

ALTERNATIVE CAREERS FOR INTERNATIONALLY-TRAINED WORKERS – EMPLOYER FOCUS

Project Synopsis

Time: 6-12 months

Complexity: High

Cost: > \$100,000

This project recruits employers to build pathways to alternative careers for internationally-trained workers (ITWs) that choose not to, or are unable to achieve certification in their occupation of training.

PROJECT DESCRIPTION

While there is a significant emphasis on providing resources for ITWs in alternative careers, there is a lack of resources provided to employers, leaving them unprepared and reluctant to hire ITWs. This project targets and recruits employers in a particular sector to build paths to alternative careers for ITWs that choose not, or are unable to become certified in the occupations of their training. The project produces training material for employers and tools for sector employers that have hired ITWs.

KEY OUTCOMES

- Employers have a greater pool of applicants to choose from when filling vacant positions in alternative careers.
- Skilled ITWs can practice in similar occupations that they trained in.

KEY CONSIDERATIONS

- Conduct one-on-one customized need assessment, case management, training, and provide guidance to enable employers to connect with ITWs in the sector.
- Develop materials, tools and resources to support employers to build capacity in their HR practices to work with ITWs.
- Support employers to build partnerships to sustain their best practices.

PROJECT COMPONENTS

- Building tools for employers to hire and retain ITWs by developing:
 - Fact sheets on ITWs' employment barriers
 - Needs assessment and action plans for employers
 - Workshops and networking events

