



Improvements to Foreign Qualification Recognition (FQR)

Objective: To determine barriers to foreign qualification recognition, labour mobility, and identify opportunities for improvements in reducing existing barriers for newcomers

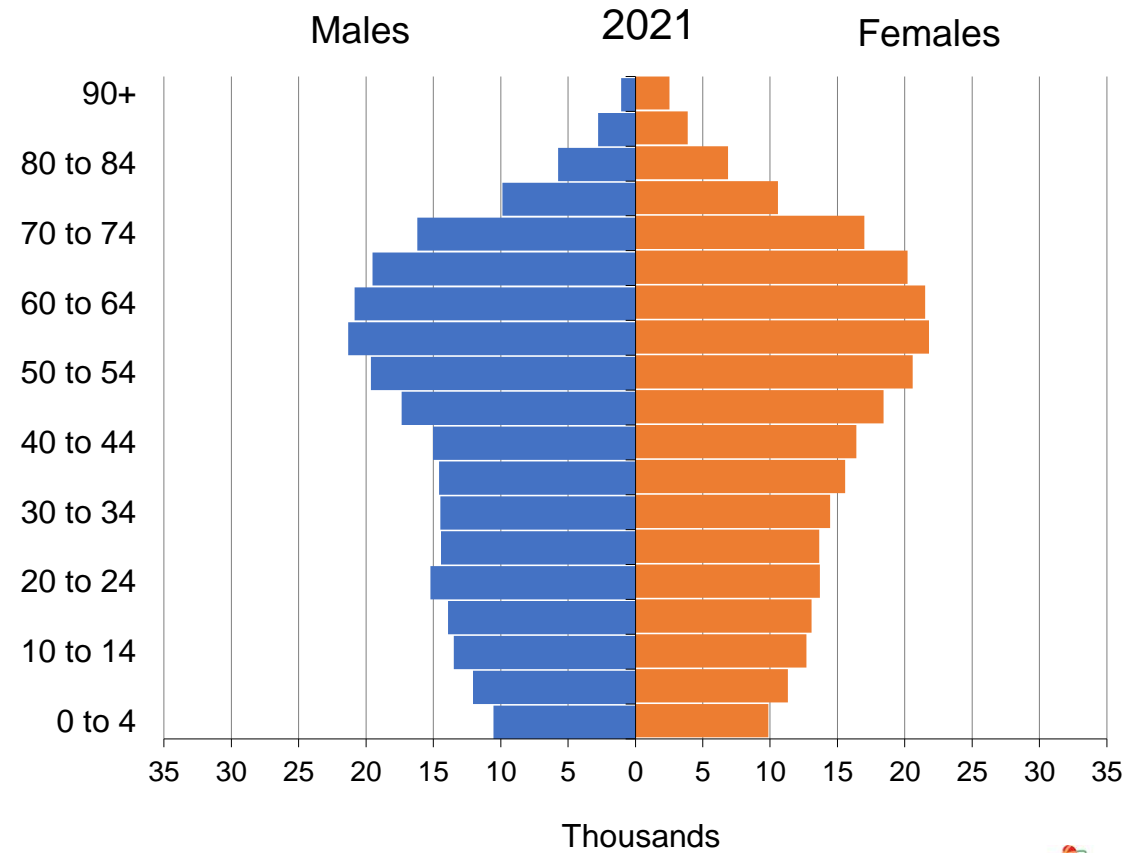
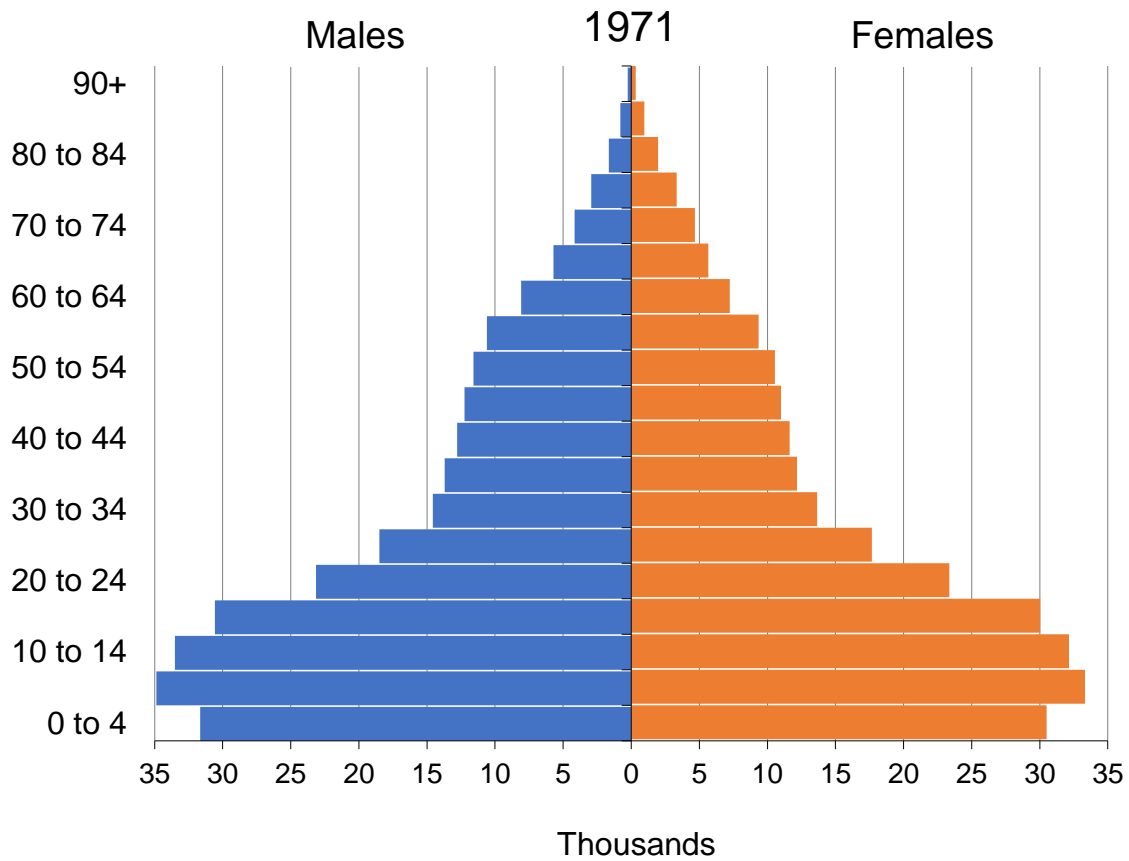
Why We Are Doing This

