



Integrating Foreign Trained Immigrants in Canada's Labour Market

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Introduction

- The Government of Canada is committed to building a more globally competitive and sustainable economy and a socially cohesive society.
- One critical element to achieve this is by investing in people.
- Ensuring foreign trained Canadians and immigrants contribute their full potential to the economy is key.
- To that effect, we need to address the barriers they face when accessing the labour market:
 - Lack of recognition of foreign credentials and work experience
 - Lack of immigrant official language ability
 - Lack of current and pertinent information
 - Lack of awareness of employers
 - Possible discrimination issues



Vision For the Future

- A well-functioning labour market where:
 - Canadian employers and firms do not experience either labour or skills shortages;
 - Canada is able to compete successfully in the global market; and
 - skilled immigrants and foreign trained Canadians have access to jobs consistent with their skills, knowledge and experience and contribute their full potential to the Canadian economy and society.
- This will help in ensuring social cohesion
 - All Canadians are able to participate fully in the social, cultural, economic and political life of Canada so as to have a true sense of contributing and belonging.



Five Areas for Progress

The Government of Canada, in consultation with stakeholders, has identified four areas for progress:

- Addressing assessment and recognition of foreign credentials
- Enhanced Language Training
- Improved labour market information – *The Going to Canada Immigration Portal*
- Bridge-to-Work
- Conducting research to more clearly identify current and future labour market needs and compare them with available skills



Enhanced Language Training (ELT)

- The Enhanced Language Training Initiative (ELT) aims to develop and deliver labour market language training, including job-specific language training. As a component of the Immigrant Settlement and Adaptation Program, ELT is expected to provide the following:
 - Higher levels of language training, Canadian Language Benchmarks (CLB) levels 7-10 (English or French) will be developed and delivered to help meet the needs of immigrants who enter the country with basic or intermediate English or French skills but need higher levels of language ability to enter and remain in the labour market;
 - CLB levels 1-10 (English or French) will be developed and delivered in smaller centres without language.



Enhanced Language Training (ELT)

➤ **Currently**

- \$17M million (contribution funding) per year of ongoing funding for ELT across Canada
- Cost-sharing - Have responded to stakeholders concerns over cost-share requirements.
- CIC has recently received approval from the Treasury Board to modify the 50:50 cost-sharing formula to 80:20.

➤ **Process**

- Provinces and territories are first invited to co-sign bilateral agreements
- Call for proposals process



Eligible Organizations

- Provincial and territorial governments are first invited to participate as partners to proponents.
- Eligible service provider organizations (SPOs) include:
 - Businesses
 - Not-for-profit organizations
 - Educational institutions (including school boards, districts, and divisions, colleges and universities)
 - Individuals
 - Non-government organizations
 - Community groups



Eligible Projects

- Eligible projects under the ELT initiative are **development** or **delivery** projects or a combination of both.

Development projects

- Job-specific language assessment tests;
- Language surveys;
- On-line language assessment;
- Outcomes tests;
- Curriculum guidelines, including job-specific curriculum guidelines; and
- Research.



Eligible Projects

Delivery Projects

- Delivery of CLB levels 7-10, English or French
- Delivery of CLB levels 1-10 English or French in smaller centres without the language training infrastructure (specifically the Language Instruction for Newcomers to Canada (LINC) program) that may not otherwise have the capacity to support those services
- Higher levels (CLB 7-10), delivery of job-specific language training to enable immigrants to find and retain jobs commensurate with their qualifications and skills
- Delivery of a Bridge-to-Work component to help new immigrants in need of job specific language skills. ELT delivery projects will also provide work placements, professional mentoring, cultural orientation, preparation for licensure exams, internships and professional mentoring for immigrants and refugees. Wage subsidies are not eligible.



Eligible Clients

- **Eligible clients are persons of legal school leaving age within their province of residence who are:**
 - Permanent residents of Canada;
 - Protected Persons as defined in Section 95 of the Immigration and Refugee Protection Act; or,
 - Persons in Canada applying to become a permanent resident and who have been informed, by a letter from Citizenship and Immigration, of the initial approval of the application subject to an admissibility assessment.



Challenges

- Reaching newcomers before they arrive in Canada
- Coordinating ELT with new programming that has emerged
- Coordinating existing and new players in the settlement community
- Accountability