

EVALUATING EMPLOYER NEEDS WHEN HIRING INTERNATIONALLY-TRAINED PROFESSIONALS

Project Synopsis

Time: 6-12 months

Complexity: High

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

This project conducts a feasibility study to gain an understanding of the factors that influence an employer's decision on hiring internationally-trained worker (ITW). With consultation with employers, this project explores and finds outcomes that are mutually beneficial for both parties.

PROJECT DESCRIPTION

A successful employment search results in an ideal match of skills and qualifications that is most beneficial to the employer and employee. This project conducts a feasibility study that engages Canadian employers to explore and understand hiring needs related to their perception and engagement of ITWs. This project also develops strategies for employers to better tap into ITW talent and fill their labour shortages.

KEY OUTCOMES

- Increase in successful employment outcomes that are most beneficial to employers and employees.
- Skilled ITWs can practice in regulated occupations faster.
- Occupations that had previously seen labour shortages have vacancies filled by ITWs.

KEY CONSIDERATIONS

- Identify key barriers that employers face through several focused consultation sessions with stakeholders.
- Identify key informants for additional stakeholder consultation – including ITWs.
- Analyse and segment recruitment patterns and feedback to capture needs, barriers, recommendations and perceptions of employers.
- Conduct small-scale low cost pilot of recommendations.

PROJECT COMPONENT

- Employer engagement through research and stakeholder consultation to identify issues, analyse patterns and provide recommendations for hiring ITWs.

