

# ALTERNATIVE PATHWAYS TO FULL CERTIFICATION FOR INTERNATIONALLY- TRAINED WORKERS

## Project Synopsis

Time: 6 – 12 months

Complexity: Medium

Cost: \$25,000 - \$100,000

This project develops alternative pathways to assist and support internationally-trained workers (ITWs) to achieve full certification.

### PROJECT DESCRIPTION

ITWs who require additional courses to become fully licensed in a regulated occupation may find that those specific courses are not available. Due to a lack of demand, some courses may not be offered by educational institutions for several years. This project researches alternatives to these courses in the form of apprenticeship and internship programs, allowing ITWs to acquire the needed competencies and become certified earlier.

### KEY OUTCOMES

- ITWs do not have to wait for an extended period of time before their certification courses become available.
- ITWs do not remain underemployed for lack of opportunities to become licensed.
- ITWs can work in regulated occupations and participate in the workforce at their full potential.

### KEY CONSIDERATIONS

- Develop guidelines, log books and support for both the professional seeking certification and the employer.
- Host forums with ITWs, regulators, and employers to seek their input on how to better design the internship program.

### PROJECT COMPONENT

- Creation of an internship program that incorporates a period of supervised practical training to ensure competencies are fully met.

