

FOREIGN QUALIFICATIONS RECOGNITION IN HUMAN RESOURCE PRACTICES

Project Synopsis

Time: 6-12 months

Complexity: High

Cost: >\$100,000

This project produces educational materials designed to increase the understanding of FQR practices among Human Resource (HR) practitioners and reduce the number of qualified internationally-trained workers (ITWs) turned away from jobs.

PROJECT DESCRIPTION

While regulators and employers may aspire to recruit more ITWs, occasionally HR practitioners are not aware of FQR practices and reject qualified ITW applicants from a given position. This project produces training tools and educational seminars for HR practitioners to learn about FQR policies and practices and ways to modify their current hiring practices.

KEY OUTCOMES

- ITWs are no longer mistakenly rejected for positions they are qualified to practice.
- Employers see more ITWs in the workforce.
- ITWs' credentials are recognized, and they do not remain unemployed or underemployed.

KEY CONSIDERATIONS

- Identify champions as part of the Advisory Board to implement changes within their organizations/agencies.
- Develop an inventory of best practices of FQR assessment in different occupations.
- Implement the new model of skills assessment and map of standards in collaboration with industry groups.

PROJECT COMPONENT

- Research and identify a viable training strategy to enhance the capacity of HR practitioners to recruit and retain ITWs.

