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# **INTERNATIONAL QUALIFICATIONS RECOGNITION: ARE WE MAKING ANY PROGRESS?**

## **ASSESSING THE IMPACT OF AN INTEGRATED APPROACH**

# Complex solutions to a complex challenge...

The striking challenges of our time...are complex, whether on a local, national, or international scale. Yet all too often we approach these issues with piecemeal and even siloed solutions.

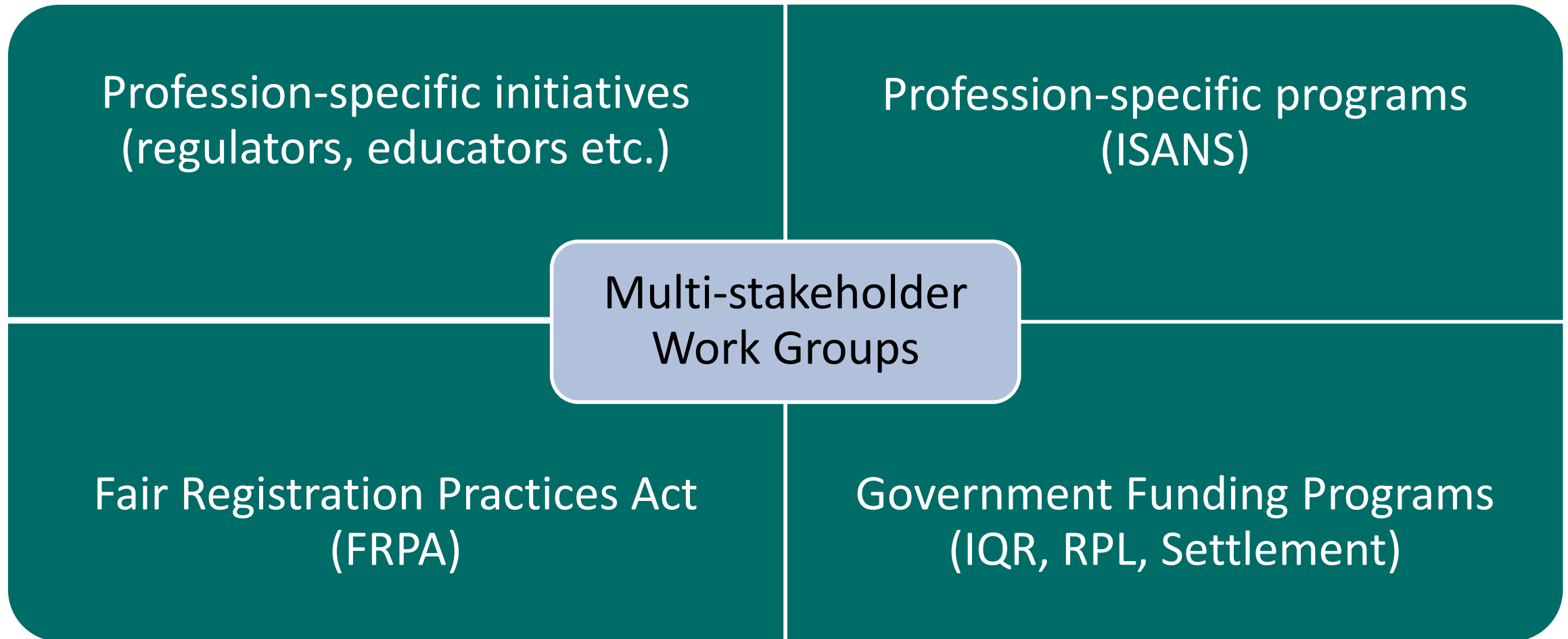
...as solution seekers, we can choose to focus on a piece of the problem and tackle just that piece, or we can engage multiple stakeholders to craft solutions that are complex enough and possess the various perspectives and resources necessary to adequately address the challenges.

*F. Becker, D. Smith, "The Need for Cross-Sector Collaboration", Stanford Social Innovation Review, 2018*

# Why an integrated approach to IQR?

- International qualifications recognition and workforce integration is a complex challenge
- Goals are to ensure fair processes, remove unnecessary barriers and develop strategic and sustainable solutions
- Multi-pronged approach engages all key stakeholders
- Includes legislation, funding programs, service delivery/program development and a strategy for ensuring cross-sector collaboration

# Nova Scotia's Integrated Approach to IQR



# Fair Registration Practices Act (FRPA)

- Nova Scotia introduced fairness legislation in 2009; Fair Registration Practices Act (FRPA)
- Responsibility rests with Nova Scotia Department of Labour & Advanced Education
- Compels regulators to ensure registration processes are transparent, objective, impartial and procedurally fair.
- Intentional efforts to work collaboratively with regulators

