

Qualifications Recognition and Bridging Supports

Early Childhood Education:
Internationally Educated
Qualifications Pilot (IEQP)



Background Information

Immigration Statistics: Manitoba

6492 in 2003, 2.9% of Canadian level;

7429 in 2004, 3.1% of Canadian level;

8097 in 2005, 3.1% of Canadian level

Target is 10,000 immigrants per year



Early Childhood Educator: Internationally Educated Qualifications Pilot



Individuals who have international education with an early childhood focus are provided a qualifications recognition process to meet the requirements of an Early Childhood Educator.

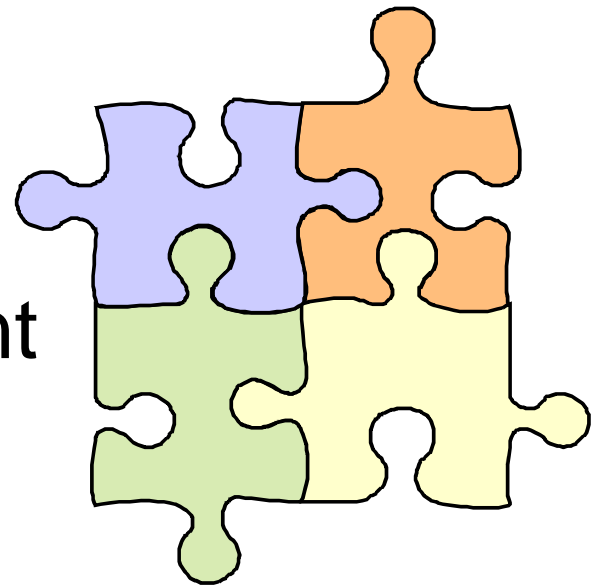
Stakeholders



Province of Manitoba,
Manitoba Labour and
Immigration; with the Manitoba
Child Care Association acting
as the sponsoring agency,
additional supports were
provided by the Province of
Manitoba, Child Care Program

Pilot Funding

Funding provided: employment stipends for professional immigrants, and contract fees for Advisor Assessors, Peer Assessors and a Project Facilitator.



2004 – Present

Phase 1 of the project began in 2004, today the project is going into phase 4. There have been 22 graduates that have received their trained level of classification with a 97% retention rate.



Issues/Barriers to Labour Force Integration

- Credential Recognition
- Communication Skills
- Cultural
- Discrimination/Racism
- Canadian Work Experience



Language Assessment



Canadian Language
Benchmarks

Selection Process

- Language Assessment
- Educational Credentials
- Experience



Networking Sessions



- Human Rights Commission
- Employment Standards
- Licensing Requirements/Best Practices
- Manitoba Child Care Association
- Review of Learning Outcomes/Standards
- Child Development Theory

Mentorship

- Crucial throughout the process
- Occurred through the Peer Assessor, Advisor Assessor, child care centre and Facilitator.



Diversity Training

Communication and Cultural Awareness



- Employers
- Assessors
- Participants



Assessment

- Established assessment programs
- Developed learning outcomes and performance standards
- Development of a clustered observational checklist
- 2 Peer Assessor observations
- 2 Advisor Assessor observations
- Documentation File
- Final Assessment
- Gap Training

Statistics and Employment Outcomes

- Phase 1: 5 successfully completed
- Phase 2: 10 successfully completed
- Phase 3: 7 successfully completed
- Phase 4: 10 selected for October 2006



Lessons Learned

- Barriers
- Participants
- Build in supports in the process
- Diversity training
- Ongoing Communication
- Employment Support
- Value Added
- Education Recognition
- Celebrate



Questions





Making Contact with Us

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