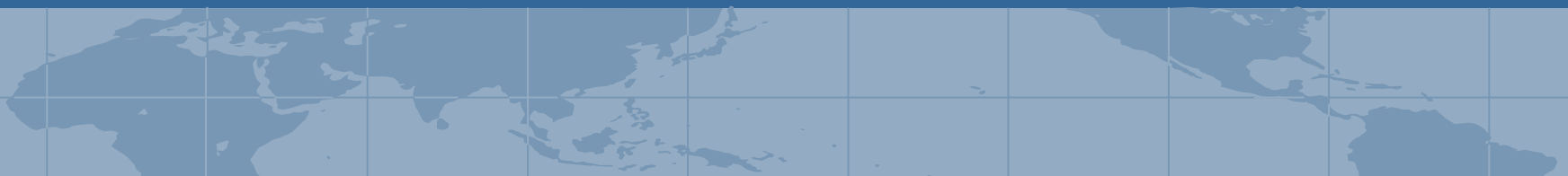
www.collegeconnect.on.ca/ciite/





Ontario Bill 124: Fair Access to Regulated Professions

- Proposed Act would ensure that regulated professions are accountable in having registration processes that are transparent, objective, and fair
- Minister's Roundtable has been created with key stakeholders, e.g. regulatory bodies, post secondary bodies, employers, community organizations, WES, to provide advice





Questions?

Timothy Owen

towen@wes.org

WES: www.wes.org/ca

Sohail Khan

skhan@skillsinternational.ca

www.skillsinternational.ca