- Newfoundland and Labrador has the highest median age in the country, with a significant number of expected retirements and people leaving the workforce in the coming years.
- There are gaps in skilled and available labour in the provincial economy and this is particularly acute in a number of health care occupations.
- Many professionals face challenges to obtain full licensure, resulting in lengthy, and costly processes.
- Our goal is to welcome **5,100 newcomers per year by 2026**. To achieve this goal, we must remove barriers to foreign qualification recognition.

Presentation Outline

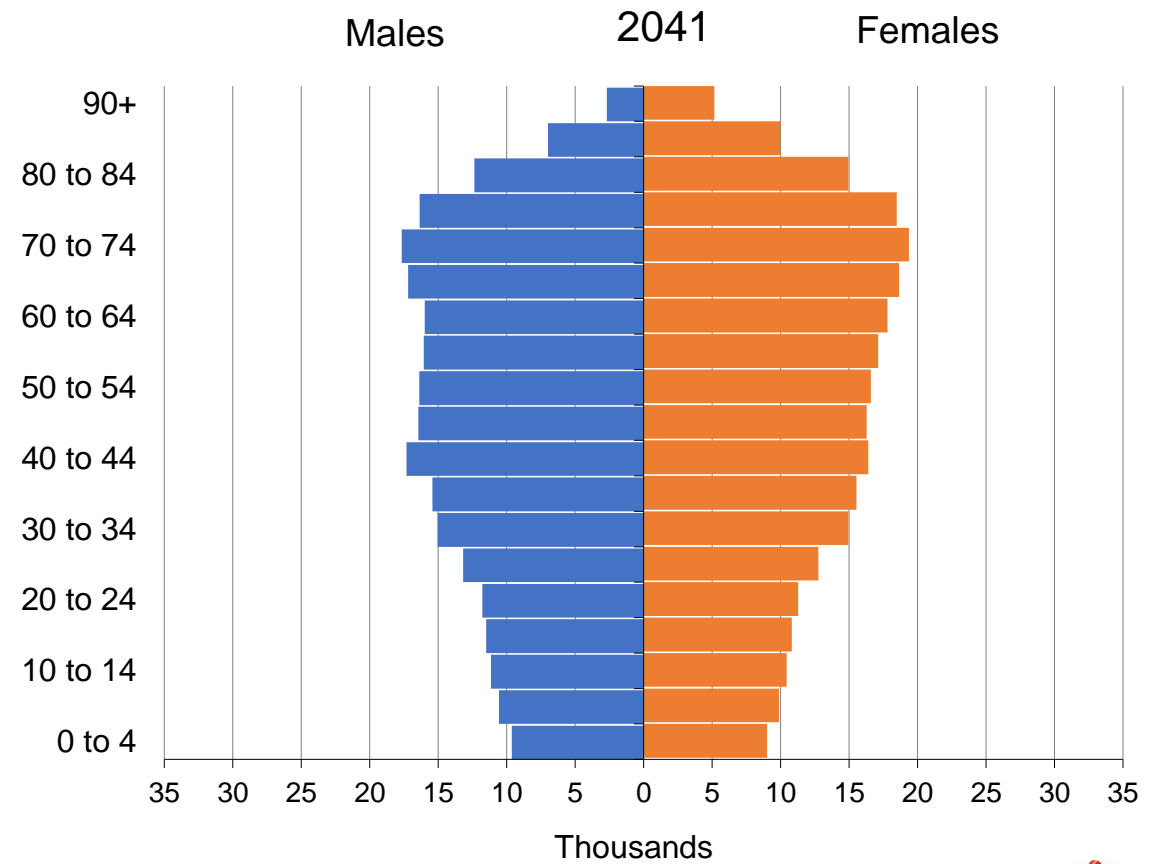
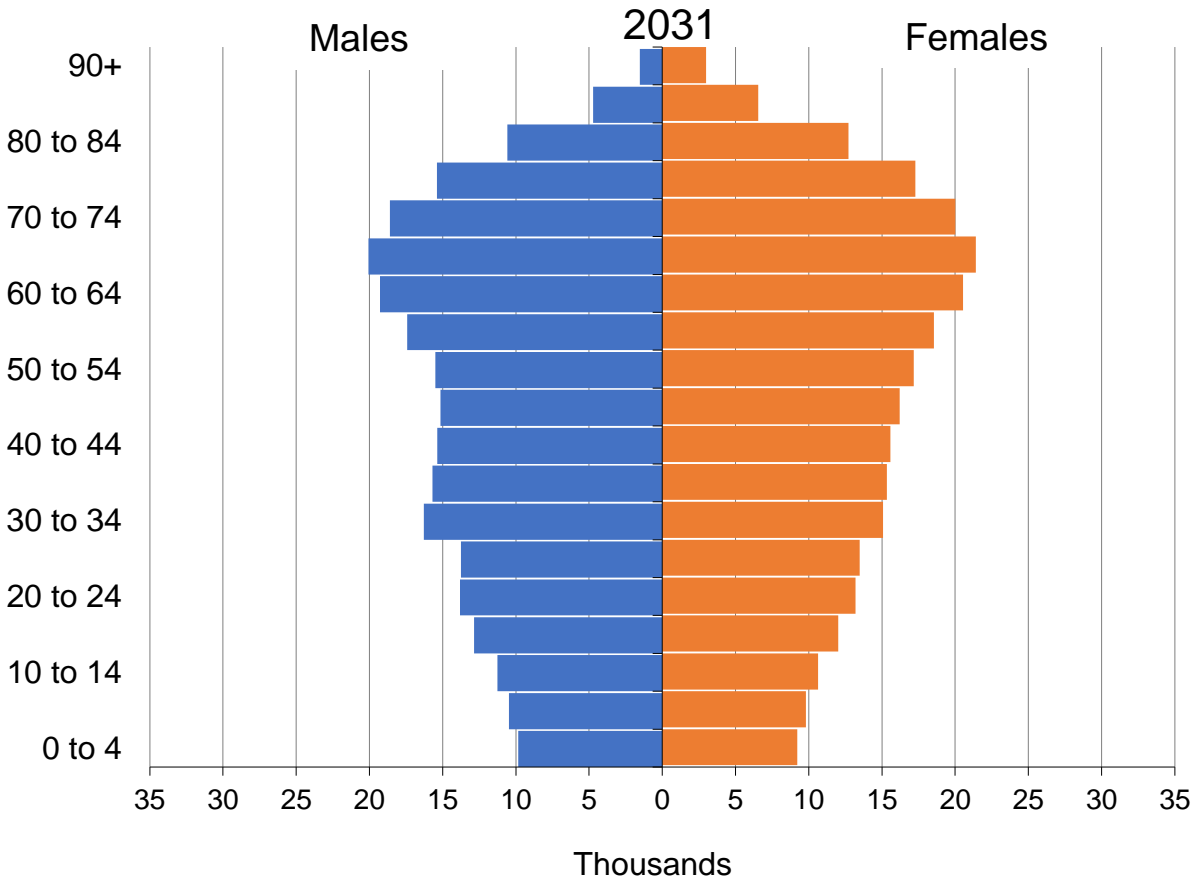
- Setting The Stage: Demographics and Labour Market Demand
- Painting The Picture: In The Media
- Select Priority Occupations
- Other Jurisdictions
- Engagement Questions

