

IDENTIFYING ALTERNATIVE CAREERS FOR SELECT OCCUPATIONS

Project Synopsis

Time: 3-6 months

Complexity: Medium

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

This project develops strategies 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

Occasionally, ITWs do not have the skills they need to work in an occupation they may have had in their country of origin. For regulators that do not have an alternative career strategy, these ITWs' skills go unused leaving them unemployed or underemployed. This project builds pathways to alternatives careers in select sectors and develops resources for ITWs to work in occupations that match their existing skills and experience.

KEY OUTCOMES

- ITWs can find skilled work in occupations they may not have otherwise considered, and do not become unemployed or underemployed.
- Employers have a greater pool of applicants to choose from when filling vacant positions in alternative careers.

KEY CONSIDERATIONS

- Find a definition for “alternative careers” that is best suited for the sector.
- Develop possible country/sector guides for employers to learn about qualification assessment procedures in different countries.
- Develop a self-assessment quiz and infographics for ITWs exploring alternative careers.
- Organize a few focus groups with ITWs and employers to watch/read materials and give feedback to the advisory committee.

PROJECT COMPONENT

- Development of alternative career materials targeted at both ITWs and employers.

