

EXTENDED ORIENTATION PROGRAM FOR INTERNATIONALLY-TRAINED WORKERS

Project Synopsis

Time: > 12 months

Complexity: High

Cost: >\$100,000

This project provides extended workplace supports for newly-hired internationally-trained workers (ITWs). This project helps ITWs integrate into their new workplace, and encourages long-term employment.

PROJECT DESCRIPTION

ITWs may become licensed and practice in regulated occupations, but may find it difficult to integrate in their new workforce. This project creates an extended orientation program for newly-hired ITWs, allowing access to a mentor, English tutor, and skills consolidation. These services are offered to ITWs for a longer period than to new domestic hires, allowing them to integrate into their new workplace at a comfortable pace, and become high-performing members of their respective work teams.

KEY OUTCOMES

- ITWs are offered the time and resources they need to succeed in their new positions.
- ITWs remain employed over a longer term, replacing those skilled-workers who have retired.

KEY CONSIDERATIONS

- Develop an extended orientation with several workshops focused on teamwork, practical assessment, critical thinking, and decision-making.
- Implement orientation support and English language support.
- Evaluate orientation program to recognize successes and make modifications.

PROJECT COMPONENT

- Development of a comprehensive and extended orientation program for newly-hired ITWs to facilitate their integration to their new workplace.