Aging population, NL, 1971 vs 2021



Source: Statistics Canada (17-10-0005-01)

Aging population, NL, 2031 & 2041 - Projections



Source: Statistics Canada (17-10-0005-01); Department Finance.

Occupational Forecast for Health Occupations (2021-2030)

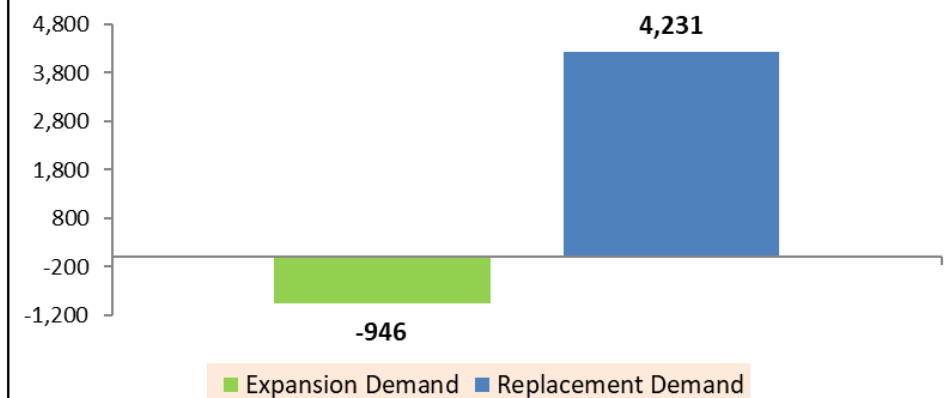
Health

Occupations in this category are concerned with providing health care services directly to patients and occupations that provide technical support to medical staff.

Key Points

- 3,284 job openings
- 4.1 per cent of all forecasted job openings
- Rating of 2.0 (balanced)

Forecasted Job Openings (2021-2030)



Occupations with the most job openings:

- Professional occupations in nursing (934)
- Assisting occupations in support of health services (667)
- Licensed practical nurses (487)
- Physicians, dentists and veterinarians (272)
- Medical laboratory technologists and technicians (177)
- Other medical technologists and technicians (including veterinary) (147)