# Government Funding Programs

- Supports ongoing initiatives which have demonstrated effectiveness
- Facilitates development of innovation solutions and one-off projects
- Provincial and federal funding programs
- Integrated approach results in substantial in-kind contributions

# Profession-specific program & initiatives: ISANS

- Clinical Skills Review for IMGs
- Study groups for Pharmacists and Dentists
- Orientation & Communications courses – Engineering, Healthcare
- Teach in Nova Scotia – an online orientation for internationally educated teachers
- Work-based Competency Assessment – Engineers, Architects
- Financial Services Bridging Program – with CPA Atlantic

# Profession-specific programs & initiatives: other organizations

- Pathway to Success for IENs, College of Licensed Practical Nurses & Nova Scotia Community College
- Orientation to Dental Practice in Nova Scotia, Nova Scotia Dental Association
- Observership Program for Internationally Trained Lawyers, Nova Scotia Barristers' Society
- Bridging Process for Internationally Educated Dietitians, MSVU
- Practice Ready Assessment Program/Family Medicine, Dalhousie University



# The Multi-stakeholder Work Groups

- A strategy for ensuring collective responsibility for IQR within a profession
- Provides leadership for collaboration

“Collaboration is a way of working that attracts and involves people outside one’s formal control, organization, and expertise to accomplish common goals”

*H. Gardner, H. Ibarra, “How to Capture Value from Collaboration...”, Harvard Business Review, 2017*

# The Multi-stakeholder Work Groups

- Profession-specific tables
- Co-chaired with a high profile member of the profession
- Engage all key stakeholders
- Meet regularly in profession-specific locations
- Action agendas
- Developed & led by ISANS
- Supported by the Province of Nova Scotia



# 12 active multi-stakeholder work groups

- Engineers (2005),
- Pharmacists (2005)
- Physicians (2006)
- Lawyers (2009)
- Nurses (2012)
- Dental Professionals (2012)
- Med Lab Technologists (2012)
- Dietitians (2014)
- Architects (2014)
- Teachers (2015)
- Social Workers (2015)
- Accountants/Financial Professionals (2017)

# An intentional strategy for...

- Ensuring pathways to licensure and workforce integration
- Identifying unnecessary barriers, bottlenecks, gaps and key issues
- Providing forums for discussion informed by all perspectives
- Creating the synergy needed for innovation & problem-solving
- Incubating, developing and implementing practical solutions
- Demonstrating collective support for funding proposals
- Advising and supporting ongoing initiatives
- Advocating for change and sustaining momentum

# How to assess effectiveness & impact?



# Look for evidence of best practice

- Cited as a best practice in national & provincial reports:
  - *Survival to Success: Transforming Immigrant Outcomes*, N. Noorani, p.17
  - *Alternative Careers*, C. Lim, p.53
  - *Now or Never: An urgent call to action*, R. Ivany, pp 172, 207
- IQR Network award
- Interest from other provinces, replicated in New Brunswick
- Evaluation and legislative review of FRPA currently underway
- Gardner Pinfold Evaluation of MSWGs, 2013



# Seek qualitative feedback from stakeholders

Nova Scotia's Internationally Educated Teacher Multi-stakeholder Work Group brings together the voices that represent the registration experiences shared by international applicants. The value of the work group allows the Office of Teacher Certification to identify the questions, concerns, and needs of international teachers that would not otherwise be identifiable from the vantage point of the regulatory body itself.

*Jeremy Brown*

*Registrar, Teacher Certification*

*May 2018*



# Regulator

The Internationally Educated Dental Professionals Work Group has broad representation from regulatory bodies, member associations, government and academia to bring to life meaningful endeavours such as the Hands on Practice Program to prepare for the National Dental Examining Board's Assessment of Clinical Skills exam and the Observership Program for IEDPs to understand dental practice in Nova Scotia.

*Dr. Martin Gillis*

*Registrar, Provincial Dental Board*

*May 2018*

# Funder

Not only does this approach result in better outcomes for internationally trained individuals, it seems to be fostering a real culture of collaboration here in Nova Scotia. Our Department has funded a number of excellent projects that grew out of or were incubated in MSWGs. I believe that this collaborative, cross-sector approach is a model not just for IQR but for solving many complex, “wicked” problems facing society today.

- *Maggie Hope-Simpson*
- *RPL Coordinator,*
- *Nova Scotia Department of Labour & Advanced Education*

# Describing collaboration in action

The ability to bring regulators, educators, employers, government, NGOs and internationally educated engineers to a table to discuss challenges, create strategies and implement solutions that positively impact lives and our local economy is unparalleled.

