

EVALUATING CERTIFICATION BARRIERS FOR NEWCOMERS

Project Synopsis

Time: 3-6 months

Complexity: Low

Cost: \$10,000 - \$25,000

This project analyzes the barriers internationally-trained workers (ITWs) face, namely failing certification examinations, and proposes solutions to either help prepare ITWs for these examinations, or adjust the assessment process to better accommodate their needs.

PROJECT DESCRIPTION

While regulators may have processes to accredit ITWs, the examinations associated with certifications may prove inadequate in testing their qualifications. This project reviews the current examination process and proposes solutions to overcome certification barriers for ITWs.

KEY OUTCOMES

- Regulators find solutions to high failure rates in certification examinations among ITWs.
- ITWs get the help they need to pass a certification examination and become certified to work in a regulated occupation.
- Employers have a greater pool of applicants to choose from when filling vacant positions.

KEY CONSIDERATIONS

- Develop a business process mapping to determine the qualifications required for ITW applicants to be evaluated against.
- Develop examinations that do not contain unnecessary barriers that would impede the success of an internationally-trained applicant (e.g. complex, or overly technical language)

PROJECT COMPONENTS

- Design of Process Streamlining & Business Process Mapping.
- Review of qualification requirements for ITW applicants.