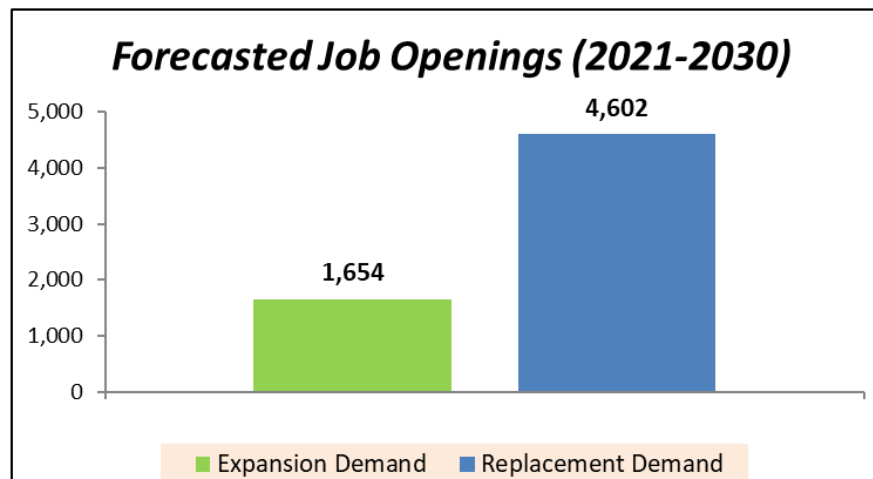
Occupational Forecast for Occupations in Natural and Applied Sciences and Related (2021-2030)

Natural and Applied Sciences and Related

This category includes occupations in sciences, engineering, architecture and information technology.

Key Points

- 6,256 job openings
- 7.7 per cent of all forecasted job openings
- Rating of 2.5 (balanced)



Occupations with the most job openings:

- Computer system analysts and other mathematical occupations (615)
- Technical occupations in computer and information systems (541)
- Other technical inspectors and regulatory officers (513)
- Air pilots, flight engineers and flying instructors (485)
- Technical occupations in life sciences (433)
- Technical occupations in physical sciences (312)

Source: Occupational Projections, Department of Finance (Summer 2021)

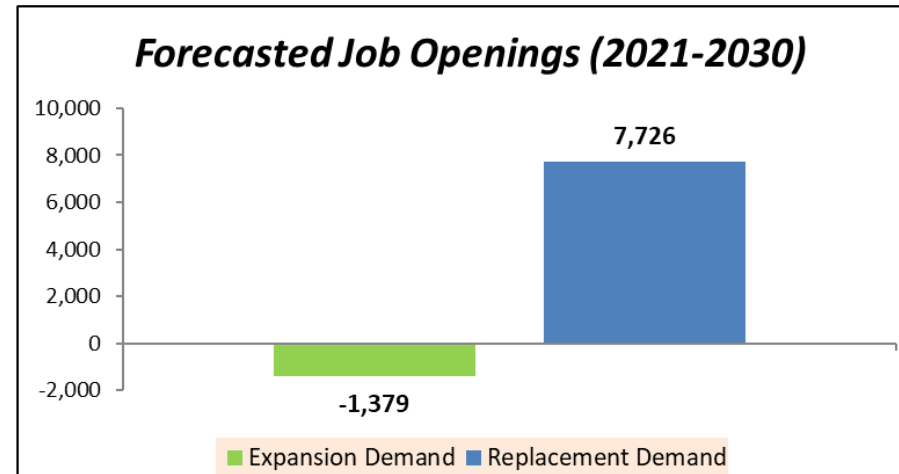
Occupational Forecast for Occupations in Education, Law and Social, Community and Government Services (2021-2030)

Education, Law and Social, Community and Government Services

Occupations in this category are concerned with law, teaching, counselling, conducting social science research, developing government policy, and administering government and other programs. Occupations providing religious services and leadership are also included in this category.

Key Points

- 6,348 job openings
- 7.8 per cent of all forecasted job openings
- Rating of 2.2 (balanced)



Occupations with the most job openings:

- Home support workers, housekeepers and related (1,703)
- Secondary and elementary school teachers and educational counsellors (675)
- Social and community services professionals (611)
- Policy and program researchers, consultants and officers (596)
- Occupations in frontline public protection services (556)
- College and other vocational instructors (469)

Occupational Forecast for Trades, Transport and Equipment Operators and Related Occupations (2021-2030)