*Rosalie Hanlon, P.Eng*

*Director of Outreach & Partnership*

*Engineers Nova Scotia*

*May 2018*

# Identify accomplishments



Licensure processes changed and new pathways created...

# Resources Developed

- A Guide to Resources and Support Services for Internationally Educated Nurses in Nova Scotia
- <http://clpnns.ca/wp-content/uploads/2017/10/IEN-resource-and-support-services-final-web.pdf>
- Teach in Nova Scotia: an orientation for internationally educated teachers
- <https://teach-in-novascotia.ca/>



# Collaborative programs developed

Hands-on Practice Program for Internationally Educated Dentists (HOPP)





# Internationally Trained Lawyers in Legal Workplaces: An Observership Program



The Nova Scotia Barristers' Society (NSBS) and Immigrant Settlement Association of Nova Scotia (ISANS) are offering a program that is designed to expose Internationally Trained Lawyers to professional legal practice in Nova Scotia.

## AM I ELIGIBLE?

To be eligible for the Observership Program, an ITL must have:

- graduated from a law school outside of Canada,
- permanent resident status and be living in Nova Scotia,
- completed the ISANS employment orientation process and be job ready, and
- signed a confidentiality form.

## HOW WILL THIS BENEFIT YOU?

The ITL Observership Program offers you the opportunity to:

- gain a better understanding of the day-to-day activities in a legal workplace in Canada and the ethical rules governing lawyers in Nova Scotia,
- Explore alternative legal careers, and
- Develop relationships within the legal community of Nova Scotia.

## WHAT DOES THIS PROGRAM LOOK LIKE?

The Observership Program is not a training or mentoring program. It is a partnership between an internationally trained lawyer and a supervising lawyer who is practising in Nova Scotia.

The Observership Program is flexible and can be customized to meet the needs and availability of your schedule.

Contact the [Observership Program Coordinator](#) at the Nova Scotia Barristers' Society or an Employment Counsellor with ISANS to be matched with a legal workplace.





# Work-based Competency Assessment for Internationally Educated Engineers



# Consider program outcomes

## ENGINEERING

- 80% of the internationally educated engineers who participate in the workplace-based competency assessment find work in their field

## MEDICINE

- 51% of IMGs who participate in ISANS programs go on to become licensed, do residency or clerkship, or work as clinical assistants

*Outcomes for Immigrants in Regulated Occupations 2009 - 2017, ISANS, October 2017*

# Study ISANS' client outcomes

- Outcomes for Immigrants in Regulated Occupations

[file:///I:/LWD-HLFX-SKILLS&LEARNING/AdultEducation/common/6%20RPL&LM/06%20MSWG/Multistakeholders/EVALUATION/RegulatedOccupations\\_Report-Final\\_July2018.pdf](file:///I:/LWD-HLFX-SKILLS&LEARNING/AdultEducation/common/6%20RPL&LM/06%20MSWG/Multistakeholders/EVALUATION/RegulatedOccupations_Report-Final_July2018.pdf)

*ISANS, October 2017*

- 81% of job-seeking clients find work in their field or a closely related one

*ISANS, Annual Report, 2017 - 2018*

# Compare provincial results to national average results on qualifications exams

**DENTISTRY:** 3 exams, AFK, ACJ, ACS

- National pass rates = 44%, 38%, 40%
- ISANS pass rates = 100%, 86%, 100%

**PHARMACY:**

- National first attempt pass rate Qualifying Part I = 50%
- ISANS first attempt pass = 89%

*Outcomes for Immigrants in Regulated Occupations 2009 - 2017, ISANS*

# Find broad indicators of progress

- Increased immigrant retention in NS: 48% in early 2000s to 75% in 2017
- *Nova Scotia Office of Immigration*
- 2017 unemployment rate for immigrants (arrived 5 yrs or less):
  - Nova Scotia: 8.7% (Canadian born is 8.2%)
  - Canada: 10.4% (Canadian born is 6.2%)

*Statistics Canada, 2017*

# Education – Job Match Rates for Immigrants

“Nova Scotia has the highest overall match rate for immigrants who completed their professional education outside of Canada. In 2011, 38.3% of Nova Scotia’s internationally educated immigrants were working in their field, compared to 24.1% in Ontario.”

*Employment Match Rates in the Regulated Professions: Trends and Policy Implications”, Hon J. Augustine, Ontario Office of the Fairness Commissioner, 2015*

# Assessing impact...

- Look for evidence of best practice
- Seek qualitative feedback from stakeholders
- Identify accomplishments
- Consider program outcomes
- Study settlement organization's client outcomes
- Compare results on qualification exams
- Find broad indicators of progress – e.g. retention, unemployment
- Examine Education/Job match rates

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**Thank you!**