

ASSESSMENT TOOLS FOR OCCUPATIONS WITHOUT INDUSTRY STANDARDS

Project Synopsis

Time: 3-6 months

Complexity: Low

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

This project develops an industry standard for regulators to use when assessing internationally-trained workers (ITWs). This project is intended for regulators that do not have an existing industry standard to assess ITWs.

PROJECT DESCRIPTION

For those regulators that do not have an industry standard to use when accrediting an applicant, employers in the industry cannot accurately judge an ITW's qualifications. This project creates an evaluation to assess applicant's industry knowledge, essential skills, and employability characteristics. It also includes practical skills assessment to enable an employer to confidently assess an ITW's skills and fit for a job.

KEY OUTCOMES

- Employers become confident in assessing an ITW's skills.
- More ITWs are hired in occupations that could not assess them before.
- Employers find competent workers to fill vacancies.

KEY CONSIDERATIONS

- Determine competency standards or benchmarks for each of the assessment criterion.
- Conduct workshops for applicants, employers and HR committee members to test the assessment tool and provide feedback.
- Develop Assessor's Toolkit and Assessment Sheet as a guide to for assessors.

PROJECT COMPONENT

- Development of practical assessment tools to determine the readiness of ITWs to work in the regulated profession without industry standards.

