

# ALTERNATIVE ASSESSMENT FRAMEWORK FOR WORKERS WITHOUT DOCUMENTATION

## Project Synopsis

Time: >12 months

Complexity: Medium

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

This project provides an alternative assessment framework that regulators may use to assess applicants without documentation to verify their education and experience.

### PROJECT DESCRIPTION

Internationally-trained workers (ITWs) sometimes cannot provide documentation proving that they are experienced enough to practice in a regulated occupation. This makes it difficult for regulators to assess these ITWs, as regulators oftentimes rely on specific documentation to determine an applicant's qualification to practice in a regulated occupation. This project provides a framework for regulators to follow a step-by-step alternative assessment process and to evaluate ITWs who are unable to provide complete documentation.

### KEY OUTCOMES

- Employers can be assured that an undocumented worker is qualified for the job, while maintaining public safety and confidence in the assessment process.
- A fair, consistent, objective, and transparent assessment of qualifications of undocumented workers can be conducted.

### KEY CONSIDERATIONS

- Develop a flowchart of alternate assessment process to be used by regulatory bodies to replace missing documentation with alternate evidence.
- Publish a statement on the regulator's website directing applicants unable to provide documentation to reach out to the regulator directly.

### PROJECT COMPONENT

- Development of a set of standard principles that can be used by regulators to assess applicants who are not able to provide documentation required for licensure.

