

ORIENTATION PROGRAM FOR INTERNATIONALLY- TRAINED WORKERS

Project Synopsis

Time: >12 months

Complexity: High

Cost: >\$100,000

This project creates an orientation program for internationally-trained workers (ITWs) who are practice-ready but not yet familiar with Canadian cultural norms and workplace expectations.

PROJECT DESCRIPTION

While ITWs may arrive in Canada eligible to practice in a regulated profession, they may not have an adequate understanding of Canadian cultural norms and workplace expectations. This project creates an orientation program for ITWs to better understand the duties and behaviours expected at a workplace. This project also develops a temporary licensure program for ITWs who meet the educational component of licensure requirements but may not have enough understanding of Canadian cultural norms to achieve complete licensure.

KEY OUTCOMES

- ITWs who do not yet have experience in a Canadian cultural setting have an opportunity to learn outside of practice.
- ITWs enjoy longer-term employment in the occupation of their training.

KEY CONSIDERATIONS

- Facilitate focus groups for initial explorations and establish the gaps that ITWs face.
- Build targeted orientation program that includes business practices and norms of a given occupation.
- Conduct orientation conferences in the form of periodic webinars, both for ITWs, and supervisors.

PROJECT COMPONENT

- Build an orientation program for ITWs that are practice-ready but not familiar with Canadian cultural norms.

