

Focussing on regulated occupations where specific credentials or certification are required, the pan-Canadian framework will work to ensure that foreign credentials are recognized across the country in a consistent and timely manner, making it easier for immigrants to have their credentials recognized, integrate into the labour market, and move freely across the country.

- qualification recognition is primarily a provincial and territorial responsibility that is often delegated to regulatory bodies, which establish occupational standards and are responsible for assessing the skills and credentials of applicants
- the framework is not a legal document, but a public commitment to improve the processes of foreign qualification recognition with a priority on regulated occupations that sees governments at all levels and stakeholders working together
- the following four principles guide the framework:
 1. fairness – recognizing credentials without bias; treating Canadian and foreign trained professionals equally; clearly explaining decisions rationales
 2. transparency – requirements and methods of assessment are clearly explained, easy to understand, and accessible to immigrants
 3. timeliness – assessments and communication of assessments are carried out promptly and efficiently
 4. consistency – the methods of assessment are mutually acceptable in each province and territory
- once an applicant's skills have been assessed, they will be guided to one of three pathways, the final destination being participation in the workforce that most matches their skills and training:
 1. pathway to certification – applicants who fully demonstrate the required qualifications will be registered or licensed in their field
 2. pathway to skills upgrading – applicants must obtain additional requirements to practise in their field; applicants can upgrade their skills and be reassessed
 3. alternate pathway to related occupations – for applicants who do not meet the qualifications of their occupation and for whom skills upgrading is not an option, career planning advice and building on experience will be offered
- the goal of the framework is to have the recognition of qualification assessment process completed within one year from the time that qualifications are presented for assessment

- **Expected Outcomes**
- immigrants will have contact with stakeholders prior to arrival in Canada
- immigrants are adequately informed of and prepared for the assessment process
- the assessment process and criteria will be made available and easily understood
- assessment opportunities are available prior to arrival in Canada
- immigrants are informed about the reasons for decisions made about their qualifications
- outcomes of recognition decisions are mutually recognized across the country
- immigrants have access to and are made aware of skills upgrading opportunities and alternate career options
- immigrants are able to obtain skills upgrades with minimal repetition of previous training
- support for labour market integration is readily available including language training, career advice, mentorships and internships, and bridging programs

- tools and resources are available to employers to help them integrate and retain immigrants
- governments will report annually on the Pan-Canadian commitments

- **Implementation Strategy**
- pre-arrival assessment tools will be upgraded
- project-based funding will be increased to enhance collaboration of assessors and regulatory bodies and improve the consistency of results across Canada
- supports for immigrant labour market integration will be introduced and enhanced including language training, bridging programs, mentorships and internships, employer engagement, and orientation to working in Canada
- the following target occupations will be the focal point for implementing the framework by December 31, 2010: Architects, Engineers, Financial Auditors and Accountants, Medical Laboratory Technologists, Occupational Therapists, Pharmacists, Physiotherapists, Registered Nurses