

CANADIAN WORK EXPERIENCE PREREQUISITE REVIEW

Project Synopsis

Time: 3-6 months

Complexity: Low

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

This project undertakes a review of the Canadian work experience requirement and determines whether it is a necessary prerequisite to be successful in a given occupation.

PROJECT DESCRIPTION

Employers sometimes assume that an employee must have previous Canadian work experience in order to succeed at their job. This project researches and identifies options to Canadian work experience, and provides employers with the confidence to hire internationally-trained workers (ITWs) without this experience. This research ensures that workplace remains safe and productive and that ITWs may participate in an occupation that matches their qualifications and skills.

KEY OUTCOMES

- Employers are confident in hiring an ITW without Canadian work experience.
- Skilled ITWs can get to work in regulated occupations faster.
- Occupations that had previously seen labour shortages have vacancies filled by ITWs.

KEY CONSIDERATIONS

- Research and review existing data to identify the criteria and framework for selecting the occupations facing critical shortages.
- Establish an Advisory Committee and use the findings from literature review to narrow down employer needs.
- Conduct several focus groups to get feedback on the proposed approaches of acquiring Canadian work experience.

PROJECT COMPONENTS

- Research employer needs and develop alternative approaches to Canadian work experience requirements for occupations facing critical shortages.