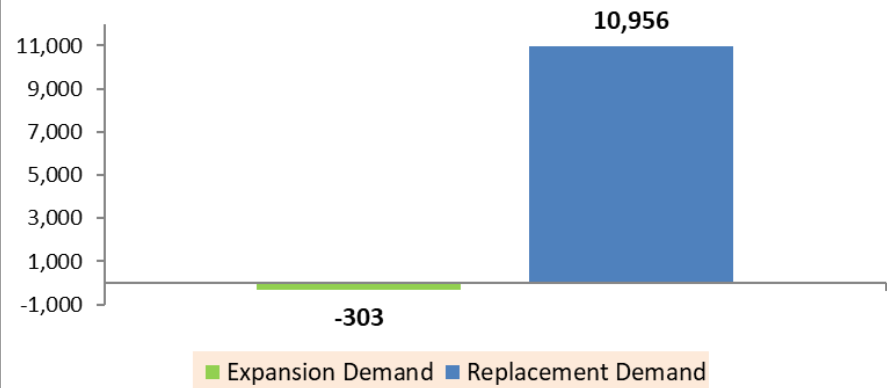
Trades, Transport and Equipment Operators and Related

These occupations include trades supervisors and contractors, construction and mechanical tradespersons, operators of transportation and heavy equipment and trades helpers. These occupations are found in a wide range of industrial sectors, with many in the construction and transportation industries.

Key Points

- 10,653 job openings
- 13.1 per cent of all forecasted job openings
- Rating of 2.4 (balanced)

Forecasted Job Openings (2021-2030)



Occupations with the most job openings:

- Transport truck drivers (1,634)
- Material handlers (1,040)
- Construction millwrights and industrial mechanics (866)
- Automotive service technicians, truck and bus mechanics and mechanical engineers (820)
- Carpenters and cabinetmakers (467)
- Industrial and power system electricians (443)

Painting The Picture

Labour Shortage Persists Across All Sectors, Says CFIB

Dec 10, 2021 | 1:35 PM



Medical association says some rural N.L. areas will lose last doctors in the next few months



The Canadian Medical Association says some rural N.L. areas will lose their last doctors by the end of the month; Harbour Breton Mayor says situation 'unfair'

CBC News - Posted: Apr 11, 2022 6:00 AM NT | Last Updated: April 11



Newfoundland and Labrador Medical Association President Dr. Susan MacDonald says government needs to immediately implement solutions to fix the doctor shortage. (Patrick Butler/Radio-Canada)

The Newfoundland and Labrador Medical Association is warning that several rural health centres in the province may soon be without a single physician.

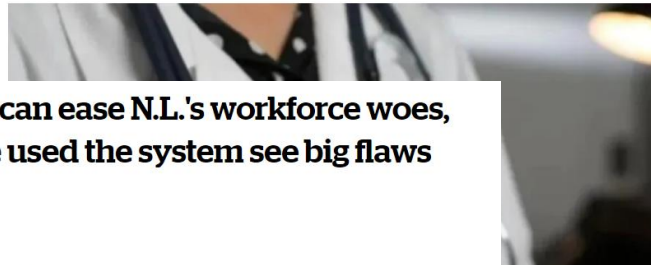
Nfld. & Labrador

Doctor shortage in N.L. getting worse, putting strain on families, patients say



Patients face extended waits or long trips to get primary care

CBC News - Posted: Oct 16, 2021 4:45 PM NT | Last Updated: October 16, 2021



Foreign workers can ease N.L.'s workforce woes, but those who've used the system see big flaws



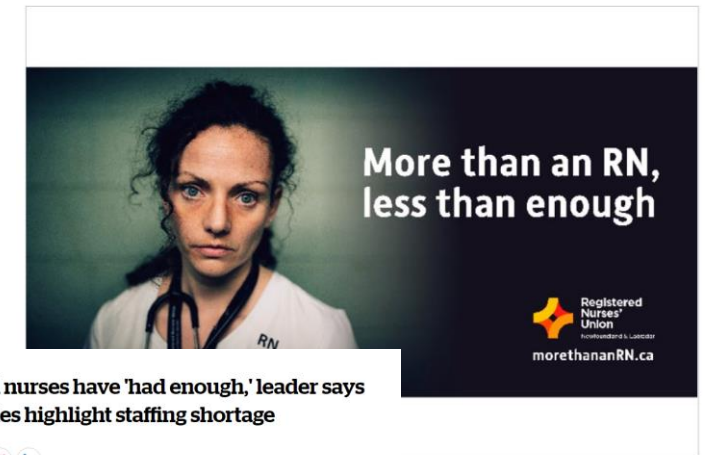
CBC News - Posted: Nov 04, 2021 9:12 AM NT | Last Updated: November 4, 2021



A Help Wanted sign is posted at a restaurant in Corner Brook. The sector has struggled to find workers, even through the temporary foreign worker program. (Lindsay Bird/CBC)

Registered nurses speak on challenges they face, the impact on patient care and solutions needed to help

Contributed | Posted: June 11, 2021, 5:16 p.m. | Updated: June 12, 2021, midnight | 5 Min Read



Exhausted nurses have 'had enough,' leader says as N.L. rallies highlight staffing shortage



There's a 30% shortage on registered nurses in N.L., says Linda Silas

CBC News - Posted: Sep 17, 2021 11:07 AM NT | Last Updated: September 17, 2021

32 comments



Linda Silas, president of the Canadian Federation of Nurses' Unions, says Newfoundland and Labrador is about to

cannot continue working under the conditions they face



Selected Priority Regulated Occupations

- Licensed Practical Nurses
- Medical Doctors. Includes General Practitioners and Family Physicians, and Specialist Physicians
- Allied Primary Health Practitioners (Nurse Practitioners)
- Registered Nurse
- Social Worker
- Radiation Therapists
- Dosimetrist
- Medical Laboratory Technologist
- Respiratory Therapist
- Medical Laboratory Assistant
- Pharmacist
- Pharmacy Technician
- Clinical Psychologists
- Advanced Care Paramedic
- Primary Care Paramedic
- K-12 Teachers
- Early Childhood Educator
- Engineers
- Heavy Equipment Technician
- Transport truck drivers

What Other Jurisdictions Are Doing

Alberta - *New Labour Mobility Act* which provides a framework for government to impose broad new requirements on regulatory bodies to improve labour mobility.

The new legislation applies to over 100 associations and colleges in the province, including major regulatory bodies that regulate paramedics, licensed practical nurses, registered nurses, physicians, engineers, lawyers, dentists, and many others.

Ontario - *Working for Workers Act* - Schedule 3 of the legislation is focused in large part on recognition of foreign credentials, making it easier for internationally-trained professionals to be recognized in that province by removing the requirement to have Canadian work experience, eliminating duplicative official language proficiency testing, providing new processes for emergency licensure, and ensuring licensing processes are completed in a timely manner.

The legislation would apply to non-health regulated professions and compulsory trades such as professional engineers, architects, plumbers, electricians, accountants, hairstylists, teachers and early childhood educators.

Bill 98, Fairness for Ontario's Internationally Trained Workers Act, 2022 - enacts the Fairness for Ontario's Internationally Trained Workers Act, 2022. Establishes a Foreign Credential Recognition Advisory Committee that makes recommendations to the Minister regarding the employment of internationally trained workers and establishes an Internationally Trained and Educated Healthcare Professions Advisory Committee that makes recommendations to the Minister regarding the employment of internationally trained and educated healthcare professionals.

What Other Jurisdictions Are Doing

Manitoba - *Fair Registration Practices in Regulated Professions Amendment Act* which is intended to further reduce barriers for internationally educated professionals to register in Manitoba's 31 self-regulated professions.

- Clarifying the requirement for professions to ensure registration requirements and assessments for internationally educated applicants are necessary.
- Obliging self-regulatory bodies of changes to their assessment and registration practices.
- Allowing the establishment of a timeliness standard for registration of qualified internationally educated applicants by regulation.

Saskatchewan - *The Labour Mobility and Fair Registration Practices Act*. The Act will reduce barriers to working in the province to ensure skilled workers can have their skills and credentials recognized, while assisting employers in filling jobs across a number of key sectors, such as healthcare, construction and IT.

Quebec - \$130 million in funding announced on December 7, 2021 aimed at a new two-year action plan. The plan aims to develop projects in areas such as recruitment, skills assessment, personalized support, refresher training, skills and credential recognition as their government looks to address a chronic labour shortage.

Engagement Questions/Discussion

1. In your opinion, are improvements to foreign qualification recognition needed in order to help address labour and skill shortages in the province?
2. What changes would you recommend be implemented to improve foreign qualification recognition processes?
3. Are there certain occupations where these barriers are more prominent than others? If yes, please elaborate.

Engagement Questions/Discussion

4. Are there models and best practices that you recommend we consider to improve foreign credential recognition?
5. Are you involved in any improvement efforts already?
6. Do you have any other comments?